



59TH CONVENTION

NOVEMBER 25 & 26, 2020



A FUTURE  **FOR ALL**

Because of the continuing pandemic, this will be the first entirely virtual convention in our history. We're looking forward to welcoming delegates online from communities and affiliates across British Columbia.

Find up to date information and live links on the Convention website:

convention.bcfed.ca

Watch the convention live stream at BCFED2020.can.chime.live



We can't gather in person this year like we did in 2018 — but we're still together.

FROM THE BCFED 58TH CONVENTION IN 2018 / PHOTO JOSH BERSON

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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 VIRTUAL 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.

RESOLUTIONS

2. The Resolution Committee may amend resolutions, use one resolution to cover the intent of other resolutions, or combine resolutions (composite) to cover the intent of other resolutions.
3. 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

4. When a delegate wishes to speak, they will call the phone number provided. 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.

5. Any delegate wishing to speak to a particular resolution or report must first indicate if they are calling in favour or against the resolution or report. Delegates will be placed in one of two call queues: "pro" to speak in favour of the resolution or report, "con" to speak against the resolution or report.
6. Speeches will be limited to one minute.
7. A delegate will not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
8. A delegate will not interrupt another except to call a point of order or for a question of privilege.
9. To make a point of order or point of privilege, delegates should call the phone number provided.
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 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 will be decided by electronic voting as overseen by the Balloting Committee.
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, be returned to the call queue 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 convention 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. Any credentials previously issued to the regular delegate will be revoked, and new credentials issued to the alternate delegate.

GUESTS

23. Invited guests are allowed to observe proceedings but have no voice nor electronic vote.

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, or which undermines the dignity of our fellow members, 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.

The BCFED will not tolerate any sexist or racist jokes or behaviour that degrades women, 2SLGBTQIA+* people, IBPOC** people or any other groups.

Harassment can include comments, slurs and jokes based on any identity listed as prohibited grounds in the BC Human Rights Code.

It can include displaying degrading or pornographic pictures or graffiti and, in the case of sexual harassment, includes unwanted 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 an Ombudsperson appointed for the duration of the event. At convention, you can contact them by approaching any Federation staff member or Officer, or contact an Ombudsperson using the chat function in the convention platform or by emailing ombudsperson@bcfed.ca.
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.

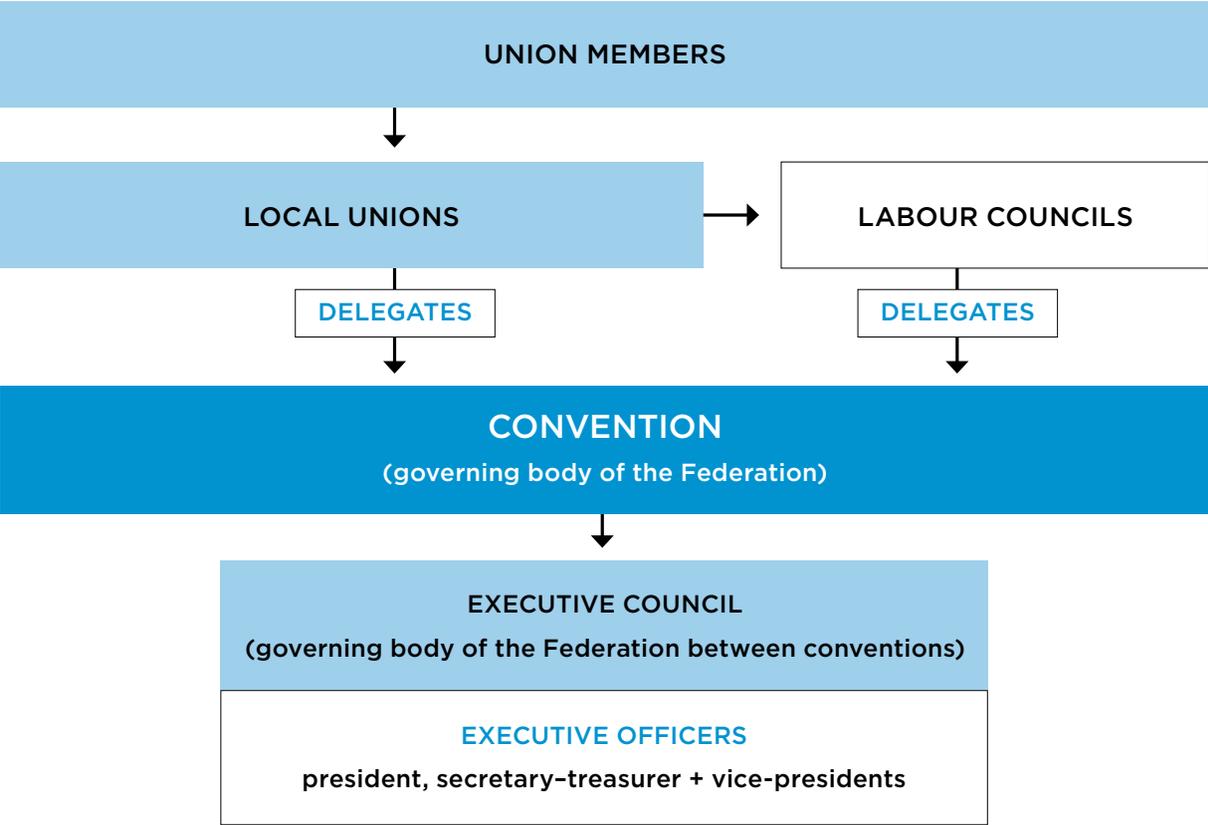
The purpose of this statement is to make it clear — there is no room for harassment at Federation events. We do not condone it, and we will not tolerate it.

* 2SLGBTQIA+: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual Plus

** IBPOC: Indigenous, Black and People of Colour.

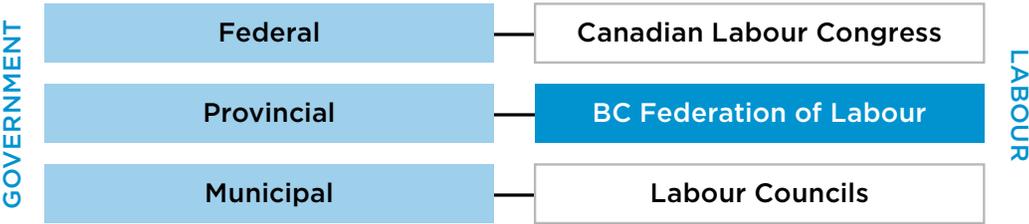
New Delegates Guide

FEDERATION STRUCTURE

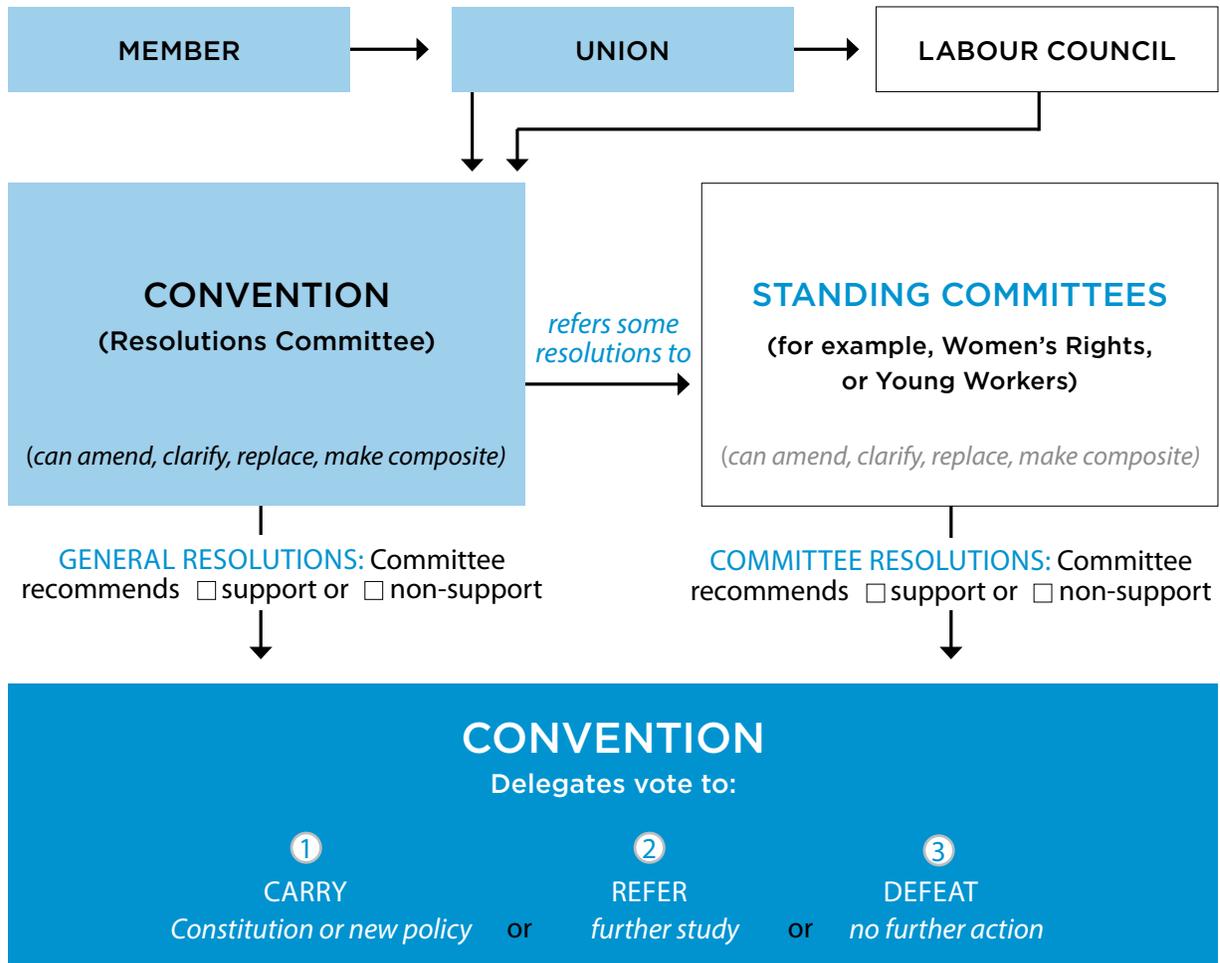


LABOUR MOVEMENT STRUCTURE

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



RESOLUTIONS FLOW



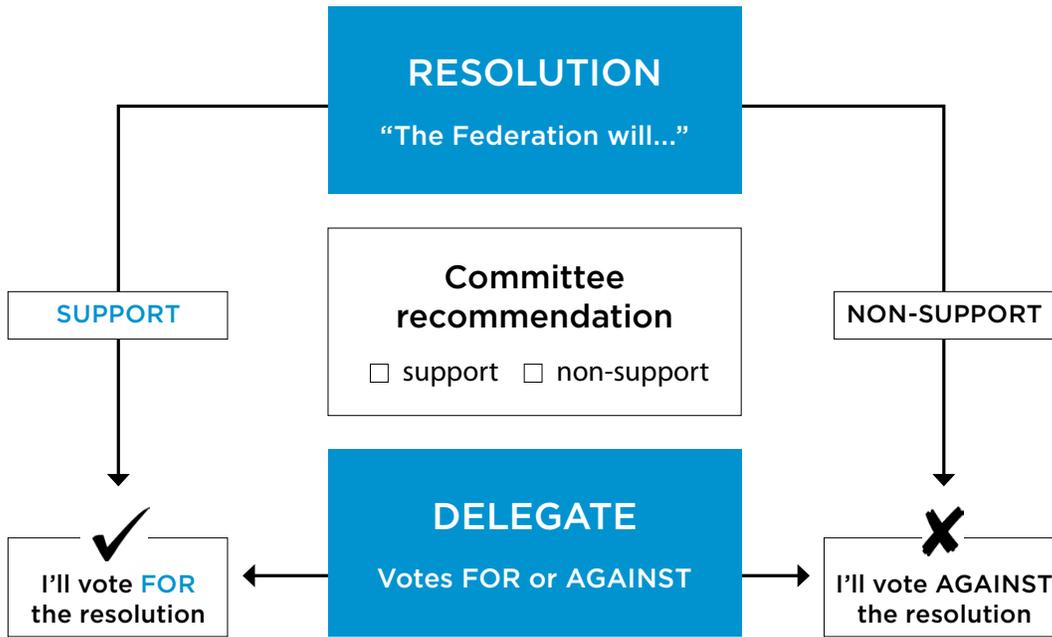
When resolutions are sent to the BC Federation of Labour, they become the property of the convention and are processed by the Resolutions Committee. The convention refers resolutions to committees upon recommendations of the Resolutions Committee.

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>
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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>
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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

British Columbia Federation of Labour | Chartered by the Canadian Labour Congress

Amended by Convention: November 27, 2018 | Approved by CLC Canadian Council: May 27, 2019

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 to share in the full benefits of union membership, especially those who identify with the equity seeking groups established in Article 9 Section 1(a) (iii), and any other worker who is covered by protected grounds in the BC Human Rights Code.
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 cooperate 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 from the undermining effects of any agencies, which are opposed to the basic principles of democracy and free and democratic unionism; and to strongly, support affiliates against raiding.
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.
 - (ii) 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 twenty-four (24) 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 Convention credentials based on entitlement, such delegate registration must be confirmed by the appropriate affiliate officer. A delegate must be a member or representative of the local union, branch or lodge they represent 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 the 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 Convention’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 in either electronic or paper format 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 two presiding officers of the body submitting it. The signatures can be either digital for electronic resolutions or written for paper resolutions. A resolution shall not deal with more than one (1) subject, and shall refer to the action which is proposed. It shall contain no more than one hundred and fifty (150) words inclusive of the 'Because' and the 'Federation Will' portions, and exclusive of any wording quoted from the Federation's Constitution.

- 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.

Section 3.

- a) The President and Secretary-Treasurer shall, upon election, 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 affiliates selected in accordance with Article 10, who shall each self-identify and represent one (1) of the following groups of Federation members:
 1. Workers of colour;
 2. Indigenous peoples;
 3. People with disabilities; and
 4. LGBTQ (lesbian, gay, bisexual, transgender and queer) persons.

Upon election, each of the four representatives shall be appointed to the Human Rights Standing Committee.

- (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 electronic communication 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.

- (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 second

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. The election of the Executive Council members from equity seeking groups shall take place in the appropriate caucus forums during Convention week.

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 a recommendation from the Young Workers' Committee and appoint 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
 - (iii) shall have and maintain:
 - (iv) the endorsement of the member's affiliated organization;
 - (v) a position as an Officer of a Labour Council; and
 - (vi) 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.

- d) In the event both Alternate Trustee positions become vacant, the Executive Council shall elect new Alternate Trustees prior to Convention provided the individuals elected are members in good standing of an Affiliate, but not members of the Executive Council.

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 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.
- b) In between Executive Council meetings, the Executive Officers shall make the appointment and report the appointments to the Executive Council at the next available opportunity.

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) 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) 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 eighty-five (.85¢) cents 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.



RALLY WITH UNITE HERE LOCAL 40 AT THE HYATT HOTEL, 2019 / PHOTO UNITE HERE LOCAL 40

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A Future for All

The Executive Council report provides an overview of the work of the BC Federation of Labour since the last convention in 2018, with details provided only where not already covered in reports by standing committees.

WORKERS IN BC are living in an extraordinary time. Because of the COVID-19 pandemic, many of us have found ourselves working in drastically different circumstances — or out of work altogether. British Columbians have dramatically changed how we live, from the way we stay in touch with friends and neighbours, to how we buy groceries and get the services essential to our well-being.

The BC Federation of Labour (BCFED) and our affiliates have been affected just as dramatically. All of us have had to rethink how we function, from organizing, to representing and communicating with members, to collaborating with each other, to advocating with all levels of government and British Columbians. But we're adapting and learning, just like the rest of the province.

And one of the things BC has come to understand is just how critical working people are — how workers are at the heart of the economy.

The “front lines,” it turns out, go a lot further back than many people thought. Our province has woken up to the fact that so much of the most critical work is done by underpaid workers in unstable jobs under untenable working conditions. From grocery stores to the care sector to food delivery to office cleaning, the myth that lower-wage workers do lower-value work has been shattered.

There's been another awakening too: a realization of the importance of occupational health and safety. Through the lens of COVID-19, we can finally see workplace safety as a non-negotiable public health requirement.

All of this has meant that, as challenging and difficult as this time has been, it also gives us an opportunity to build something better and fairer, and to emerge stronger. We don't have to recreate the injustices and inequities of the past. We can build a future for all.

This report looks at the work your Federation has done since the last convention, including the time before the pandemic began. We don't want the urgency of the past eight months to completely overshadow the hard work and effort of so many people during the previous fourteen, and we've done our best to reflect that. But there's no denying that we're living through a watershed moment in the history of working people, of our province and of the world, and this report reflects that as well.

We don't want the urgency of the past eight months to completely overshadow the hard work and effort of so many people during the previous fourteen, and we've done our best to reflect that.

WINNING VICTORIES FOR WORKERS DURING THE COVID-19 PANDEMIC

Working people and the labour movement have always been at our strongest when we work together and stand up for each other. That's never truer than when we're facing serious challenges, and 2020 has offered plenty of those.

But even though so much of this year has been about shutting down, it's also more and more about opening up — that is, opening up possibilities for positive, lasting change. And throughout this crisis, we've been doing all we can to make the most of those possibilities.

As we've pushed for that progress, we've had an important ally. BC has benefited tremendously from having a government that listens to working people. The contrast with other provinces, and south of the border, has often been stark.

At the time of writing, we are awaiting the final count of mail-in ballots from the 2020 provincial election. But all indications are that Premier John Horgan and the BC New Democratic Party (BC NDP) have won re-election with a strong majority — and a well-earned mandate. Premier Horgan has proven to be a skillful leader, a capable spokesperson and a strong advocate for change. During some of the most turbulent and difficult moments in British Columbia history, the BC NDP government, cabinet and caucus were unified, providing welcome stability and certainty. And we have been grateful for their leadership both before and during the pandemic.

From the moment the scale and scope of the pandemic became clear, BCFED leadership along with our affiliates put our “stronger together” beliefs into practice. We spoke with a united voice to the provincial government on the need to move swiftly to protect workers from the worst of the pandemic's impact. That in turn, helped inform quick, dramatic action to help workers, families and vulnerable British Columbians on a range of fronts, including:



At our 2018 Convention with Premier John Horgan.

PHOTO: BCFED

- supporting the incomes of laid-off workers;
- increasing disability and income assistance rates;
- providing help for renters;
- subsidizing wages;
- investing in health care and education;
- improving employment standards and workplace safety; and
- three days of job-protected sick leave.

In early April, Premier Horgan announced a Premier's Economic Recovery Task Force, bringing together leaders from business, labour, First Nations and not-for-profits to advise the BC government in its pandemic response. BCFED President Laird Cronk served as labour's representative on that task force, advocating for

the measures needed to support workers, their families and communities during the shutdown, and for a worker-centred economic recovery.

A FUTURE FOR ALL: OUR VISION FOR A BETTER BC

The pandemic has shown us in no uncertain terms just how wide and deep the gaps in our province are, and how many people have been left out and sold short. But it has also shown us that we can step forward with big, positive changes that help workers, families and communities. This unprecedented shutdown is also a chance for an unprecedented restart, based on a vision centred around working people.

That vision is at the heart of the campaign we launched this fall, *A Future For All*. It invites British Columbians to voice their support for changes like Pharmacare and public dental care; paid job-protected sick leave for all workers; affordable childcare; better worker safety and workers' compensation; a more inclusive province with pay equity, an end to arbitrary police street checks and more trades jobs for under-represented groups via Community Benefits Agreements; and investing in sustainable jobs and a green recovery. Built around social media sharing and three online video ads, the campaign is still ongoing at the time of writing, and has drawn support from thousands of British Columbians — not to mention coverage in the news media.

We spelled out our vision in detail earlier this year in our submission to the Economic Recovery Task Force, in a document titled *Rebuilding Our Economy For All* (available online at bcfed.ca/recovery-for-all). It includes a full range of policy recommendations for ensuring our relaunched economy works for all British Columbians. Instead of cutting our way back to what we used to know as normal, *Rebuilding* sets out a plan for creating a more prosperous, just and sustainable economy for everyone.

Our plan is based on eight core principles we believe are crucial for a just, successful and enduring recovery, including:

- 1) Focusing on the success of working people;
- 2) Recognizing the importance of undervalued work;
- 3) Embracing the rights of Indigenous communities;
- 4) Investing in and expanding public services;
- 5) Strengthening employment standards;
- 6) Speeding up the transition to a green economy;
- 7) Using large-scale public investment to restart economic growth; and
- 8) Building long-term community resilience.

One thing that became evident early in the pandemic was that it was affecting British Columbians very differently depending on their gender. From taking on much of the additional domestic workload imposed by the economic shutdown, to the over-representation of women in many of the front-line and essential sectors most at risk of exposure, to the increase in domestic and workplace violence, the pandemic has worsened gender inequities. Not just gender, either: COVID-19 has been a magnifying glass for all of our divisions of wealth, privilege and power.

BC needs to recognize how those inequities have played out in this pandemic, and we need to ensure our recovery closes those gaps instead of widening them. And we need to understand how gender interacts with other factors, including race, Indigeneity, age, ability, wealth and more. So, we followed up *Rebuilding Our Economy For All* with *Rebuilding With Equity*: our inter-sectional gender analysis of the pandemic and our recommendations for the best, fairest and most inclusive ways to recover from it. It's available at bcfed.ca/recovery-for-all/gender-equity.

Unions have workers' backs... and workers know it

During tough times, the benefits of belonging to a union really shine through to workers. Even before COVID-19 was on anyone's radar, Canadian unions were growing — with membership reaching an all-time high of nearly 5 million in 2019, including more than 608,000 in BC.

We don't have final figures yet for 2020. But Jim Stanford of the Centre for Future Work reports that in the first half of 2020, union coverage — the share of the workforce who are union members — jumped to nearly 32 percent, its highest in 15 years. Part of the reason? Unionized workers were half as likely to lose their jobs during the initial shutdown, because it's harder for employers to lay them off.

As Stanford wrote in the *Toronto Star*, union membership is on the rise in the UK, Australia and New Zealand — and stabilized after years of decline in the United States.

He puts it this way: "in bad economic times, unions really show their value. When individual businesses (or the whole economy) are in crisis, employers naturally try to shift the burden onto the workers: through layoffs, wage cuts, and other take-aways. So that is precisely when workers most need a countervailing force to represent them, and defend their past gains. Without that collective power, employers can easily make the workers pay for the crisis."

SLOW BUT STEADY PROGRESS ON PAID SICK LEAVE

Before the pandemic began, British Columbia had the dubious title of worst sick leave provisions in the entire country: no paid sick days at all, and zero job protection if you stayed home sick. And while some employers provide it (in many cases because unions have won it through collective bargaining), fewer than half of BC workers have some form of paid sick leave. Compare that to the US figure: 76 percent of American workers.

Clearly, we have some catching up to do. And while this was an important issue to us in the pre-COVID-19 days, it's absolutely essential now. Job-protected paid sick leave is what allows every worker to follow public health advice — to stay home when they're feeling sick, so they don't spread whatever disease they have.

On March 23, 2020, the BC NDP government took the first big step, legislating unlimited protected sick leave for workers who have to quarantine, self-isolate or care for loved ones because of COVID-19, for the duration of the pandemic. And they introduced three days of permanent non-paid protected sick leave for any ailment. It was an important move — but we need to do much more.

During the pandemic, we saw multiple outbreaks in workplaces such as long-term care facilities and poultry and meat processing plants, within and outside BC. Those outbreaks are all too often traced to workers who felt they had no choice but to come in for work, even though they were feeling sick.

The lesson is undeniable: Working sick isn't working. Not for workers, not for our community, and not for businesses, which risk having to shut down owing to outbreaks (and lose productivity from worker illness outside of pandemics).

There's a very simple test that any paid sick leave plan should meet: No worker should ever have

to make the untenable choice between staying home when they're sick, and being able to pay the bills.

In July 2020, the BCFED released a plan to meet that test. It would guarantee a minimum of three days of paid sick leave per year for every worker for any ailment—including part-time, temporary and casual workers, as well as permanent and full-time workers—up to a maximum of 10 days per year for full-time workers, regardless of whether they're in a union. Employers would pay their full wages or salary, and the federal and provincial governments would lend a hand in the initial stages (subsidizing up to 75 percent of the sick leave pay) for employers struggling because of the pandemic.

Our plan calls for an additional, separate 10 days of paid leave specifically for COVID-19, covering workers who contract the disease, who have to self-isolate, or who need to care for a loved one who has the virus. Once a worker has used up their paid leave, our plan allows for an extra 16 weeks of unpaid sick leave, during which their job would be protected and their employer would not be allowed to fire them.

And we launched a campaign website, WorkingSickIsntWorking.ca, inviting British Columbians to sign an open letter to Premier John Horgan and Prime Minister Justin Trudeau supporting the proposal.

Not long afterward, the federal government announced its plan: the Canada Recovery Sickness Benefit. It offers two one-week Employment Insurance (EI) benefit periods to help workers who have no access to paid sick leave self-isolate for 14 days in case of COVID symptoms. It was a start—but it was nowhere near a comprehensive paid sick leave plan:

- The Canada Recovery Sickness Benefit doesn't replace full income for most workers, instead paying a flat \$500 per week.

- The new benefit doesn't offer support for workers who only miss a day or two of work and appears to apply only to COVID-19-related illness and symptoms.
- Unlike paid sick leave, the new benefit places the onus on workers to apply, and it's unclear how long they'll need to wait until they receive their pay or if their job is protected while away from work.
- The plan covers the next year of the pandemic and isn't permanent.

In late September, word came of an agreement between Trudeau's government and Jagmeet Singh's federal NDP to improve eligibility for the benefit. That's important and welcome progress, but there's still a long way to go. And the BCFED will keep pushing until every worker in this province knows they have the protection that only a real, comprehensive paid sick leave plan can offer.

BCFED shares our vision for a worker-centred future for all

"History tells us there will be voices advocating that we 'recover' by slashing spending and reducing, not strengthening, protections for working people, communities and the environment. That kind of thinking is regressive at the best of times—but right now, it would be disastrous.

"This health crisis is shining a bright light on just how much damage has been done through decades of cuts to public services, the social safety net and rollbacks in workplace protections, exposing the severe gaps those cuts have left in our ability to respond collectively and effectively to this challenge."

— Op-ed, *Vancouver Sun*, April 2020

PROGRESS TOWARD SAFER WORKPLACES – AND WORKER-CENTRED WORKERS’ COMPENSATION

Stark memories of workplace outbreaks. Face shields and masks. Safety protocols for every workplace in BC. Physical distancing markers and hand sanitizer stands everywhere from grocery store lineups to office elevators. This pandemic has seen a sea change in the way we all view occupational health and safety. For many long-time labour activists, it’s a vindication; for many others, it’s a wakeup call. And for all of us, it’s a reminder that workplace safety and public safety are inseparable — and our economic reopening depends on both of them.

Our polling tells us that British Columbians overwhelmingly want to know they’ll be safe at work, to see workers properly compensated if they contract COVID-19, and to see workers’ compensation dramatically improved. We’ve made important progress on all three fronts, building on the hard work our leadership, staff and affiliates have done throughout the past two years. (The Occupational Health and Safety Committee Report goes into much more detail.)

WCB PRESUMPTION

Workers need to know that if they get sick or injured because of their job, the Workers’ Compensation Board (WCB) will be there for them. No roadblocks, no runaround: They deserve support and compensation, period.

Last year, the provincial government changed the law to add post-traumatic stress disorder and other mental health disorders to the list of illnesses the WCB recognizes are associated with professions such as first responders, some care providers, sheriffs, correctional officers and emergency dispatchers. That means if someone working in those fields develops one of those



One worker death is too many: at the Ironworkers Memorial (top) and Bentall Memorial (bottom).

PHOTO: BCFED



disorders, they don't need to prove it was because of their work; the WCB will presume it was, unless there's evidence otherwise.

It was a major victory. And since the pandemic began, we've been working to see presumption applied to COVID-19. Despite fierce opposition from large employer organizations, the WCB announced in July that it would make BC the first province in Canada to provide presumptive coverage for COVID-19 cases.

The WCB announced details of the change later in the summer. Presumption covers workers where the risk of COVID-19 infection is "significantly greater" than that to the public at large. The province also heeded our lobbying to remove the 90-day waiting period for expanding presumption, so workers wouldn't have to

wait unnecessarily. We're cautiously optimistic that this will mean sick workers won't need to jump through unnecessary hoops to get the compensation they need — but we'll be watching closely to make sure that's how it unfolds.

Of course, what's even better than compensating workers who contract COVID-19 is making sure they don't get sick in the first place. That's why the BCFED has called for greater enforcement to ensure safe workplaces. With COVID-related oversight alone, there have been 16,686 inspections and only 274 orders during the Phase 2 reopening through September 18. It's clear that prevention officers need additional tools and a stronger mandate to ensure every worker's right to a safe workplace.

CRIMINAL NEGLIGENCE

We have long believed that employers who are negligent in protecting the health and safety of their workers should face criminal charges. The BCFED has called for:

- dedicating a Crown prosecutor to deal with workplace fatality and serious injury cases;
- training police forces on section 217.1 of the *Criminal Code*, known as the *Westray Law*; and
- mandatory police investigations in all workplace fatalities and serious injuries.

We aren't there yet. But it was heartening to see the May 2019 criminal charged filed against Peter Kiewit Sons Co. and two supervisors. Those charges cited criminal negligence in the 2009 death of construction worker Sam Fitzpatrick. And they set a welcome precedent: a major US multinational corporation is facing the prospect of criminal accountability for egregious workplace safety violations that led to a senseless workplace death. At least eight Canadian corporations have seen charges under Section 217.1 of the *Criminal Code*, also known as the *Westray Law*.

Protect workers from asbestos

Last November, the BCFED joined the BC Insulators Union and the Vancouver–New Westminster Building Trades Council to call on the province to immediately begin licensing asbestos removal firms and providing training for asbestos workers. Our call came after the BC Supreme Court sentenced a flagrant violator of safety laws to house arrest, and the WCB issued a stop-work order against a contractor removing asbestos-contaminated drywall from a Vancouver home without adequately protecting workers or neighbours.

Asbestos is the leading cause of workplace deaths in BC. Years after its use was outlawed, asbestos still claims lives, including 48 work-related deaths in 2019. Along with the BC Insulators and the BC Building Trades Council, we sent a follow-up letter to the Minister of Labour in August 2020.



Unveiling of the Grant De Patie memorial plaque in Maple Ridge. PHOTO: BCFED

Grant's Law

15 years ago, a young Maple Ridge gas station attendant named Grant De Patie was killed in a gas-and-dash robbery. As a result, a law was enacted — known as Grant's Law — requiring stronger protections for those who work alone and at night. But after lobbying from large corporations including the Mac's convenience store chain, the Christy Clark government drastically weakened the law.

An annual overnight sit-in by the BCFED Young Workers' Committee took place on May 26, 2019 to demand the law's full reinstatement. Then, on Injured Workers' Day, June 1, 2019, a plaque was unveiled at Grant De Patie's old high school, Garibaldi Secondary School, commemorating his life and the law that was enacted in his name.

The BCFED continues to advocate for the full reinstatement of the Grant's Law.

Another important milestone occurred in 2019 in helping hold companies accountable for criminal negligence leading to workers' deaths. The BC NDP called on Lisa Jean Helps to review government and WorkSafeBC action in response to the recommendations from the Dyble and Macatee Report, and coroner's verdict in response to the catastrophic explosion and fires at Babine Forest Product and Lakeland Mills. These explosions killed four workers and injured 42 more, many with permanently disabling injuries.

The Helps report, also known as *WorkSafeBC and Government Action Review: Crossing the Rubicon*, made 11 recommendations that are vital to ensuring in the event that a worker is seriously injured or killed on the job a proper investigation is conducted based on the *Westray Law*. This report is the culmination of eight years of work by the labour movement to ensure that employers are held responsible for criminal negligence leading to workers' deaths.

REFORMING WCB

The previous government spent 16 years dismantling protection for workers and fair compensation for their injuries, skewing workers' compensation in favour of employers. When the new BC NDP government replaced them, we made an immediate push to restore lost benefits and make the system fairer and easier for workers to access.

Our goal is nothing less than a worker-centred workers' compensation system, one that fulfills the true purpose the WCB was established to fulfill.

A succession of expert reviews conducted in 2018 and 2019 by Lisa Jean Helps, Paul Petrie and Terry Bogyo helped identify some of the biggest issues, gaps and shortfalls in how WCB was approaching its mandate. The government's response was *Bill 23*, a set of long-overdue reforms that represented a big first step toward that worker-centred system — and tangible success for the unions, injured workers and their advocates who worked so hard to see change.

Among other changes, *Bill 23* removes the one-year restriction on filing mental health claims, gives investigators more power and allows courts to hear victim impact statements, and removes the 90-day waiting period for changes implementing presumption around occupational disease caused by viral pathogens. It received royal assent in August.

But none of these reviews and reforms come close to the scope and scale of Janet Patterson's review of workers' compensation in BC. Her report, released in August 2020 after a lengthy delay (and repeated calls from the BCFED and many others), is a thorough and historic call for comprehensive change in how the WCB works — putting workers' interests back where they belong, at the heart of the organization's culture, policies and operations.

British Columbians support stronger worker safety

According to a May 2020 survey we conducted, three-quarters of British Columbians support stronger workplace health and safety protection and Workers' Compensation Board (WCB) coverage for workers who contract COVID-19.

The report came after a process that, for the first time, put the voices of sick and injured workers and their families front and centre. And it included a remarkable 47-page addendum summarizing submissions from workers, family members and others that should be required reading for politicians, government officials and anyone else dealing with the issues of workplace safety and workers' compensation.

We cannot let this report languish, and we intend to do all we can to ensure it drives an agenda of positive, real change at the WCB, including much-needed additional legislative reforms.



Responding to the province's historic changes to the BC Labour Code. PHOTO: BCFED

A MORE BALANCED LABOUR CODE AND STRONGER EMPLOYMENT STANDARDS

The previous government did much the same thing to BC's employment standards and labour relations rules that they did to workers' compensation: They slashed regulations and tilted the table in favour of the employer.

LABOUR CODE CHANGES: A GOOD START, BUT MORE NEEDED

With the election of John Horgan and the BC NDP, the BCFED set four key priorities for restoring the balance to workers' relations with employers in BC:

- 1) **Remove barriers** for workers to join a union,
- 2) **Prevent employers from interfering** in organizing drives,
- 3) **End rampant contract flipping** that enables employers to keep wages low and work unstable, and
- 4) **Properly resource** the Labour Relations Board so that it can do its job.

We saw these changes as essential to protecting workers from manipulation and intimidation by employers aiming to prevent them from unionizing. And for the first time in 16 years, we had a government that was prepared to listen.

We launched an intensive "Workers Deserve Better" campaign in the spring of 2019, using workers' own stories to illustrate just how broken and unfair BC's labour laws had become. And in May, the BC NDP government responded with the first changes to the province's *Labour Code* in 15 years. They included expanded successorship rights, so employers couldn't use contract retendering and flipping to get around collective agreements and keep wages low; a shorter waiting period for union certification votes; and new rules to prevent employer interference in organizing campaigns.

There's no question this was improvement — but it was also a missed opportunity. As we made clear in our submission to the government, there is no good reason for a two-step organizing process with a delayed secret ballot, other than giving employers one last opportunity to intimidate and pressure workers. Nobody questions that a signature is enough to get a passport, a mortgage or an election ballot. It should be enough to indicate workers want to bargain collectively, without the delay of a secret ballot.

Precarious work: Tackling the gig economy

One urgent area yet to be addressed is temporary, gig and precarious work. BC has the highest proportion of part-time and temporary workers of all the provinces, yet they still have very little protection — and employers are chronically using misclassification as a way to duck their responsibilities under the *Employment Standards Act*, and prevent these workers from exercising their right to join a union. Closing these loopholes must be a high priority for the BCFED in the coming months.

Throughout the debate over the ride-hailing sector, the BCFED has advocated strongly for decent safety, employment standards and working conditions. In October 2019, we challenged the Passenger Transportation Board to ensure drivers are classified as employees, with the same basic protections as other BC workers.

And meanwhile, there are hopeful signs elsewhere. In February 2020, an Ontario court ruled that Foodora's couriers are not the independent contractors the company claimed they were, and were more like employees. That cleared a path for them to organize, but unfortunately, the company shut down its operations throughout Canada in May.

EMPLOYMENT STANDARDS: LONG-AWAITED REFORM

In April 2019, the province announced a range of changes the BCFED and our affiliates had been working to see for a long time. We were especially pleased to see the end of the so-called “self-help kit,” which required workers to deal directly with their employers before making a complaint to the Employment Standards Branch (ESB). The government backed this up in the budget with more funding to support the increase in ESB staff needed to make this change happen.

The reforms also included extending wage recovery times. And after a decade of horrific workplace injury claims from minors (totalling more than \$5 million), the government raised the minimum age at which children can work in hazardous jobs to 16 from an unconscionable 12 years old.

The changes addressed wage theft, too, strengthening the ESB’s ability to crack down on employers who steal tips from their workers — a long-standing issue plaguing the service, delivery and hospitality sectors.

And perhaps most urgently, the changes guaranteed protected leave for workers facing intimate, personal or relationship violence — a long-overdue measure. And in March 2020, the government introduced five days of paid leave for workers facing domestic and sexual violence.

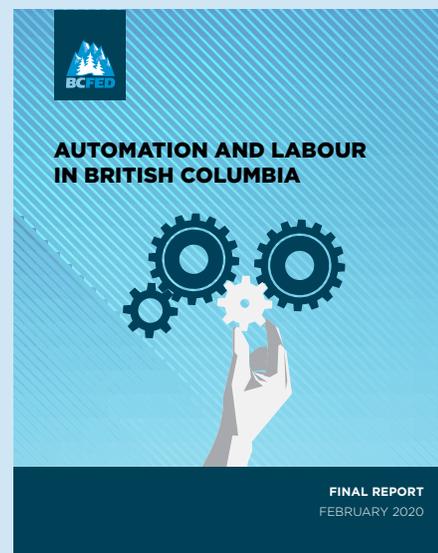
That still leaves important business unfinished, though. More resources will allow the ESB to take more initiative in investigation and enforcement. Stiffer penalties for more offences will provide a stronger deterrent to employers tempted to break the law. Minimum wage protection should extend to all workers, eliminating exemptions for employers in agriculture and high tech. And as we discuss above, job-protected paid sick leave is an absolute essential.

Shedding light on automation

In August, the BCFED released a major research report on the impact of automation on employment and workers in BC. One of the report’s most bracing findings: Three in five BC workers face a “medium-to-high likelihood of having their jobs affected in the next 20 years.”

While many people assume automation only affects rote, repetitive jobs, the report finds that machine learning is allowing computers and robots to take on more and more sophisticated tasks. That can often mean taking away pieces of existing jobs from human workers, rather than replacing them outright.

Automation could mean more and more of us competing for fewer and fewer lower-paying jobs — but it doesn’t have to. The report offers a range of recommendations for ensuring that automation lives up to its original promise: prosperity and freedom from drudgery. You can read it at bcfed.ca/automation.





BARGAINING AND STRIKE SUPPORT

One of the BCFED's most important responsibilities is to help unions that are engaged in labour disputes by coordinating picket line activity with other affiliates. Since 2018, we've taken a range of measures to support our affiliate unions and their members.

In July 2019, we issued a hot edict on Western Forest Products (WFP). More than 3,000 Steelworkers employed by WFP's Vancouver Island operations were on strike to save their

pensions, seniority rights and long-term disability from being cut by the company. The eight-month strike was the longest coastal forest industry strike in decades. We asked members of our affiliated unions to refuse to handle any WFP coastal lumber, logs or wood products. And in the process, we won a historic victory over the employer at the Labour Relations Board, upholding our hot edict. The pressure helped: in February 2020, members ratified a new contract that included no concessions and a wide range of improvements.

At the end of September 2019, the International Brotherhood of Electrical Workers (IBEW) Local 213 members went on strike at Ledcor. The members, who had been doing installation work on behalf of Telus, unionized in 2017. For two years they tried to get a contract, while Ledcor steadily slashed the bargaining unit nearly in half with terminations and shutdowns. When Ledcor fired 31 employees in September 2019, members decided to hit the picket lines. The strike has now lasted more than a year, and on September 30, 2020 — the strike's first anniversary — Laird Cronk joined a host of other labour and community leaders in a show of solidarity, brought together by the New Westminster & District Labour Council. As this report goes to press, IBEW 213 members are standing strong — and they have the support of our entire movement.

And in October 2019, we called for a boycott of the Hyatt Regency Vancouver, Westin Bayshore, Pinnacle Hotel Harbourfront, and Rosewood Hotel Georgia in support of striking UNITE HERE! Local 40 members, as they fought for fair wages, basic job security and safety reforms. The employer soon reached an agreement with the union that included — among other provisions — pay raises of up to 25 percent, and crucial health and safety improvements.

Our affiliates have won important victories at the bargaining table over the past few years, often against daunting odds, and all of them are well

Organizing notes

Earlier this year, the Labour Relations Board made a decision that will make it easier for workers to vote to join a union: They're allowing electronic certification votes. And last June, United Food & Commercial Workers' International Union (UFCW) Local 1518 made history as employees in two workplaces voted electronically — for the first time ever in BC — to join the local.

In October 2020, we worked jointly with the Vancouver & District Labour Council to offer the BCFED Organizing Institute: Basics of Organizing online class, covering the basics of union organizing to build power within the labour movement, and to organize new workers into unions.

And every year, we field dozens of organizing leads as workers — frustrated with their employers, fed up with unfair treatment, or just hoping for a better, fairer deal for themselves and their coworkers — reach out to us. We pass every lead on to an appropriate affiliate, and it's always deeply satisfying to see whenever a new workplace organizes as a result.

worth celebrating. The BCFED leadership has been proud to turn up to picket lines and other actions in solidarity with our affiliates' members. And the need for solidarity has been great; here are some of the conflicts our affiliates have faced since our last convention:

- BCGEU vs Okanagan Gateway Casinos
- MoveUP vs Westminster Savings Credit Union
- USW vs Council on Northern Interior Forest Employment Relations (CONIFER) and Interior Forest Labour Relations Association (IFLRA)
- CUPW vs Canada Post
- ILWU vs Global Container Terminals
- USW 1-1937 vs Western Forest Products
- IBEW Local 213 vs Ledcor
- UNITE HERE! Local 40 vs Rosewood Hotel Georgia, Westin Bayshore, Hyatt Regency & Pinnacle Hotels
- IAMAW 250 vs Avcorp
- BCGEU vs Western Pacific Marine Ltd. (Kootenay Lake Ferry)
- CUPE 441 vs Saanich School Board
- IAMAW LL3111 vs Canadian Labour Congress (CLC)
- UNBC Faculty Association vs the University of Northern British Columbia
- Teamsters Canada Rail Conference and CN Rail
- Professional Employees Association vs. Legal Services Society
- IAMAW 250 vs Gain Group
- BCGEU vs Sunshine Valley Child Care Society
- CUPE 7000 vs BC Rapid Transit Company

As we move through the next stage of the pandemic and beyond, we know there will be employers looking for every opportunity to roll back past gains and take advantage of this situation. But we also know we can count on the solidarity of working people throughout this province to ensure we prevail.



BC workers together and strong. PHOTO BCFED

BCFED shares our vision for a worker-centred future for all

“As we rebuild, let’s consider not just economic indicators but human outcomes, especially our ability to ensure the basic needs of every British Columbian are met. This pandemic has not impacted people or communities equally, and our response must work to decrease these inequities, rather than exacerbate them. Our goals must entail nothing less than the end of poverty, homelessness and other inequities — and a society that can offer to everyone a meaningful connection to the communities where they live and work.”

— Op-ed, *The Tyee*, May 2020

WORKING FOR EQUITY, STANDING AGAINST HATE AND DISCRIMINATION

British Columbia's labour movement actively works to oppose systemic racism, misogyny, homophobia, transphobia, violence and injustice against Indigenous peoples, ableism, classism and other ideologies, beliefs and structures that exclude and harm people.

We recognize that we must strive to become better allies: to listen, learn and act in ways that dismantle structures of oppression and discrimination. The past two years have been tumultuous for equity-seeking groups, but they have also presented remarkable opportunities for progress. (The Equity Committee's report presents further detail on many of the subjects we cover in this section.)

RECONCILIATION AND JUSTICE FOR INDIGENOUS PEOPLES

We have worked to take our lead from Indigenous peoples and the leaders of Indigenous communities. The BCFED believes the path to reconciliation must spotlight the voices and experiences of Indigenous people as they lead the way to the implementation of their rights, and justice for their people.

As members of the Coalition on Missing and Murdered Indigenous Women and Girls in BC, we supported the work of the National Inquiry on Missing and Murdered Indigenous Women and Girls, which delivered its final report in June 2019 with a call for Canada to address its historic and current treatment of Indigenous peoples. And we supported the coalition's call in November for accountability from the BC Royal Canadian Mounted Police (BC RCMP) and Vancouver Police Department over reports of grave and disturbing misconduct that became apparent during the national inquiry.

In October 2019, we celebrated when BC became the first jurisdiction in Canada to adopt the



News conference with the First Nations Leadership Council in support of Bill C-262. PHOTO BCFED

principles of the *UN Declaration on the Rights of Indigenous Peoples* (UNDRIP) in law. The new law recognizes Indigenous peoples' inherent right to self-determination, while creating a framework for just and equitable economic development that benefits all.

That success comes in the shadow of the Canadian Senate's failure to pass *Bill C-262*, the federal private member's bill introduced in 2016 by then-MP Romeo Saganash. It would have ensured Canadian law is consistent with UNDRIP. BCFED helped organize a joint lobby with the First Nations Leadership Council in an effort to overcome a fear-driven campaign of misinformation, but in the end, Conservative senators used procedural maneuvers to prevent it from receiving a final vote. In an especially cruel irony, the bill died on the Senate order paper on June 21, 2019 — National Indigenous Peoples Day.

Early in 2020, protests erupted over the RCMP's enforcement of a Coastal GasLink court injunction, aimed at allowing them to begin pipeline construction over the objections of the Wet'suwet'en Hereditary Chiefs. In February, the BCFED called on the RCMP to step back and make space for government-to-government dialogue to lead to a negotiated settlement.

Our statement this year on National Indigenous Peoples Day came amidst a series of beatings and deaths of Indigenous people at the hands of police, and we recognized the violent legacy of

policing as well as the disproportionate jailing of Indigenous people by Canada's courts and prisons. But we also recognized and celebrated the rise of powerful Indigenous activism in recent years, and the number of British Columbians who have honoured it with their solidarity.

CONFRONTING RACISM AND SUPPORTING #BLACKLIVESMATTER

The BCFED has been active in opposing racism long before 2020, but the events of the past several months have shown us in very stark terms just how far we have left to go. And that work must happen not just in solidarity with campaigns and activism addressing racism in our broader society, but in recognizing, challenging and dismantling racism within labour as well.

Early in the pandemic, members of British Columbia's racialized communities experienced a surge of racist attacks — verbal and physical, offline and in the digital world. *We spoke out* against these acts and in defence of racialized

workers who often bore the brunt of such attacks and made it clear that the only way to address the pandemic is through collective solidarity.

The year also saw a resurgence of the Black Lives Matter movement in both the United States and Canada, as protests brought many thousands to the streets to oppose racism and violence. The BCFED publicly stated our support for Black Lives Matter, and expressed our outrage at police brutality, systemic racism and the centuries-old system of white supremacy that underpins it.

At the request of staff, the BCFED has also begun internal anti-racism and anti-oppression training, and we are committed to bringing our learnings to the labour movement.

SUPPORTING INCLUSION OF WORKERS WITH DISABILITIES

The BCFED Representative for Workers with Disabilities, Sheryl Burns, has represented the BCFED on the BC Accessibility Legislation

Community Benefits Agreements: Opening doors to opportunity

A few months before our 2018 convention, Premier John Horgan announced that key infrastructure projects would be built under a Community Benefits Agreement (CBA). CBAs ensure opportunities for training and apprenticeship, jobs with pay on par with the industry's prevailing wages, and — crucially — new opportunities for Indigenous workers, women and other under-represented groups.

The agreements cover projects including the Pattullo Bridge replacement, Highway 1 expansion and Broadway subway. They help ensure that BC's investments in major infrastructure projects do the most good possible for our communities.

That hasn't stopped opponents from trying to derail CBAs and the good they do. Fortunately, anti-CBA efforts have come up short. Last February, the BC Supreme Court refused to hear a court challenge against CBAs from the Independent Contractors and Businesses Association and the notoriously anti-worker Christian Labour Association, among others. And the BC Liberals, who loudly opposed CBAs during the provincial election (even they had similar measures in place for infrastructure projects when they were in government), were soundly defeated at the polls. British Columbians, it seems, know a good thing when they see one.

Consultation Advisory Committee since its creation just under two years ago. At this table, stakeholders have provided feedback to the provincial government through Minister of Social Development and Poverty Reduction Shane Simpson on the development of a framework for provincial accessibility legislation as well as the consultation process. While the proposed legislation has been put on hold due to COVID-19, the BCFED remains committed to this work and to making life better for workers with disabilities in BC.

During the pandemic it has become apparent that workers with disabilities have been particularly affected with respect to employment precarity, isolation, the ability to keep themselves protected from the disease, and increased challenges relating to accessible means of transportation and communication. Minister Shane Simpson held two meetings with stakeholders in the disability community to address some of these issues, and the BCFED Workers with Disabilities Representative attended both.

In addition, the BC Centre for Inclusion held a focus group to explore the issue of decreased employment of women and girls with disabilities during COVID-19. Both the BCFED Workers with Disabilities Representative and the Human Rights Representative attended this meeting to explore the needs of women with disabilities to enable their increased participation in the workforce.

HELP FOR WORKERS FACING INTIMATE, PERSONAL AND FAMILY VIOLENCE

The April 2019 amendments to the *Employment Standards Act* included leave for workers dealing with intimate, personal and family violence — a much-needed step forward. But the leave was unpaid, making it much harder for the most vulnerable to use it.

The BCFED launched a campaign that September demanding paid leave for workers experiencing



End Violence Against Women Memorial, December 6, 2018. PHOTO BCFED

violence, as our response to a public consultation by the Ministry of Labour. In March 2020, the BC government announced a big step forward for survivors: five days of paid leave for workers dealing with domestic and sexual violence. There is no question the measure will save lives, making it economically possible for workers facing violence to take the time to get the help they need.

As well, the BCFED has been a partner in the Be More Than A Bystander program, an initiative of the Ending Violence Association of BC and the BC Lions. Targeting youth in grades 8 to 12, the program provides 29 workshops about gender-based violence, and how students can take action if they see or know someone who is being abused.

SOLIDARITY WITH TEMPORARY FOREIGN WORKERS

Some of British Columbia's most vulnerable workers are those who are here under Canada's Temporary Foreign Worker Program. And the single best way to protect them is to ensure their status isn't tied to a single employer; instead, those who choose it should receive permanent residency upon arrival. They would no longer be at the mercy of their employer, and would be in a better position to organize into unions and negotiate fairer working conditions.

Until that happens, temporary foreign workers will remain vulnerable — something underlined in May 2019, when the BC Ministry of Labour found the Aquilini family had engaged in wage theft from 174 temporary foreign workers. The ministry ordered the Aquilinis to pay them over \$130,000 in wages and vacation pay after the BCFED and our partner organizations lodged a formal complaint with multiple government agencies.

There is some good news, though. In the spring 2019 legislative session, the province introduced the *Temporary Foreign Worker Protection Act*, including new licensing requirements and a registry for recruiters. Migrant workers and advocates believe these measures will help to deter employment standards abuses.

Rainbow Crosswalk in Trail, from the worker visit to the Kootenays. PHOTO BCFED



In love and solidarity with 2SLGBTQIA+ community members

“BC’s labour movement is united against homophobia, transphobia and all forms of hatred and discrimination around race, Indigeneity, gender identity, sexual orientation and gender expression. And we reaffirm our commitment to building communities and workplaces that support and uphold Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual Plus (2LSGBTQIA+) people as their whole selves....”

“The BCFED stands in love and solidarity with 2LSGBTQIA+ community members during this time, and particularly Black, Indigenous and people of colour within the community. We commit to building our capacity and knowledge to be a better and more effective ally, both as an organization and as individuals.”

—BCFED statement on Pride 2020

TACKLING THE CLIMATE EMERGENCY

While the world's attention has been focused — understandably — on the COVID-19 pandemic, the climate emergency has only become more dire. A devastating wildfire season in Washington State, Oregon and California underlined the damage climate change can wreak, and for more than a week much of southern British Columbia was choked by the smoke from Washington's fires.

The BC government released its clean growth strategy, known as Clean BC, in December 2018, and the BCFED welcomed it as a framework for developing a new, sustainable path to prosperity with just and fair transition strategies. Our President served on the province's Clean BC Workforce Readiness Committee, advocating to

BCFED shares our vision for a worker-centred future for all

"As we rebuild, we can regain what we had — but we can also rebuild something stronger and fairer.

We can build stronger, more resilient communities that are better able to grapple with big challenges, whether it's ending this pandemic, fighting off the next one or addressing the threat of climate change. We can build a fairer, greener economy where everyone can benefit — and where we make every job a good job. We can make investments that improve crucial services everywhere from classrooms to hospitals to transit.

And thanks to the working people of British Columbia, we are going to emerge from this pandemic."

— Op-ed, Local papers throughout BC, Sept. 2020

ensure green jobs are good, well-paid, family- and community-supporting jobs that promote Red Seal trades and create opportunities for women and Indigenous workers. And as we reopen from the pandemic, BC has an opportunity to launch a green economic recovery — something we called for in our submission to the Economic Recovery Task Force. Our opinion survey released late this summer shows that 78% of British Columbians support an economic recovery that aggressively addresses climate change and reduces pollution.

There is good reason to hope the next generation of voters and activists will push that support even higher. Inspired by Greta Thunberg, on September 27, 2019 thousands of students from across British Columbia joined millions of young people around the globe in massive public demonstrations to demand action on the climate crisis. It's a promising sign of a new and energetic movement ready to build power for meaningful change. The BCFED will continue working for a future of good, family-supporting green jobs with good pay and decent working conditions that help sustain our communities.

UNION EDUCATION AND TRAINING

BCFED REGIONAL CONFERENCE: PRINCE RUPERT

On September 6–7, 2019, 117 participants gathered at the Highliner Plaza in Prince Rupert for our 2019 Regional Conference.

The program included plenary sessions on understanding Indigenous rights and jurisdiction in BC, the current state of workers' compensation, critical issues on the North Coast, a look ahead to that fall's federal election and the impact of automation on workers. In addition, BCFED staff and affiliates offered workshops on topics including occupational health and safety, equity and inclusion, political action, organizing changing workplaces and responding to climate change.

A reception at the stunning Museum of Northern BC gave participants an opportunity to get to know each other and share perspectives and experiences. And the conference closed with a labour history walking tour that explored the sites of the rich and sometimes tumultuous relationship between unions and industry in Prince Rupert.

YOUNG WORKERS' SCHOOL: CAMP JUBILEE

The BCFED's annual school for young workers took place from June 14–16, 2019, gathering young workers from across BC in the quiet and beauty of Camp Jubilee on Indian Arm.

Workshops at the camp covered a range of subjects, including organizing through effective one-on-one conversations, negotiations basics, legal protest vs. civil disobedience, an introduction to unions and the labour movement, mental health in the workplace, and public speaking.

Unfortunately, owing to the COVID-19 pandemic, the 2020 school was cancelled.

SUMMER INSTITUTE FOR UNION WOMEN: VANCOUVER

The 2019 Western Regional Summer Institute for Union Women took place at UBC from July 2–6. Bringing together self-identified women, trans, non-binary, gender nonconforming and questioning people from the labour movement in BC, Washington, Oregon, California and Hawaii, the international Institute drew 206 participants for five days of learning and discussion.

Plenary sessions included an opening-night discussion on the Institute's 2019 theme (Equity! Justice! Reconcili-action!), a look at how labour can use its capital for social change, and the need for both reconciliation and an intersectional

feminist lens. Participants could also choose from a selection of core courses each morning such as organizing, leadership, anti-oppression and political action. And afternoon workshops covered such topics as action on reconciliation, addressing Islamophobia, allyship, gender justice and sex work.

On June 5, participants bused to the Shaughnessy Station branch of the Westminster Savings Credit Union, to show their solidarity with the workers there who had been on strike since December 2018.

CANADIAN LABOUR CONGRESS WINTER SCHOOL AT HARRISON: HARRISON HOT SPRINGS

The 2019 and 2020 Canadian Labour Congress (CLC) Pacific Region Winter Schools provided thousands of union activists the opportunity to connect and network with like-minded union members as well as receive high-level union education.

In years number 45 and 46 of the CLC Winter School, participants challenged themselves and gained valuable skills by taking courses such as Provincial Labour Law, Labour Arbitration and Investigating Bullying and Harassment. The basics were once again some of the most popular courses, and hundreds of union activists went back to their workplaces with a better ability to collectively bargain, face management, accommodate returns to work, build psychologically healthy workplaces and much more.

Evening plenaries gave participants the opportunity to listen to and talk to union leaders, politicians, and community leaders during weekly political panel nights. Members of the provincial and federal NDP such as Leader of the NDP, MP Jagmeet Singh; the Honourable Harry Bains, Minister of Labour; the Honourable Judy Darcy, Minister of Mental Health and Addictions; the



Attorney General, the Honourable David Eby, Q.C. and many more.

We would like to thank CLC affiliates, facilitators, Labour Councils, presenters, community partners and participants for their continued commitment to delivering and gaining union education at the CLC Pacific Region Winter School.

The 2021 CLC Winter School may not look like what we are used to; however, we are committed to the important work of educating union activists in the region and we are sure it will be a success because of the support of the affiliates. To stay updated on CLC education opportunities, visit canadianlabour.ca/who-we-are/labour-education.

COMMUNITY PARTNERS

The BCFED is proud to work with a wide range of community partners to help build a better, fairer province. They include:

- Agricultural Workers Advisory Committee
- BC Employment Standards Coalition
- BC Federation of Retired Union Members (BC FORUM)
- BC Health Coalition
- BC Labour Heritage Centre
- BC NDP
- Bottom Line Conference
- Canadian Centre for Policy Alternatives
- CanRoots
- Centre for Research on Work Disability Policy
- Coalition of Child Care Advocates of BC
- Columbia Institute
- Community Legal Assistance Society
- First Nations Leadership Summit
- Metro Vancouver Alliance
- Migrant Worker Centre (formerly West Coast Domestic Workers Centre)

- Murdered and Missing Indigenous Women's Group Coalition
- NAOSH-BC Committee
- Poverty Reduction Coalition
- Precarious Work Network
- Sanctuary Health
- SFU Labour Studies Advisory Committee
- SkillsBC
- Sustainable Communities Initiative
- Work Wellness & Disability Prevention Institute (previously CIRPD)
- Working Opportunities Fund

Closing the gaps in BC's social safety net

We've always advocated strongly for greater protection for tenants, people living in poverty, people with disabilities, and marginalized and vulnerable British Columbians. During the pandemic, many more British Columbians are finding themselves facing enormous difficulties.

We won changes to the BC Emergency Benefit for Workers, expanding access to 10,000 more workers. We added our voices to those calling for increases to income assistance and disability payments — a call the province answered with much-needed temporary increases; we continue to advocate for those to be made permanent. We've spoken out for a safe supply for people who use illicit drugs, to protect them from poisoning. And we're continuing to call on the government to prevent evictions and mortgage foreclosures due to COVID-19.

As our motto says: "What we desire for ourselves, we wish for all."



Supporting Jagmeet with a labour canvass night in the Burnaby South by-election. PHOTO BCFED

BCCWITT

The BC Centre for Women in the Trades (BCCWITT) is a partnership led by women from the trades, along with industry and labour representatives, committed to increasing the proportion of women in the skilled trades above the provincial average of four percent. Founded in 2018 with the BCFED as a lead partner, BCCWITT addressed barriers to the attraction, retention, and advancement of women in the trades from two key perspectives: connecting and empowering women in the trades, and shifting the culture in the trades.

Since 2018, BCCWITT has helped a province-wide grassroots network of tradeswomen grow to more than 1,500, and has hosted, coordinated, or participated in more than 90 events across the province. BCCWITT also provides leadership training and other educational opportunities

for women in the trades to advance their career and personal leadership growth. The BCCWITT careers program provides direct, individualized supports to women facing barriers to enter or advance a trades career. These services are geared towards matching women with substantive trades training, such as a foundation program or technical training, or matching them with sustained employment. And planning is now underway for the second round of the Regional Skills Building leadership program, in partnership with the Industry Training Authority (ITA), training women to work with the ITA and BCCWITT to deepen the resources, supports and networking in their region.

BCCWITT is also shifting the trades culture: from a longstanding, toxic culture of bullying, harassment and discrimination on the basis of racism, sexism, ableism and homophobia, to a more equitable, diverse and inclusive trades industry. The centre is



supporting male allies and leaders in the industry through the Ending Violence Association of BC's *Be More Than a Bystander* program to help them speak out effectively against gender-based violence, bullying and harassment. More than 100 men have participated in the three-day intensive training and countless more men have attended the two-hour workshop presented by our male leaders. And BCCWITT's Just Workplace training provides organizational leaders with the education and tools to support a just, equitable, diverse and inclusive organization. The revised program will be piloted in November 2020.

BCFED HEALTH AND SAFETY CENTRE

The BCFED's Health and Safety Centre continues to build on its success as BC's go-to provider of health and safety training. Since its inception in 2001, the Centre has provided the equivalent of more than eight decades of education to workers in BC. The Centre continues to deliver progressive health and safety education, and its expanded programming includes Joint Occupational Health and Safety Committee (JOHSC) member training, Mental Health First Aid, Supervisor Responsibilities, Workplace Violence Prevention, Preventing Bullying & Harassment and other on-demand courses.

Since 2010, the Centre's Community Education programs have reached more than 240,000 high school students and employment program participants through Alive After 5, empowering new and young workers and ensuring they understand their rights in the workplace. More than 1,750 migrant workers across the province have participated in various workshops and outreach sessions. And the Centre has helped nearly 1,200 new Canadians and migrant workers improve both their English skills and their knowledge of workplace health and safety, through its unique English as an Additional Language courses.

COVID-19 has had a dramatic effect on workers across the province. Since April of 2020, the Centre has reached more than 6,400 workers in BC through virtual classrooms, providing "just-in-time" education on topics such as COVID-19-focused risk assessments, safety plans and the role of the JOHSC during COVID-19. The Centre continues to find creative, unique ways to support workers during the pandemic, including outreach through WhatsApp, expanded course offerings, translated materials, and working collaboratively with affiliates to address emerging education needs during COVID-19.

Learn more about the Centre's resources and trainings at www.healthandsafetybc.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 (BC FORUM), 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, visit bcforum.ca.



OFFICERS AND EXECUTIVE COUNCIL MEMBERS

OFFICERS

Robert Ashton, **ILWU Canada**

Val Avery, **HSA**

David Black, **MoveUP**

Brent Calvert, **FPSE**

Brian Cochrane, **IUOE 115**

Laird Cronk, **BCFED**

Robert Demand,
UNITE HERE! Local 40

Paul Faoro, **CUPE BC**

Steve Hunt, **USW 3**

Orion Irvine, **CLC**

Coleen Jones, **CUPW**

Phil Klapwyk, **IATSE 891**

Doug McKay, **IBEW 258**

Jamey Mills, **PSAC BC 20027**

Teri Mooring, **BCTF**

Barb Nederpel, **HEU**

Kim Novak, **UFCW 1518**

A.D. Al Phillips,
BC Building Trades

Karen Ranalletta, **CUPE 2950**

Sussanne Skidmore, **BCFED**

Stephanie Smith, **BCGEU**

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Janet Andrews, **NWDLC**

Gerry Bergunder, **SEIU 2**

Meena Brisard, **CUPE BC**

Amanda Bronswyk, **IATSE 891**

Sheryl Burns, **CUPE 1936**

Chris Carolan,
TNG/CANADA/CWA 30223

Zailda Chan,
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Coccola, **BCGEU Trevor**

Davies, **CUPE BC Gordon**

Ditchburn, **BCPFFA Nathan**

Emmerson, **ATU 1724 Paul**

Finch, **BCGEU**

Guy Fraser, **UFCW 247**

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Walter Gerlach, **IAMAW 250**

Keith Martin Gordey,
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Joanne Hapke, **NCLC**

Dan Jajic, **IUPAT 38**

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Rick Joe, **BCTF**

Patrick Johnson, **UFCW 1518**

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Michelle Waite, **CUPE 3479**

Jennifer Whiteside, **HEU**

Diane Wood, **BC FORUM**

Equity Representatives' Reports

INDIGENOUS WORKERS' REPRESENTATIVE

SHELLEY SAJE RICCI & JOULENE PARENT

The 2019–2020 term for the Indigenous Workers Caucus has been full of rewards and challenges. The caucus has engaged in tough conversations about the need to move forward in a good way towards a path of reconciliation in the labour movement, and in society in general on this corner of Turtle Island that we call British Columbia.

When COVID-19 hit us here in the west, it had a recolonizing effect on many of our home communities. We were again finding ourselves under-resourced by the federal government, and pleading with visitors to not enter our territories so that we could use our resources to keep our community safe. This dynamic, coupled with a lack of ability to practice our culture in large gatherings or send our loved ones off in the traditional way, has left our communities feeling disjointed and disconnected.

The work of the caucus over the last term has included National Indigenous Peoples Day (NIPD) 2019 and 2020, where our representatives worked with the BCFED to create statements that served the purpose of marking NIPD but also educating the public on some of the most prevalent barriers to reconciliation.

We have continued our work liaising with the Coalition on Missing and Murdered Indigenous

Women and Girls (MMIWG), and one or both of the Indigenous Representatives of the BCFED attend those meetings when possible alongside the Equity and Human Rights Director on staff. Part of this work also led to the Commissioners of the National Inquiry into MMIWG inviting the Indigenous Workers representatives to dinner, where the plan for the release of the Inquiry's final report was unveiled. Since then, the BCFED has supported the recommendations by calling upon the labour movement and the general public to read the final report and to become familiar with and act on the Calls for Justice contained within.

When the BCFED hosted the 2019 Western Regional Summer Institute for Union Women, the theme of the event was Equity, Justice and Reconcili-action. Both Indigenous Workers Representatives were asked to facilitate sessions at the institute, and reconciliation was a constant theme woven into every component of the Institute.

The largest and most ongoing piece of work that the caucus has been involved with is the creation of a Reconciliation Plan for the BC Federation of Labour. Over the last three months of 2019, the caucus laid out the framework for the reconciliation plan, identified priorities under the plan, and provided benchmarks for success for the initiative. Many things have already been done under this plan, such as supporting the First Nations Leadership Council push for *Bill C-262* to be passed by the Senate, which would have put into legislation a framework for implementing the UN Declaration on the Rights of Indigenous Peoples into law. Another piece of work the BCFED has done under this plan is publicly supporting the *BC Declaration on the Rights of*

Indigenous Peoples Act, and liaising regularly with the Ministry of Indigenous Relations and Reconciliation.

Arguably the most important piece of work is the Indigenous Workers Gathering of the BCFED. This was the first of its kind at the BCFED and took place at the end of October, bringing Indigenous workers from across BC together in a full-day Zoom session facilitated by expert facilitator Elaine Alec. The session goals were to engage in group healing while creating space for deep dialogue and to engage in a strategic planning session for Indigenous Workers' inclusion in the BC labour movement, including best practices for implementation of the plan.

We look forward to the next two years of robust policy creation, movement building, and precedent setting.

TWO-SPIRIT, LESBIAN, GAY, BISEXUAL, TRANS, QUEER, INTERSEX, ASEXUAL PLUS WORKERS CAUCUS (2SLGBTQIA+)

GUNTER SEIFERT

This term has been a challenging one for the caucus as many members are struggling with the effects of COVID-19 on their communities, families and workplaces. The pandemic's impact on the mental health of 2SLGBTQIA+ community members has been devastating, and the caucus sends its solidarity to all community members experiencing mental health difficulties due to COVID-19 and isolation.

The activities of the caucus in 2019 focused on Pride events around the province. The BCFED participated in New Westminster, Kelowna, Victoria and Quesnel Pride events, and coordinated labour's involvement in the

Vancouver pride parade, featuring 16 affiliates marching and 6 decorated vehicles. At the recommendation of the caucus, the theme of "Ending the blood ban" was adopted by the BCFED and affiliates as the coordinating theme for Multi-Union Pride for 2019.

During the 2019 Summer Institute for Union Women, which was hosted by the BCFED, caucus member Lisa Kreut was asked to facilitate a session on sex workers' rights. It ran twice and was one of the most well-attended sessions of the conference.

In May 2020, the BCFED hosted an online panel on sexual and domestic violence during COVID 19, and caucus member Sheryl Burns presented on the intersecting challenges faced by women with disabilities and 2SLGBTQIA+ people during COVID-19. The panel was sold out and is still available on the BCFED website as an educational tool.

During the 2020 Pride season, the caucus focused largely on promoting and attending online Pride events, including the Canadian Labour Congress (CLC) webinar on being a Trans Ally and the United Food & Commercial Workers' International Union (UFCW) Local 1518 online Pride week on social media. The themes focused on for the BCFED statement on Pride this year were "Black Trans Lives Matter" and a renewal of the call to end the blood ban.

The caucus, in recognition of the ever-evolving best practices for language in the Sexual Orientation & Gender Identity (SOGI) community, changed its name from the Lesbian, Gay, Bisexual, Transgender & Queer (LGBTQ) workers committee to the 2SLGBTQIA+ Caucus, to better reflect the membership of this equity group. The caucus made this recommendation to the Human Rights Standing Committee (HRC), and then through the HRC to the Officers of the BCFED, where it passed unanimously.

The caucus would like to acknowledge and thank Sky Belt for her service as caucus representative to the BCFED Executive Council during the first half of the term, and Gunter Seifert for his service at the end of the term. It is thanks to these two activists that the caucus was able to get its work done both pre-COVID and during the pandemic.

PERSONS WITH DISABILITIES REPRESENTATIVE

SHERYL BURNS

Despite the COVID-19 pandemic, this year has been particularly busy and challenging. Never before has the relationship between persons with disabilities and persons of colour, Indigenous persons, those in the Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual Plus (2LSGBTQIA+) community and sex workers been more evident. COVID-19 has emphasized the divide that exists between those with privilege, and those without the power and resources that accompany such privilege.

Prior to COVID-19, the BC Federation of Labour (BCFED) hosted an extremely successful December 3, 2019 International Day of Persons with Disabilities Event entitled *The Future is Accessible*. BCFED President Laird Cronk spoke, sharing his personal experiences as a hard of hearing man. We are grateful to him for this, because in choosing to do so, he helped challenge stereotypes of persons with disabilities. The Minister for Social Development and Poverty Reduction, the Honourable Shane Simpson, addressed the audience about the development of the Framework for Accessibility Legislation in BC and anticipated tabling of legislation in fall 2020. Keynote speakers Sandra Case, representing the Vancouver Fraser Port Authority, and Darcy LeSeuer, Acting President of the International Longshore and Warehouse Union, Local 517, spoke of *The Economic Benefits of Hiring*

People with Disabilities into Meaningful Work. The evening closed with a beautiful performance by the Inclusive Space Team: researchers and actors who work in several disciplines — including medicine, nursing, occupational therapy, physical therapy, and social work — and who performed depictions of the internal, lived experiences of persons with disabilities who live and work in these fields.

The Persons with Disabilities Representative represented the BCFED in multiple meetings of the British Columbia Accessibility Legislation Consultation Advisory Committee, providing feedback on the proposed *British Columbia Framework for Accessibility Legislation* and how to engage more people with disabilities in public consultation on it. Unfortunately, this legislation has now been temporarily suspended due to the pandemic. Concerns over the pandemic also led to a virtual meeting with Minister Simpson on July 2, 2020 with disability stakeholders.

BCFED Secretary-Treasurer Sussanne Skidmore and the Persons with Disabilities Representative also met with Minister Simpson to explore how the BCFED can raise awareness and support his ministry in the anticipated implementation of British Columbia accessibility legislation. Ensuring BCFED affiliates understand and support the legislation will be important in promoting the increased hiring of persons with disabilities into meaningful work.

COVID-19 has had particularly damaging impact on sex workers, many of whom also live with disabilities, living and working in Vancouver's Downtown Eastside. Sex workers who are women were unable to safely access washroom, shower and handwashing facilities. They also found it difficult to apply for financial benefits such as Canada Emergency Response Benefit (CERB) due to the undocumented nature of their earnings. The Persons with Disabilities Representative met with the Human Rights Committee Chair, representatives of the BCFED Women's and Occupational and Health and Safety Committees

and Mebrat Beyene, Executive Director of WISH, to explore how to better advocate for and support sex workers on Vancouver's Downtown Eastside. The BCFED Executive Council subsequently passed a motion to implement the *BC Federation of Labour Policy on the Decriminalization of Sex Work*.

On April 9, 2020 the Persons with Disabilities Representative participated as a panelist on an online webinar called *Sexual and Domestic Violence During COVID-19*, to discuss the particularly vulnerable position of women and persons with disabilities who often rely on their partners to meet their basic needs.

On Monday, May 4, 2020, we held a Workers with Disabilities Zoom Meeting. Unfortunately, few people attended; we encourage members with disabilities to participate in these calls as this is their forum in which to address their needs and concerns.

The BCFED participated in a number of virtual educational sessions with respect to persons with disabilities, including *Upholding the Rights of Persons with Disabilities During COVID-19*, *Disability Inclusion* and *Invisible Disability and Invisible Illness*. While the increased use of virtual meeting tools has increased accessibility for many people with disabilities, additional barriers for others have arisen. In all of these virtual workshops, people with disabilities discussed the unique challenges and barriers presented by COVID-19.

Awareness of police violence against primarily Black and Indigenous people has increased dramatically. Self-awareness and a commitment to internal and institutional changes are needed if we are to successfully address the racism experienced by our Black, Indigenous and People of Colour (BIPOC) members. In recognition of the relationships between different forms of oppression, including the discrimination and oppression experienced by people with disabilities, the caucus representative attended several virtual workshops to help educate

participants on the effects and manifestations of racism. There are too many workshops to list here; however, the learning is never complete. It will take a commitment to participate in and initiate institutional transformation, self-awareness and honest self-reflection to change a world in which blatant racism and oppression continue.

WORKERS OF COLOUR CAUCUS

SHANEE PRASAD

The Workers of Colour Caucus has met several times over the span of 2018 to 2020. The caucus is a vibrant and dynamic group of union activists. The caucus has focused on three main issues:

Strengthening the Human Rights Code and the Workers Compensation Act with respect to systemic racism

The *Human Rights Code* currently lacks any definition of racism. This is problematic because this allows for employers to interpret racism in a manner that often does not take into the account the lived experience of Black, Indigenous, and People of Colour (BIPOC) workers. Changing the *Code* to have a comprehensive definition would allow BIPOC workers to have more agency on the ground and not have to work in toxic and hostile workplaces.

Tackling anti-Black racism

Caucus members recognized that anti-Black racism runs rampant in our union spaces and society in general. To establish a more diverse and inclusive union movement, it is important that we tackle this issue head on. Caucus members participated in the Canadian Labour Congress (CLC) "Working While Black" web series. As well,

members participated in the Anti-Oppression Educators Collective townhall, “Confronting Anti-Black Racism In Our School Communities”. Caucus members recognize that this work is ongoing and critical analysis of anti-Black racism throughout our society must be a consistent facet of union organizing.

Hosting an anti-racism conference

Through ongoing discussions, it became apparent that workers of colour need a space to dialogue, strategize and build a network. Prior to the pandemic, members had drafted plans to host a conference for BIPOC workers. This item has been put on hold and will convene once the pandemic is over and it is deemed safe to meet in large groups again.

As the Workers of Colour Rep for the BC Federation of Labour, Shanee Prasad was asked to facilitate a week-long course on anti-oppression along with Dana Gaudet from International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (IATSE) Local 891 as part of the core curriculum for the 2019 Western Regional Summer Institute for Union Women, which was hosted by the BCFED at the University of British Columbia. The course focused on building a more inclusive and diverse union movement through an anti-oppression framework. Participants navigated the concepts of privilege and positionality, as well as the many different facets of oppression in the workplace.

Including Black Lives Matter in the BCFED equity plan

As the BCFED worked to develop its equity plan, the Black Lives Matter movement was a key theme that the caucus sought to have included in the plan. Black community members lead the fight against racism and bigotry by standing up against injustice in our communities. The Black Lives Matter movement is an example of

a renewed movement toward equity led by black people, fighting on behalf of all marginalized races.

Ending street checks

Another issue of primary concern for the caucus is the fight to end the practice of street checks in BC. A street check is a discretionary police practice where police stop a person in public, question them outside the context of an arrest or detention or police investigation, and often record their personal information in a database. Street checks are interchangeably referred to as carding or police stops. Indigenous and Black people are significantly over-represented in the numbers of street checks conducted by the Vancouver Police Department. Between 2008 and 2017, Indigenous people accounted for over 15% of street checks despite being 2% of the population, and Black people accounted for 4% of street checks despite making up 1% of the population. In 2016, Indigenous women, who comprise 2% of Vancouver’s women population, accounted for 21% of women who were street-checked. As Amnesty International states, “Bias and stereotyping play into the officers’ decisions of who to stop and why.” Ending street checks means a more fair, equitable and inclusive society for BIPOC people.

Ensuring status for all

Another critical issue that the caucus has worked to tackle is status for all. Immigration reform is desperately needed at the federal and provincial levels. Employers are continually seeking to exploit workers with precarious or no immigration status, to circumvent collective agreements and drive down the standard of wages in multiple industries in the province. The need for the labour movement to work in solidarity with these workers and fight to regularize their status has become paramount.

The caucus looks forward to tackling all of these things and more in the next term at the BCFED.

Apprenticeship & Skills Training Working Group

The BCFED Apprenticeship & Skills Training Working Group (ASTWG) met five times during the two-year term since the last convention. During its meetings, the ASTWG reviewed ongoing programs, policies and developments at the Industry Training Authority (ITA), which leads and coordinates British Columbia's skilled trades system and manages credentials, apprenticeships and industry standards. This work included reviewing and making recommendations to improve on the structure and activities of the ITA's Sector Advisory Groups (SAGs).

The Working Group has continued the development of strategies for reintroducing compulsory trades in British Columbia and finding increased opportunities to promote apprenticeship and trades opportunities for working people across

the province, and particularly for workers from under-represented groups.

As this Report is being written, the Committee recognizes that during the current BC Provincial Election, the BC New Democratic Party (BC NDP) has formally committed within their election platform to re-introduce compulsory trades in BC, which will remain a core focus for the Working Group in 2021.

Because of the challenges of the COVID-19 pandemic, the Working Group has been unable to meet over the past several months. However, ASTWG will reconvene after the BCFED convention in 2021 to continue its critical work on these and other initiatives related to skills training and apprenticeships.

APPRENTICESHIP AND SKILLS TRAINING WORKING GROUP MEMBERS

Ron Adamson, **OPCMIA**

Randy Anderson-Fennell,
CUPE 728

Brynn Bourke, **BCBT**

Shelley Bridge, **HEU**

Pat Byrne, **IUPAT 38 DC**

Frank Carr, **IUOE 115**

Ian Clough, **CUPE**

Laird Cronk, **BCFED**

Bob Davis, **FPSE**

Phil Davis, **IBEW 213**

Barry Donaldson, **UAPICBC**

Rob Duffy, **BCGEU**

Laurie Fair, **CSWU 1611**

Walter Gerlach, **IAMAW
District Lodge 250**

Jeff Gorham, **IUOE 115**

Shawn Harris, **USW**

Ken Jakobsson, **IAHFIW 118**

Adrien Livingston, **Western
Joint Electrical Training**

George MacPherson, **SGWF**

Nav Malhotra, **CSWU 1611**

Jud Martell, **SMWIA 280**

Doug McKay, **IBEW 258**

Cam McRobb, **BCGEU**

Tom Miller, **CSWU 1611**

Mark Miller, **PSAC 21016 UNDE**

Antonio Pantusa, **ILWU 500**

Eric Parmar, **ILWU 500**

Allen Paterson, **BCGEU**

Oliver Rohlf, **BCFED**

Will Schwarz, **UAPICBC**

Fred Simmons, **MWBIU 1**

Adam Van Steinburg, **IBEW 213**

Gord Weel, **IBB 359**

Kyle Wolf, **USW 7619**

Climate Change Working Group

A CALL FOR GLOBAL SOLIDARITY

Climate change remains among the greatest threats facing organized human society — one magnified by existing inequities. The regions of the world already hardest hit by climate change, and facing the biggest impact in the coming decades, are frequently also regions marred by colonization and exploitation. These legacies continue both in inequalities of wealth and well-being and in global supply chains that exploit workers and resources in starkly similar ways.

The labour movement has long argued that workers are essential to transitioning from fossil fuel extraction and consumption toward a green economy and society. Workers already have the knowledge and skills to do that; our task is to employ them effectively and equitably for everyone's benefit. And we must also act in service of those throughout the world who are employed (and often egregiously exploited) in supply chains in which we participate, who are affected by products of labour that takes place here (such as weapons manufactured here), and those in migration across the world, many of whom end up enslaved or captive in detention camps, or who lose their lives in travel.

The injustices of recent centuries around the world are aggravating and driving climate change. Global inequality and right-wing radicalization, and their racial dimensions, imperil the lives of billions of people in Africa, Latin America, the Middle East, and South Asia and Southeast Asia. In North America and Europe — which together account for 47% of historical carbon emissions — business-as-usual corporate politics aims to maintain those deadly inequities.

Worse, the rising current of white-nationalist politics active across Europe and North America holds the lives of people in those regions in utter contempt.

Political brinksmanship and a global collective-action problem deter the kind of coordinated global response this crisis requires. Yet there is a groundswell of activism demanding such a response — and we must support and amplify it. Over the coming century, this problem will be greatly alleviated or become drastically worse. It is our choice which.

CLIMATE SOLUTIONS ADVISORY COUNCIL

In February 2020, the provincial government released its Climate Change Accountability Report, which documents frameworks developed under the *Climate Change Accountability Act*, the government's progress in CleanBC and recent BC emissions data. It also cites the final report and recommendations made to the government by the Climate Solutions and Clean Growth Advisory Council.

Termed the Climate Solutions Council for short, it provides advice to the government on climate action and clean economic growth. In addition to members from First Nations, environmental organizations, industry, academia, youth organizations and local governments, the council hosts two members of the BC Federation of Labour (BCFED): Fraser Valley Labour Council President Danielle (DJ) Pohl and MoveUP President David Black.

The council has also provided submissions regarding economic stimulus and recovery related to the coronavirus pandemic. The council urged the province to apply both climate and equity lenses to stimulus programs to urge growth in the clean energy sector and support longer-term transition to a sustainable, low-carbon society. Noting the commitments of the EU, Germany, and South Korea, among others, the council called on the government to invest heavily in CleanBC and other such initiatives, in programs and training that support long-term de-carbonization, in capital funds for infrastructure projects, and in the green energy, 'cleantech' and retrofit industries.

The council proposed several specific investments to the government, including accelerated construction of climate-friendly units of affordable housing to reach the 114,000 new units mark set by the government's housing affordability plan. The proposed investments also included expanding incentive programs to:

- fund energy upgrades to be available to every home, and to promote fuel switching, efficiency and climate adaptations;
- transition public sector buildings — including schools, community centres and recreational facilities — off fossil fuels, and invest in seismic and additional climate-related upgrades;
- invest in workforce and supply chain development to develop internal resilience within the province; and more.

The council's submissions are available to the public.

CLEANBC AND POST-PANDEMIC ECONOMIC RECOVERY

In the post-pandemic recovery plan released in mid-September 2020, the provincial government committed to "new investments to support programs that will help expand CleanBC, reduce air pollution and tackle climate change, while preparing for its impacts and creating good, new

jobs." The way to ensure that these investments create benefit for everyone in the province is to directly involve unions and the labour movement in the development and execution of these investments. The investments will benefit from the direct knowledge of workers with relevant skills, and the structure of unions will ensure the jobs created offer the benefits and security necessary to build a life.

Discussion of post-pandemic recovery may seem premature, as the pandemic is still very much with us and will be for the foreseeable future. Planning for recovery cannot primarily revolve around a return to pre-pandemic "normalcy."

First, this simply is not available. Certain industries, such as tourism and hospitality, have been grievously impacted by the pandemic, and will be for some time. The workers in those industries cannot wait for a "return to normalcy." There are also workers in underground or marginalized work and economies who would continue to be excluded and endangered by "normalcy."

Second, pre-pandemic conditions are exactly the circumstances that allowed for so many to be so vulnerable, if not already in dire and harmful situations. Since January 2016, more than 17,000 people in British Columbia have died due to preventable opioid-related overdoses that are a product of a toxic drug supply that is also preventable. More than 7,000 people throughout the province are unhoused. Thousands more are forced to endure poverty, failed by our society. And, as the pandemic demonstrated, countless more are only one or two paycheques from the edge, if not over it already. These are deplorable conditions, and far from a rose-coloured past that we should strive to return to.

A "green economy" is not merely an economy that does not rely upon fossil fuel extraction and consumption. It's an economy and society fundamentally reoriented to prioritize the well-being of people, communities and life,

above all else. In pursuing “recovery,” we should be pursuing reorientation, reimagining, a fundamental restructuring of how our means of production and distribution of goods, resources and well-being are owned, managed and purposed. A green recovery goes well beyond the green energy industry, commercial and industrial retrofits, and the expansion of public transit. It includes massive investment in social programs, public services, direct public provision of resources, public health care and more.

This pandemic teaches us that the recovery we need is to develop a society that prioritizes well-being and develops the internal resilience we will need to meet future crises, including those stemming from climate change. Our task is to ensure that everyone is protected and provided for; economic growth and other such metrics are only relevant, in so far, as they pursue that end.

BCGEU/BCTF ENVIRONMENTAL FORUM

The BC Government & Service Employees’ Union (BCGEU) and the BC Teachers’ Federation (BCTF) are working together to develop an environmental forum for the labour movement in British Columbia. The forum is intended to offer members of the BC labour movement an opportunity to discuss climate change and other issues related to the ecological health of our world. The forum will highlight how these issues are relevant to workers — both in the jobs that they hold now and may hold in the future, and in their lives as people with family, friends, loved ones and communities that they care for.

The labour movement and the environmental movement align in frequently and fundamentally opposing the egregious practices of for-profit corporations. Just as they exploit and abuse workers and communities, they exploit and abuse environments and natural resources. Their short-sightedness is evident in their treatment of their workers just as it is in their ravenous

consumption of non-renewable resources and relentless pollution of carbon emissions and chemical waste.

Popular public discourse often pits workers and the labour movement against the environment and environmental activists and organizations. This conflict, of course, we know to be false. Workers in the labour movement are essential to environmental protection and management, the promotion of biodiversity, the preservation of natural spaces and resources, and more. This environmental forum seeks to both recognize and further that connection.

WORKER-FOCUSED RESPONSES TO LABOUR DISPLACEMENT

Transition to a green economy and society has implications for the distribution of labour throughout our communities. If conducted without workers in mind, such a transition would pull the rug out from under workers and families, displace entire communities, and prohibit the kind of public support required for such a large-scale initiative. Ensuring that workers are central to this transition will help support them and their communities, promote economic circulation and help build the public support required for what is necessarily a mass collective action.

“Ensuring workers are central” is more than rhetoric. There are evident, practical ways of developing worker-focused responses to labour displacement by connecting the skills and knowledge workers already possess to the work and jobs required for effective action on climate change. At an immediate level, workers themselves are uniquely capable of developing labour processes for the work needed, and at a larger scale, Statistics Canada has databases cataloguing the skills needed for and employed in various jobs, as well as associated jobs and educational programs. Using that database and systems like it to connect workers to green jobs offers a longer-term response to instances of labour displacement.

CLIMATE CHANGE WORKING GROUP IN 2021 & 2022

Over the next two years, the Climate Change Working Group seeks to serve as an organizing point for the BC labour movement on issues related to climate change and its impact on workers throughout the province. The working group will serve to bring together the BC labour movement's engagement with issues of climate, sustainability, green energy and secure employment, to express the movement's positions and concerns to government, and to support and respond to the work of the Climate Solutions Council. Issues of the climate and environment will only become more extreme and pressing as time passes. Drastic action cannot wait a moment longer.

RECOMMENDATIONS

1. Work with the provincial government to achieve and strengthen the greenhouse gas reduction goals in the CleanBC plan.
2. Lobby the provincial government to ensure that a worker perspective is included in climate and environmental discussions.
3. Support the voices of labour on provincial climate groups such as the Climate Solutions Council.

CLIMATE CHANGE WORKING GROUP

Maryam Adrangi, BCTF	Ashley Duncan, IAHFIAW	Jamey Mills, PSAC BC 20027
Robert Ashton, ILWU Canada	Tara Ehrcke, BCTF	Neil Munro, IAHFIAW
Val Avery, HSA	Chuka Ejeckam, BCFED	Kim Novak, UFCW
Mandi Ayers, HSA	Stephen Elliot-Buckley, HEU	Danielle Pohl, BCGEU
Charley Beresford, Columbia Institute	Autumn Friesen, HSA	Michael Shane Polak, PSAC
Lou Black, HEU	Patrick Johnson, UFCW	Ken Robinson, HEU
David Black, MoveUP	Lawrence Joice, WCB	Barb Ryeburn, BCTF
Lynn Bueckert, HEU	Coleen Jones, CUPW	Todd Smith, PSAC
Brett Chapman, IUOE	Phil Klapwyk, IATSE	Adam Ven Steinburg, IBEW
James Coccola, BCGEU	Shawna Larade, PEA	Karin Vik, HEU
Lisa Crema, HEU	Terri Lee, PSAC	Stephen Von Sychowski, VDLC
Laird Cronk, BCFED	Melissa Maher, MoveUP	Michelle Waite, CUPE
	Jaime Matten, HSA	Keith Woods, IATSE

Financial Statements

Trustees' Report to Convention

October 9, 2020

In accordance with the Constitution of the BC Federation of Labour, we the Trustees met to examine the financial records of the Federation for the period of September 1, 2019 to August 31, 2020.

In the meeting, we have examined the financial records of the Federation and are satisfied that all receipts have been properly recorded and further 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.

There is one suggested recommendation:

To amend Article 7, Section 13 of the Constitution to allow the two designated Vice-Presidents to sign a cheque under exceptional circumstances with approval from either the Secretary-Treasurer or the President.

Signed:



Brenda Chu

Movement of United Professionals (MoveUP)



Rory Smith

BC Government and Service Employees' Union (BCGEU)



Frank Lee

CUPE Local 1004



Jeane Andrews

IATSE Local 891

Independent Auditors' Report

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

OPINION

We have audited the financial statements of B.C. Federation of Labour, which comprise the statement of financial position as at August 31, 2020, and the statements of operations, changes in fund balances, cash flows and the related schedules for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the B.C. Federation of Labour as at August 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for notforprofit organizations.

BASIS FOR OPINION

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the B.C. Federation of Labour in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for notforprofit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the B.C. Federation of Labour's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the B.C. Federation of Labour or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the B.C. Federation of Labour's financial reporting process.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will

always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 B.C. Federation of Labour's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the B.C. Federation of Labour's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the B.C. Federation of Labour to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MNP LLP

Port Moody, British Columbia
October 1, 2020

STATEMENT OF FINANCIAL POSITION *as at August 31, 2020*

	BCFED General Fund	OH&S Centre	BCCWITT	2020	2019
Assets					
Current					
Cash	1,311,801	123,776	560,194	1,995,771	1,433,933
Investments	1,304,479	925,316	-	2,229,795	2,248,168
Accounts receivable	60,004	33,633	45,566	139,203	101,187
Prepaid expenses	30,649	12,948	15,737	59,334	72,174
Interfund balances	163,789	(163,789)	-	-	-
	2,870,722	931,884	621,497	4,424,103	3,855,462
Capital assets (Note 3)	13,730	549,133	-	562,863	15,915
Investment in BCFED Holding Society (Note 4)	1,360,957	-	-	1,360,957	1,277,312
	4,245,409	1,481,017	621,497	6,347,923	5,148,689
Liabilities					
Current					
Accounts payable and accruals	260,843	427,465	34,673	722,981	510,358
Deferred contributions (Note 5)	1,074,128	89,838	586,824	1,750,790	1,052,412
	1,334,971	517,303	621,497	2,473,771	1,562,770
Guarantee (Note 6)					
Significant events (Note 8)					
Fund balances	2,910,438	963,714	-	3,874,152	3,585,919
	4,245,409	1,481,017	621,497	6,347,923	5,148,689

Approved on behalf of the Board



Officer



Officer

STATEMENT OF OPERATIONS for the year ended August 31, 2020

	BCFED General Fund	OH&S Centre	BCCWITT	2020	2019
Revenue					
BC Centre for Women in the Trades	-	-	830,693	830,693	697,655
Campaign and Defence per capita	234,861	-	-	234,861	261,622
Cost neutral campaigns (Schedule 1)	229,359	-	-	229,359	150,287
Course registration fees	-	616,083	-	616,083	1,029,416
Interest and other	29,629	92,959	-	122,588	91,553
Organizing Institute per capita	94,077	-	-	94,077	145,918
Political action	-	-	-	-	3,500
Per capita assessments	3,066,080	-	-	3,066,080	3,222,791
Rental income	45,333	-	-	45,333	45,333
WCB project funds	-	2,354,478	-	2,354,478	2,286,808
Youth Education program	3,304	-	-	3,304	-
Total revenue	3,702,643	3,063,520	830,693	7,596,856	7,934,883
Expenses					
Amortization	10,566	-	-	10,566	7,085
Auto expenses	18,761	20,842	3,461	43,064	59,915
BC Centre for Women in the Trades	-	-	224,827	224,827	590,155
Campaign and Defence expenses	234,861	-	-	234,861	261,622
Communications	27,109	118,955	33,832	179,896	154,366
Conferences and meetings (net) (Schedule 2)	42,497	-	-	42,497	61,548
Convention (net) (Schedule 3)	-	-	-	-	403,483
Cost neutral campaigns (Schedule 1)	229,359	-	-	229,359	150,287
Courses	-	219,986	-	219,986	424,540
Donations	28,466	-	-	28,466	41,873
Education and facilitator training	8,329	44,033	32,230	84,592	11,453
Information technology	70,056	2,392	-	72,448	79,969
Office (Schedule 4)	139,347	63,824	10,836	214,007	254,729
Organizing Institute expenses	94,077	-	-	94,077	145,918
Political action	-	-	-	-	4,755
Professional fees	57,664	82,880	1,770	142,314	70,481
Public relations	53,465	69,775	45,332	168,572	124,242
Rent and hydro (Note 4)	162,259	77,040	2,000	241,299	180,127
Repairs and maintenance	38,984	-	-	38,984	65,811
Salaries and benefits (Schedule 5), (Schedule 6)	2,114,729	2,325,496	465,522	4,905,747	3,926,556
Travel	41,028	158,287	10,883	210,198	336,892
Youth Education program	6,608	-	-	6,608	4,484
Total expenses	3,378,165	3,183,510	830,693	7,392,368	7,360,291
Excess (deficiency) of revenue over expenses from operations	324,478	(119,990)	-	204,488	574,592
Other items					
Unrealized gain on investments	100	-	-	100	6,544
BCFED Holding Society (Note 4)	83,645	-	-	83,645	(34,325)
Excess (deficiency) of revenue over expenses	408,223	(119,990)	-	288,233	546,811

STATEMENT OF CHANGES IN FUND BALANCES *for the year ended August 31, 2020*

	BCFED General Fund	OH&S Centre	BCCWITT	2020	2019
Fund balances, beginning of year	2,502,215	1,083,704	-	3,585,919	3,039,108
Excess (deficiency) of revenue over expenses	408,223	(119,990)	-	288,233	546,811
Fund balances, end of year	2,910,438	963,714	-	3,874,152	3,585,919

STATEMENT OF CASH FLOWS *for the year ended August 31, 2020*

	BCFED General Fund	OH&S Centre	BCCWITT	2020	2019
Cash provided by (used for) the following activities					
Operating					
Excess (deficiency) of revenue over expenses	408,223	(119,990)	-	288,233	546,811
Amortization	10,566	-	-	10,566	7,085
BCFED Holding Society	(83,645)	-	-	(83,645)	34,325
	335,144	(119,990)	-	215,154	588,221
Changes in working capital accounts					
Accounts receivable	9,073	(1,524)	(45,565)	(38,016)	24,224
Prepaid expenses	20,146	8,431	(15,737)	12,840	70,551
Accounts payable and accruals	(38,571)	216,522	34,672	212,623	5,237
Deferred contributions	160,976	(49,422)	586,824	698,378	53,444
Interfund balances	33,656	(33,656)	-	-	-
	520,424	20,361	560,194	1,100,979	741,677
Investing					
Purchase of capital assets	(8,381)	(549,133)	-	(557,514)	(18,164)
Investment in investments	(526,311)	-	-	(526,311)	(588,746)
Proceeds on maturity of investments	-	544,684	-	544,684	-
	(534,692)	(4,449)	-	(539,141)	(606,910)
Increase (decrease) in cash resources	(14,268)	15,912	560,194	561,838	134,767
Cash resources, beginning of year	1,326,069	107,864	-	1,433,933	1,299,166
Cash resources, end of year	1,311,801	123,776	560,194	1,995,771	1,433,933

**NOTES TO THE FINANCIAL STATEMENTS** *for the year ended August 31, 2020***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 notforprofit 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 notforprofit organization under the Act, the BCFED must meet certain requirements within the Act. In the opinion of the management, these requirements have been met.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for notforprofit 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

The BCFED follows the deferral method of accounting for contributions and reports using fund accounting, and maintains the following three funds:

The General Fund reports the income and expenditures, assets and liabilities related to the operations and administration of the 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 Centre Fund (“OH&S Centre”) 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.

The BC Centre for Women in the Trades Fund (“BCCWITT”) reports the income and expenditures, assets and liabilities related to increasing the proportion of women entering and finding success in the skilled trades through offering programs, tools and resources to individuals and trades organizations. The BCCWITT eliminates barriers faced by women in the trades by building a network committed to creating a culture of equity, diversity and inclusion. The BCCWITT is funded through various sources including government grants and contributions from other organizations.

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, 2020 and for the year then ended is included in Note 4 to the financial statements.

Investments

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. Investments consist primarily of interest-bearing term deposits and guaranteed investment certificates.

Capital assets

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

	Rate
Computer software	10 years
Furniture, equipment and computers	3 – 5 years

Leasehold improvements are amortized over the term of the underlying lease, being 10 years.

Financial instruments

The BCFED recognizes its financial instruments when 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 (deficiency) of revenue 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 the current year excess (deficiency) of revenue 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 notforprofit organizations requires management 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 revenue over expenses in the years in which they become known.

Employee future benefits

The BCFED's employees participate in a multiemployer 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	2020 Net book value	2019 Net book value
Computer software	549,133	-	549,133	-
Furniture, equipment and computers	711,367	697,637	13,730	15,915
Leasehold improvements	90,873	90,873	-	-
	1,351,373	788,510	562,863	15,915

During the year ended August 31, 2020, the OH&S Centre developed a new online course registration database and the costs associated with this development are included in the computer software amount of \$549,133. As the database was not in use as of August 31, 2020, no amortization expense has been recorded. The computer software costs will be amortized over 10 years, commencing when the database is put into use.

4. INVESTMENT IN BCFED HOLDING SOCIETY

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 notforprofit 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, 2020 are summarized as follows:

	2020	2019
Financial position		
Assets	2,005,639	1,966,477
Liabilities	644,682	689,165
Net assets		
Building certificates	125,000	125,000
Net assets invested in capital assets	1,198,846	1,163,963
Unrestricted net assets (liabilities)	37,111	(11,651)
Total net assets	1,360,957	1,277,312
Total liabilities and net assets	2,005,639	1,966,477
Statement of operations		
Revenue	240,000	180,000
Expenditures	(156,355)	(214,325)
Excess (deficiency) of revenue over expenditures	83,645	(34,325)

During the year, the BCFED paid a total of \$240,000 (2019 \$180,000) to the Holding Society, \$162,960 (2019 \$102,420) by the BCFED general fund and \$77,040 (2019 \$77,580) by the OH&S Centre which is included in rent and hydro 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	BCCWITT	2020	2019
Campaign and Defence	613,220	-	-	613,220	573,620
BC Centre for Women in the Trades	-	-	521,824	521,824	9,063
Conference and meetings	-	-	53,000	53,000	-
Apprenticeship program	37,624	-	-	37,624	17,124
Polling	24,688	-	-	24,688	24,688
Scholarship Funds	13,681	-	-	13,681	7,706
Organizing Institute	104,405	-	-	104,405	72,805
Contingency	176,102	-	-	176,102	141,746
Cost neutral campaigns	67,676	-	-	67,676	22,584
Constitutional conference	-	-	-	-	37,000
Deferred rent and other	20,036	-	12,000	32,036	6,816
Youth Education program	16,696	-	-	16,696	-
Prepaid course registrations	-	89,838	-	89,838	139,260
Balance, end of year	1,074,128	89,838	586,824	1,750,790	1,052,412

6. GUARANTEE

The BCFED is a guarantor for the debt held by the Holding Society. The total outstanding debt of the Holding Society at August 31, 2020 is \$640,636 (2019 \$677,817). As at August 31, 2020, 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 management'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 interest-bearing 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 yearend after reviewing each outstanding account and determining the collectability based on its knowledge of the participating accounts' situation.

8. SIGNIFICANT EVENTS

The outbreak of the novel strain of coronavirus, specifically identified as "COVID19", has resulted in governments worldwide, including the Canadian federal, provincial and municipal governments, enacting emergency measures to combat the spread of the virus commencing in March 2020. These measures, which include the implementation of travel bans, self-imposed quarantine periods and social distancing, have caused material disruption to organizations globally, resulting in an economic slowdown. Governments and central banks have reacted with significant monetary and fiscal interventions designed to stabilize these economic conditions. The duration and impact of the COVID19 outbreak is currently unknown, as is the efficacy of the government and central bank interventions. It is not possible to reliably estimate the length and severity of these developments or the impact, if any, on the financial results of the BCFED in future periods.



9. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform with current year presentation.

SCHEDULE 1: GENERAL FUND – SCHEDULE OF COST NEUTRAL CAMPAIGNS

For the year ended August 31, 2020 (Audited)

	2020	2019
Revenue		
More Than a Bystander	\$ 85,779	\$ 113,527
Public Sector Working Group	84,000	-
International Persons with Disabilities	11,893	-
Polling	47,687	36,760
	229,359	150,287
Expenses		
More Than a Bystander	\$ 85,779	\$ 113,527
Public Sector Working Group	84,000	-
International Persons with Disabilities	11,893	-
Polling	47,687	36,760
	229,359	150,287
Excess (deficiency) of revenue over expenses	\$ -	\$ -

SCHEDULE 2: GENERAL FUND – SCHEDULE OF CONFERENCE AND MEETINGS REVENUES AND EXPENSES

For the year ended August 31, 2020 (Audited)

	2020	2019
Revenue		
Registration fees	\$ 47,450	\$ 244,800
Expenses		
Constitutional conferences	52,445	-
Conferences and meetings	37,502	306,348
	89,947	306,348
Deficiency of revenue over expenses	\$ (42,497)	\$ (61,548)



SCHEDULE 3: GENERAL FUND – SCHEDULE OF CONVENTION REVENUE AND EXPENSES

(Audited)

	2020	2019
Revenue		
Convention registration fees	\$ -	\$ 350,665
Expenses		
Display	-	135,591
Facilitators and speakers	-	11,149
Rental, accommodations and meals	-	358,007
Sound and equipment	-	151,930
Sundry	-	30,576
Supplies and kits	-	66,895
	-	754,148
Deficiency of revenue over expenses	\$ -	\$ (403,483)

SCHEDULE 4: GENERAL FUND – SCHEDULE OF OFFICE EXPENSES

(Audited)

	2020	2019
Equipment leases	\$ 14,684	\$ 8,803
Insurance	14,149	15,644
Memberships and subscriptions	51,385	66,257
Bank charges and sundry	14,787	25,078
Office supplies, printing and stationery	44,342	71,003
	\$ 139,347	\$ 186,785

**SCHEDULE 5: GENERAL FUND – SCHEDULE OF SALARY AND BENEFITS EXPENSES***For the year ended August 31, 2020 (Audited)*

	2020	2019
Salaries:		
Officers		
L. Cronk	\$ 117,459	\$ 75,809
S. Skidmore	112,459	80,891
I. Lanzinger	-	31,624
A. Ekman	-	32,422
Directors and technical staff	813,814	756,165
Administrative support staff	556,928	547,937
Casual and facilitators	35,672	67,495
	<u>1,636,332</u>	<u>1,592,343</u>
Allocated to C&D	(100,371)	(100,956)
Allocated to OI	(61,563)	(92,720)
Allocated to OH&S as administrative fee	(25,344)	(25,344)
Allocated to BC Forum as administrative fee	-	(178)
	<u>\$ 1,449,054</u>	<u>\$ 1,373,145</u>
Employee benefits:		
Medical benefits	138,137	148,586
Canada Pension Plan and Employment Insurance premiums	161,536	157,269
Retirement plan contributions	188,677	191,744
Wage loss indemnity, AD&D, Life Insurance and long term disability	58,197	59,633
Other benefits	195,618	209,693
	<u>742,165</u>	<u>766,925</u>
Allocated to C&D and recovered	(76,490)	(96,052)
	<u>665,675</u>	<u>670,873</u>
Total General Fund salary and employee benefit expenses	<u>\$ 2,114,729</u>	<u>\$ 2,044,018</u>

SCHEDULE 6: OH&S CENTRE – SCHEDULE OF SALARY AND BENEFITS EXPENSES

For the year ended August 31, 2020 (Audited)

	2020	2019
Salaries:		
Executive Director	\$ 108,900	\$ 68,851
Director	95,528	99,825
Facilitators	906,813	543,860
Administration staff	400,369	344,471
	1,511,610	1,057,007
Employee benefits:		
Medical benefits	132,865	116,273
Canada Pension Plan and Employment Insurance premiums	154,566	93,590
Retirement plan contributions	156,870	119,619
Wage loss indemnity, AD&D, Life insurance and long term disability	53,573	41,196
Other benefits	136,835	116,993
	634,709	487,671
Contractors:		
ESL Program	28,565	42,340
OH&S Program	63,862	202,564
YW Program	86,750	92,955
	179,177	337,859
Total OH&S Centre salary and employee benefit expenses	\$ 2,325,496	\$ 1,882,53

Community and Social Action Committee

The past two years have been tumultuous ones. Our communities have been hit hard by the COVID-19 pandemic with all its health, safety, economic and social impacts. It has laid bare the gaps in our social safety net and exacerbated the existing public health emergency related to opioids and the poisoned, illicit drug supply.

Yet with these challenges have also come opportunities. The recognition that a return to normal is not good enough has brought people together to work for a better, more equitable and inclusive society for all. The labour movement has a crucial role to play in this rebuilding.

At the time of the 58th Convention in 2018, the Community and Social Action Committee (CSAC) was working on affordable housing, living wages and supporting those in need through activities with Union Protein Project and the United Way. Two years later, these are still priorities, together with the urgent need for a just recovery for working people and action on elder care, mental health, childcare, racism and other systemic barriers in our communities.

AFFORDABLE HOUSING

The housing affordability crisis continues to deepen, having become immeasurably worse since the pandemic. Working people must demand that all levels of government play a role in providing the funds, land, legislative reforms and political will to reverse the growing crises of affordability and homelessness. Some municipalities, many led by labour-endorsed leaders, have taken strong steps in the right

direction, and the BC New Democratic Party (BC NDP) government has announced some important projects and investments — but much more remains to be done.

TOGETHER BC

In 2019, the BC NDP government brought in BC's first Poverty Reduction Strategy. The strategy reflects the provincial government's commitment to reducing poverty and making life affordable. It is the culmination of the work of the BC Poverty Reduction Coalition (BC PRC), a group of over 400 organizations including the BCFED. The strategy recognizes that, at its core, poverty is a solvable challenge, but also that the strategy is only a start. Progress will take political will, time and effort, so the Coalition continues to advocate for accountable, bold and comprehensive measures grounded in the foundation of universal human rights. The voice and input of working people through the participation of the BCFED are important in the continuation of this work.

CHALLENGING SYSTEMIC BARRIERS

There has been a disturbing rise in the profile and strength of far-right ideologies including white supremacy, hate, gender-based discrimination, xenophobia and racism. At the same time, movements such as Black Lives Matter have arisen to challenge systemic oppression, and people are demanding government and leaders make meaningful change.

We acknowledge that the labour movement in British Columbia has not always been inclusive of all workers. We recognize the harm done by racist practices in our past. We also recognize the systemic racism and oppression that persist in society to this day and from which labour is not immune. We must actively work against systemic racism and all forms of bigotry, discrimination and oppression both in our movement and in society at large. The labour movement must be a leader and strong advocate for these long-overdue changes. Standing in solidarity with community groups to reject hate, division and violence, we must continue to build unity on a firm foundation of inclusivity, equity and human rights for all.

Systemic oppression and bigotry harm us all. Forces of fascism, authoritarianism and the one percent seek to control our economy and society so that we cannot come together to challenge inequality and work for a better future. Examples in the United States, parts of Europe and elsewhere show where failing to challenge and counter rhetoric and misinformation in our workplaces, unions, at the bargaining table and in our communities, will take us. Austerity is another form of oppression, disproportionately impacting working families and vulnerable communities while transferring public wealth to the privileged few. We must work to ensure a similar agenda does not take hold in BC.

The CSAC will continue to focus on two main priorities: affordability and civil society. The CSAC will continue to explore issues around housing and transit affordability, look at ways to engage with civil society to bolster our communities against far-right and bigoted ideologies, and challenge inequality and systemic barriers.

Following the February 2020 meeting, the CSAC was placed on hiatus due to capacity, and we extended the hiatus because of the COVID-19 pandemic. The committee is meeting again and looks forward to the work ahead on these important issues on behalf of working people and all British Columbians.

RECOMMENDATIONS

1. Work with Labour Councils, the Canadian Labour Congress (CLC), affiliates and housing advocacy groups, press for all necessary actions to be taken by government to end the housing affordability crisis and eliminate homelessness in British Columbia.
2. Continue to participate in the BC Poverty Reduction Coalition and identify opportunities to work with community groups around issues such as eliminating poverty and improving access to and funding for vital public services such as public transit.
3. Actively engage in work to end systemic oppressions and challenge the proliferation of bigotry, hate and far-right ideologies.
4. Continue to support the work of the Union Protein Project and the United Way, providing help for workers, families and people in BC.
5. Meet the challenge of the COVID-19 pandemic faced by all workers (union and non-union), and through the work of this committee, monitor trends in workplaces, advocate for good jobs and a just recovery for all workers. The BCFED will work with affiliates, the CLC and Labour Councils to broaden the response to include all levels of government.



- 6. Work with affiliates, the CLC and Labour Councils to push government to take swift action on mental health and addictions, and to support people in crisis by removing barriers and stigma to accessing mental health and addictions supports.
- 7. Work with affiliates, the CLC and Labour Councils to push for immediate action to address addiction and the opioid crisis as a public health matter, not a criminal one, through a safe supply, decriminalization and appropriate treatment.

COMMUNITY & SOCIAL ACTION COMMITTEE

Shirley Ackland, FPSE 16	Abby Leung, UFCW 1518	Roger Patterson, UA 170
Neal Adolph, UWLM	Margo MacKenzie, IATSE	Victor Porter, HEU
Janet Andrews, NWDLC	Ziggy Mangat, ILWU 400	Sheila Puga, BCGEU
Michael Billings, IATSE	Lori Mayhew, MoveUP	Lucia Salazar, FPSE
Jim Dyball, IBEW 213	Wes McIntosh, CUPW	Heather Sallows, BCTF
Keith Martin Gordey, UBCP/ACTRA	Marion McLarty, PSAC 20088 UNE	Bal Sandhu, HEU
Cheryl Greenhalgh, HSA	Bill McMullan, HEU	Sussanne Skidmore, BCFED
Walt Johnson, UA 170	Scott McRitchie, USW 2009	Trevana Spilchen, BCTF
Doug Kinna, BCGEU	Tina Meadows, CUPE BC	Stephen Von Sychowski, VDLC
		Jason Woods, ILWU 400

Education Committee

The BCFED Education Standing Committee brings together union educators and community partners who provide training to working people across the province. Committee members provide updates on their ongoing work to provide labour education — from union orientation to in-depth bargaining training — as well as the skills and trades training programs offered by a number of unions. The committee also receives sector updates on K–12 and post-secondary education. As well, they share resources and engage in training sessions themselves.

For all of our affiliates, 2020 brought tremendous change to the way their programs needed to be delivered. Although training could not be offered in person throughout the spring and most of the summer, workers still needed support and training, perhaps more than ever. Unions have long fought to preserve face-to-face instruction as the preferred method of instruction, but the pandemic has forced us to look at new instructional methods. Committee members are using a variety of platforms to provide asynchronous and synchronous online instruction. It has been a lot of work to adapt program so quickly, but affiliates have been up to the challenge. While these new methods will not replace face-to-face training in the long term, there is an opportunity for unions to look at how online delivery can be integrated into existing programs and help unions reach even more of their members.

The Canadian Labour Congress (CLC) has also been instrumental in preparing unions for this shift. They have provided leadership through a series of workshops and training cohorts designed to support the transition to online instruction. They are also developing a series of online core courses that can be accessed by affiliates and are facilitating resource sharing at a national level.

The pandemic shifted not only how we provide instruction, but also what workers want to learn about. Health and safety course requests have sky-rocketed to the top of the list as employers and workers adjust their work practices and procedures to prevent the spread of COVID-19. The BC Federation of Labour's Health & Safety Centre was quick to respond with a series of courses. Sessions often filled up on the day they were announced.

The pandemic has also seen a rise in incidents of racist harassment, bullying and violence in workplaces, in our communities and in social media. Black Lives Matter protests, originating in the United States, have been held across Canada over recent months. Unions are recognizing the need to take real action and to educate members about systemic racism, covert and overt racism, hate speech and other forms of violence inflicted on Indigenous, black and brown people. Unions are responding by providing training for their members, their leadership and their own staff.

UNITED WAY PARTNERSHIP

The CLC United Way Labour Community Advocate (LCA) Training Program remains a flagship of the labour partnership between the Canadian Labour Congress (CLC), their affiliates and United Ways across the country. 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.

In British Columbia, the focus since 2018 has been to increase access to the training by offering courses at Winter School and adapting some of the content to be more accessible to union members through one-day training opportunities. This has accompanied a curriculum and resource renewal effort, including reworking the Unions in Community course. Efforts are now underway to restructure the course for online training and build new delivery schedules to make it easier to attend training.

CANADIAN LABOUR CONGRESS EDUCATION PROGRAMS

The 2019 and 2020 CLC Pacific Region Winter Schools provided thousands of union activists the opportunity to connect and network with like-minded union members as well as receive high-level union education.

In years number 45 and 46 of the CLC Winter School, participants challenged themselves and gained valuable skills by taking courses such as Provincial Labour Law, Labour Arbitration and Investigating Bullying and Harassment. The basics were once again some of the most popular courses, and hundreds of union activists went back to their workplaces with a better ability to collectively bargain, face management, accommodate “returns to work,” build psychologically healthy workplaces and much more.

Evening plenaries gave participants the opportunity to listen to and talk to union leaders, politicians and community leaders during weekly “political panel nights.” Members of the provincial and federal NDP such as Federal NDP Leader Jagmeet Singh, MP; Minister of Labour, the Honourable Harry Bains; Minister of Mental Health and Addictions, the Honourable Judy Darcy; the Attorney General, the Honourable David Eby, Q.C., and many more.

We would like to thank CLC affiliates, facilitators, Labour Councils, presenters, community partners and participants for their continued commitment to providing high-quality union education at the CLC Pacific Region Winter School.

It’s looking more and more likely that the next CLC Winter School will be offered virtually; and we remain committed to the important work of educating union activists in this region and in our country. To stay updated on CLC education opportunities go to <https://canadianlabour.ca/who-we-are/labour-education/>.

K-12 EDUCATION

At the last convention in November 2018, public education was struggling with a severe teacher shortage that forced many specialist teachers to cover for absences, which meant students with special needs often lost out on vital support. In many districts, the shortage meant uncertified and untrained adults were hired to cover vacancies.

In addition, collective bargaining between the BC Public School Employers’ Association (BC PSEA) and the BC Teachers’ Federation (BCTF) proved to be a long and difficult round after the employer tabled massive concessions on teachers’ working conditions. An agreement was eventually reached after a significant campaign of political action and member engagement, called RedForBCed.

Collective bargaining for over 29,000 support staff represented by 57 Canadian Union of Public Employees (CUPE) locals saw significant improvements across the province. Advancements included substantial structural changes to the provincial framework agreement that recognize instructional support staff as educators, a job evaluation process to ensure the work of support staff is properly recognized, new language around the right to refuse unsafe work, provisions addressing violence in the workplace, and, for the first time ever in BC, commitments to funding for local bargaining.

While the current government has made significant progress on capital funding announcements, including dozens of new schools and seismic upgrades, more work needs to be done on the operational funding side of the budget. Added to these needs is the COVID-19 health crisis, which further exacerbates the already-significant challenges in special education, in teaching and learning supplies, and in teacher recruitment and retention.

Like many sectors, the COVID-19 pandemic has had a profound impact on everyone involved in the K–12 system. From the suspension of in-school instruction and the move to emergency remote learning in the spring to the restart plan in June and this fall, teachers and support staff have been working hard to ensure our schools are safe places for all workers and students. That work includes participation in the government’s steering committee, working groups and public advocacy. The BCTF has been advocating for a number of improvements including additional resources to reduce class sizes and a remote learning option in all districts. CUPE has also advocated for improvements including increased cleaning to limit the spread of COVID-19. They were successful in securing increased custodial services across BC to make classrooms safer.

They also pushed for more Education Assistant (EA) support, in particular for on-line learning environments. Both unions have also been advocating for stronger health and safety protections for staff and students. The federal government stepped up with a last-minute injection of \$242 million in funding that may be used to provide some of the additional supports the BCTF, CUPE and parent groups were asking for, though it was left to districts to determine how funds will be allocated.

As the school year progresses, both the BCTF and CUPE and other affiliates working in the public education system will watch developments closely and carefully, and will continue to advocate for the safety of students, teachers, support staff and the entire school community.

POST-SECONDARY

COVID-19

Soon after the COVID-19 outbreak was declared a global pandemic in March, the entire post-secondary sector went through a dramatic, rapid transition. Educators shifted their classes to emergency, remote learning delivery in a matter of days (the process usually takes months, as it is a specialized form of learning delivery that must be specifically applied for). The workload consequences of moving to emergency, remote learning delivery are still being felt by educators at every institution.

The pandemic has had broad and sweeping financial consequences as well. While final enrollment numbers are not yet known, a drop in international students at some institutions has created immense funding pressure. This has resulted in various violations of collective agreements as well as layoffs of faculty and staff. Contract faculty are particularly vulnerable, as they work without job security.

The loss of international tuition fee revenue and subsequent budget crisis at BC's public institutions has highlighted the ongoing funding issues in the sector. Years of funding cuts by the former BC Liberal government has meant that many institutions no longer receive a majority of their funds from public sources. This privatization of university and college budgets has forced institutions to increase their for-profit activities, chiefly in the form of international educations. This source of funding is insecure at best, and reliance on the for-profit sale of education, whether to international students or in other forms, places our vital post-secondary system in an extremely precarious position. Just as BC's economy has an increasing need for post-secondary education to help in recovery efforts, the system is at its weakest point in decades due to the neoliberal funding model implemented by the past BC Liberal government.

2019-22 ROUND OF BARGAINING

Federation of Post-Secondary Educators (FPSE) and FPSE locals worked hard at the bargaining table to eliminate "secondary scales" (the lower rate of pay paid to contract faculty versus regular faculty, essentially permitting less pay for the same work). Although secondary scales were not eliminated, varying degrees of progress were made by locals across the province. As negotiations were still underway when the pandemic was declared, there were some unfortunate instances where employers attempted to take advantage of the crisis to demand rollbacks. Locals successfully pushed back and avoided concessions in most instances, but not all.

CUPE, which represents a range of post-secondary workers including support, trades/technical, clerical, teaching and research staff, were in the midst of bargaining across the

sector as the pandemic began in March. As the pandemic took a heavy toll on precarious workers, several CUPE locals focused on relevant elements of their bargaining proposals in an attempt to secure benefits to lessen the impact on the most vulnerable workers. Though bargaining through the pandemic helped foster collaboration at several tables, others saw increased resistance from employers on what were very modest proposals, along with an insistence on concessions. Consistent with CUPE's policy, all concessions were rejected.

BC Government and Service Employees' Union (BCGEU), representing workers across the sector working as instructors and support staff, continued during the pandemic to complete bargaining. While many of the agreements had been settled in 2018/ 2019, other tables were able to conclude their negotiations successfully without concessions. The BCGEU continues to bargain in this sector with one unit in active negotiations. Bargaining through the use of online technology was a new experience in this sector but one that allowed the safe execution of this round of bargaining.

GOVERNANCE CHANGES IN POST-SECONDARY 2018-2020

After the 2018 BCFED convention, the BC government repealed *Bill 18*, the legislation that had wrongfully barred union activists from sitting on college boards and university boards of governors. By repealing this law, the BC government reversed one of the Liberals' most obviously anti-union laws. Faculty and staff at BC's post-secondary institutions will now no longer be denied professional opportunities because of their union activism, and governing boards will be all the better and more democratic for hearing their voices.

POST-SECONDARY EDUCATION AFFORDABILITY

During their first 18 months of office, the BC New Democrat Party (BC NDP) government introduced post-secondary affordability measures like tuition-free Adult Basic Education and English Language Learning, and a system of tuition waivers for former youth-in-care. The government further increased affordability for low- and middle-income families by eliminating interest charged on BC student loans in Budget 2019. In Budget 2020, the BC NDP government created the BC Access Grant Program, the first universal system of needs-based, up-front, non-repayable student aid in BC since the elimination of the past grants program by the BC Liberals in the early 2000s.

The change made to post-secondary education affordability since the 2017 election will have a profound effect on the post-secondary system and will create far greater access for the province's most vulnerable populations.

SFU LABOUR STUDIES PROGRAM

The Labour Studies Program at Simon Fraser University offers a Major and Minor in Labour Studies and Certificate in Workplace Rights. In 2019-2020, the program welcomed two new faculty members: Evelyn Encalada Grez and Maureen Kihika. Dr. Encalada Grez is a migrant rights and labour activist who studies the experiences of migrant workers, and Dr. Kihika is a sociologist whose work focuses on the labour market experiences of black African immigrant workers in the health care sector. The Labour Studies Program has a research centre, the SFU Morgan Centre for Labour Research, that carried out projects in 2019 and 2020 on precarious employment and low-paid work and their impacts in British Columbia.

CONCLUSION

This has been a year of adaptation and change for everyone. Educators across the province have shown their ability to adapt quickly and to be innovative in the delivery of their programs to ensure students and participants are getting what they need.

RECOMMENDATIONS

1. Call on the BC government make investment in all levels of education including Union Trades Training, Not-for-Profit Institutions as a central pillar of their COVID-19 recovery plan through investment in social infrastructure — which includes both the physical spaces of education and the workers who enable its delivery — to create jobs, enhance the excellence of BC's K-12 and post-secondary systems, address skills shortages, and facilitate the training and retraining of workers for good, green jobs.
2. Call on the BC government to reduce reliance on tuition and private revenue streams in all levels of education, including Union Trades Training, Not-for-Profit programs, both to make our post-secondary and union trades training sector more robust and sustainable, and to reduce untenable levels of student debt which are a burden on our young workers.
3. Work with affiliates to call on the BC government to implement recruitment and retention strategies to address the shortage of teachers, educational assistants and other members of the educational team in K-12 public education.



- 4. Encourage affiliates to include anti-racism education as part of their union education programs and that affiliates be encouraged to share their resources with each other.

BCFED EDUCATION STANDING COMMITTEE

Neal Adolph, **UWLM**

Tim Armstrong, **FPSE**

Scott Ashton, **IBEW 213**

Robert Ashton, **ILWU Canada**

Amanda Bronswyk, **IATSE 891**

Greg Burkitt, **CUPE**

John Calvert,
SFU Labour Studies

Carlos Carvalho, **CLC**

Phil Davis, **IBEW 213**

Barry Donaldson, **UAPICBC**

Sharon Geoghegan, **HSA**

Walter Gerlach, **IAMAW
District Lodge250**

Bob Gill, **BCIT FSA**

Brian Haugen, **IUOE 115**

John Hindle, **HSA**

Orion Irvine, **CLC**

Parm Kahlon, **UFCW 1518**

Dan Kask, **ILWU 502**

Deanna Kimball, **PSAC**

Gord Lechner, **BCFED**

Henry Lee, **BCTF**

Joanna Lord, **BCGEU**

Jamey Mills, **PSAC BC 20027**

Denise Moffatt, **BCFED**

Teri Mooring, **BCTF**

Shannon Murray, **BCGEU**

Stefan Nielsen, **UFCW 1518**

Jacques Percival, **BCFMWU**

Juli Rees, **HEU**

Will Schwarz, **UAPICBC**

Kendra Strauss, **SFU**

Dayna Sykes, **USW District 3**

Gary Teeple, **SFU**

Annette Toth, **MoveUP**

Ilda Turcotte, **BCTF**

Brent Calvert, **FPSE**

Keith Woods, **IATSE 891**

Human Rights Committee

The last two years have been eventful for human rights in BC, and our committee has been at work on a wide range of issues. One common thread: a commitment to working in solidarity as allies, from a position of respect and cultural humility.

INTERNATIONAL HUMAN RIGHTS DAY EVENT 2018

On December 10, 2018, the BC Federation of Labour (BCFED) in partnership with United Food & Commercial Workers (UFCW) Local 1518 held an event to mark International Human Rights Day. The event featured food catered by the Sanctuary Health Collective social enterprise for catering, Bhangra dancing performed by Aleena Naicker, and conversations about poverty as it relates to equity-seeking groups. Speakers included David Gutierrez from UFCW 1518, Byron Cruz from Sanctuary Health Vancouver and Ishmam Bhuiyan. The well-attended event sparked a larger conversation about how the erosion of public services affects equity-seeking groups.

MIGRANT WORKER SUPPORT NETWORK

In 2017, the BCFED was invited to federal government roundtables hosted by Employment and Social Development (ESDC) Canada on Temporary Foreign Worker (TFW) support and changes needed to the Temporary Foreign Worker Program (TFWP). The BCFED participated in all of the coast-

to-coast roundtables and brought migrant worker support organizations that had been overlooked by the ESDC, including Sanctuary Health Vancouver and Watari, to the table.

ESDC subsequently announced a pilot project in BC called the Migrant Worker Support Network (MWSN), bringing together employers of TFWs, immigrant settlement services agencies, migrant workers and their support organizations, unions, all levels of government and foreign consulates to provide better protection to migrant workers in the TFWP. The BCFED is actively involved in this network and co-chairs one of the subcommittees, which works on fear of employer retribution for TFWs who stand up for their rights.

If the project is managed correctly and weighted to center the voices of workers, the support organizations that assist them and the unions that work with and represent them, it could be a successful driver of change for the TFWP. Serious challenges remain, however. Employer and Immigrant Services Society of BC (ISSofBC) votes outnumber the votes of migrant workers and the organizations that support them. And there is no emergency funding to assist workers whose employers fail to pay them, or who lose their homes due to natural disaster such as a fire, as in one recent case in BC.

The BCFED's continued involvement in the MWSN enables critical conversations with officials in multiple federal and provincial government agencies whose jurisdiction touches the lives of TFWs here in BC. It allows



labour to push for needed change to the TFWP, with an ultimate goal of permanent residency upon arrival for all migrant workers who wish to build their lives in BC.

UBC OKANAGAN RESEARCH PROJECT AND CONFERENCE IN KELOWNA

In January 2019, a research grant proposal was approved. The proposal, by Radical Action with Migrants in Agriculture (RAMA) and Dr. Susana Caxaj with the support of the BCFED, aimed to study the conditions faced by migrant workers in agriculture in the Okanagan in 2018. The project culminated in a three-day conference on migrant worker protection in Kelowna March 21–23, 2019.

The fact that this project happened in parallel to the Migrant Worker Support Network (but fully organized by Dr. Caxaj and her team, migrant worker support organizations, and unions) made for very candid discussions about how the MWSN could be improved should it continue past the pilot stage, and fundamental changes at the provincial and federal levels that could drastically improve working and living conditions for migrant workers.

The BCFED is happy to have been involved in this project. It strengthened relationships among organizations supporting TFWs in BC and across the country and will result in powerful initiatives for changes to the TFWP in the future.

WORK WITH SANCTUARY HEALTH VANCOUVER

The BCFED continues to fulfill its mandate to work with and support Sanctuary Health Vancouver, particularly around education on unions and employment standards for vulnerable community members. The BCFED

partners with Sanctuary Health Vancouver and Watari for a number of these community programs.

PRIDE EVENTS

Pride 2019 was a major focus for the BCFED. Federation leadership travelled the province to attend multiple pride parades and show labour’s solidarity with the Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual Plus (2SLGBTQIA+) community in BC.

In 2020, Pride took on a more sombre tone, with an online show of solidarity against the police violence against Black and Indigenous lives in the US and Canada that sparked a worldwide movement led by Black Lives Matter chapters everywhere. The BCFED’s 2020 Pride statement highlighted the need to stand in solidarity with Trans and non-binary people, particularly those who identify as Black, Indigenous or people of colour.

WORKING WITH INDIGENOUS COMMUNITY PARTNERS

As the BCFED continues its commitment to work with Indigenous community partners, labour has participated in a range of Indigenous community-led initiatives.

BILL C-262

Bill C-262, a federal private members’ bill tabled by Romeo Saganash, would have created a framework for implementing the *UN Declaration on the Rights of Indigenous Peoples*. To support the bill, the BCFED created a video where Laird Cronk and Sussanne Skidmore called on union members to support the call of the First Nations Leadership Council to pass it. The BCFED also jointly lobbied Senator Woo with the First Nations Leadership Council.

Unfortunately, the bill was tied up and left to die in the Senate by the federal Liberal government. But although it did not pass, the bill had a major impact on the public discussion on the issue of Indigenous Rights and Title.

THE BC DECLARATION ACT

The BCFED participated in supporting the BC *Declaration on the Rights of Indigenous Peoples Act*, co-created by the BC government and the First Nations Leadership Council, which put into law the building of a framework to enact the *UN Declaration on the Rights of Indigenous Peoples* in BC. Among our actions was a joint op-ed by the BC Business Council and the BCFED, coming out publicly to support the legislation.

COALITION ON MMIWG2S+

The BC Federation of Labour has been a member of the Coalition on Missing and Murdered Indigenous Women and Girls (MMIWG) since 2015. As a coalition member, the BCFED participates in monthly meetings of the coalition hosted by the Union of BC Indian Chiefs and works to amplify community voices on issues of community safety, policing, legislative frameworks and systems of oppression as they pertain to Indigenous women and girls. The BCFED continues this work today.

FIRST NATIONS LEADERSHIP GATHERING RECEPTION

In September 2019, the BCFED partnered for the second year with the BC Business Council on the First Nations Leadership Gathering Reception. The First Nations Leadership Gathering Reception brings together First

Nations leaders from across BC with cabinet ministers from the provincial government for three days of meetings on key issues. The reception kicks off those three days, and the BCFED looks forward to this becoming a tradition at future gatherings.

WORKERS WITH DISABILITIES

The Workers with Disabilities Representative represented the BCFED in multiple meetings of the British Columbia Accessibility Legislation Consultation Advisory Committee, providing feedback on the proposed British Columbia Framework for Accessibility Legislation and how to engage more people with disabilities in public consultation on it. Unfortunately, this legislation has now been temporarily suspended due to the pandemic. Concerns over the pandemic also led to two virtual meetings with Minister Simpson on July 2 and September 17, 2020 with disability stakeholders.

BCFED Secretary-Treasurer Sussanne Skidmore and the Persons with Disabilities Representative also met with Minister Simpson to explore how the BCFED can raise awareness and support his ministry in the anticipated implementation of British Columbia accessibility legislation. Ensuring BCFED affiliates understand and support the legislation will be important in promoting the increased hiring of persons with disabilities into meaningful work.

The BC Federation of Labour hosted a webinar entitled “Sexual and Domestic Violence During COVID-19” on April 9, 2020, where the BC Federation of Labour Workers with Disabilities Representative participated as a panel member to address the issues of increased vulnerability and disproportionate risk of violence against women with disabilities.



INTERNATIONAL DAY OF PERSONS WITH DISABILITIES EVENT

BCFED Workers with Disabilities Representative Sheryl Burns planned and coordinated a dinner event on December 3, 2019, to mark the International Day of Persons with Disabilities. The event highlighted voices of government, business, labour and the community. Minister of Social Development and Poverty Reduction Shane Simpson attended, and theatre education was provided by the Inclusive Space Team.

GENDER EQUITY ADDENDUM TO THE BCFED ECONOMIC RECOVERY TASK FORCE SUBMISSION

The Women & Gender Rights Committee (WGRC) sparked the creation of a policy document as an addendum to the BCFED's Economic Recovery Task Force Submission. The Gender Equity Addendum provided an intersectional gendered lens on economic recovery after COVID-19. The document's recommendations centred on wraparound services for women, seniors, people with disabilities, and Black, Indigenous, and People of Colour (BIPOC) and 2SLGBTQIA+ community members.

BCFED POLICY ON DECRIMINALIZATION OF SEX WORK AND RECOGNITION OF SEX WORK AS WORK

The labour movement in BC had shied away from taking a position on sex work for decades, as the issue had been seen as highly controversial, and the labour movement and community activists alike have been divided on the issue. Although controversy still exists, the BCFED has been collaborating with sex workers

to educate activists, allies and the general public on sex work as work.

More recently, the BCFED WGRC and Human Rights Committee worked together after receiving requests for assistance from the WISH Drop-in Centre to create the following policy on decriminalization of sex work:

BC FEDERATION OF LABOUR POLICY ON SEX WORK

The BC Federation of Labour recognizes that workers who trade sex for a living are workers. The BCFED believes that all workers should have the ability to unionize. Unionization offers access to safe working conditions, good wages, benefits, and protection from wage theft.

The BCFED supports the decriminalization of sex work and believes that sex workers need to have access to supports under varying legislations as pertaining to their work.

The BC Federation of Labour will work with sex workers and their organizations to support their struggle for labour rights and human rights.

RECOMMENDATIONS

1. Continue to push for and support the introduction and implementation of Provincial Accessibility Legislation and its accompanying regulations for persons with disabilities;
2. Lobby all levels of government for full and complete access to all public services for trans and non-binary people, including but not limited to health care, vital statistics, and the education system;



3. Lobby all levels of government to put strength into legislation and regulations that strengthens worker recourse on issues of systemic discrimination;
4. Lobby all levels of government to work toward implementing the Truth and Reconciliation Commission’s 43 of 97 Calls to Action that have not been started or have stalled, as well as the implementation of BC’s *Bill 41* that mandates action plans for each government department, and annual reporting on their progress toward fulfilling the rights specified in the *United Declaration on the Rights of Indigenous Peoples*; and
5. The committee will work with community organizations or groups that are impacted by the issue that the committee is working on and who have agency over it and adopt a principle of “nothing about us without us.”

HUMAN RIGHTS COMMITTEE

Neal Adolph, UWLM	Walt Johnson, UA 170	Michael Shane Polak, PSAC 20045 UVAE
Georgi Bates, USW 2009	Dan Kask, ILWU 502	Shanee Prasad, BCTF
Crystal Braunworth, IATSE 891	John Keys, IATSE 891	Shelley Saje Ricci, CUPE 728
Christina Brock, IBEW 213	Adam Matran, UFCW 1518	Gunter Seifert, MoveUP
Sheryl Burns, CUPE 1936	Karen McVeigh, HEU	Rick Singh, IAMAW 16
Nimfa Casson, BCTF	Kari Michaels, BCGEU	Sussanne Skidmore, BCFED
James Cavalluzzo, BCGEU	Kate Milberry, UFCW 1518	Christy Slusarenko, MoveUP
Aimee Cho, NWDL	Serena Mohammed, BCTF	Louella Vincent, HEU
Kassandra Cordero, BCFED	Amandeep Nijjar, CLC	Jen Wrye, FPSE
Jennifer Efting, HEU	Merrill O’Donnell, BCBT	
Jamie Finley, BCIT FSA	Joulene Parent, ILWU 500	
Linda Frank, BCTF	Todd Patrick, BCTF	
Angel Hoare, CUPW	Roger Patterson, UA 170	

OH&S Committee

When the New Democratic Party (NDP) government came to power in 2017, there was a surge of optimism in the occupational health and safety community. We had real hope that long-awaited changes would be made to the disastrous world we had lived in for 17 years. Minister of Labour Harry Bains set the tone for these changes when he proclaimed that one of his priorities was to make British Columbia the healthiest and safest place to work.

That hope for a truly worker-centred Workers' Compensation Board (WCB) is still very much alive, although tempered by our experience of both government compromise and the constraints imposed by this pandemic. While we would like progress to move a lot more quickly, the last three years have been a refreshing shift from the past. We now have a government always ready to listen, and change is finally moving in the right direction.

2020 COVID-19 PANDEMIC

The pandemic rapidly changed life in BC from the first confirmed case of COVID-19 at the end of January to the declaration of a provincial state of emergency on March 18, 2020. Many businesses were required to close, and the government identified a list of "essential industries" that remained open: services that protect life, health and public safety and support basic societal functioning. Thousands of our members as well as non-unionized workers performed this essential work. Unable to work from home, they were placed at high risk of exposure to the virus — and preventive

measures were too often slow to arrive, if they were implemented at all. It was alarming to hear that in some industries, essential hand washing facilities were unavailable and maintaining physical distancing from co-workers, patients, residents and customers was difficult if not impossible.

WINNING PRESUMPTION

From the outset of the pandemic, the BCFED and our affiliates were committed to ensuring workers who developed the illness and filed a WCB claim would not have to jump through unnecessary hoops to prove their illness was work-related.

The committee along with the worker advocate community took the lead on urging the government and the WCB to implement presumption for COVID-19 illness. This meant COVID-19 would be considered an occupational illness in Schedule 1 of the *Workers' Compensation Act* (the "Act"). And it had to be done quickly, instead of the WCB's usual 18-month-to-two-year process, as workers on the frontlines were developing the illness.

The BCFED and its affiliates were pleased with the decision of the WCB Board of Directors (BOD) in May 2020 to add COVID-19 to Schedule 1 and to finalize the presumptive coverage within six months.

Despite vociferous pushback from the employer community and some noted reluctance on the part of the WCB Policy

Practices Regulatory and Research Division, in July the WCB BOD adopted the change to Schedule 1. BC became the first jurisdiction in Canada to apply presumption to not just COVID-19 but all infectious viral pathogens.

The regulatory change covers workers where the risk of COVID-19 infection is “significantly greater” than that to the public at large. Under the change, when a worker at greater risk submits a claim over a COVID-19 infection, the WCB presumes they contracted the disease because of their work unless evidence shows otherwise.

The BCFED and affiliates will be watching carefully as the WCB interprets the phrase “significantly greater.” We expect it to not become a barrier for sick workers.

WORKING FOR A SAFE REOPENING

The government’s work to reopen the economy in phases 2 and 3 meant an urgent need for industry-specific safety plans. The committee worked closely with the WCB and employers, providing expertise in developing those plans. This consultation provided committee members an opportunity to reinforce the importance of involving Joint Occupational Health and Safety Committees in all COVID-19-related safety concerns at their workplaces.

The committee convinced the WCB Claims Division to post weekly updates on the number of claims directly related to COVID-19 illness. These statistics, broken down into industry and work type, provided valuable information to affiliates, giving us all a clearer, more up-to-date picture of where claims are coming from.

LAW AND POLICY CONSULTATION

The labour representatives on the Practices and Policy Consultation Committee (PPCC) warrant special acknowledgement for the work they do on this joint stakeholder committee. Their role is to represent the interests of all workers in BC on regulatory amendments, compensation policy and practices issues.

Over the past two years, collectively and individually, the committee has worked exhaustively throughout the issue-gathering, pre-consultation and public consultation processes for amendments to the Occupational Health and Safety Regulation and to prevention, assessment and compensation policy and legislation. Committee members developed written submissions and made oral presentations at public hearings around the province.

COMPENSATION

The consultations on the WCB compensation system have been particularly busy. While the WCB is still at work completing the 40 recommendations for compensation policy changes in the April 2018 report from Paul Petrie, several other reviews have helped to shape a much broader agenda for change.

In late 2018 the WCB appointed Terry Bogoyo to propose options for spending the accident fund surplus and the BCFED participated in a stakeholder-only consultation.

Then, early in 2019, Minister Bains announced a long-awaited review of the WCB compensation system, led by Janet Patterson. This was the goal of a persistent lobbying effort by the BCFED and affiliates, as we pressed for a review aimed at ensuring that our system provides fair compensation, meaningful rehabilitation services and adequate lifetime pensions for permanently-disabled workers. We were

particularly pleased that Patterson, a respected lawyer and advocate, would conduct it. This was the first opportunity for injured workers, their families and worker advocates to tell their stories of the devastating impact of the 2002 changes of the Liberal government. The comprehensive report was completed in October 2019, but the government withheld it while they reviewed its findings. We began an increasingly intensive campaign urging the report's release.

Meanwhile this spring, Jeff Parr reported to the Ministry of Labour on his review of the Petri and Bogyo reports, as well as a 2019 report from lawyer Lisa Helps examining the WCB's implementation of safety recommendations following two sawmill explosions. Parr consulted with stakeholders, including labour, employers and Indigenous organizations and recommended legislative amendments. The BCFED and our affiliates made it clear in those consultations that considering these reports without the advantage of seeing the much broader Patterson report was problematic.

But the Parr report paved the way for legislative changes introduced by the government in June 2020 as *Bill 23* and proclaimed into law this summer.

The changes improve access to treatment and compensation for many workers: They remove the one-year restriction on filing mental health claims, and ensure both loss of earnings and functional impairment will be considered in calculating benefits — with workers guaranteed to receive the higher of the two. The amendments address workplace safety by removing barriers to investigations, giving more power to investigators and allowing courts to hear victim impact statements. Finally, the changes improve access to justice. They allow the Workers' Compensation Appeal Tribunal to hear cases related to the *Charter of Rights and Freedoms* and the *Human Rights*

Code, making it harder for employers to avoid paying premiums, and they relax the 75-day rule which limited the ability of WCB to change a decision.

The BCFED and affiliates welcome the changes as a positive first step towards a renewed, worker-centred approach to the compensation system.

At last, late in August, the government released the Patterson report. At over 500 pages — not counting its 47-page addendum — it's a sweeping review of workers' compensation. Patterson offers an ambitious set of recommendations geared to making BC's compensation system truly worker-centred, abandoning the cookie-cutter approach imposed by previous Liberal governments. The report is a foundational document that sets the agenda for reforming the workers' compensation system in BC. The committee looks forward to working with government and the WCB to implement the legislative, policy and operational recommendations that will create a balanced, worker-centred approach.

REGULATORY CONSULTATION

2020 saw a major advance on the issue of workplace violence after years of WCB inaction and inattention. For several years now, we've been urging the agency to review its framework of violence prevention negotiations — including an expansion of the definition of "violence" to encompass its full spectrum, including bullying, harassment and family violence in the workplace. In 2017, the committee did extensive work to develop a re-drafted regulation that we presented to the WCB, only to have it ignored. Meanwhile, BC fell further and further behind other jurisdictions in our violence prevention regulations.

This year though, the WCB has finally agreed to add a violence, bullying and harassment review

to their 2020 workplan. At the suggestion of the BCFED, the WCB held a worker-only, issue-gathering session: a safe place for workers to tell stories of their experiences with workplace violence. Thank you to the brave workers who re-lived their experiences and trauma to give the WCB a better understanding of the prevalence of workplace violence and its devastating toll.

The committee looks forward to continuing the consultation process of the violence review into 2021.

We will also be urging the WCB to revise its workplan to include a review of Part 6, Biological Agents, in light of the COVID-19 pandemic. There has been confusion over the requirement for employers to have “safety plans” rather than exposure control plans. Exposure control plans are enforceable, “safety plans” are not.

Other critical regulatory reviews are underway but will likely not be ready for public hearings until 2021: confined space, combustible dust, risk assessment and others.

Due to the COVID-19 pandemic, the spring 2020 public hearings were rescheduled for September 30. At the time of writing this report, the WCB planned to hold the hearings virtually.

Each year the WCB reviews the American Conference of Governmental Industrial Hygienists (ACGIH) occupational exposure levels of workplace chemicals and updates the list of exposures for BC. But we have been increasingly concerned by the growing number of chemicals where the WCB has not followed the ACGIH’s lead in tightening allowable exposure levels, with the WCB citing a lack of certified testing methods. For many years, the BCFED has urged the WCB to create their own laboratory to provide employers and workers with better testing. Our lobbying has finally paid off this year with the WCB announcement

of an agreement with the University of Northern British Columbia to provide this service, which will soon mean safer workplaces.

ASBESTOS

It is estimated that every year, more than 145,000 Canadians are exposed to asbestos in their workplaces. Asbestos remains the single largest cause of workplace deaths in BC. The BCFED has worked for many years with our affiliates in the building trades, the Canadian Labour Congress (CLC) and advocates to urge the federal government to ban asbestos in Canada. Finally, in December 2018, we won a major victory when the Trudeau government enacted that ban as the *Prohibition of Asbestos and Products Containing Asbestos Regulations*.

But our work is not done. In late 2018, the BC Ministry of Labour released a report from a cross-ministry working group, *Keeping Workers, the Public and the Environment Safe from Asbestos*. The report made 16 recommendations to overhaul the asbestos removal industry, including licensing for asbestos removal companies, improvements in disposal of asbestos and training for asbestos workers. In early 2019, the BCFED provided a submission in response to the report on behalf of our affiliates. Unfortunately, the province has not implemented any of the recommendations. In August 2020, the BCFED, the BC Building Trades and the BC Insulators Union wrote a letter to government strongly urging them make this legislation a top priority for the fall 2020 sitting.

On a positive note, the BCFED and our affiliates are supporting the BC Labour Heritage Centre’s installation of the *Magic and Lethal* public art installation at the Vancouver Convention Centre. This moving art installation by a local artist is the first memorial in North America to workers who have died from asbestos exposure.



A CHANGING BOARD OF DIRECTORS

Positive changes to establish a more-worker centred approach at the WCB included new appointments to the BOD in 2019 and 2020. Michelle Laurie, the former president of IBEW Local 258, was appointed as the worker representative. And Rebecca Packer, a registered physical therapist, health and safety activist and member of the board for the Health Sciences Association of BC, was appointed to the health care position. Although there is more work to be done to achieve our goals with respect to balancing the composition of the board, these appointments take us a step closer.

We were shocked and saddened in May, though, at the passing of the WCB BOD Chair Ralph McGinn. For many years, Ralph was at the forefront of keeping BC workers safe on the job: from his work in the 90s as WCB's Vice President of Prevention, to leading the agency as President and CEO, and most recently as the WCB Board Chair. Before that, as chief inspector of mines, Ralph earned a reputation for uncompromising enforcement of worker safety.

He played a crucial role in creating the BCFED Health & Safety Centre, now the largest provider of health and safety education in the province. And his support for the Patterson Review and a more worker-centred workers' compensation system holds the promise of making life better for thousands of injured workers.

Lee Loftus, the former public interest representative on the WCB BOD and the former president of both the BC Insulators Union and the BC Building Trades, agreed to serve as acting chair until a permanent replacement could be found. While he was only in that position for a few months, he presided over some crucial changes, including the board's

final decision on presumption. We are grateful for his service to British Columbians.

In August, Jeff Parr was named the new chair of the WCB BOD. The BCFED offered its congratulations — and pledged to continue working for safer workplaces and justice for sick and injured workers.

APRIL 28 NATIONAL DAY OF MOURNING

In 2019, the committee worked with the WCB, the Vancouver and District Labour Council and the Business Council of BC to organize and co-host the National Day of Mourning (DOM) ceremony at Jack Poole Plaza. The Olympic cauldron was lit for the day as we remembered the 187 workers who lost their lives in 2018 and the many workers seriously injured or made ill because of work.

Due to COVID-19 pandemic restrictions on public gatherings, we held the 2020 Day of Mourning virtually. The event was again co-hosted by the BCFED, the WCB and the Business Council of BC. A series of speakers delivered short remarks by video, followed by a minute of silence. Over a thousand people joined the online ceremony, many of them workers who would have been unable to attend in-person ceremonies in their communities.

We do not yet know if similar pandemic restrictions will still be in place in 2021. But whatever the pandemic situation, the committee looks forward to planning this important ceremony.

FARMWORKER HEALTH AND SAFETY

The BCFED continues to work with the families of the three women who were killed when an overloaded and dangerously operated van crashed on March 7, 2007, in Abbotsford. The BCFED co-hosts the annual candlelight vigil in memory of the three women at the Golden Tree memorial in Abbotsford.

Although travel to and from work is now safer for farmworkers following the Coroner's Inquest in 2009, we continue to advocate for full implementation of all 18 of its recommendations.

The BCFED has become increasingly concerned with the decrease in roadside vehicle inspections by the Farm Workers' Inter-Agency Compliance Committee (which was established in 2010 as one of the recommendations from the Coroner's Inquest). In 2007, the first year of inspections, 555 vehicles were inspected and in 2018, only 149 vehicles were inspected. A number of incidents highlight that concern; for example, on Labour Day weekend last year, an Abbotsford bus carrying 36 agricultural workers ran into a ditch, injuring nine occupants.

The BCFED is concerned that with the reduced inspections, the penalties for mechanical infractions increased.

The BCFED and our affiliates will continue to urge the government and the WCB to increase inspections of farmworker transportation vehicles.

WORKERS' VOICES SILENCED ON AGSAFE

The Canadian Farmworkers' Union (CFU) spurred the creation of the Farm and Ranch Safety and Health Association (FARSHA) more than 25 years ago. Established with a balanced board of directors divided equally among worker and employer representatives, FARSHA has long been touted as the best health and safety association model in BC. Now operating as AgSafe BC, it continues to grow and thrive under this governance model.

The BCFED and the BCFED Health & Safety Centre have a long history of working with our partners in representing the health interest of all farmworkers. So we are deeply concerned with the decision by the board of AgSafe — with the agreement of the WCB — to no longer allow the CFU or the BCFED to appoint worker representatives to the board. The decision is a huge step backward, silencing the voices of workers in the industry.

We will continue lobbying the WCB BOD to ensure there is worker representation on all health and safety associations boards of directors, and that worker representatives are chosen by their unions.

SUMMARY

The Patterson review has the potential to be the most important event in workers' compensation in a generation. For the first time in almost 20 years, it gave injured workers and their families an opportunity to tell the stories of how an unbalanced compensation system caused them financial, psychological and emotional hardship. The BCFED OH&S Standing Committee looks forward to working with government and the WCB to implement the recommendations of the Patterson report.

RECOMMENDATIONS

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

1. Urge the government and the WCB to consider the application of gender-based analysis to the workers' compensation system. Current WCB legislation, policies and practices in both compensation and prevention disadvantage workers in equity-seeking groups, including women, workers of colour, immigrant workers, workers who identify as Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, and Asexual Plus (2LSGBTQIA+), Indigenous workers and workers with disabilities. The WCB does not account for differences based on gender (social factors) and sex (biological factors) in either the prevention of injuries or the adjudication of claims.
2. Lobby the provincial government and the WCB to implement all of the recommendations of the Patterson report, *New Directions: WCB Review 2019*, thereby ensuring the compensation system provides fair compensation and meaningful rehabilitation services, and that injured workers are treated with the dignity and respect they deserve.
3. Continue to lobby the provincial government to amend legislation to ensure that stakeholders are predominantly and equally represented on the WCB BOD, restoring balance, responsibility and accountability of the system (included in the Patterson Report recommendations).
4. Continue to lobby government for changes to the 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. Lobby the government and the WCB BOD to ensure that there is balanced worker representation on the boards of all health and safety associations. In all union workplaces, the union will appoint worker representatives, and in non-union workplaces, they will be appointed by the BC Federation of Labour.
6. Due to the health and safety impact of the COVID-19 pandemic, lobby government and the WCB to review the requirements for Biological Agents Parts 5 and 6 of the Occupational Health and Safety Regulation with particular focus on requirements for Exposure Control Plans.
7. Continue to lobby the government and the WCB to implement the BCFED's recommendations in response to the BC Ministry of Labour's working group report *Keeping Workers, the Public and the Environment Safe from Asbestos*, including licensing for asbestos contractors, certification of all asbestos workers, a building registry and a comprehensive asbestos disease and exposure registry.
8. Request the BCFED Occupational Health and Safety Standing Committee continue to work to implement psychological health and safety best practices, incorporating the principles of the Canadian Standards Association (CSA) national standard for psychological health and safety in their own workplace, and encourage affiliates to do the same.
9. Lobby the WCB BOD to ensure there is equal representation of employers and workers on all health and safety



associations boards of directors and that worker representatives are chosen by their unions.

- 10. Continue to support and increase public awareness of the June 1st Injured Workers Day.
- 11. The BCFED and our affiliates, through the BCFED OH&S Standing Committee, will explore the possibility of developing a workers' occupational health clinic in BC modeled on the Occupational Health

Clinics for Ontario Workers (OHCOW) and funded by the WCB. The workers' health clinic's mandate will be to protect workers and their communities from occupational disease, injuries and illnesses. The clinic will provide such services as: medical diagnosis for occupational diseases and illnesses, including psychological traumatic injuries; health and safety outreach to health and safety committees, workers and the public and research into workplace illnesses and injuries.

BCFED OCCUPATIONAL HEALTH & SAFETY STANDING COMMITTEE

Sharon Barbour, PSAC	Jim Jarvie, IBEW 213	Karen Ranalletta, CUPE 2950
Bob Barter, IAHFIAW 118	Ed Kent, USW	Reto Riesen, FPSE
Rachael Barton, BCFED	Doug Kinna, BCGEU	Lucia Salazar, FPSE
Ken Bennett, HEU	Jason Kowal, BCFED	Jennifer Savage, CUPW
Paul Bergin, CEU	Rysa Kronebusch, MoveUP	Megan Scott, BCGEU
Gurleen Bhatia, BCIT FSA	Jennifer Lambert, BCFED	Fred Scott, UFCW 1518
Al Biekxa, USW 2009	Gord Lechner, BCFED	Jeff Self, IBEW 213
Amanda Bronswyk, IATSE 891	Mike Lucas, USW 1944	Bobby Sidhu, BCIT FSA
Lynn Bueckert, HEU	Kevin Malone, UNITE HERE! 40	Russ St. Eloi, UA 170
Brian Campbell, BCFED	Mike Mayo, IUOE 115	Lori Stewart, UBCP/ACTRA
Chris Cheung, IAMAW 764	Cory McGregor, IBEW 230	Larry Stoffman, CLC
Anna Donaldson, BCTF	Tom McKenna, CUPE BC	Annette Toth, MoveUP
Sherry Earl, UFCW 1518	Sheila Moir, BCFED	Josh Towsley, IUOE 115
Gordon Forbes, UA 170	Brenda Moores, BCFED	Cliff Wellicome, ILWU
John Gibson, CUPE 454	Toni Murray, CEU	Michael Wisla, HSA
Toni Grewal, BCTF	Merrill O'Donnell, BCBT	Keith Woods, IATSE 891
Georgina Hackett, HEU	Paul Pelletreau, IAMAW 1857	Jerry Yamamoto, ILWU
Linda Harding, PSAC 20008	Angélique Prince, BCFED	Teri Zunti, BCFMWU

Political Action Committee

Working people need to play an active role in politics. The labour movement has a responsibility to speak out about the change that is needed to make our workplaces better, to make our communities stronger and to ensure that we live in a country that is fair, sustainable and just. Our advocacy is needed no matter who is in government although we may have different goals.

After almost two decades of cuts, worker rights are finally back on the BC government's agenda. By the end of 2018, the BC New Democratic Party (BC NDP) government had begun its second year of leadership stabilized by the *Confidence and Supply Agreement (CASA)* with the BC Green party. The government was moving forward with its agenda and making a series of legislative changes that will have a significant impact on the lives of working people in our province.

For 16 years, the political work of the labour movement had been limited to attempting to stave off changes that would reduce rights for working people. Now, working people finally have a chance to see improvements like the phased-in increases to reach a \$15 per hour minimum wage that were announced in early 2018.

Some unions had waited years for justice. And just weeks before the 2018 BCFED Convention, Minister of Health, Adrian Dix, tabled legislation to repeal two devastating bills passed by the former BC Liberal government that had cost thousands of health care workers, mostly women of colour, their jobs. The repeal of these

bills was widely celebrated by workers and their unions.

But these were not the only changes needed by working people. The BC Liberals had gutted other pieces of legislation, including the *Employment Standards Act* and the *Labour Relations Code*. Workers were left with barely a skeleton of workplace protections, and improving those conditions was more difficult with new barriers to forming a union. Securing improvements to these two pieces of legislation was the focus of much of the BCFED's political action throughout 2019.

Heading into 2020, no one could have predicted the year ahead. By the end of January, the world was bracing itself for the impact of a new virus — COVID-19. Few of us understood the extent of the crisis in its early days, but what became quickly clear is that the pandemic would soon change the lives of every British Columbian. It also magnified the existing gaps and structural problems in our workplaces.

Consequently, the work of the BCFED's Political Action Committee (PAC) became sharply focused on protecting workers' rights, ensuring access to government supports and programs, and advocating for those who have been most affected by the pandemic.

At the time of writing, we are in the midst of a provincial general election, and do not know the outcome. With the tremendous uptake in mail-in ballots, results may not be known until November.

We are encouraging our members to support the re-election of the BC NDP as the best choice for working people. But regardless of the outcome, as our province continues to respond to the crisis and develops a strategy for economic recovery, the labour movement has an opportunity and responsibility to help shape a better, stronger and more resilient future for our province.

This report summarizes the work of the PAC over the past two years and sets out a series of recommendations for where we head next.

PROPORTIONAL REPRESENTATION REFERENDUM

In the spring of 2018, the BC NDP announced a referendum on our voting system, asking British Columbians if they want to move to a proportional representation model of electing MLAs. Voters had until November 30, 2018, to vote.

The BC Federation of Labour, BC Federation of Retired Union Members (BC FORUM) and several affiliated unions endorsed the Vote PR BC campaign in favour of voting reform, but despite this and support from many community organizations, the referendum was not successful. Sixty-one percent of voters preferred to remain with the current voting system. The result was disappointing but decisive.

MUST-WIN BY-ELECTIONS: NANAIMO AND BURNABY SOUTH

Two critical by-elections took place in early 2019. When Leonard Krog, the sitting BC NDP MLA, was elected as the mayor of Nanaimo in the fall of 2018, a must-win by-election was triggered in Nanaimo. The BC NDP needed every seat to maintain their minority government.

Similarly, Kennedy Stewart, the MP for Burnaby South, was elected as the mayor of Vancouver. This triggered a federal by-election and an opportunity for Federal NDP Leader Jagmeet Singh to secure a seat in the House of Commons.

While these elections were important for the NDP both federally and provincially, they were also important for the labour movement. The re-election of the NDP in both of these critical ridings would ensure representation by candidates who share our values.

Both by-elections took place under new rules meaning that labour unions (and businesses) were restricted in how they could contribute and participate in the election. Following the new rules, affiliates and BC FORUM engaged in member-to-member campaigns and explored new ways to connect with their members to highlight the importance of voting, volunteering and donating. The BCFED along with Labour Councils and the Canadian Labour Congress (CLC) also encouraged members to get involved.

Sheila Malcolmson was successfully elected in January 2019, stabilizing the BC NDP government. In February, Jagmeet Singh was elected to represent Burnaby South in the House of Commons as the leader of the NDP.

WORKERS DESERVE BETTER

In late 2018, a Section 3 panel appointed by government released a report outlining recommended improvements to BC's *Labour Relations Code*. And in early 2019, the Horgan government launched the first phase of a public consultation and review of the *Employment Standards Act* ("ESA" "Act").

To demonstrate the importance of these two pieces of legislation, the BCFED launched Workers Deserve Better. This campaign

built on the themes of our 2018 campaign: Level the Playing Field. Workers Deserve Better highlighted the real-life impact of weak legislation on workers. Through video storytelling, the campaign demonstrated the need for several significant improvements to both pieces of legislation including:

- tougher laws and improved enforcement, including the elimination of the so-called self-help kit to better protect workers from bad bosses;
- ten days of paid leave for workers affected by intimate, personal and relationship violence so they can be safe and get the support they need;
- better successorship rules to protect workers so flipping contracts does not drive down wages and benefits, and result in workers losing their unions;
- ensuring that workers covered by collective agreements are also entitled to the minimum standards of the ESA; and
- a one-step process to join a union without fear or intimidation.

The campaign was significantly amplified by BC FORUM and affiliates who encouraged their members to email the minister and MLAs about the urgent need for reform. This push resulted in thousands of supportive submissions to the consultation process and messages to government officials calling for improvements.

In April 2019, the BC government tabled improvements to the *Labour Relations Code*. The changes include successorship protections for workers in several industries where contract flipping was rampant, instituted restrictions on communication by employers during a union drive and tightened up the certification process to remove barriers to joining a union. But opposition from the BC Green Party meant the

changes did not include restoring a one-step certification process or card check.

In May 2019, the government tabled a set of changes to the most pressing areas of the ESA. The revisions include toughening child labour laws to better protect kids from dangerous work; re-establishing the *Act* as the floor for collective agreements; improving investigation processes, timelines and wage recovery period; providing unpaid leave for domestic and sexual violence; and preventing employers from taking a share of workers' tips. They also eliminated the contentious self-help kit.

Though many of the BCFED's campaign demands were met, the changes did not provide for paid leave for domestic and sexual violence. Led by the BCFED's Women & Gender Rights Standing Committee, efforts to secure paid leave continued throughout 2019. In March 2020, we finally achieved five days of non-consecutive paid leave.

2019 FEDERAL ELECTION

Labour's participation in the 2019 federal election was led by the CLC. They ran a comprehensive, issues-based campaign focused on improvements needed for working people, such as a national pharmacare plan and retirement security. Through petitions and ads, the CLC was able to build a sizeable list of supporters throughout the country, and mobilized voters to get out and vote for the issues that mattered to them.

On October 21, 2019, Justin Trudeau and the Liberals lost their majority government and found themselves relying on support of the NDP and the Bloq Québécois to support their bills. This has provided the federal NDP with an opportunity to press forward an agenda that supports ordinary working people.

Throughout the 2020 pandemic, the NDP demonstrated their ability to generate strong policies and ideas to support working people. Many federal Liberal commitments — including the expansion of the Canada Emergency Benefit to cover more workers and financial support for low-income seniors — were the result of pressure from Jagmeet Singh and the NDP. The NDP supported the Liberal Throne Speech in September 2020 after securing improvements to the Employment Insurance program and creation of the Canada Recovery Sickness Benefit.

The NDP opposed bailouts going to companies registered in tax havens and has continued to push for action on both universal pharmacare and dental care. Jagmeet Singh has continued to be receive praise for his ability to genuinely connect with Canadians throughout this crisis.

RESPONDING TO COVID-19

As the COVID-19 pandemic reached British Columbia, the massive impact on working people and their families became immediately evident. Many workplaces were shuttered, resulting in more than 350,000 workers losing their jobs. Women, people of colour and young workers have been hardest hit.

While many lost their jobs, others were on the front lines playing essential roles in areas such as health care, seniors' care, food harvesting, manufacturing, and the retail sale of essential goods like food and medical supplies. The pandemic demonstrated that this essential work in many cases was under-valued and that workers received unacceptably low pay and few, if any, benefits.

The PAC supported calling for immediate action from government — including financial supports for workers who had lost their jobs, and improved health and safety standards for those who remained at work. The BCFED and

our affiliates also highlighted the need for swift action to protect vulnerable populations and those most at risk of exposure to the disease.

By mid-spring, though the pandemic continued, thoughts were turning to rebuilding the economy, and the BCFED had a seat at the Premier's Economic Recovery Task Force. With input from affiliates, we prepared two comprehensive submissions outlining a worker-centred approach and highlighting actions needed to apply an intersectional and gendered lens to recovery.

The plan was amplified by affiliates through their own submissions during the public consultation that followed shortly after.

Meanwhile, one of the most glaring inadequacies of BC's employment standards framework had come home to roost: the absence of paid sick leave. The lack of job protection for sick workers in BC was aggravating the spread of the disease and putting workers and communities at risk. Though the BC NDP responded to our early calls for sick leave with an amendment to the ESA that provided job-protected unpaid sick leave, it was clear that without paid leave, workers were still facing an impossible choice: Do the right thing for their health and the community, or ensure their financial security.

The Federation launched a campaign calling on the federal and provincial governments to ensure full-time workers have access to at least ten days of paid sick leave. The campaign, Working Sick Isn't Working, included an open letter, social media campaign and government relations strategy. Though efforts have yet to secure permanent paid sick leave, the Trudeau and Horgan governments have announced a temporary program to provide ten days of paid sick leave to workers.

FUTURE FOR ALL CAMPAIGN

In order to raise public discourse about the need for a worker-centred economic recovery, the BCFED developed the Future for All campaign. The campaign focuses on four areas and has accompanying calls for government action:

- an economy that puts working people first;
- strengthening the services families depend on;
- building more inclusive communities; and
- closing the gaps in public health care.

The campaign will run through the fall and into early next year when the next budget will be tabled. The campaign includes a website, surveys, shareable images, email communication, actions and videos. It encourages our members and supporters to speak out about the needs of working people and to promote public discourse on the issues that matter to them.

The campaign has been successful in both attracting new supporters and in encouraging existing members and supporters to get more involved. The use of surveys and two-way communication has ensured that we are talking about the issues that matter most to working people.

2020 PROVINCIAL ELECTION

By September, election rumours were running rampant, and on September 21, 2020, the BC NDP dropped the writ and announced a snap election. Earlier this year, Andrew Weaver stepped down as the leader of the BC Green Party and subsequently resigned from the party itself. Despite the Confidence and Supply Agreement, two pieces of government legislation were not able to go ahead as they lacked support from the remaining BC Green

caucus. Further, with the pandemic expected to last at least another year and with major decisions to make regarding the economic future of the province, John Horgan decided he needed to seek a majority mandate.

Being election-ready is a priority for the labour movement, but with the passing of revisions to the *Elections Act* in 2017, unions and businesses can no longer make financial or in-kind donations to political parties in BC and there are new rules governing participation in the electoral process. While the labour movement supports this purpose of the legislation, it is important for us to continue to be engaged in policy and to promote the needs of working people.

This legislation has a significant impact in two main areas the labour movement has traditionally provided support: public advertising and in-kind contributions. Therefore, unions will need to focus their resources on engaging their members in the political process through issues-based campaigns and training opportunities. The BC Federation of Labour provided training for affiliates on the new rules and provided updates as new information came out from Elections BC.

This election was also different in that voters had more ways to vote than ever before. Because of the pandemic, Elections BC offered mail-in voting to all British Columbians. By early October, more than half a million voters had signed up for mail-in ballots. This change means that election day will look significantly different and the final results will not be known for an additional several weeks.

In early October, the Federation held virtual political action training for affiliates. The training focused on the federal and provincial issues that matter to working people, provided workshops on how to talk politics one on one and through digital platforms, and included presentations

from April Sims of the Washington State Labor Council, Larry Rousseau from the CLC and Maria Dobrinskaya from the Broadbent Institute. More than 60 activists signed up for the session.

During the writ period, the Future for All campaign was adapted to comply with election rules. The campaign focused on organic communication about campaign issues, shared information about how to vote and encouraged supporters to make a vote plan. Two shareable videos were also developed. The campaign will be equally important following the election as the new government sets its priorities for next year's budget.

LOBBYIST TRANSPARENCY ACT

On May 4, 2020, the *Lobbyist Transparency Act* (LTA) and regulations came into force. The changes, including the name change for the LTA, require increased reporting of lobbying activities.

To prepare for the changes, the PAC established a working group to review the changes, ask questions and provide feedback to the registrar's office. The working group also arranged for registrar Michael McEvoy and his staff to make a presentation to the committee outlining the changes.

Under the previous LTA, reports were submitted every six months or when a change to the registration took place. The new LTA requires consultant and in-house lobbyists to submit monthly reports and to report on lobbying activities with an expanded list of people. The changes also include a prohibition on providing government officials and senior officers at public agencies with meals or gifts.

To facilitate the changes, the Office of the Registrar of Lobbyists created a new website where lobbying activity is logged. Reports are publicly available.

SUMMARY

Over the past two years, the labour movement has needed to be both nimble and flexible in its response to a quickly changing political landscape. In the wake of the COVID-19 pandemic, we have an opportunity to build a better, fairer and more resilient province and that means being more engaged than ever in the political process.

RECOMMENDATIONS TO CONVENTION

1. Continue to support and participate in CLC campaigns, including the campaign for a national pharmacare program, bankruptcy protection, pension security, long-term care reform and an economic recovery plan that supports working people and their families;
2. Continue to campaign and lobby the BC government for economic policies and recovery strategies with an intersectional gender lens that support the health and safety of workers, build strong public services, increase workers' rights, address the needs of vulnerable populations, take action on the climate crisis and expand public infrastructure;
3. Work with the CLC to raise the critical issues facing working people in Canada and to elect a progressive government should there be an early federal election;
4. Work with the CLC and Labour Councils to prepare for the 2022 local government elections; and
5. Continue to work with community partners on the issues and campaigns that impact working people.



BCFED POLITICAL ACTION STANDING COMMITTEE

Janet Andrews, NWDLC	Phil Klapwyk, IATSE 891	Frank Scigliano, ILWU 514
Jasleen Arora, BCGEU	Abby Leung, UFCW 1518	Nicole Seguin, FPSE
Robert Ashton, ILWU Canada	Joanna Lord, BCGEU	Todd Smith, PSAC 20044 AGRU
Brett Barden, USW	Marcel Marsolais, CUPE 409	Laura Snow, CEU
Cathy Black, HEU	Jaime Matten, HSA	Russ St. Eloi, UA 170
David Black, MoveUP	Lori Mayhew, MoveUP	Chris Stephens, TWU USW 1944
Brynn Bourke, BCBT	Cindy McDonnell, CUPW	Ron Stipp, CLC
Patrick Bragg, PSAC	Terry Meyer, UFCW 1518	Josh Towsley, IUOE 115
Crystal Braunworth, IATSE 891	Denise Moffatt, BCFED	Jessie Uppal, USW 2009
Rhonda Bruce, HEU	Stefan Nielsen, UFCW 1518	Terri Van Steinburg, FPSE
Walter Gerlach, IAMAW District Lodge 250	Mike Old, HEU	Stephen Von Sychowski, VDLC
Orion Irvine, CLC	John Pesa, IBEW 213	Michelle Waite, CUPE 3479
Clint Johnston, BCTF	A.D. Al Phillips, BCBT	Sam Wiese, BC FORUM
Jennifer Kimbley, BCTF	Garnett Renning, BCFMWU	Diane Wood, BC FORUM
	Justin Schmid, CUPE BC	

Women and Gender Rights Committee

The BC Federation of Labour's Women & Gender Rights Committee (WGRC) does its work under three pillars: women's safety, women's economic security and women in leadership. Over the past two years, the WGRC has served to further the women's agenda under each of these pillars while keeping its finger on the pulse of current events affecting women locally, nationally and globally.

WOMEN'S SAFETY

The BCFED considers women's safety to be at the forefront of issues affecting women in BC. Women's safety includes safety on and off the job, on campuses, in the community and in industries dominated by men and rampant with rape culture.

DECEMBER 6 DAY OF REMEMBRANCE AND ACTION AGAINST VIOLENCE AGAINST WOMEN

The committee supports the work of the Public Service Alliance of Canada- BC Region and its planning of a yearly candlelight vigil at Holland Park in Surrey BC each December 6. That date marks the National Day of Remembrance and Action Against Violence Against Women, which commemorates the day in 1989 in which 14 women were murdered at L'École Polytechnique for the simple fact that they as women were studying engineering. Since then, the anniversary of the Montreal Massacre has become a day of remembrance for the women killed and injured, as well as a rallying cry to denounce all violence against women.

COALITION ON MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS

The BC Federation of Labour has been a member of the Coalition on Missing and Murdered Indigenous Women and Girls (MMIWG) since 2015. As a coalition member, the BCFED participates in monthly meetings of the coalition hosted by the Union of BC Indian Chiefs (UBCIC). We work to amplify community voices on issues of community safety, policing, legislative frameworks and systems of oppression as they pertain to Indigenous women and girls. The BCFED continues this work today.

WOMEN'S ECONOMIC SECURITY

The BCFED works on issues that affect the economic security of women. Such issues include the gender pay gap (and encouraging the province to enact pay equity legislation) and childcare.

CHILDCARE

Women disproportionately carry the burden of caring for children, which can keep them out of the workplace due to high costs of childcare. Since 2012, the BC Federation of Labour has endorsed the Coalition of Child Care Advocates of BC's (CCCABC) \$10aDay childcare plan, and through the Women & Gender Rights Committee, has partnered on initiatives such as lobbying, community rallies and policy advocacy. The committee is pleased to see the



positive steps the minority BC New Democratic Party (BC NDP) government has taken toward enacting this plan. And we support the call of the CCCABC for government to take the next steps in making childcare a permanent public service, part of the fundamental infrastructure of economic recovery and growth.

WOMEN IN LEADERSHIP

The BCFED WGRC recognizes that life gets better for women when women are in positions of decision-making authority. Women have a better chance at having equal access to economic benefits of society if represented equitably at all levels of government in the public sector, and all levels of management, including in the top jobs in the private sector. This is why women in leadership is the third pillar of the work of the committee.

CAREER PATHWAYS FOR VISIBLE MINORITY NEWCOMER WOMEN

The BCFED participated in a federal government roundtable focused on identifying challenges faced by newcomer women who are visible minorities in gaining full-time, quality employment. The roundtable addressed ways organizations can support hiring of and training of women in this group. The BCFED helped identify barriers to service for the women in this group as well as suggestions for mitigating them, including providing training in languages spoken by the women and ensuring that service providers, community organizations, unions and government are doing their part to communicate to women in the community what services are available to help them integrate into the workforce.

SIUW 2019

In 2019, the committee planned the Western Regional Summer Institute for Union Women (SIUW). The annual Institute brings together self-identified women, trans, non-binary, gender nonconforming and questioning people from the western United States and Canada, as well as Central America and as far away as Turkey. An international planning committee made up of women from BC's labour movement and labour activists from Washington State, Alaska, Oregon and California helps form the agenda and main components of the Institute. State and provincial federations of labour as well as labour education and research centres in the US take turns hosting the Institute.

The 2019 Institute was held at the University of British Columbia and focused on equity, justice and reconciliation. Core courses included Reconciliation in Action, Organizing, Globalization and Immigration, Public Speaking and Parliamentary Procedure, Women in Leadership, Advanced Women in Leadership, Anti-Oppression, Collective Bargaining and Occupational Health and Safety for Women.

Short workshops included Reconciliation, Sex Work as Work, Allyship with Undocumented Workers, Using Labour's Capital, Anti-Oppression, Taking Action on Anti-Muslim Racism and much more.

The WGRC continues to participate in the international planning committee of the Western Regional SIUW, and many committee members and other union women in BC have reported it to be a life-changing experience.

DOWNTOWN EASTSIDE WOMENS' MEMORIAL MARCH

The Downtown Eastside Women's Memorial March started in 1992 on Valentines Day, when a small group of women who do community social service work in Vancouver's Downtown Eastside began marching in protest against the constant disappearances and murders of women from the community, and the lack of police investigation into those crimes. Every year, WGRC members join the march and encourage union members to take part — both in the march itself, and before and after as volunteers.

CAMPAIGN ON SEXUAL AND DOMESTIC VIOLENCE

In September and October of 2019, the BC government opened a public consultation on sexual and domestic violence, which included an online engagement tool and a call for written submissions. The BCFED created a campaign calling for 10 days of paid leave for workers experiencing sexual or domestic violence. Our work included a guide for completing the online engagement tool, an e-mail campaign and a written submission. BCFED leaders held lobbying meetings with the Minister of Labour, the Parliamentary Secretary for Gender Equity and the government women's caucus chair. The BCFED was encouraged by the subsequent government announcement of five days of paid leave and looks forward to continuing to lobby on this issue until ten days of paid leave is implemented.

ONLINE FORUM: SEXUAL AND DOMESTIC VIOLENCE DURING COVID-19

Not long after the COVID-19 pandemic became an issue of major concern in BC, reports of increased instances of sexual and domestic violence began showing up in conversations in mainstream and social media. The BCFED responded by working with community partners to hold an online panel on sexual and domestic violence. The BCFED, Atira Women's Resource Society, Women Against Violence Against Women, Battered Women's Support Services and the Ending Violence Association of BC collaborated on a program that was impactful and informational, connecting community members with services for them and their loved ones to deal with the effects of violence during the pandemic's physical isolation measures.

EQUITY ADDENDUM TO THE BCFED ECONOMIC RECOVERY TASK FORCE SUBMISSION

The committee sparked the creation of a policy document as an addendum to the BCFED's submission to the Premier's Economic Recovery Task Force. The Gender Equity Addendum provided an intersectional, gendered lens on economic recovery after COVID-19. Recommendations included in the document centred on wraparound services for women, seniors, people with disabilities, and Black, Indigenous, and People of Colour (BIPOC) and Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual Plus (2SLGBTQIA+) community members.

The WGRC along with women from the BCFED Executive Council met with Parliamentary Secretary Dean and her staff online on August 4, 2020. We explained the recommendations in the equity addendum and the reasoning

behind them and raised key concerns of affiliates about the gendered effects of the COVID-19 pandemic.

BCFED POLICY ON DECRIMINALIZATION OF SEX WORK AND RECOGNITION OF SEX WORK AS WORK

The labour movement in BC has shied away from taking a position on sex work for decades, based on the controversial nature of the issue, and the fact that the labour movement and community activists alike were divided on the issue. Although controversy still exists, the BCFED has been collaborating with sex workers to educate activists, allies and the general public on sex work as work.

More recently, the BCFED WGRC and Human Rights Committee (HRC) worked together after receiving requests for assistance from WISH Drop-in Centre to create the following policy on decriminalization of sex work.

BC FEDERATION OF LABOUR POLICY ON SEX WORK

The BC Federation of Labour recognizes that workers who trade sex for a living are workers. The BC Federation of Labour believes that all workers should have the ability to unionize. Unionization offers access to safe working conditions, good wages, benefits and protection from wage theft.

The BCFED supports the decriminalization of sex work and believes that sex workers need to have access to supports under varying legislations as pertaining to their work.

The BC Federation of Labour will work with sex workers and their organizations to support their struggle for labour rights and human rights.

RECOMMENDATIONS

1. Continue to campaign on 10 days of paid leave for people experiencing sexual and domestic violence.
2. Continue to lobby the provincial government to enact recommendations put forward in the BCFED Gender Equity Addendum to the Economic Recovery Taskforce submission.
3. Work with community partners to lobby the provincial government to ensure that women, trans and non-binary people have adequate and publicly-funded access to health services, and that the research and data be supported to illustrate the need for these and related services.



WOMEN & GENDER RIGHTS STANDING COMMITTEE:

Neal Adolph, UWLM	Winnie Hung, UBCP/ACTRA	Regie Plana-Alcuaz, BCTF
Janet Andrews, NWDL	Stephanie Jang, IBEW 213	Marion Pollack, BC FORUM
Mandi Ayers, HSA	Coleen Jones, CUPW	Sabrina Prada, UBCP/ACTRA
Georgi Bates, USW 2009	Rysa Kronebusch, MoveUP	Sara Rozell, HEU
Angela Brathwaite, IAMAW 16 Lodge 16	Lisa Langevin, IBEW 213	Barb Ryeburn, BCTF
Crystal Braunworth, IATSE 891	Amber Leonard, CUPE	Lucia Salazar, FPSE
Amanda Bronswyk, IATSE 891	Joanna Lord, BCGEU	Cheryl Semonovitch, IAMAW
Kassandra Cordero, BCFED	Sara Mann, HEU	Judy Shandler, BCIT FSA
Audrey Curran, UA 170	Raven McMahon, UA 170	Kelly Sidhu, PSAC 20944 CEIU
Christy Dixon, IAMAW	Kari Michaels, BCGEU	Sussanne Skidmore, BCFED
Kelly Dussin, CUPE BC	Samantha Monckton, UFCW 1518	Christy Slusarenko, MoveUP
Debra Elless, UWLM	Trish Mugford, BCTF	Laura Snow, CEU
Michelle Fedesoff, UFCW 1518	Barb Nederpel, HEU	Angela Talic, ILWU
Arsineh Garabedian, FPSE	Amandeep Nijjar, CLC	Barbara Tetu, UA 170
		Monica Urrutia, PSAC

Young Workers' Committee

The BC Federation of Labour's Young Workers' Committee (YWC) is a body of young labour activists and organizers from across British Columbia. The committee meets monthly and organizes several campaigns and initiatives, including multiple annual events, and advises the Federation on issues affecting young workers in their workplaces and communities.

Since the last BCFED Convention, the YWC has both continued to hold its annual events and taken up new opportunities for organizing and outreach. As with all else, these initiatives were in large part arrested by the COVID-19 pandemic. Some scheduled events, including the 2020 Young Workers' School at Camp Jubilee, had to be cancelled due to the mandated social distancing. In future, we will need to rethink or replace these events depending on the ongoing public health circumstance.

Young people in British Columbia face a number of challenges, including the rising costs and inaccessibility of housing and post-secondary education, the expansion of gig work and precarious employment, increasing income and wealth inequality, labour-displacing technological advancements and more. Since the onset of the COVID-19 pandemic, young workers have been among those most likely to lose their jobs or struggle to find work. Industries which have provided secure, family-supporting careers for decades are being destabilized by economic and technological change, while workers who were already contending with precarious or otherwise insecure working conditions

are being squeezed even more. Meanwhile, unionization rates for young workers remain below average.

Alongside creating lifelong labour activists and empowering the next generation of the movement, the social, economic, and ecological shocks to come throughout the rest of the century will require strong protections for people, workers, and communities if we are to weather them. In more ways than one, young workers represent the future of the labour movement.

ANNUAL YOUNG WORKERS' SCHOOL (YWS) AT CAMP JUBILEE

Each year, young workers from around the province gather at Camp Jubilee for the BCFED's Young Workers' School (YWS). There, they can take courses, participate in outdoor activities and network with each other. For many participants, YWS is part of their introduction to the labour movement. It often results in the creation of life-long activists.

The 2019 YWS was led by the Young Workers Committee. All but one of the workshop instructors were committee members, who developed the course content and materials for their workshops themselves. The school was a great success. Participant responses after the event reported high satisfaction with the course content and instructors, and several participants from YWS 2019 have since joined the YWC.

With the COVID-19 pandemic, however, we had to cancel the 2020 school. The YWC was then given a choice: shift the booking to 2021 or request a refund. While there is a significant relationship between Camp Jubilee and the labour movement in British Columbia, we decided it is worth considering alternative locations for the Young Workers' School. Among other factors, Camp Jubilee is at least 30 minutes away from emergency medical services should they be required, and the environment and terrain at Camp Jubilee are not hospitable to anyone who has mobility issues. Thus, the YWC recommended to that they request a refund from Camp Jubilee, and we will take the opportunity before Young Workers' School 2021 to consider alternate locations.

ANNUAL GRANT'S LAW SIT-IN

Every year, the YWC conducts a sit-in to support the full reinstatement of Grant's Law: protections for late-night and solitary workers, enacted after the killing of a young Maple Ridge gas station attendant named Grant De Patie. Those protections were subsequently drastically weakened after intensive corporate lobbying.

The 2019 Grant's Law sit-in was as successful as prior years. Over the course of the night, present and past members of the YWC joined the effort to talk to pedestrians about Grant's Law and the conditions of overnight and solitary workers, collect signatures in support of fully reinstating Grant's Law, and speaking about the issue to reporters who arrived during the night.

As well, many of the people who stopped by throughout the night shared stories of their own experiences with especially coercive or unsafe workplaces, or their own history of labour organizing.

Unfortunately, the 2020 Grant's Law sit-in had to be cancelled due to COVID-19. The full force of

Grant's Law has still not been re-instated, and the committee plans further work on this issue.

GRANT DE PATIE MEMORIAL PLAQUE

In addition to the YWC's continued advocacy regarding Grant's Law, the committee has sought additional ways to recognize De Patie and the circumstances of his death. This included having a memorial plaque made commemorating De Patie and the law passed in his name, to be installed in Maple Ridge near the place he was killed.

In February 2019, committee members gave a presentation about the plaque at the Maple Ridge Heritage Night. That April, committee members gave another presentation to the Maple Ridge City Council. And in June 2019, the plaque was unveiled on location, at an event which brought more attention to Grant's Law and the conditions of solitary and overnight shift workers.

YOUNG WORKER OUTREACH

Multiple members of the YWC have formed young workers' committees in their own unions, and the committee has regularly welcomed new members in the time since the last BCFED Convention. The committee also provided materials about workers' rights and joining a union to Vancouver Co-op Radio for distribution at their events.

PLANS FOR 2021

It is still not yet clear what the public health circumstances will be next year. In addition to considering alternatives to the Young Workers' School held at Camp Jubilee, the YWC is discussing initiatives and outreach that could be pursued in 2021 without violating public health guidelines.



RECOMMENDATION

The Young Workers' Committee will support lowering the voting age in BC to 16 years old.

YOUNG WORKERS' COMMITTEE

Nathan Beausoleil, **USW 2009**

James Brierley,
PSAC 20947 CEIU

Erica Carr, **HEU**

Laura Cipolato, **UFCW 1518**

Matthew Cleveland, **UA 170**

Chuka Ejeckam, **BCFED**

Kryt Garrett, **BCIT FSA**

Michael Gauld, **BCFS**

Alex Gendron, **USW 2009**

Maggie Humen,
PSAC 20011 USJE

Kelly Hutchison, **BCGEU**

Dustin Innes, **CUPE 718**

Ayesha Kahn, **BCGEU**

Milena Kollay, **MoveUP**

Alex Kuhlman, **CLC**

Rick Kumar, **BCTF**

Francis Lamiel, **MoveUP**

Olivia Lindgren, **IATSE 891**

Kelly Malcolmson, **UFCW 1518**

Kaci Martens, **UFCW 1518**

Rob McManus, **UA 170**

Karyssa Mills, **HEU**

Panta Mosleh, **UBCP/ACTRA**

Telka Peskevits, **BCFS**

Katie Poch, **CUPW**

Manny Randhawa, **IBEW 213**

Tori Reid, **BCGEU**

Karen Sandhu, **HSA**

Kelsey Scholz, **CUPE**

Geoff Stephens, **BCFMWU**

Karen Sunner, **CUPE BC**

Shauna Supeene, **IATSE 891**

Kris Tewinkle, **BCGEU**

Alina Teymory, **MoveUP**

Mathew Williams, **ILWU 400**

Aaron Young, **CUPE BC**

BUILDING SALE PROPOSITION

Pursuant to Article 5, Section 6 of the BC Federation of Labour Constitution:

Whereas a comprehensive report to Executive Officers by Avison Young has concluded that the depreciated and unmaintained state of the building at 5118 Joyce Street is forecasted to lead to major strata levies over the next 1-8 years, estimated at more than \$600,000 for the BCFED's portion in the 2013 depreciation report for the building;

Whereas the report concludes that the resale value of the BCFED property has reached its peak and declining value is imminent;

Whereas the current layout of the BCFED property is no longer suitable for the current staff complement and operations of the BCFED, and has been dramatically affected by the COVID-19 pandemic.

Therefore, the Executive Officers of the Federation will:

- Proceed with the necessary actions required to list and sell the BCFED property at 5118 Joyce Street and;
- Secure suitable leased space necessary to ensure the operations of the BCFED until such time as a proposition for purchase of new real estate is presented to a future Convention for approval.

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PART 1

General Resolutions

RESOLUTIONS 154 TO 207A (EXCEPT 172-175, 178-185, 187-206, 208)

RESOLUTION 154

Submitted by: HSA *Committee recommends:* Support

BECAUSE BC's forests have cultural and economic significance to the people of the province; and

BECAUSE a balance must be achieved in the protection and use of this natural resource;

THE FEDERATION WILL advocate for legislation and policy to protect old growth forests and sustainable industry in second growth forests.

CONVENTION Carried Defeated

**Resolution 155A Composite resolution to cover 155, 156 and 157**

Submitted by: VDLC; PEA *Committee recommends:* Support

THE FEDERATION WILL recognize and affirm that water and sanitation are fundamental human rights, and oppose privatization in any form of water and wastewater treatment services;

THE FEDERATION WILL, with the CLC, call upon the federal government to allocate \$4.7 billion to water and wastewater infrastructure in First Nations, as called by the National Engineering Assessment;

THE FEDERATION WILL not enable bottled water to be sold or provided at any meetings or events where potable water is available;

THE FEDERATION WILL advocate to restrict the sale of single-use bottled water, where access to safe municipal tap water exists;

THE FEDERATION WILL increase the availability of water jugs with municipal water at meetings and events;

THE FEDERATION WILL, with the CLC, call upon federal and provincial government to enshrine water and sanitation as human rights in law;

THE FEDERATION WILL endorse the Blue Communities Project of the Council of Canadians and Canadian Union of Public Employees, which calls upon communities to adopt a water commons framework; and

THE FEDERATION WILL develop a staff and public awareness campaign to support the rationale for these changes.

CONVENTION Carried Defeated

Resolution 158 to cover 159

Submitted by: BCTF, IBEW 258 *Committee Recommends:* Non-support

BECAUSE the BC Federation of Labour is an umbrella organization representing half a million different workers in different unions and sectors across BC;

BECAUSE each union in the Federation deserves to pursue, unimpeded, improvements for their membership; and

BECAUSE solidarity is the single strongest tool that workers have in lifting themselves and others up;

THE FEDERATION WILL oppose the signing of “me too” clauses during collective bargaining and expect affiliates to reject such clauses.

Rationale for non-support: Bargainers have a responsibility to bargain in their members’ interests with a full tool kit available to them. There are circumstances where “me too” clauses are necessary to protect members’ interests.

CONVENTION Carried Defeated

RESOLUTION 161

Submitted by: VDLC *Committee recommends:* Support

BECAUSE HospitalPayParking.ca is campaigning and advocating to uphold the *Canada Health Act* which states, “to protect, promote and restore the physical and mental well-being of residents of Canada and to facilitate reasonable access to health services without financial or other barriers;” and

BECAUSE hospital parking fees pose a barrier to health care, and constitute indirect user fees; and

BECAUSE patients should not have to avoid seeking care or cut appointments due to high parking costs; and

BECAUSE Canada’s health care is socialized medicine; everyone shares in the cost to provide the service; and

BECAUSE our province’s health authorities are entrusted with multi-billion-dollar operating budgets; and

BECAUSE in comparison, funds from hospital pay parking contribute less than one-third of one percent of their total budget;

THE FEDERATION WILL call on the provincial government to ensure free parking at hospitals for patients, family and workers.

CONVENTION Carried Defeated

RESOLUTION 162

Submitted by: HEU *Committee recommends:* Support

BECAUSE

- the BC NDP government repealed contract breaking laws Bill 29 and Bill 94, clearing a path for bringing privatized hospital support workers back under the direct employment of health authorities;
- many hospital cleaners and dietary staff are now employed by multinational corporations and earn less today than during the SARS epidemic in 2003; and
- COVID-19 has highlighted how the staff are essential to the health and safety of patients, residents, clients, and other workers;

THE FEDERATION WILL urge the provincial government to bring contracted-out hospital support workers back under the control of health authorities without delay.

CONVENTION Carried Defeated

RESOLUTION 163 Amended

Submitted by: HEU *Committee recommends:* Support

BECAUSE

- the BC Supreme Court has ruled against the private clinic lobby in their efforts to use the *Canadian Charter of Rights and Freedoms* to dismantle Canadian medicare;
- Cambie Clinic operator Brian Day is appealing this decision to the BC Court of Appeal; and
- the BC Health Coalition has raised public awareness of this critical court case and had standing as an intervenor in the legal proceedings;

THE FEDERATION WILL encourage affiliates to join the BC Health Coalition as organizational members; and

THE FEDERATION WILL encourage affiliates to make additional contributions to the BC Health Coalition to assist with the Coalition's continued participation as an intervenor in Brian Day's Cambie Surgery Centre Case should it proceed to the Court of Appeal and/or to the Supreme Court of Canada.

CONVENTION Carried Defeated

RESOLUTION 164 AMENDED

Submitted by: VDLC *Committee recommends:* Support

BECAUSE community health centres provide team-based, interprofessional primary care, integrate services, are community centered, actively address the social determinants of health, and demonstrate commitment to health equity and social justice, and are effective and cost-efficient;

THE FEDERATION WILL urge the provincial government to continue to establish community health centres as an effective, community-governed, multi-disciplinary and cost-efficient method to deliver health care.

CONVENTION Carried Defeated

RESOLUTION 165

Submitted by: HSA *Committee recommends:* Support

BECAUSE eligible rates for required medical equipment coverage through the At Home Program Medical Benefits have not been raised in over three decades; and

BECAUSE the cost of medical equipment can be a barrier for access to necessary medical equipment;

THE FEDERATION WILL advocate for a review of the At Home Program for children with complex and/or medical needs to ensure that medical equipment coverage is adequately funded to ensure access by families who need it.

CONVENTION Carried Defeated

Resolution 166

Submitted by: VDLC *Committee recommends:* Non-support

BECAUSE the Lower Mainland has experienced outbreaks of measles in recent years, after years of government inaction to reverse declining vaccination rates;

BECAUSE neighbouring Washington state declared a state of emergency due to a serious measles outbreak just last year;

BECAUSE BC has an immunization program which provides vaccination against measles, mumps, and rubella free of charge;

BECAUSE as of 2014, less than half of schools in the Lower Mainland have vaccination rates above 90%, seven had rates under 60%;

BECAUSE failure to vaccinate promotes the spread of preventable illnesses and jeopardizes lives of the most medically vulnerable amongst us; and

BECAUSE thanks to recent changes, the immunization status of students must be reported, but immunization is still not mandatory;

THE FEDERATION WILL write to the BC Minister of Health calling for the implementation of mandatory vaccinations, with exclusions where medically necessary or on legitimate human rights grounds.

Rationale for non-support: While we support voluntary vaccinations, the concern is this motion goes too far by calling for vaccinations to be mandatory. This could lead to increased human rights challenges and increase opposition to vaccinations.

CONVENTION Carried Defeated

RESOLUTION 167A Composite resolution to cover 167 and 169

Submitted by: HEU; VDLC *Committee recommends:* Support

THE FEDERATION WILL urge the provincial government to restore working and caring conditions to a common provincial standard through a single collective agreement in the long-term care sector; and

THE FEDERATION WILL call on the provincial government to move toward more public and not-for-profit ownership and operation of long-term care facilities.

CONVENTION Carried Defeated

RESOLUTION 168

Submitted by: HSA *Committee recommends:* Support

BECAUSE the state of long-term care for seniors in British Columbia and the rest of Canada has deteriorated even as demand has increased; and

BECAUSE long-term care suffers from a lack of coordination and oversight; and

BECAUSE the long-term care system suffers from a lack of necessary services delivered by specialized health science professionals who provide the quality of care residents require; and

BECAUSE seniors are among the most vulnerable in the COVID-19 pandemic, which has resulted in the death of many vulnerable seniors in long-term care;

THE FEDERATION WILL lobby the provincial government and, through the CLC, the federal government to ensure that seniors in long-term care have access to a full multidisciplinary team of health care workers; and

THE FEDERATION WILL also lobby, through the CLC, the federal government to bring long-term care into the *Canada Health Act* to ensure appropriate national standards of care and public accountability.

CONVENTION Carried Defeated

RESOLUTION 170

Submitted by: VDLC *Committee recommends:* Support

BECAUSE last year, BC residents faced record-high gas prices, reaching over \$1.70 per litre, a 55-cent increase since 2016; and

BECAUSE between 2016 and 2019, taxes on gasoline increased roughly 6.3 cents per litre; 1.2 cents on April 1 of 2018 and 2019, and just under four cents per litre in federal GST levied on the overall pump price; and

BECAUSE during that same time, the margin taken by refineries ballooned, reaching as high as 55 cents per litre in April 2019, and accounting for 18 cents of the price increase witnessed since 2016; nearly three-times as much as has been caused by tax increases; and

BECAUSE increases in the margin taken by retailers since 2016 also increased roughly 2.6 cents per litre;

THE FEDERATION WILL call upon the provincial government to empower the BC Utilities Commission to regulate the cost of automobile fuel as has been successfully done in the Maritime provinces.

CONVENTION Carried Defeated

RESOLUTION 171

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE during COVID-19, companies that have sent their workers to telework are actively looking at reducing worker wages and benefits. The cloud is controlled by USA companies subject to the *USA Patriot Act*;

THE FEDERATION WILL lobby the BC government, and through the CLC, the federal government to strengthen information and privacy laws to ensure teleworking Canadians do not find jobs moved out of country into lowest cost markets. Lobby points should include, at minimum, the following:

1. All data transmitted must be encrypted end-to-end using vendor neutral open standards;
2. Any/all persons who may see data originating within Canada must be in Canada;
3. Any/all cloud computing environments used must host data used in Canada;
4. The definition of personal information must be expanded to include aggregate data collected from Canadians; and
5. Wages and working conditions must be maintained for Canadians that work from home.

CONVENTION Carried Defeated

RESOLUTION 176A Amended

Submitted by: PEA *Committee recommends:* Support

BECAUSE the Professional Employees Association (PEA) is a labour union that represents staff lawyers at Legal Aid BC (LABC) and the Family Maintenance Agency (FMA);

BECAUSE LABC and FMA staff lawyers serve the front lines of justice for those most at risk; however, they make only a fraction of what Crown Counsel lawyers are paid;

BECAUSE these wage disparities have caused significant recruitment and retention issues for qualified legal professionals, negatively impacting British Columbians and their ability to access justice;

BECAUSE the COVID-19 pandemic has only increased the demands on these critical legal services;

THE FEDERATION WILL support efforts by the Professional Employees Association (PEA) to achieve wage parity for lawyers across the government legal services sector to bring legal aid and family maintenance lawyers in line with crown counsel lawyers.

CONVENTION Carried Defeated

RESOLUTION 176B AMENDED

Submitted by: PEA *Committee recommends:* Support

BECAUSE the Professional Employees Association (PEA) is a labour union that represents staff lawyers at Legal Aid BC (LABC) and the Family Maintenance Agency (FMA);

BECAUSE LABC and FMA staff lawyers serve the front lines of justice for those most at risk; however, they make only a fraction of what Crown Counsel lawyers are paid;

BECAUSE these wage disparities have caused significant recruitment and retention issues for qualified legal professionals, negatively impacting British Columbians and their ability to access justice;

BECAUSE the COVID-19 pandemic has only increased the demands on these critical legal services;

THE FEDERATION WILL support increasing government funding to Legal Aid BC (LABC) and Family Maintenance Agency (FMA) as a critical and necessary step to a just economic recovery of BC.

CONVENTION Carried Defeated

RESOLUTION 177

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE COVID-19 has been declared a global pandemic by the World Health Organization and cases are prevalent and increasing in British Columbia; and

BECAUSE frontline workers who have been deemed critical and essential have been working extremely hard and should be recognized for the important work that they do; and

BECAUSE many frontline, essential and critical workers are among the lowest paid in the province and all workers deserve to make a living wage;

THE FEDERATION WILL call on all employers to pay a COVID-19 pandemic premium to all frontline, essential and critical workers while we are under a state of emergency due to COVID-19 in British Columbia.

CONVENTION Carried Defeated

Resolution 186

Submitted by: CFM Local 247 *Committee recommends:* Non-support

BECAUSE the BCFED’s “About the BCFED” webpage states, “The goals of the BCFED are best exemplified by its slogan: ‘What we desire for ourselves, we wish for all;’” and

BECAUSE that slogan, though well-meaning, fails to reflect the BCFED’s purpose (Article 2), the BCFED’s recognition of the need for affirmative action groups (Article 9, Section 1(a)(i)(1), and the BCFED’s commitment to diversity and equity (BCFED webpage “Equity and Inclusion”), it assumes that all people desire what “we” desire;

THE FEDERATION WILL change its slogan from “What we desire for ourselves, we wish for all,” to “We wish for all to have what they desire.”

Rationale for non-support: Though the sentiment of this motion is understood, the committee believes the wording does not meet its intended goal. Wishing for people to have what they desire leaves the motto rudderless and could lead to human rights violations rather than the goal of being more inclusive.

CONVENTION Carried Defeated

RESOLUTION 207A Composite resolution to cover 160, 207 and 209

Submitted by: VDLC; HSA; CUPW Pacific Region *Committee recommends:* Support

THE FEDERATION WILL call upon the BC Auditor General to conduct a performance audit of the BC Employment Standards Branch to determine if there are sufficient resources allocated to meet its mandate of enforcing basic employment rights in the *Employment Standards Act* (ESA) and associated regulations;

THE FEDERATION WILL continue to call for improvements to the ESA and regulations including ensuring that workers in the gig economy and those employed through app-based technology do not fall through the cracks and have access to basic employment rights;

THE FEDERATION WILL lobby the provincial government to improve the *Labour Relations Code* to ensure that workers in the gig economy, and who work through apps, have the right to join a union; and

THE FEDERATION WILL work, through the CLC, to modernize the tax system to ensure that employers of gig economy and app-based workers pay their fair share in taxes.

CONVENTION Carried Defeated

PART 2

Community & Social Action Committee

RESOLUTIONS 173 TO 175, 178, 205

RESOLUTION 173

Submitted by: BCTF *Committee recommends:* Non-support

BECAUSE the pandemic has made the labour market even more precarious; and

BECAUSE many people are unemployed or underemployed; and

BECAUSE many people have unpaid work that prevents labour force participation;

THE FEDERATION WILL support the idea of Universal Basic Income (UBI) through a more progressive income tax structure and that UBI not be implemented as a voucher system (cutting checks).

Rationale for non-support: There is not consensus among affiliates of the Federation on this issue, and a more thorough investigation of UBI and similar initiatives needs to be done including at the impact on provision of public services.

RESOLUTION 174A COMPOSITE RESOLUTION TO COVER 174 AND 175

Submitted by: VDLC; HSA *Committee recommends:* Support

THE FEDERATION WILL lobby the BC government to address housing affordability; and

THE FEDERATION WILL endorse the Vancouver Tenants Union petition NoRentDebt.ca, and its calls for the extension of a ban on evictions and the cancellation of eviction notices and rent and mortgage debt.

CONVENTION Carried Defeated



RESOLUTION 178

Submitted by: HSA *Committee recommends:* Support

BECAUSE income assistance rates were frozen under the BC Liberal government from 2007; and

BECAUSE income assistance rates are still not adequate to lift British Columbians out of poverty, despite one of the first actions taken by the BC NDP government was to raise rates;

THE FEDERATION WILL lobby the provincial government to significantly increase income assistance rates in British Columbia.

CONVENTION Carried Defeated

RESOLUTION 205

Submitted by: HSA *Committee recommends:* Support

BECAUSE poverty creates financial stress and affects the personal dignity and health of individuals who cannot afford the cost of menstrual products;

THE FEDERATION WILL lobby municipal and provincial governments to ensure that poverty reduction strategies include allocation of funding to ensure that people who need menstrual products have access to them.

CONVENTION Carried Defeated

PART 3

Education Committee

RESOLUTIONS 179 TO 181

RESOLUTION 179

Submitted by: VDLC *Committee recommends:* Support

BECAUSE many communities in BC desperately need new schools to replace old, seismically unsafe ones, those containing health hazards like asbestos and lead, and to replace portables where communities have outgrown existing schools; and

BECAUSE new schools are being built on average 30% smaller than those they are replacing, and are lacking important learning spaces, due to the Ministry of Education's policy (the "Area Standards") that sets out how schools are to be built in BC and determines the amount of money to be budgeted for construction of a school; and

BECAUSE this policy does not allocate space for art rooms, music rooms, adequate hallway space, washrooms, staff rooms, sufficient gymnasium space, and other necessities for successful inclusive learning;

THE FEDERATION WILL endorse the #BuildSchoolsRight campaign and support prioritizing the Ministry of Education's review of its Area Standards policy and ensure that review is consultative and addresses the concerns raised.

CONVENTION Carried Defeated

Resolution 180 Amended

Submitted by: VDLC *Committee recommends:* Support

BECAUSE private schools received public funding of approximately \$426 million in 2019; and

BECAUSE private schools have received provincial funding of \$2.6 billion since 2013; and

BECAUSE meanwhile, public schools continue to be in need of substantial additional funding to ensure appropriate teacher staffing levels, resources for programs, and support for students with special needs; and

BECAUSE in a 2019 poll, nearly four-in-five people in BC opposed private schools receiving public funding; and

BECAUSE in the same poll, 81% of British Columbians opposed private schools receiving an exemption from the *BC Human Rights Code*, allowing for the potential of discrimination against employees and students on the basis of their sex, gender, sexual orientation, ability, religious and political beliefs, race and ancestry;

THE FEDERATION WILL call for an end to public funding of private schools, and to any exemption from the *BC Human Rights Code* that allows for discrimination against students and teachers through community covenant, code of conduct or similar agreements.

CONVENTION Carried Defeated

RESOLUTION 181

Submitted by: PEA *Committee recommends:* Support

BECAUSE the Professional Employees Association (PEA) is a labour union that represents academic and administrative professionals at the University of Victoria;

BECAUSE the current global pandemic has been the largest shock to the Canadian economy since the Great Depression;

BECAUSE current layoffs in the post-secondary sector across BC are only increasing economic difficulties and will impede the sector's ability to assist in recovery initiatives;

BECAUSE investments in post-secondary education don't just benefit students or the people who work at colleges and universities — they benefit our communities as a whole;

THE FEDERATION WILL support calls by the Professional Employees Association (PEA) and other unions for the government to invest in post-secondary education as a critical step towards a just economic recovery in British Columbia.

CONVENTION Carried Defeated

PART 4

Human Rights Committee

RESOLUTIONS 182 TO 185, 187 TO 192

RESOLUTION 182

Submitted by: VDLC *Committee recommends:* Support

BECAUSE the overdose crisis was declared a public health emergency on April 14, 2016, every day four British Columbians die as a result of the poisoned illicit drug supply; and

BECAUSE every community in BC is impacted by the crisis, with a disproportionate impact on First Nations people, people living in poverty and those struggling with chronic pain and mental health issues; and

BECAUSE establishing a public health, regulatory approach to psychoactive substances is recommended by the Health Officers' Council of BC, the BC Centre on Substance Use, Canadian Drug Policy Coalition, BC's Provincial Health Officer, and Vancouver Coastal Health's Chief Medical Health Officer;

THE FEDERATION WILL urge the BC government to permanently continue its safe supply program, and work with the solicitor general to decriminalize personal possession of drugs, and, with the CLC, press the federal government for the same.

CONVENTION Carried Defeated

Resolution 183

Submitted by: PSAC Local 20729 UHEW *Committee recommends:* Support

BECAUSE the Truth and Reconciliation Commission of Canada Calls to Action 23, 24, 27, 57, 60, 63, 84, and 92 demand “skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism” in health care, law, religious, education, media, public and corporate sectors; and

BECAUSE Black, Indigenous and People of Color (BIPOC) are undeniably impacted by systemic racism across workplaces in Canada; and

BECAUSE BIPOC communities are requesting solidarity from all communities, including unions, to fight systemic racism; and

BECAUSE unions are committed to the safety of their members at workplaces; and

BECAUSE all union members must be actively anti-racist in their workplaces to help ensure the safety for BIPOC union members in those spaces;

THE FEDERATION WILL encourage all affiliates to include a bargaining demand for employer-paid, mandatory, anti-racism and Indigenous cultural awareness training for all members during the next respective round of bargaining for each affiliate.

CONVENTION Carried Defeated

RESOLUTION 184A Composite resolution to cover 184, 185 and 187

Submitted by: UFCW 1518, MoveUP *Committee recommends:* Support

THE FEDERATION WILL expand its work and support with the community allies spearheading efforts to end systemic racism including, but not limited to, Black Lives Matter and the BC Civil Liberties Association;

THE FEDERATION WILL call on the provincial government and the Vancouver Police Director of Public Services to immediately halt and ban the practice of street checks;

THE FEDERATION WILL call for creating well-trained, culturally-sensitive and dedicated services that can better assist in mental health crises, homelessness, addiction and welfare checks; and a call for an independent audit of policing services in British Columbia to determine which services would be better handled outside of traditional policing;

THE FEDERATION WILL invest in, and provide education for, white allies among affiliates to support and protect members of the BIPOC communities;

THE FEDERATION WILL actively campaign on the benefits of unionization in sectors with high numbers of BIPOC workers.

CONVENTION Carried Defeated



RESOLUTION 188

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the federal Liberal government made a promise in their last federal election campaign to end the blood ban against men who have sex with men and transgender women; and

BECAUSE the Canadian Blood Services (CBS) discriminates against men who have sex with men and transgender women without scientific evidence that they will be a danger to the blood supply; and

BECAUSE the CBS tests all blood donations to keep our blood supply safe; and

BECAUSE there is a blood supply shortage, and the CBS with the federal government, restricts large, equity-seeking groups the ability to provide healthy blood donations;

THE FEDERATION WILL write letters to the locals, councils, and other affiliates to participate in the campaign to end the blood ban; and

THE FEDERATION WILL continue to speak out about the discriminatory practices and, through the CLC, lobby the federal Liberals and Canadian Blood Services to end the ban.

CONVENTION Carried Defeated

RESOLUTION 189

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE racism is being exposed in all parts of our society; and

BECAUSE it is far too easy for labour to point our fingers at governments, police, religious groups, and other institutions that have contributed to the systemic racism in our society; and

BECAUSE we cannot begin to tackle racism in our structures and institutions until we face the real and difficult history of racism in the labour movement;

THE FEDERATION WILL undertake a truth and reconciliation program that will expose, acknowledge, and address the racism of the labour movement's past; and

THE FEDERATION WILL create a training program or course that all affiliates can access that will teach this unpleasant part of labour's past; and

THE FEDERATION WILL encourage affiliates to focus on uncovering and resolving systemic practices that, when examined, are based in racism, and which hold back members from feeling truly included and accepted in their union.

CONVENTION Carried Defeated

RESOLUTION 190A COMPOSITE RESOLUTION TO COVER 190 AND 191

Submitted by: MoveUP; VDLC *Committee recommends:* Support

THE FEDERATION WILL, in collaboration with sex worker led organizations, and with the CLC, lobby all levels of government to improve safety and health of sex workers, help to support a comprehensive and coordinated approach to support health and safety around sex work issues and to increase societal support for the health, wellbeing of sex workers; and

THE FEDERATION WILL, with the CLC, work with government to ensure the review and repeal of *Bill C-36* to ensure a committee has sex worker-lead, multi-stakeholder engagement and involvement; and

THE FEDERATION WILL continue to publicly support the decriminalization of sex work.

CONVENTION Carried Defeated

RESOLUTION 192

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE temporary foreign workers, particularly migrant farmworkers, are essential to the production, harvest, and manufacturing of food and cannabis products for all British Columbians; and

BECAUSE there is no pathway to residency for migrant farmworkers, and furthermore, the employer has no obligation to provide such, and these workers often live in employer housing and have precarious and unbalanced power dynamics with their employer;

THE FEDERATION WILL call on the provincial government to use the provincial nominee or other viable programs to ensure pathways to permanent residence for migrant farmworkers within collective agreements or employment contracts.

CONVENTION Carried Defeated

PART 5

Occupational Health & Safety Committee

RESOLUTIONS 193 TO 202

RESOLUTION 193 AMENDED

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE COVID-19 has been declared a global pandemic by the World Health Organization and cases are prevalent and increasing in British Columbia; and

BECAUSE frontline workers in grocery and retail stores are directly impacted and inherently are at greater risk of exposure to COVID-19 due to their interaction with the public;

BECAUSE physical distancing is not consistently monitored or adhered to in grocery and retail spaces; and

BECAUSE across North America we have seen many retail employers start to make mask wearing mandatory for staff; and

BECAUSE it is completely unacceptable that grocery workers face abuse from customers when they ask them to wear masks;

THE FEDERATION WILL call on the provincial government and the public health officer to make mask wearing mandatory for everyone in grocery and retail spaces when there is a declared public health emergency.

CONVENTION Carried Defeated

Resolution 194

Submitted by: CEU *Committee recommends:* Support

BECAUSE work-related, motor vehicle incidents are the leading cause of traumatic worker deaths in BC;

BECAUSE on average, 19 workers die in preventable work-related crashes in BC every year, while another 1,319 workers are injured and miss time from work;

BECAUSE fully autonomous vehicles will not be widely available for use by BC workers for several years;

BECAUSE the American National Standards Institute (ANSI) Standard Z.15.1 addresses this issue;

THE FEDERATION WILL lobby the provincial government to direct the WCB to provide motor vehicle OHS regulations, enforcement activities and expanded educational resources to eliminate the fatalities and serious injuries involving workers that operate purchased, leased or rented commercial or occupational vehicles, or that use their personal vehicles for work-related purposes;

THE FEDERATION WILL recommend that the WCB adopt the requirements set out in American National Standards Institute (ANSI) standard Z.15.1 and integrate them into the Occupational Health and Safety Regulation.

CONVENTION Carried Defeated

RESOLUTION 195

Submitted by: VDLC *Committee recommends:* Support

BECAUSE the BC Building Trades Council is calling for a public inquiry into health and safety in the construction sector; and

BECAUSE the inquiry is one of the council's recommendations to the Premier's Economic Recovery Task Force, which brings together leaders from labour, business, First Nations and the non-profit sector to inform the province's economic response to the COVID-19 pandemic; and

BECAUSE the COVID-19 pandemic has exposed a culture of non-compliance in certain sectors of the construction industry, and without continued enforcement, sanitation practices will return to their poor, pre-pandemic state; and

BECAUSE the legacy of COVID-19 should be safe and healthy construction sites where sanitation and hygiene practices abide by the WCB's occupational health and safety regulations, and the orders of the public health officer;

THE FEDERATION WILL endorse the call of the BC Building Trades Council for a public inquiry into health and safety in the construction sector.

CONVENTION Carried Defeated

RESOLUTION 196

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the COVID-19 pandemic forced some workers to leave their offices to work from home, the expectation for soft tissue disorders will increase;

BECAUSE the Patterson report states “B.C. is alone in treating gradual onset (MSIs) in arms, shoulders and hands as an Occupational Disease 6. 2017, ASTD acceptance rate was about 60% for men, about 35% for women.” The WCB practice with ASTDs adjudication is strongly resistant to accepting that repetitive computer use can be a cause;

THE FEDERATION WILL continue the working group of union WCB advocates who will share and develop a best practices model for Activity-Related Soft Tissue Disorder (ASTD) claims, lobby government, the opposition and the WCB to accept claims; and

THE FEDERATION WILL create a training program for future WCB advocates, union leadership and union representatives that incorporates the best practices model to ensure working people receive their rightful benefits for ASTD claims.

CONVENTION Carried Defeated

RESOLUTION 197

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE workplaces have a significant and often negative impact on workers’ mental health; and

BECAUSE widespread stigma around mental illness combined with inaction by employers on workplace mental health continues;

THE FEDERATION WILL launch a campaign on workplace mental health involving all affiliates working together.

CONVENTION Carried Defeated

Resolution 198 Amended

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE good quality, joint investigations of workplace incidents are critical for improving health and safety for workers; and

BECAUSE few employers consistently conduct bona fide, joint investigations of workplace incidents with the full participation of workers; and

BECAUSE the Workers' Compensation Board does little in terms of regulation, training, resources and enforcement related to incident investigations;

THE FEDERATION WILL lobby the government and the Workers' Compensation Board to strengthen the *Workers Compensation Act*, regulations and policies related to workplace incident investigations, increase enforcement, and allocate more resources and training to support both workers and employers to conduct and act on high quality investigations that have the full participation of workers.

CONVENTION Carried Defeated

RESOLUTION 200 to cover 199

Submitted by: BCGEU; HSA *Committee recommends:* Support

BECAUSE workers in all occupations can be exposed to mental harm/hazards at work and as a result be unable to work in the short term or long term; and

BECAUSE these are workplace injuries and the Workers' Compensation Board should fund these leaves; and

BECAUSE as post-traumatic stress may affect a worker immediately or be as a result of an accumulation of mental harm/hazards at work leading to lost work time; and

BECAUSE the present legislation is unfair and unjust, for example, health care workers working in health authority sites are covered but not those working in similar "for profit" or "not for profit" worksites;

THE FEDERATION WILL lobby the provincial government to extend the presumption for mental health injury to include all workers in BC.

CONVENTION Carried Defeated

RESOLUTION 201

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the full impact of COVID-19 on workers' physical and mental health remains unknown; and

BECAUSE the COVID-19 pandemic has shown that it is not just front-line health and emergency workers who are being impacted by this virus at work; and

BECAUSE right now, only front-line health care and emergency workers such as police, fire fighters, and paramedics are considered to have access to the WCB's presumptive coverage from illness due to COVID-19;

THE FEDERATION WILL lobby the WCB to expand presumptive coverage for post-traumatic stress disorder (PTSD) which has resulted from the impact of COVID-19 on all workers; and

THE FEDERATION WILL continue to support the existing working group of WCB advocates so that they can continue to lobby government, the opposition and the WCB to expand the presumptive coverage for PTSD with respect to COVID-19 to all workers.

CONVENTION Carried Defeated

RESOLUTION 202

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE workers cannot access PTSD-specific counseling programs until they are off work and their WCB claim is accepted; and

BECAUSE most employee and family assistance programs are not adequate for our workers to get the help they need for this stress injury; and

BECAUSE we are seeing alarming rates of workers going off on PTSD injury claims;

THE FEDERATION WILL lobby the provincial government and the WCB to provide free PTSD counselling as a preventive measure before workers go off work.

CONVENTION Carried Defeated

PART 6

Political Action Committee

RESOLUTIONS 172, 203

RESOLUTION 172

Submitted by: PEA *Committee recommends:* Support

BECAUSE BC's scientific professionals in the provincial government play a fundamental role in protecting public health, preserving natural resources, contributing to our economy, and ensuring the safety and prosperity of the people of British Columbia; and

BECAUSE there are gaps in the province's mechanisms for doing and using good science in government decision-making; and

BECAUSE BC's scientific professionals lack sufficient resources to meet their scientific mandates and there are barriers to the most effective use of science and evidence in government decision-making;

THE FEDERATION WILL urge the provincial government to enhance public sector science and support scientific integrity in its ministries by making sure science is completed without interference, communicated effectively, and used transparently in all government decision-making.

CONVENTION Carried Defeated



Resolution 203

Submitted by: VDLC *Committee recommends:* Support

BECAUSE ICBC ensures everyone has fair and equal access to insurance without discrimination on the basis of age, gender or marital status; and

BECAUSE the BC Liberals used ICBC as an ATM and left it nearly insolvent while intentionally misrepresenting its finances to the public;

BECAUSE ICBC is not profit-driven unlike private insurers, which would result in drastically higher insurance premiums on average for drivers under the age of 45;

BECAUSE ICBC invests in our communities through road safety initiatives, driver licensing, delivery of insurance and claims services, and provides stable, reliable, unionized jobs across the province; and

BECAUSE the BC NDP government has taken important steps to begin to repair previous mismanagement of ICBC;

THE FEDERATION WILL support MoveUP's Driving Public campaign, and the efforts of the BC government to fix ICBC, and will speak out against allowing private insurance companies to enter the basic car insurance market.

CONVENTION Carried Defeated

PART 7

Women & Gender Rights Committee

RESOLUTIONS 204, 206

RESOLUTION 204

Submitted by: VDLC *Committee recommends:* Support

BECAUSE Access BC is a campaign calling for free access to prescription contraceptives through the BC public health care system; and

BECAUSE removing barriers to accessing contraception is a powerful affirmation of the right of women to determine for themselves when and whether to become pregnant and bear children; and

BECAUSE free access to contraceptives is good health policy, which will improve health outcomes by reducing the risks associated with unintended pregnancy, particularly among adolescents; and

BECAUSE the investment will yield a significant return in reduced public expenditure beyond the cost; and

BECAUSE the availability of publicly-funded contraception will have a significant impact on normalizing the conversation about sexual and reproductive health, and on increasing the likelihood that school sexual health curriculum includes comprehensive, factual and non-judgmental information on contraceptive use;

THE FEDERATION WILL endorse Access BC and its call for free prescription contraceptives.

CONVENTION Carried Defeated

Resolution 206 Amended

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE five days of paid leave is insufficient to deal with an issue as devastating as sexual and domestic violence; and

BECAUSE the stigma and shame that sexual and domestic violence survivors face continue to hinder them from seeking help or leaving violent relationships; and

BECAUSE British Columbia does not have an active awareness campaign, day or month dedicated to sexual and domestic violence survivors;

THE FEDERATION WILL continue their advocacy and campaign to bring the 10 paid days of sexual and domestic violence leave into legislation; and

THE FEDERATION WILL pursue the provincial government to create a Sexual and Domestic Violence Awareness Month for British Columbia; and

THE FEDERATION WILL work with affiliates to create a Sexual and Domestic Violence Awareness campaign such as The Purple Scarf Project or The Purple Lights Project.

CONVENTION Carried Defeated

PART 8

Young Workers' Committee

RESOLUTION 208

RESOLUTION 208

Submitted by: VDLC *Committee recommends:* Support

BECAUSE the international movement to lower the voting age is building rapidly; and

BECAUSE 20 governments around the world have already lowered the voting age; and

BECAUSE here in BC, the UBCM, BC NDP, BC Greens and BC School Board Trustees have voted in support of lowering the voting age; and

BECAUSE the #Vote16BC campaign has collected several thousand petition signatures in support of this cause;

THE FEDERATION WILL endorse the #Vote16BC campaign to reduce the voting age in British Columbia to 16.

CONVENTION Carried Defeated

PART 9

Late Resolutions

RESOLUTIONS 210, 211

RESOLUTION 210 AMENDED

Submitted by: USW Locals 7619, 7884, 9346 *Committee recommends:*

BECAUSE Canadian mining operates under the world's best environmental, labour and health and safety standards. Hindering those operations will not decrease demand for mined products;

BECAUSE hindering Canadian mining will increase dependence on mined products from countries with poorer health and safety, environmental and labour laws;

BECAUSE demand for minerals and metals will rise long-term for use in sustainable energy and other advanced technologies. Canada can and should supply its own demand;

THE FEDERATION WILL, with the CLC, lobby all levels of government to implement legislation, regulations and policies that prioritize and support:

- mining metals and minerals in Canada to supply sustainable development;
- using local supply chains in mining and manufacturing; and
- reprocessing mine waste to extract useful by-products; and

THE FEDERATION WILL encourage regulators to continue providing world leading, environmental, labour, and health and safety standards for Canadian workers.

CONVENTION Carried Defeated



Resolution 211

Submitted by: USW District 3 *Committee recommends:*

BECAUSE four people died and over 40 were injured in two sawmill explosions in Northern British Columbia due to WCB's failure to regulate, and employer incompetence and mismanagement;

BECAUSE the 2019 Lisa Helps report reviewing the government's and WCB's actions following those two fatal sawmill explosions indicated change was needed;

BECAUSE only three of the 11 report recommendations have been implemented and there is still work to be done to strengthen worker safety, ensure that a criminal lens is applied to workplace death investigations, and get WCB to prioritize workers;

THE FEDERATION WILL lobby the provincial government to continue implementing the outstanding recommendations from the WCB and Government Action Review: Crossing the Rubicon report.

CONVENTION Carried Defeated

Original resolutions

PRIOR TO AMENDMENTS, COMPOSITES, AND COVERS

FOR REFERENCE ONLY

RESOLUTION 155

Submitted by: VDLC

BECAUSE there is nothing more important than clean water. We need it for drinking, sanitation and household uses. Communities need water for economic, social, cultural and spiritual purposes; and

BECAUSE water services and water resources are under growing pressure. Communities everywhere — including in Canada — are experiencing extreme weather, including record levels of drought, intense rain and flooding. At the same time, privatization, the bottling of water, and industrial projects are threatening our water services and sources;

THE FEDERATION WILL endorse the Blue Communities Project of the Council of Canadians and Canadian Union of Public Employees, which call upon communities to adopt a water commons framework by:

- recognizing water and sanitation as human rights;
- banning or phasing out the sale of bottled water in municipal facilities and at municipal events; and
- promoting publicly-financed, owned and operated water and wastewater services.

RESOLUTION 156

Submitted by: PEA

BECAUSE almost two billion people around the world do not have access to clean drinking water;

BECAUSE Canadian Indigenous communities — First Nations, Métis and Inuit — have been disproportionately affected by lack of access to safe drinking water and sanitation services;

THE FEDERATION WILL recognize and affirm that water and sanitation are fundamental human rights and oppose privatization in any form of water and wastewater treatment services;

THE FEDERATION WILL call upon the federal government to allocate \$4.7 billion to water and wastewater infrastructure in First Nations, as called for by the National Engineering Assessment and to develop a national plan to implement human rights to water and sanitation;

THE FEDERATION WILL not enable bottled water to be sold or provided at any meetings or events where potable water is available; and

THE FEDERATION WILL call on federal and provincial governments to enshrine water and sanitation as human rights in law.

RESOLUTION 157

Submitted by: PEA

BECAUSE most Canadian municipalities maintain a regulated water system that meets some of the most stringent water quality requirements in the world and tap water is safe, healthy and accessible;

BECAUSE the regulatory requirements for monitoring water quality contained in single-use, bottled water are not as stringent as those that must be met by municipal water sources;

BECAUSE single-use, bottled water is up to 3,000 times more expensive than water from the tap and packaging and distribution creates unnecessary air quality and climate change impacts, consumes unnecessary resources and creates unnecessary waste;

THE FEDERATION WILL advocate to restrict the sale of single-use, bottled water where access to safe municipal tap water exists;

THE FEDERATION WILL increase the availability of water jugs with municipal water at meetings and events; and

THE FEDERATION WILL develop a staff and public awareness campaign to support the rationale for these changes.

RESOLUTION 159

Submitted by: IBEW 258

BECAUSE free collective bargaining is a constitutional right and “me too” clauses prevent subsequent and smaller unions from having the ability to freely collective bargain;

THE FEDERATION WILL enforce affiliated unions to cease and desist the use of “me too” clauses or any such similar language that would inhibit other bargaining units from exercising their right to freely collective bargain during their respective bargaining.

RESOLUTION 160

Submitted by: VDLC

BECAUSE the Employment Standards Branch has the statutory responsibility of enforcing the basic employment rights of workers as contained in the *Employment Standards Act* and the Employment Standards Regulation; and

BECAUSE the Employment Standards Branch has been undermined by years of underfunding, and policy shifts away from enforcement and worker protection under the former BC Liberal government; and

BECAUSE the BC Employment Standards Coalition, of which the Federation is a member, has called upon the BC Auditor General to conduct a “performance audit” of the Branch; and

BECAUSE the Coalition hopes that such an audit will bring public and legislative attention to this issue, and serve to encourage the minister of labour to act to bring further progressive change to the Branch;

THE FEDERATION WILL call upon the BC Auditor General to conduct a performance audit of the BC Employment Standards Branch.

RESOLUTION 163

Submitted by: HEU

BECAUSE

- the BC Supreme Court has ruled against the private clinic lobby in their efforts to use the *Canadian Charter of Rights and Freedoms* to dismantle Canadian medicare;
- Cambie Clinic operator Brian Day is appealing this decision to the BC Court of Appeal; and
- the BC Health Coalition has raised public awareness of this critical court case and

had standing as an intervenor in the legal proceedings;

THE FEDERATION WILL encourage affiliates to both join the BC Health Coalition as organizational members and contribute to the legal costs of its continued participation in legal proceedings as an intervenor.

RESOLUTION 164

Submitted by: VDLC

BECAUSE community health centres provide team-based, interprofessional primary care, integrate services, are community centered, actively address the social determinants of health, and demonstrate commitment to health equity and social justice, and are effective and cost-efficient;

THE FEDERATION WILL urge the provincial government to make good on the commitment made by Premier John Horgan and then-Green Party Leader Andrew Weaver, at the pre-election Metro Vancouver Alliance delegates assembly, to establish 20 new community health centres by 2020.

RESOLUTION 167

Submitted by: HEU

BECAUSE

- COVID-19 exposed a fragmented and highly privatized, long-term care system with wide gaps in wages and working conditions;
- many long-term workers hold jobs at multiple care homes to make ends meet;
- the BC NDP government levelled up wages across the sector to provide income security for workers and protect seniors as “single-site” orders were put in place to contain COVID-19; and

- the BC Liberal government of 2001-2017 dismantled the common standard agreement across funded, long-term care;

THE FEDERATION WILL urge the provincial government to restore standard working and caring conditions in long-term care through a single collective agreement.

RESOLUTION 169

Submitted by: VDLC

BECAUSE policies and legislation brought in by the former BC Liberal government resulted in widespread privatization and contracting out in the long-term care sector; and

BECAUSE this led to a wide range of wages in the long-term care sector, a discrepancy which resulted in a critical recruitment and retention crisis that undermined quality of care, and increased workloads to dangerous levels prior to COVID-19 pandemic; and

BECAUSE health care workers required multiple jobs to make ends meet, which became a significant challenge to preventing the spread of the virus. Recognizing this, the government agreed to level up the wages to minimize the economic impact on workers as the orders rolled out;

THE FEDERATION WILL call upon the provincial government to permanently restore wages and working conditions to a common standard across the government-funded, long-term care sector, and move toward public, not-for-profit ownership and operation of all long-term care facilities.

RESOLUTION 174

Submitted by: VDLC

BECAUSE COVID-19 has left many tenants unable to pay their rents; and

BECAUSE the absence of rent control means that evictions will also mean reduction of affordable rental stock and a deepening of the housing crisis; and

BECAUSE the Vancouver Tenants Union petition NoRentDebt.ca calls for:

- immediately extending the ban on evictions and rent increases until end of the pandemic;
- laying out a plan to cancel existing eviction notices and rent debt accrued before and during the pandemic; and

BECAUSE the provincial government has lifted the ban on evictions, with the exception of evictions for non-payment of rent; and

BECAUSE the current situation also impacts many homeowners, who rely upon rental income to make their mortgage payments;

THE FEDERATION WILL endorse the Vancouver Tenants Union petition NoRentDebt.ca, and its calls for the extension of a ban on evictions and the cancellation of eviction notices and rent and mortgage debt.

RESOLUTION 175

Submitted by: HSA

BECAUSE housing costs in British Columbia continue to be increasingly out of reach for many people across the province;

THE FEDERATION WILL lobby the BC government to address housing affordability.

RESOLUTION 176

Submitted by: PEA

BECAUSE the Professional Employees Association (PEA) is a labour union that represents staff lawyers at Legal Aid BC (LABC) and the Family Maintenance Agency (FMA);

BECAUSE LABC and FMA staff lawyers serve the front lines of justice for those most at risk; however, they make only a fraction of what Crown Counsel lawyers are paid;

BECAUSE these wage disparities have caused significant recruitment and retention issues for qualified legal professionals, negatively impacting British Columbians and their ability to access justice;

BECAUSE the COVID-19 pandemic has only increased the demands on these critical legal services;

THE FEDERATION WILL support efforts by the Professional Employees Association (PEA) to achieve wage parity for lawyers across the government legal services sector; and

THE FEDERATION WILL support increasing government funding to Legal Aid BC (LABC) and Family Maintenance Agency (FMA) as a critical and necessary step to a just economic recovery of BC.

RESOLUTION 180

Submitted by: VDLC

BECAUSE private schools received public funding of approximately \$426 million in 2019; and

BECAUSE private schools have received provincial funding of \$2.6 billion since 2013; and

BECAUSE meanwhile, public schools continue to be in need of substantial additional funding

to ensure appropriate teacher staffing levels, pay for programs, and support students with special needs; and

BECAUSE in a 2019 poll, 64% of British Columbians opposed funding to secular private schools, and up to 75% for private religious ones; and

BECAUSE private schools receive an exemption from the *BC Human Rights Code*, allowing for the potential of discrimination against employees and students on the basis of their sex, gender, sexual orientation, ability, religious and political beliefs, race and ancestry. This exemption is opposed by 81% of British Columbians;

THE FEDERATION WILL call for an end to public funding of private schools, and to their exemption from the *BC Human Rights Code*.

RESOLUTION 184

Submitted by: UFCW 1518

BECAUSE Black Lives Matter and Indigenous community protests are winning promises of change; and

BECAUSE the labour movement cannot be silent about how racism hurts our members, divides our communities and weakens our movement; and

BECAUSE racism is a systemic feature of our socio-economic system with deep roots in its historical development; and

BECAUSE police violence continues to brutalize Black, Indigenous and other communities of colour; and

BECAUSE the violent repression of peaceful protest in North America threatens the democratic values of the labour movement; and

BECAUSE policing mental health crises, homelessness and addiction is ineffective;

THE FEDERATION WILL call for creating well-trained, culturally-sensitive and dedicated services that can better assist in mental health crises, homelessness, addiction and welfare checks; and a call for an independent audit of policing services in British Columbia to determine which services would be better handled outside of traditional policing.

RESOLUTION 185

Submitted by: UFCW 1518

BECAUSE street checks are harmful and discriminatory for Indigenous, Black and low-income communities across unceded territories of the *xʷməθkʷəy̓əm* (Musqueam), *Skwxwú7mesh* (Squamish) and *səlilwətaʔ* (Tsleil-Waututh); and

BECAUSE Indigenous, Black and low-income communities are over-policed and under protected; and

BECAUSE street checks are an arbitrary police practice that are authorized under the *Police Act* or common law;

THE FEDERATION WILL call on the provincial government and the Vancouver Police Director of Public Services to immediately halt and ban the practice of street checks.

RESOLUTION 187

Submitted by: MoveUP

BECAUSE the COVID-19 pandemic of 2020 brought an increase in racially-fueled abuse, particularly towards Asians;

BECAUSE Canada's history is built on systemic racism including occupying stolen Indigenous land, bringing slaves from Africa in the 1600s, the Chinese head tax, Japanese internment during WWII, the Komagata Maru incident, residential schools and others;



BECAUSE the marginalized communities of our Indigenous, Black and other peoples of colour (BIPOC) continue to be targeted and treated different by primarily white policing authorities;

THE FEDERATION WILL expand its work and support with the community allies spearheading efforts to end systemic racism including, but not limited to, Black Lives Matter and the BC Civil Liberties Association;

THE FEDERATION WILL invest in, and provide education for, white allies among affiliates to support and protect members of the BIPOC communities;

THE FEDERATION WILL actively campaign on the benefits of unionization in sectors with high numbers of BIPOC workers.

RESOLUTION 190

Submitted by: MoveUP

BECAUSE of the financial impact within the most marginalized of our society, a sex worker is unable to access any financial help offered by the provincial and federal governments; and

BECAUSE the organizations and societies that help these marginalized sex workers are unable to provide adequate support, putting additional stress and strain on these workers;

THE FEDERATION WILL lobby government to improve safety and health of sex workers, help to support a comprehensive and coordinated approach to support health and safety around sex work issues and to increase societal support for the health, wellbeing of sex workers; and

THE FEDERATION WILL work with government to ensure the review and repeal of *Bill C-36* to ensure a committee has multi-stakeholder engagement and involvement.

RESOLUTION 191

Submitted by: VDLC

BECAUSE "sex work" is defined by Amnesty International to mean the exchange of sexual services (involving sexual acts) between consenting adults for some form of remuneration, with the terms agreed between the seller and the buyer; and

BECAUSE while there is still a stigma that remains attached to sex workers, this is about human rights of workers to safety and protections under the law. What we want for ourselves, we desire for all; and

BECAUSE it is important for organizations like ours to step up to recognize the dangers that exist for these workers and the need to have protections available in order for them to have equal access to justice, health care, as well as to leave sex work if and when they choose to do so;

THE FEDERATION WILL publicly support the decriminalization of sex work.

RESOLUTION 193

Submitted by: UFCW 1518

BECAUSE COVID-19 has been declared a global pandemic by the World Health Organization and cases are prevalent and increasing in British Columbia; and

BECAUSE frontline workers in grocery and retail stores are directly impacted and inherently are at greater risk of exposure to COVID-19 due to their interaction with the public;

BECAUSE physical distancing is not consistently monitored or adhered to in grocery and retail spaces; and

BECAUSE across North America we have seen many retail employers start to make mask wearing mandatory for staff; and



BECAUSE it is completely unacceptable that grocery workers face abuse from customers when they ask them to wear masks;

THE FEDERATION WILL call on the provincial government and the public health officer to make mask wearing mandatory for everyone in grocery and retail spaces.

RESOLUTION 198

Submitted by: BCGEU

BECAUSE good quality, joint investigations of workplace incidents are critical for improving health and safety for workers; and

BECAUSE few employers consistently conduct bona fide, joint investigations of workplace incidents with the full participation of workers; and

BECAUSE the Workers' Compensation Board does little in terms of regulation, training, resources and enforcement related to incident investigations;

THE FEDERATION WILL lobby the Workers' Compensation Board to strengthen regulations and policies related to workplace incident investigations, increase enforcement, and allocate more resources to support both workers and employers to conduct and act on high quality investigations.

RESOLUTION 199

Submitted by: HSA

BECAUSE the BC government has introduced the WCB presumptive coverage for select occupations, including nurses and health care aides, in an effort to streamline mental health claims for psychological injuries that result from a workplace traumatic event(s); and

BECAUSE there are a number of health care and community social services professionals

currently not covered by the legislation who face ongoing workplace risks; and

BECAUSE for workers suffering from a psychological injury, presumptive coverage is an important pathway to help ease the complex maze of the workers' compensation system, a pathway that can reduce stress and stigma for workers in need;

THE FEDERATION WILL continue to lobby the BC government to expand presumptive coverage for mental health disorder claims that result from a workplace traumatic event(s) to include the whole team of health care and community social service workers in BC.

RESOLUTION 206

Submitted by: MoveUP

BECAUSE five days of paid leave is insufficient to deal with an issue as devastating as domestic violence; and

BECAUSE the stigma and shame that domestic violence survivors face continue to hinder them from seeking help or leaving violent relationships; and

BECAUSE British Columbia does not have an active awareness campaign, day or month dedicated to domestic violence survivors;

THE FEDERATION WILL continue their advocacy and campaign to bring the 10 paid days of domestic violence leave into legislation; and

THE FEDERATION WILL pursue the government to create a Domestic Violence Awareness Month for British Columbia; and

THE FEDERATION WILL work with affiliates to create a Domestic Violence Awareness campaign such as The Purple Scarf Project or The Purple Lights Project.

RESOLUTION 207

Submitted by: HSA

BECAUSE since its election, the BC NDP government has made critical improvements to the *Employment Standards Act*, including the elimination of the Self Help Kit; and

BECAUSE employment standards deteriorated over the 20 years of the BC Liberal government, significantly lowering minimum protections for workers; and

BECAUSE there is still ground to be made up to make employment standards adequate to protect low-waged workers against abuse and exploitation;

THE FEDERATION WILL continue to lobby the provincial government to strengthen the *BC Employment Standards Act* to ensure adequate protection for the most vulnerable workers in the province.

RESOLUTION 209

Submitted by: CUPW Pacific Region

BECAUSE digital technology has created a world of work where on-demand jobs could become the new normal for many working-class people; and

BECAUSE many app-based, on-demand firms make use of international tax loopholes and off-shore schemes to avoid their tax responsibilities;

THE FEDERATION WILL:

- ensure that new, app-based technologies do not lead to a denigration of working conditions for workers in this sector;
- support workers and unions to organise the gig economy, including through new methods;

- work to modernise labour codes and employment standards to reflect the realities of workers in the gig economy, ensuring that workers therein are legally defined as workers;
- ensure that workers in the gig economy enjoy the same rights as all workers, including collective bargaining; and
- work to modernize tax legislation, ensuring that employers in the gig economy pay their fair share in taxes.

RESOLUTION 210

Submitted by: USW Locals 7619, 7884, 9346

BECAUSE Canadian mining operates under the world's best environmental, labour and health and safety standards. Hindering those operations will not decrease demand for mined products;

BECAUSE hindering Canadian mining will increase dependence on mined products from countries with poorer health and safety, environmental and labour laws;

BECAUSE demand for minerals and metals will rise long-term for use in sustainable energy and other advanced technologies. Canada can and should supply its own demand;

THE FEDERATION WILL, with the CLC, lobby all levels of government to implement:

- regulations and legislation that prioritize re-shoring supply chains in mining and manufacturing to supply sustainable development; and
- policies that support the reprocessing of mine waste to extract useful by-products; and

THE FEDERATION WILL encourage regulators to continue providing world leading environmental, labour, and health and safety standards for Canadian workers.

Union Acronyms of BCFED Affiliates

ACTRA	Alliance of Canadian Cinema, Television & Radio Arts
ATU	Amalgamated Transit Union
IATSE-ACWU B778	Arts & Cultural Workers Union, <i>affiliated through IATSE</i>
BCTGM	Bakery, Confectionery & Tobacco & Grain Millers International Union
BCFMWU	BC Ferry & Marine Workers' Union, <i>affiliated through BCGEU</i>
BCGEU	BC Government and Service Employees' Union
BCTF	BC Teachers' Federation
BCIT FSA	British Columbia Institute of Technology Faculty and Staff Association
CRC DLC	Campbell River, Courtenay and DLC
COPE	Canadian Office and Professional Employee's Union
CUPW	Canadian Union of Postal Workers
CUPE	Canadian Union of Public Employees
CEU	Compensation Employees' Union, <i>affiliated through BCGEU</i>
DGC	Directors' Guild of Canada
EKDLC	East Kootenay and District Labour Council
FPSE	Federation of Post-Secondary Educators of BC
FVLC	Fraser Valley Labour Council
GSU	Grain and General Services Union
GWU	Grain Workers' Union
HSA	Health Sciences Association of BC
HEU	Hospital Employees' Union
IBWU	Interior Brewery Workers' Union, <i>affiliated through BCGEU</i>
IATSE	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts
IW	International Association of Bridge Structural and Ornamental Iron Workers
IAFF	International Association of Fire Fighters
IAHFIAW	International Association of Heat and Frost Insulators and Asbestos Workers
IAMAW	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
IUPAT	International Union of Painters and Allied Trades
IMA	Island Musicians Association, CFM Local 247
KDLC	Kamloops and District Labour Council
KTDL	Kitimat, Terrace and District Labour Council
LiUNA	Laborers' International Union of North America
MFHIU	Machinists, Fitters and Helpers Industrial Union
MWBIU	Marine Workers' and Boilermakers' Industrial Union
MoveUP	Movement of United Professionals
NDDL	Nanaimo, Duncan and District Labour Council
TNG/CANADA/CWA	National Guild of Canadian Media, Manufacturing, Professional & Service Workers
NWDLC	New Westminster and District Labour Council
NCLC	North Central Labour Council
NOLC	North Okanagan Labour Council
PADLC	Port Alberni and District Labour Council
PRLC	Prince Rupert Labour Council
PEA	Professional Employees Association
PEA-HESU	Professional Employees Association – Hospital Employees' Staff Union
PIPSC	Professional Institute of the Public Service of Canada
PSAC	Public Service Alliance of Canada
RWU	Retail Wholesale Union
SEIU	Service Employees' International Union
SJCIU	Shipwrights, Joiners and Caulkers Industrial Union
SOBLC	South Okanagan Boundary Labour Council
SDLC	Squamish and District Labour Council
SCLC	Sunshine Coast Labour Council
TWU USW	Telecommunications Workers' Union-United Steelworkers Local 1944
UBCP	Union of BC Performers, <i>affiliated through ACTRA</i>
UNITE HERE!	UNITE HERE!
UA	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry
UFCW	United Food & Commercial Workers' International Union
USW	United Steelworkers
UNBCFA	University of Northern BC Faculty Association
VDLC	Vancouver and District Labour Council
VMA	Vancouver Musicians' Association
VLC	Victoria Labour Council
WKLC	West Kootenay Labour Council



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moveUP UFCW



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