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PART 1

General Resolutions

24 RESOLUTIONS: 2201 TO 2242 (EXCEPT 2220 TO 2230)

RESOLUTION 2201

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the Knowledge Network is a viewer-supported public broadcaster, funded by an annual operating grant from the government and donations from viewers;

BECAUSE it offers commercial-free documentaries, arts and culture, drama and children's programs from Canada and around the world; and

BECAUSE the Knowledge Network has recently been criticized for not doing enough to promote productions led by diverse production teams;

THE FEDERATION WILL lobby the Knowledge Network to showcase a more diverse view of BC, including more labour-focused content, ensuring that the stories of working people from all parts of our province are heard; and

THE FEDERATION WILL further lobby the Knowledge Network to ensure that unionized workers are used, wherever possible, in the productions that they fund and broadcast.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2202

Submitted by: USW 7619 *Committee recommends:* Support

BECAUSE there is an obvious imbalance/unfairness when it comes to corporations/companies not being held accountable and not being proportionally penalized when they blatantly violate collective bargaining agreements; and

BECAUSE in comparison, unions have to hold true to the grievance/arbitration procedure and if there's any job action from the floor, members are likely to lose their jobs and the union is likely to be fined potentially in the millions for any lost profits per day, thus creating a massive imbalance which needs to be corrected;

THE FEDERATION WILL work with the affiliated unions to seek an amendment to BC labour legislation to hold corporations/companies accountable for blatant violations of collective bargaining agreements, including appropriate financial penalties, which will increase exponentially with repeated violations.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2203

Submitted by: PEA *Committee recommends:* Support

BECAUSE successful collective bargaining is critical for the well-being of BCFED affiliates' members and workers across BC; and

BECAUSE public sector bargaining in BC is challenging as a result of Public Sector Employers' Council (PSEC) structures and government mandates; and

BECAUSE BC's public sector has been underfunded for many years; and

BECAUSE the BCFED and its public sector affiliates have successfully collaborated and coordinated efforts to bargain effectively;

THE FEDERATION WILL continue to facilitate the development of solidarity and collaboration among public sector unions in the present and future rounds of public sector bargaining; and

THE FEDERATION WILL continue to lobby provincial governments to allow for free collective bargaining that leads to a robust, healthy and effective public sector through investments in workers and workplaces.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2204

Submitted by: USW 7619 *Committee recommends:* Support

BECAUSE the cost of living has seen compounding escalation recently as well as growing slowly over decades without correction, while multi-billion-dollar corporations/companies/ultra-rich individuals profiteer off of us and are making all-time record high profits even through global crises like the climate crisis, the pandemic and war;

THE FEDERATION WILL work with the affiliated unions to encourage the provincial government to legislate an annual cost-of-living allowance as a minimum employment standard for all workers.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2205 TO COVER 2206

Submitted by: USW 2009, BCGEU *Committee recommends:* Support

BECAUSE:

- seniors and other long-term care residents deserve to live with dignity;
- the pandemic illustrated the long-term care system is broken;
- workers in the sector have been overworked and underpaid, fleeing the sector;
- the current system has allowed profit to take precedence over proper care and working conditions;
- large corporations like Revera have continued to reap significant profits; and
- the federal NDP and liberals announced a *Supply and Confidence Agreement* in March 2022, committing to a Safe Long-Term Care Act; now

THE FEDERATION WILL lobby the provincial government to establish minimum standards of care and a workforce strategy for long-term care; and

THE FEDERATION WILL lobby the provincial government to establish funding for long-term care transitioning to community-based, public or non-profit long-term care homes; and finally

THE FEDERATION WILL support immediate measures addressing staffing in long-term care by addressing compensation, lack of full-time work, while establishing intensive recruiting and training initiatives.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2207

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the COVID-19 pandemic has revealed how important care work is to society, yet elder care services have not been adequately prioritized by governments;

THE FEDERATION WILL lobby the provincial government to ensure that public funds are directed to existing regulated and licensed care services by providing increased wages for workers, investing in measures to keep workers safe, and expanding the number of care spaces available, so that they can provide accessible, affordable and high-quality care; and

THE FEDERATION WILL lobby with organizations that support migrant worker caregivers so they are involved in decision-making for pandemic recovery; and to create an expedited path to permanent resident status for immigrant care workers so that they can access health care and worker protections on arrival; and

THE FEDERATION WILL advocate to ensure that personal protective equipment is being provided to migrant workers, conduct inspections on their working conditions, and ensure they have income support.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2208A COMPOSITE TO COVER 2208 AND 2209

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

THE FEDERATION WILL lobby the provincial government for at least fifteen (15) days of employer-paid illness or injury leave, and five (5) days of paid family responsibility leave annually for all workers so that everyone — particularly those in front-line jobs — can protect their health and that of the rest of the population; and

THE FEDERATION WILL lobby the provincial government to remove eligibility requirements to access these leaves; and

THE FEDERATION WILL campaign to eliminate the stigma related to using sick leave for mental as well as physical health recovery.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2210A COMPOSITE TO COVER 2210 AND 2211

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

THE FEDERATION WILL lobby the BC government to tackle food insecurity and poverty by raising income assistance and the minimum wage to the level of the highest living wage in BC within the next five (5) years and then adjust annually so no one has to choose between food or rent.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2212

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE accessibility is critical to providing equity, and many members face barriers to attending meetings, training and events in person;

BECAUSE those barriers include cost, access to childcare, inaccessibility due to disabilities or differing abilities, distance and caregiving responsibilities;

THE FEDERATION WILL make all efforts whenever possible to provide an online hybrid option for all in-person meetings, training courses and events, and encourage affiliates to do the same.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2213

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE pain impacts the ability to get out of bed, go to school, go to work, exercise and spend time with loved ones. Pain can compromise every aspect of life and can increase the risk of depression and suicide;

BECAUSE according to several large population-based surveys, an estimated one-in-five Canadians lives with chronic pain. Two-thirds of Canadians living with chronic pain report their pain is moderate (52%) to severe (14%), and 50% have lived with chronic pain for over 10 years (Schopflocher et al., 2011; Reitsma et al., 2011; Steingrimsdottir et al., 2017); and

BECAUSE access to medically-supervised pain treatment is limited, people turn to illicit drugs, contributing to the opioid crises and deaths;

THE FEDERATION WILL lobby the provincial government to improve access to and increase funding for pain clinics; and

THE FEDERATION WILL encourage government to create independent, unionized treatment facilities which can help with the physical and emotional impacts of chronic pain.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2215 TO COVER PART OF 2214

Submitted by: HSA *Committee recommends:* Support

BECAUSE dental care is a required medical service contributing to overall physical health and was included in the 1964 Royal Commission on Health Services that shaped universal health care in Canada, but has yet to become a part of publicly-funded health care and is not covered by the Medical Services Plan of BC; and

BECAUSE dental care is not affordable for low- and middle-income individuals and families;

THE FEDERATION WILL lobby the provincial government for inclusion of dental care as a medically necessary service to be covered by the Medical Services Plan of BC, with no deductibles for children under age 19 or people with developmental and/or intellectual disabilities.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2216 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the overdose crisis was declared a public health emergency on April 14, 2016; and

BECAUSE the effects of the overdose crisis have had both adverse and fatal impacts on working people in British Columbia and Canada who have used opiates and other drugs;

THE FEDERATION WILL lobby the government of British Columbia, and with the CLC, the government of Canada to:

- provide a safe, regulated drug supply (“safe supply”) for those who currently rely on the illegal drug market in collaboration with evidence-based drug policy groups; and
- continue and extend the BC decriminalization pilot on the personal possession of drugs, increasing to amounts deemed appropriate by evidence-based policy groups; and
- pardon prior convictions that no longer would be charged recognizing the disproportionate impacts of criminalization on Indigenous, racialized and low-income people; and
- advocate for harm reduction instead of the abstinence model.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2217

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the overdose crisis was declared a public health emergency on April 14, 2016; and

BECAUSE overdose deaths result from harmful outdated policy, not the individual; and

BECAUSE involuntary substance use treatment has a negligible effect in treating substance use while significantly increasing the risk of accidental overdose; and

BECAUSE the topic of involuntary substance use treatment has become the topic of political debate in British Columbia;

THE FEDERATION WILL lobby the BC government, in collaboration with evidence-based drug policy groups, to implement a system of quality care and oversight to ensure that publicly-funded and existing privately-funded substance use treatment is culturally safe, accessible and informed by scientific evidence; and

THE FEDERATION WILL lobby the BC government to ensure that drug treatment remains voluntary.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2218

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the pandemic brought forward mental health issues and crises that seem to be more prevalent than ever; and

BECAUSE mental health issues need to be discussed and encouraged to be discussed openly and safely, mental illnesses and issues will not be going away just because we are no longer in the pandemic;

BECAUSE mental health coverage under most collective agreements is lacking in funds for supports and medication;

THE FEDERATION WILL, with the CLC, start a letter-writing campaign to both the federal and provincial governments to include mental health counselling and medications under provincial and federal medical care plans.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2219 TO COVER PART OF 2214

Submitted by: HSA *Committee recommends:* Support

BECAUSE Canada is the only country in the world with public health care and no universal public system for providing prescription drugs;

THE FEDERATION WILL, through the CLC, lobby the federal government to develop and implement universal Pharmacare; and

THE FEDERATION WILL lobby the provincial government to pass a universal prescription drug plan for British Columbians.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2231

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE of the Russian invasion of Ukraine on February 22nd, 2022, and the Russian annexation of Crimea in 2014;

BECAUSE Ukraine's resistance is founded in a solidarity of Ukrainian people including Ukraine's Jewish Community, Muslim Community including the Crimean Tatars, the women of Ukraine, and the LGBT+ community;

BECAUSE Ukrainian society is built on community "hromada" — an ideology aligned with the labour movement — a view of change occurring from the bottom up — people dictating government and not the other way around;

THE FEDERATION WILL work with the CLC to reach out and work with the Ukrainian Canadian Congress to organize efforts to support displaced Ukrainians in Canada particularly in securing work;

THE FEDERATION WILL explore divesting any of its assets that are directly and indirectly supporting the Russian state and encourage affiliates to do the same.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2232A COMPOSITE TO COVER 2232, 2233, 2234 AND 2238

Submitted by: USW 2009; MoveUP; BCGEU *Committee recommends:* Support

THE FEDERATION WILL reaffirm its commitment to a strong public sector, including expanding public services, increasing public sector jobs and repatriating private sector jobs into the public sector;

THE FEDERATION WILL lobby the provincial government and campaign to address the systemic problems leading to staff shortages in the public sector and to end the practice of staffing through overtime and internal coverage;

THE FEDERATION WILL advocate for inquiries to be held when public service staffing levels drop below a specified threshold; and

THE FEDERATION WILL push the provincial government to increase funding to all public service sectors so staff are fairly compensated and supported and ensure that public services do not erode over time.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2235

Submitted by: USW District 3 *Committee recommends:* Support

BECAUSE a low-carbon economy depends on a critical mineral strategy to expand renewables and green energy alternatives, and globally, BC mines have lower emissions and better environmental and safety standards;

BECAUSE mining unions are committed to protecting our environment and reconciliation with Indigenous neighbours; and

BECAUSE BC's mines provide family-supporting jobs, and unions have been negotiating to ensure more diversity in hiring, while improving access for under-represented workers;

THE FEDERATION WILL:

- promote BC as a global leader in the responsible development of minerals that a low-carbon future requires;
- press for governments to train workers and kickstart BC's critical mineral recycling industry, as they have in Ontario;
- protect Canada from the dumping of minerals and goods produced in jurisdictions with poor environmental laws and few worker rights; and
- encourage governments to collaborate on a comprehensive supply chain strategy that creates jobs using local products in domestic, value-added manufacturing.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2236

Submitted by: USW District 3 *Committee recommends:* Support

BECAUSE employers continue to make work precarious and promote a “just-in-time approach” to workers, particularly in the service sector;

BECAUSE there is no such thing as gig workers, just a gig economy;

BECAUSE precarious workers who have the least access to their rights are facing American style, anti-union tactics demanded by corporate multinationals; and

BECAUSE large corporations continue to use every tool to delay fair bargaining;

THE FEDERATION WILL:

- review international models of sectoral bargaining with recommendations to modernize BC’s *Labour Code*;
- make recommendations to the provincial government to enact sectoral bargaining in British Columbia; and
- encourage the BC Ministry of Labour to engage in a public education campaign to inform BC workers about workers’ rights and their right to organize.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2237

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the government of British Columbia is currently planning to renovate the Royal BC Museum in Victoria; and

BECAUSE the stories and contributions of labour in British Columbia are important factors in this province’s history;

THE FEDERATION WILL lobby the board of directors and curators of the Royal BC Museum to include a space, and content, in consultation with the British Columbia Labour Heritage Centre, to showcase British Columbia’s diverse and impactful labour history.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2239

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE in the year 2000, USW Coastal membership consisted of 12,539 full-time equivalent jobs and today the USW membership is 4,315; and

BECAUSE in the last two decades, over 35 wood manufacturing and processing mills have closed; and

BECAUSE wood manufacturing and processing mills continue to have frequent curtailments due to a shortage of fibre; and

BECAUSE BC unions have realized a steady decline of forestry worker membership;

THE FEDERATION WILL:

- continue to participate through the CLC in the lobby of the federal government seeking a fair and equitable resolution to the softwood lumber dispute;
- lobby the provincial government for a commitment ensuring a sustainable forest for future generations, while creating jobs for today; and finally
- lobby the BC Ministry of Natural Resources for a strategy that includes re-establishment of a social license that promotes greater domestic manufacturing, re-manufacturing and re-creating the Jobs Protection Commissioner.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2240

Submitted by: HSA *Committee recommends:* Support

BECAUSE the cost of living, including housing and transportation costs, is rising well ahead of wages in British Columbia, and critical health care services depend on people to deliver them;

THE FEDERATION WILL lobby the BC Government to address diminishing affordability for working people by introducing refundable tax credits for health care and other essential workers to offset the cost of transit and parking related to getting to work to deliver critical public services.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2241 TO COVER 2242

Submitted by: ILWU 400 *Committee recommends:* Support

BECAUSE ports are an imposition to community quality of life and health including congestion, air pollution and cost of public infrastructure;

BECAUSE in exchange, ports must mitigate negative outcomes, ensuring their benefits are shared and profits are not just enjoyed by executives and shipping companies, and thereby must not undermine decent community standards and healthy working conditions; and

BECAUSE the Vancouver Fraser Port Authority awarded a contract to the Quebec-based company Groupe Océan to provide ship berthing through the exclusive lease of the tugboat basin at Roberts Bank, and Groupe Océan is using this leverage and a substandard employer-friendly labour agreement to kill the jobs of existing workers;

THE FEDERATION WILL, with the CLC, lobby the Vancouver Fraser Port Authority to re-issue the request for proposals for Roberts Bank and ensure all companies awarded contracts operate in a healthy and safe manner and adhere to fair labour practices.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2255

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE it is important to ensure we support equity and intersectionality in deliberations and discussions; and **BECAUSE** it is important to ensure we have inclusive voices to address and speak to issues relating to their unique experiences; and

BECAUSE it is important to have fair representation from young workers and equity representatives;

THE FEDERATION WILL work with the appropriate committees to develop a constitutional amendment to increase the representation and voice of equity and young workers at BCFED conventions.

CONVENTION ☒ Carried ☐ Defeated

PART 2

Indigenous Rights and Reconciliation Working Group

9 RESOLUTIONS: 2220 TO 2230

RESOLUTION 2220 TO COVER 2221

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

BECAUSE marking September 30th as the National Day for Truth and Reconciliation is one of the 94 Calls to Action of Canada's Truth and Reconciliation Commission;

BECAUSE only the federal government and the provinces of Nova Scotia and Prince Edward Island currently recognize September 30th as a statutory holiday;

THE FEDERATION and all of its affiliate unions will continue to lobby the province to legislate September 30th as a paid statutory holiday for all workers.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2222

Submitted by: VDLC *Committee recommends:* Support

BECAUSE the Tk'emlúps te Secwépemc First Nation have announced the findings of the “remains of 215 children of the Kamloops Indian Residential School” on May 27, 2021, and;

BECAUSE since that time, more Indigenous communities have announced similar confirmations of horrific findings; and

BECAUSE there have been repeated calls to action by Indigenous communities, scholars and activists that crimes of genocide be investigated by independent observers working in international bodies, such as the International Criminal Court (ICC);

THE FEDERATION WILL support the calls by Indigenous communities, scholars and activists for an independent, internationally led criminal investigation by the International Criminal Court (ICC) and/or other United Nations bodies into the Canadian state’s design, implementation and administration of the Indian Residential School System and its ongoing destructive impact on Indigenous communities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2223

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the RCMP Community-Industry Response Group has violated human rights and civil liberties in violent and racist attacks on First Nations, Inuit and Métis persons, journalists and protesters; and

BECAUSE Canada, British Columbia and the Community-Industry Response Group have been rebuked by the UN Committee on the Elimination of Racial Discrimination and Amnesty International for these violations;

THE FEDERATION WILL call on the BC provincial government, and through the CLC, the federal government, to completely disband the Community-Industry Response Group, to hold them responsible for their human rights violations, to cease collusion with private security firms and industry and to require on-site Indigenous civilian oversight of all RCMP operations on Indigenous lands.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2224

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE police investigations are being conducted by their internal parties and therefore are biased towards those police processes, policies and authorities being investigated; and

BECAUSE many of the 231 Calls for Justice recommendations resulting from the National Inquiry into Missing and Murdered Indigenous Women and Girls call for police reform and increased oversight; and

BECAUSE police services are and continue to fail Indigenous peoples; and

BECAUSE the establishing of Indigenous civilian bodies in all jurisdictions to oversee police investigations will help cases involving Indigenous peoples; and

BECAUSE implementation of the province's commitment to revitalizing Indigenous laws would strengthen the accountability processes;

THE FEDERATION WILL lobby the provincial, and through the CLC, the federal government to create impartial police investigation processes; and

THE FEDERATION WILL lobby against injustices by police authorities toward Indigenous peoples; and

THE FEDERATION WILL lobby appropriate governments to hold police to a higher standard of accountability.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2225 TO COVER 2226

Submitted by: USW 2009; MoveUP *Committee recommends:* Support

BECAUSE the federal government has still not fulfilled its duty to implement all 94 Calls to Action from the Truth and Reconciliation Commission; and

BECAUSE the labour movement has its own dark history when it comes to the treatment of Indigenous peoples that needs to be acknowledged and reconciled; and

BECAUSE the Federation and its affiliates are progressive leaders in social justice, equity, diversity and inclusion;

THE FEDERATION WILL call upon the provincial government to provide opportunities for learning the true history of Indigenous peoples, residential schools and reconciliation; and

THE FEDERATION WILL encourage its affiliates to provide their own educational sessions to their members on Indigenous history, truth and reconciliation, and contemporary issues and challenges that Indigenous peoples face; and

THE FEDERATION WILL encourage the inclusion of language in collective agreements for mandatory education around Indigenous learning (minimum of eight (8) hours).

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2227

Submitted by: VDLC *Committee recommends:* Support

BECAUSE the Anti-Oppression Educators Collective (AOEC), a provincial specialists association of the BC Teachers' Federation, has issued an open letter calling on the BC Ministry of Education to implement two days next school year for mandatory in-service to read the Truth and Reconciliation Commission report and the *United Nations Declaration on the Rights of Indigenous Peoples*; and

BECAUSE it is integral for settlers, including those in the education system, to read, learn and reckon;

THE FEDERATION WILL support the call for mandatory training in the Truth and Reconciliation Commission report and *United Nations Declaration on the Rights of Indigenous Peoples* by signing and sharing the Anti-Oppression Educators Collective (AOEC) petition and sharing their open letter (www.aoec.ca).

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2228

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE reconciliation is a necessary and important goal in the fight for social and economic justice; and

BECAUSE Indigenous Peoples' stewardship of the land pre-dates the establishment of colonial administration and is rooted in traditional forms of law and leadership, including Hereditary Chiefs; and

BECAUSE the Supreme Court of Canada recognized in the Delgamuukw decision, the sovereignty of Indigenous nations and the authority of Hereditary Chiefs, as the legal representatives of their nations;

THE FEDERATION WILL lobby the provincial government and through the CLC, the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honors the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the *United Nations Declaration on the Rights of Indigenous Peoples*, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2229

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE according to Yellowhead Institute and Indigenous Watchdog, only 11 of the 94 Calls to Action by the Truth and Reconciliation Commission have been completed in the seven years since their release;

BECAUSE the provincial and federal governments continue to support colonial and racist violence against First Nations, Inuit and Métis persons through the RCMP and the courts;

THE FEDERATION WILL, with the CLC, call upon the provincial and federal governments to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission within the next three years.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2230

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE the labour movement is built on the principles of solidarity and advancing justice for equity-seeking groups;

BECAUSE the BC Federation of Labour has already committed to supporting Indigenous peoples' rights to self-determination;

BECAUSE only some affiliate unions have Indigenous committees to represent Indigenous members;

THE FEDERATION WILL support all affiliate unions in creating and resourcing Indigenous committees, working groups, caucuses and/or advisory bodies.

CONVENTION ☐ Carried ☐ Defeated

PART 3

Climate Change Standing Committee

1 RESOLUTION: 2243

RESOLUTION 2243 TO COVER 2244

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

BECAUSE climate change represents a clear and present existential crisis that threatens the health, safety and wellbeing of all peoples; and

BECAUSE the private sector cannot be relied upon to reduce the production of fossil fuels or abide by international agreements to reduce emissions; and

BECAUSE it is imperative that the transition to renewable energy be conducted in a just manner that ensures training and continued employment for workers exiting the fossil fuel industry;

THE FEDERATION WILL lobby the provincial government, and through the CLC, the federal government to invest in training and continued employment for workers exiting the fossil fuel industry through nationalizing the energy industry and beginning a controlled reduction in the production of fossil fuels in a swift transition to a renewable energy economy.

CONVENTION ☒ Carried ☐ Defeated

PART 4

Community and Social Action Standing Committee

3 RESOLUTIONS: 2245A TO 2249

RESOLUTION 2245A COMPOSITE TO COVER 2245 AND 2247

Submitted by: BCGEU *Committee recommends:* Support

THE FEDERATION WILL, with the CLC, lobby all levels of government to invest in low-cost housing as many BC residents cannot afford the high cost of rent and many people are living in poverty;

THE FEDERATION WILL endorse the concept of real rent control in British Columbia tied to the unit, not the tenancy agreement, and will create a registry to facilitate that.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2246A COMPOSITE TO COVER 2246 AND 2248

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

THE FEDERATION WILL advocate for affordable housing; and

THE FEDERATION WILL, with the CLC, lobby all levels of government to follow through on campaign promises to make housing more affordable and address the need for adequately maintained below-market public housing particularly for women and gender diverse people, Indigenous, and racialized people, people with disabilities and 2SLGBTQIA+ people; and

THE FEDERATION WILL, with the CLC, lobby all levels of government to take measurable action to urgently realize the National Housing Strategy to build 125,000 units of affordable housing, continue the 33% carve-out for gender-focused investments and ensure chronic houselessness drops by 50% (from 27,000 in 2016) by 2027; and

THE FEDERATION WILL lobby the provincial government to increase the BC Housing rental stock of accessible units; and advocate to the minister responsible for housing, and the BC Ministries of Social Development and Poverty Reduction (SDPR) and Citizens' Services to increase efforts to identify houseless individuals and assist with increasing access to affordable housing.

CONVENTION ☐ Carried ☐ Defeated



RESOLUTION 2249

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE run away housing costs are a continued threat to all BC residents, including the Federation members;

THE FEDERATION WILL support the implementation of collective bargaining rights for tenants across BC and;

THE FEDERATION WILL share the Rent Strike Bargain (RSB) petition for collective bargaining rights for tenants in BC.

CONVENTION ☐ Carried ☐ Defeated

PART 5

Constitution and Structure Standing Committee

4 RESOLUTIONS: 2250 TO 2254

RESOLUTION 2250

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE the Federation strives towards gender equity in all aspects of our work and the constitution should exemplify meaningful gender inclusive practices;

THE FEDERATION WILL amend Article 5 section 1(b) to say: *"At least seven (7) of the Vice-Presidents shall ~~be women~~ identify with a gender other than cisgender men. In the event that less than seven (7) ~~women~~ non cisgender men are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional ~~women~~ non cisgender men Vice-Presidents to meet this requirement."*

THE FEDERATION WILL also amend Article 9 section 1(a)(i) and Article 10 section 8 (a) to replace "women" with "a worker who identifies with a gender other than cisgender men."

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2252

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE the Federation wants to ensure Racialized, Indigenous, 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus), and Workers with Disabilities' voices are included at every level of decision making;

THE FEDERATION WILL amend Article 5 to include Section 1(c):

"At least four (4) of the Vice-Presidents as designated from Section 1(a) and (b) must identify as a member of one of the following equity groups [one (1) each]: racialized worker, Indigenous worker, 2SLGBTQIA+ worker, and a worker with a disability. In the event there is no representation from one or more of these equity groups, then the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional Vice-Presidents to meet this requirement."

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2253 TO COVER 2251

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE the Federation wants to avoid interruption of the work of equity caucuses in the event a representative is not able to complete their term;

THE FEDERATION WILL amend Article 9 section 1 (a)(iii) to say:

"~~Four (4)~~ Five (5) 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:

- *~~Workers of Colour~~ Racialized Workers;*
- *Indigenous Peoples-Workers (2);*
- *People Workers with Disabilities; and*
- *~~LGBTQ persons~~ 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers*

Upon election, each of the ~~four~~ five (5) representatives shall be appointed to the Human Rights Standing Committee.

Each group shall elect one alternate each, except for the Indigenous Workers Caucus which shall elect two (2) alternates. The alternates will serve on the Executive Council if the elected representatives are not able to complete their term."

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2254

Submitted by: BCFED Executive Council *Committee recommends:* Support

BECAUSE terms used to refer to equity groups and issues are constantly evolving, and the constitution of the Federation needs to be updated to ensure current and inclusive language;

THE FEDERATION WILL replace all gender specific language in the constitution from “he/his” and “she/hers” to “they/theirs;” and

THE FEDERATION WILL also replace all references of “workers of colour” to “racialized workers;” and

THE FEDERATION WILL also replace all references of “LGBTQ” to “2SLGBTQIA+;” and

THE FEDERATION WILL also replace all references of “affirmative action” to “equity.”

CONVENTION ☐ Carried ☐ Defeated

PART 6

Education Standing Committee

1 RESOLUTION: 2256

RESOLUTION 2256

Submitted by: BCTF *Committee recommends:* Support

BECAUSE corporations should not be able to profit from data of the public; and

BECAUSE stratification of communities by wealth is counter to healthy communities;

THE FEDERATION WILL strongly, publicly condemn the Royal Bank of Canada, OJO Home Canada, and the Fraser Institute for monetizing student assessment data for corporate profit, demand they cease this action, and call upon the BC provincial government to take immediate steps to prevent this misuse of student data, and work with other provincial and territorial federations of labour on this issue.

CONVENTION ☒ Carried ☐ Defeated

PART 7

Human Rights Standing Committee

11 RESOLUTIONS: 2257 TO 2268

RESOLUTION 2257 AMENDED

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE Canada's history and contemporary laws, customs and culture are borne of colonialization's influence and rooted in centuries of racism, misogyny, homophobia and transphobia, and ableism and audism;

BECAUSE equity-seeking communities have experienced oppression, discrimination and violence at the hands of those working to uphold colonial legacy of the dominant straight, white culture; and

BECAUSE our history is told from the perspective of white colonizers with little appreciation or acknowledgement of the contribution equity-seeking communities have made;

THE FEDERATION WILL call on the provincial government to include decolonization and the legacy of oppression, racism, misogyny, homophobia and transphobia, and ableism and audism into its curriculum and to fund accessible adult learning programs that focus on the same subject.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2258

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE the terms "brothers and sisters," used historically by union members to address informal or formal meetings, events, conventions and in correspondence of documents, are exclusionary terms;

BECAUSE our workforce continues to diversify, and unions need to stay current with the changing language and vocabulary that results from progressive change;

THE FEDERATION WILL encourage affiliated unions to transition from using the term "brothers/sisters" to more gender-neutral terms including, but not limited to, fellow-workers, siblings, kin, members, unionists, folks, friends or cousins.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2259

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE many 2SLGBTQIA+ people are estranged from their biological family members or unable to maintain family relationships due to abuse and discrimination;

THE FEDERATION WILL advocate for the definition of family in collective agreements to be expanded to include chosen and culturally-defined family members.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2260

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE a 2019 survey by Trans PULSE Canada revealed that 64% of participants actively avoided certain public areas for fear of being harassed or outed; and

BECAUSE travel costs and work absences during the recovery period are barriers to gender-affirming care, especially for people in remote communities and Northern BC; and

BECAUSE surveys and scientific studies show that people who live their felt gender have a higher quality of life and better mental health;

THE FEDERATION WILL encourage affiliates to include workplace protections for trans people in all collective agreements based on:

- input from gender diverse members;
- the CLC's Workers in Transition guide; and
- the World Professional Association for Transgender Health (WPATH); and

THE FEDERATION WILL encourage unions to ensure language includes training requirements for employers and workers and a minimum of eight (8) weeks of paid leave for each gender-affirming procedure and revision.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2261

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the updates to Canadian Blood Services have made progress on some of the unnecessary restrictions, they are still restrictive and unnecessarily target 2SLGBTQIA+ people when screening blood donations based on sexual behaviours;

THE FEDERATION WILL continue to campaign and lobby for Canadian Blood Services to end discriminatory policies, address testing processes that continue to limit individuals who take pre-exposure prophylaxis (PrEP) and post-exposure prophylaxis (PEP) from donating blood, and ensure the introduction of appropriate training for frontline blood donor staff when serving 2SLGBTQIA+ people.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2262

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE as of March 2021, the Yukon Territories is leading in public health care coverage for gender-affirming care; and

BECAUSE the provision of hormones and gender-affirming procedures are not cosmetic and are life-saving for gender diverse people and are, in some cases, more easily accessible to cisgender people (for example a cisgender man with gynecomastia who needs a reduction, or a cisgender woman who needs an addition to her chest to align to her womanhood due to cancer);

THE FEDERATION WILL lobby the provincial government to improve provincial health care coverage for gender-affirming care based on the Yukon Territories' framework adopted in 2021 and ensure adequate training for medical professionals; and

THE FEDERATION WILL advocate, with allied movements where appropriate, for additional unrestricted resources for gender-affirming care for those requiring access to care at an older age and in remote and Northern communities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2263

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE people who are experiencing poverty and lack of adequate care may resort to medical assisted dying; and

BECAUSE transgender people and people living with disabilities disproportionately experience poverty and barriers to care;

THE FEDERATION WILL advocate for the provincial government to review the scope and implementation of the Medical Assistance in Dying (MAID) program to ensure access to appropriate and timely support and medical care for applicants is provided and that trans-affirming, life-affirming and autonomy affirming safeguards are in place; and

THE FEDERATION WILL work with allied disability justice and 2SLGBTQIA+ organizations to address concerns around adequate resources and programs and to address concerns around the implementation of the MAID program.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2264

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the Canadian Trans Youth Health Survey results reported that:

- nearly two-thirds of youth reported self-harm within the past year;
- more than one-in-three had attempted suicide;
- 70% of participants reported sexual harassment;
- two-thirds reported discrimination because of their gender identity; and
- more than one-in-three of participants ages 14-18 had been physically threatened or injured in the past year;

THE FEDERATION WILL work with allied 2SLGBTQIA+ youth organizations to advocate and lobby the provincial government to improve funding and access to 2SLGBTQIA+ youth programs and youth-related housing, especially for youth aging out of care; and

THE FEDERATION WILL in consultation and collaboration with 2SLGBTQIA+ youth, consider advocating for the provincial government to increase the age limit to 30 for access to youth programs and housing.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2265 TO COVER 2266

Submitted by: USW 2009; MoveUP *Committee recommends:* Support

BECAUSE systemic discrimination and racism exists in all aspects of our society, including within our unions and our workplaces; and

BECAUSE systemic discrimination is a barrier for inclusion for members and prospective members; and

BECAUSE employers are often unaware their policies, hiring and promoting practices, and organizational culture are often steeped in systems of oppression and discrimination;

THE FEDERATION WILL undertake a process to identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures;

THE FEDERATION WILL encourage affiliates to undertake their own processes to identify and address systems of discrimination, oppression and racism; and

THE FEDERATION WILL encourage affiliates to address similar systems of discrimination, oppression and racism with their employers at the bargaining table and beyond, by finding meaningful ways to tear down these barriers and create more inclusive and supportive workplaces.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2267

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE this will advance the causes of racial and social justice, in order to make BC a more functionally inclusive, socially understanding and welcoming province;

BECAUSE workplaces provide an excellent venue for promoting socially beneficial ideals of diversity, equity and inclusion, and have historically been a place where inequities are particularly visible;

THE FEDERATION WILL lobby the provincial government to create a framework for workplaces to implement diversity, equity and inclusion (DEI) audits and encourage workplaces to engage by implementing incentives.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2268

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE Bill C-36 criminalized sex work, workers experience reduced ability to negotiate clear terms of services with clients--putting both health and safety at risk, have decreased ability to screen clients and therefore increased risk of violence, are unable to benefit from health and safety regulations, labour laws and human rights protection;

BECAUSE in 2015, the Liberal Party of Canada promised to repeal the Harper-era sex worker laws--specifically Bill C-36--which their own party called "a bill that puts people at risk." Seven years later, they have done studies, produced reports, that state what we already know, no more reports it's time for action;

THE FEDERATION WILL lobby the provincial government to provide increased funding for frontline organizations across BC that deliver peer-led and person-centered programming to support sex workers;

THE FEDERATION WILL lobby the provincial government to provide funding toward the provincial Bad Date and Aggressor Reporting system which is being developed.

CONVENTION ☒ Carried ☐ Defeated

PART 8

Occupational Health and Safety Standing Committee

12 RESOLUTIONS: 2270A TO 2283

RESOLUTION 2270A COMPOSITE TO COVER 2269 AND 2270

Submitted by: USW 2009; USW District 3 *Committee recommends:* Support

THE FEDERATION WILL, along with the CLC, lobby governments to implement training programs for law enforcement and crown prosecutors to understand criminal negligence investigations/charges, and establish communications between law enforcement, health and safety regulators and the courts; and

THE FEDERATION WILL ALSO:

- lobby the province to establish dedicated crown prosecutors and police officers to deal exclusively with serious workplace incidents;
- develop and provide training for joint health and safety committees on documenting and preserving evidence that could lead to successful criminal convictions;
- encourage the provincial government to fully implement the Helps recommendations by reviewing crown counsel policies on prosecution in matters of workplace incidents involving criminal negligence; and
- encourage the BC Ministry of Attorney General to ensure prosecutorial staff are trained and up to date on the policy and its application.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2271

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE every year in British Columbia workers continue to be killed or seriously injured by their workplaces; and

BECAUSE the BCFED Health & Safety Centre has evolved into a Centre of Excellence for Occupational Health and Safety training in British Columbia, and is the largest provider of health and safety training and the only unionized centre in the province; and

BECAUSE properly-trained worker members of joint health and safety committees are crucial to effective prevention strategies;

THE FEDERATION WILL encourage all affiliates to utilize the services of the BCFED Health & Safety Centre; and

THE FEDERATION WILL encourage affiliates to negotiate collective agreements that designate the BCFED Health & Safety Centre as the preferred provider of all external health and safety training in the workplace.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2272 AMENDED

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE occupational health and safety research, standards and preventative measures have been based on average cis-gender men's bodies; and

BECAUSE women and gender diverse workers face additional risks on the job due to poorly fitting equipment, inadequate hygiene facilities, sexual harassment and lack of appropriate accommodation when pregnant, breast-feeding and during menopause;

THE FEDERATION WILL lobby the provincial government to ensure minimum standards of health and safety for women and gender diverse workers, including an adequate number of accessible toilets, shower areas, change rooms; properly fitted personal protective equipment; clear protocols to support workers when pregnant and nursing and when going through menopause; and effective anti-harassment policies in the workplace;

THE FEDERATION WILL develop and provide training for health and safety committees to encourage women and gender diverse members to come forward with health and safety concerns, to appreciate the sex and gender differences in workplace hazards and to engage more women and gender diverse people as health and safety activists and committee members.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2273

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE mental health issues continue to be a significant concern for many workers; and

BECAUSE many workers feel unprepared to deal with issues of mental health in the workplace; and

BECAUSE the BC Federation of Labour has developed courses and workshops to help deliver tools for dealing with workplace mental health issues;

THE FEDERATION WILL continue to make mental health education a priority, encouraging unions to utilize resources available in order to better prepare for representing members dealing with mental health issues; and

THE FEDERATION WILL lobby the provincial government and the WCB to amend the Occupational Health and Safety Regulation to obligate the employer to have at least one certified mental health first aid attendant at each work site where an Occupational First Aid attendant is required.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2275A COMPOSITE TO COVER 2274 AND 2275

Submitted by: CUPE BC; BCGEU *Committee recommends:* Support

THE FEDERATION WILL lobby the provincial government to direct the WCB to develop psychological health and safety training in all worksites and sectors in accordance with Canadian Standards Association (CSA) Group Z1003 titled "Psychological Health and Safety in the Workplace" to:

- prevent psychological harm;
- promote psychological health of workers; and
- address problems related to psychological health and safety; and

THE FEDERATION WILL lobby the provincial government to establish the Canadian Standards Association (CSA) standard on psychological health and safety as regulation in workplaces.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2276 TO COVER 2277

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

BECAUSE psychological trauma and injuries are becoming more commonplace in today's working conditions; and

BECAUSE workers are facing or dealing with more violence and harassment in the workplace whether it be from clients, the public or coworkers; and

BECAUSE barriers to compensation for psychological injuries suffered in the workplace are steep often meaning workers cannot get help when they most need it or meaning they do not seek help at all;

THE FEDERATION WILL bring awareness to psychological injuries in the workplace (including bullying and harassment and post-traumatic event disorders); and

THE FEDERATION WILL lobby the WCB policy makers and government to expand upon its "presumptive coverage" that is currently offered to some professions in Part 4, Division 1 – 135 of the *Workers Compensation Act* to include all workers.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2278

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE of the pandemic and the necessity of having separation from the working area; and

BECAUSE not every worker has access to a lunchroom; and

BECAUSE having a lunchroom is a fundamental worker's right;

THE FEDERATION WILL work closely with the Workers' Compensation Board and the BC Ministry of Labour to mandate access to a breakroom with washroom access for all workers.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2279

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the WORK SAFE is a brand and has an anti-labour and worker connotation; and

BECAUSE the WORK SAFE puts the onus on the worker;

THE FEDERATION WILL start a campaign advocating to change the operating name from WorkSafeBC to Workers' Compensation Board and will ask the government to put the WCB instead.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2280

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE the death of a worker, arising from an occupational injury or illness, is devastating to surviving family members; and

BECAUSE the law and policy dealing with benefits to surviving family members should be structured to be sensitive to the grief and trauma which avoids unnecessary intrusion in the survivors' lives; and

BECAUSE the lump sum payment is rationalized as to defray the cost obligation of capital assets jointly purchased on the expectation of continuing income of the deceased spouse, and to provide recognition of non-economic losses; and

BECAUSE section 167 of the *Workers Compensation Act* specifically provides for a lump sum payment in fatal cases; and

BECAUSE the maximum WCB lump sum payment is \$3,009.28 in 2022; and

BECAUSE every other jurisdiction in Canada has significantly higher lump sum payments;

THE FEDERATION WILL create a campaign and lobby the provincial government to significantly increase fatality lump sum payments in BC to a minimum of \$90,000 plus annual CPI adjustments.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2281

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE return-to-work programs in the province of BC are often ineffective due to a lack of understanding and enforcement of the duty to accommodate; and

BECAUSE the BC Human Rights Tribunal is not designed to be proactive; and

BECAUSE the Workers' Compensation Board has no legal jurisdiction to enforce return-to-work/ accommodation practices that are consistent with law and best practices; and

BECAUSE British Columbia is one of only three provinces whose workers' compensation legislation contains no legal employer re-employment obligations;

THE FEDERATION WILL develop a thorough plan of action to lobby the government to introduce an employer re-employment obligation into the *Workers Compensation Act*.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2282

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE all members have the right to work in healthy and safe environments, and have the right to come home from work each day unharmed;

BECAUSE more can be done to ensure a worker-focused approach to the WCB and administration of the *Workers Compensation Act*;

BECAUSE with additional resources, we are better able to protect our members safety within the workplaces;

THE FEDERATION WILL lobby the provincial government to improve health and safety protections for workers in BC, and to increase worker representation to the Workers' Compensation Board of Directors.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2283

Submitted by: USW 2009 *Committee recommends:* Support

BECAUSE union members who experience illness or injury resulting from a workplace incident frequently experience barriers to qualified and adequate representation during the workers' compensation claim/appeal process; and

BECAUSE navigating the workers' compensation system is complex and confusing; and

BECAUSE injured workers should never be expected to pay for representation to obtain what is rightfully theirs through the "historic compromise;" and

BECAUSE unions have a moral responsibility to support these workers in their time of need;

THE FEDERATION WILL encourage all affiliates to provide effective in-house WCB representation to all members injured or made ill because of their workplace; and

THE FEDERATION WILL develop and provide training and resources to unions so that they may represent their injured workers throughout the applicable workers' compensation process.

CONVENTION ☒ Carried ☐ Defeated

PART 9

Political Action Standing Committee

2 RESOLUTIONS: 2284 TO 2286A

RESOLUTION 2284

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE Press Progress is an award-winning progressive media outlet; and

BECAUSE Press Progress reports on stories that are often ignored by corporate mainstream media outlets; and

BECAUSE Press Progress is a friend of working people and operates a unionized worksite;

THE FEDERATION WILL promote the Press Progress website on the BC Federation of Labour's website.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2286A COMPOSITE TO COVER 2285 AND 2286

Submitted by: USW 2009, MoveUP *Committee recommends:* Support

THE FEDERATION WILL continue to support, encourage, and endorse progressive, self-identified women and gender diverse candidates, with a focus on those with intersecting marginalized identities, to run for public office, and will encourage its affiliates to do the same; and

THE FEDERATION WILL call out structures of oppression including racism, sexism, homophobia, transphobia, ableism, ageism, classism and discrimination based on religion and family status in politics, and amplify the calls of our community partners to remedy these issues; and

THE FEDERATION WILL work with the CLC and labour councils around the province to host educational and training opportunities to support self-identifying women and gender diverse members in developing their leadership skills.

CONVENTION ☐ Carried ☐ Defeated

PART 10

Women and Gender Rights Standing Committee

4 RESOLUTIONS: 2287 TO 2290

RESOLUTION 2287 AMENDED

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE survivors of intimate partner violence and sexual assault often experience trauma, along with physical injury, from which it may require time to recover;

BECAUSE women and gender diverse people who have experienced sexual or intimate partner violence may be faced with protracted court hearings and cannot afford to take time off work;

THE FEDERATION WILL lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave from the current five (5) days.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2288 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the COVID-19 pandemic has revealed how important childcare work is to society, yet childcare and elder care services have not been adequately prioritized by governments; and

BECAUSE strengthening public investments in childcare will

- facilitate women and gender diverse people to return to paid work they may have had to leave during the pandemic due to heavy caregiving burdens that men and partners who aren't principal caregiving partners have been less likely to take on;
- add millions of jobs to the economy, particularly for women and gender diverse people;
- support children's development; and
- provide significant returns to the economy;

THE FEDERATION WILL lobby the provincial government to ensure that the \$10 A Day Plan is a key element of all economic recovery plans, including coordination between the reopening of schools and childcare centres, and the unions that represent them, with that of the broader economy.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2289

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE access to birth control and hormones is a right and should be free to anyone who needs them in the form that they prefer; and

BECAUSE even with paid extended health and benefits plans, some workers are still left having to pay out of pocket for birth control and hormone expenses placing an unnecessary and unjust burden on those who need them;

THE FEDERATION WILL work with affiliates to advocate for extended health benefits providers to improve extended medical plans to include all forms of birth control and hormone therapy; and

THE FEDERATION WILL continue to work with AccessBC on their campaign for free contraceptives and educate workers about the issue.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2290 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE many hospitals and urgent care facilities do not have available Sexual Assault Evidence Kits (SAEK); and

BECAUSE many hospitals and urgent care facilities do not have nurses or physicians trained in conducting SAEK;

THE FEDERATION WILL lobby the provincial government to ensure all hospitals and other medical facilities that provide emergency services have Sexual Assault Evidence Kits (SAEK), and that all hospitals will ensure staff are trained to administer the kits.

CONVENTION ☐ Carried ☐ Defeated

PART 11

Young Workers Standing Committee

1 RESOLUTION: 2291

RESOLUTION 2291

Submitted by: BCTF *Committee recommends:* Support

BECAUSE youth have the most at stake in the political decisions being made; and

BECAUSE youth desire and deserve to be informed participants in society and a world impacted by climate change;

THE FEDERATION WILL advocate that the voting age in British Columbia be lowered to age 16.

PART 12

Late Resolution

1 RESOLUTION: 2292

RESOLUTION 2292

Submitted by: UBCP/ACTRA *Committee recommends:* Support

BECAUSE UBCP/ACTRA's membership includes over 600 child performers, each of whom is a precarious worker in British Columbia's recorded media sector;

BECAUSE British Columbia's Employment Standards Regulation requires producers to remit a portion of child performers' earnings to be held in trust by the Provincial Guardian and Trustee (PGT);

BECAUSE UBCP/ACTRA members have raised serious concerns about the mismanagement of their funds at the hands of the PGT;

BECAUSE in every other Canadian jurisdiction, child performers' earnings are held in trust by ACTRA Performers' Rights Society Minors' Trust, whose mandate is to protect and grow child performers' funds and which offers lower fees, a higher rate of return and greater accountability than the PGT;

THE FEDERATION WILL call on the BC Ministry of Labour to amend Section 45.14 of the employment standards regulation to allow child performers to safeguard their earnings with ACTRA Performers' Rights Society Minors' Trust.

CONVENTION ☒ Carried ☐ Defeated

PART 13

Original Resolutions

PRIOR TO AMENDMENTS, COMPOSITES, AND COVERS

FOR REFERENCE ONLY

RESOLUTION 2206

Submitted by: BCGEU

BECAUSE our seniors deserve better;

THE FEDERATION WILL, along with the CLC, lobby all levels of government to have senior care (nursing home/assisted living) to be under direct government or non-profit organizations.

RESOLUTION 2208

Submitted by: BCGEU

BECAUSE access to paid sick leave and family time is a basic minimum standard of protection that should be afforded for the benefit of workers and public health. Furthermore, black, racialized and immigrant women are disproportionately represented as personal support workers, cleaners and in other essential but low-paid occupations that do not provide paid sick leave or family leave;

THE FEDERATION WILL lobby the provincial government for at least 14 employer-paid sick days and paid family leave for all workers so that everyone — particularly those in front line jobs — can protect their health and that of the rest of the population; and

THE FEDERATION WILL lobby the provincial government to remove the 90-day eligibility period.

RESOLUTION 2209

Submitted by: HSA

BECAUSE the BC Federation of Labour welcomed the addition by the NDP government of five paid sick days for every worker under the *Employment Standards Act* effective January 1, 2022, but noted five days fall short of the standard across the Organisation for Economic Co-operation and Development (OECD) of at least 10 paid sick days; and

BECAUSE paid sick leave is a tool to provide needed care, rest and recovery which makes it impossible to be productive at work because of physical or mental illness; and

BECAUSE there is still a significant amount of stigma surrounding the use of sick time for mental health illness and recovery;

THE FEDERATION WILL continue to campaign for a minimum of 10 employer-paid sick days for all BC workers, including temporary foreign workers, and include messaging aimed at eliminating stigma related to using sick leave for mental, as well as physical, health recovery.

RESOLUTION 2210

Submitted by: MoveUP

BECAUSE food insecurity policy research conducted a study that examines the effects of provincial policies and economic environment of food insecurity. The research showed that a one dollar an hour increase in the minimum wage was associated to 5% lower odds of experiencing food insecurity; and

BECAUSE adding \$1,000 increases in annual welfare income was associated with 5% lower odds of severe food insecurity and a 1%-point increase in the income tax rate for the lowest income households was associated with 9% higher odds of food insecurity; and

BECAUSE Food Banks Canada is working on a report to identify that poverty is one of the main contributing factors to food insecurity;

THE FEDERATION WILL lobby the BC government to raise the minimum wage to a living wage; and

THE FEDERATION WILL lobby the BC government to increase income assistance, so no one has to choose between food or rent.

RESOLUTION 2211

Submitted by: BCGEU

BECAUSE the cost of living in BC is increasing; and

BECAUSE the increase in minimum wage reduces poverty; and

BECAUSE most of the workers receiving minimum wage are essential workers; and

BECAUSE it would help the families that are struggling to make ends meet;

THE FEDERATION WILL lobby the provincial government for an increase in the minimum wage from \$15.65 per hour to an increase of \$1.00 for every year, for the next five years.

RESOLUTION 2214

Submitted by: BCGEU

BECAUSE dental care is an essential and preventive care that everyone needs; and

BECAUSE medication coverage is a need and important to keep British Columbians healthy;

THE FEDERATION WILL lobby the provincial government so as to ensure that every British Columbian has basic dental coverage and medication coverage.

RESOLUTION 2216

Submitted by: BCGEU

BECAUSE the overdose crisis was declared a public health emergency on April 14, 2016; and

BECAUSE the effects of the overdose crisis have had both adverse and fatal impacts on working people in British Columbia and Canada who have used opiates and other drugs;

THE FEDERATION WILL lobby the government of British Columbia, and with the CLC, the government of Canada to provide a safe, regulated drug supply ("safe supply") for those who currently rely on the illegal drug market in collaboration with evidence-based drug policy groups; and

THE FEDERATION WILL lobby the government of British Columbia, and with the CLC, the government of Canada to decriminalize the personal possession of drugs, in amounts deemed appropriate by evidence-based policy groups; and

THE FEDERATION WILL advocate for harm reduction instead of the abstinence model.

RESOLUTION 2221

Submitted by: MoveUP

BECAUSE the creation of the National Day for Truth and Reconciliation is a direct response to Call to Action 80, which called for a federal statutory day of commemoration;

BECAUSE the Government of Canada has no constitutional authority to impose a statutory holiday for all Canadian employees; and

BECAUSE private companies and organizations can decide on their own whether to recognize National Day for Truth and Reconciliation with a paid day off;

THE FEDERATION WILL lobby the provincial government to amend legislation to include National Day for Truth and Reconciliation as a statutory holiday for all British Columbians.

RESOLUTION 2226

Submitted by: MoveUP

BECAUSE the federal government has still not fulfilled its duty to implement all 94 Calls to Action from the Truth and Reconciliation Commission;

BECAUSE the labour movement has its own dark history when it comes to the treatment of Indigenous peoples that needs to be acknowledged and reconciled; and

BECAUSE the BC Federation of Labour and its affiliates are progressive leaders in social justice, equity, diversity and inclusion;

THE FEDERATION WILL call upon the provincial government to provide opportunities for learning the true history of Indigenous peoples, residential schools and reconciliation; and

THE FEDERATION WILL encourage its affiliates to provide their own educational sessions to their members on Indigenous history, truth and reconciliation, and contemporary issues and challenges that Indigenous peoples face.

RESOLUTION 2232

Submitted by: USW 2009

BECAUSE public sector workers provide a vital service to our communities and are critical for the long-term health of our society; and

BECAUSE the COVID-19 pandemic highlighted the precarity of our public services in all sectors; and

BECAUSE when British Columbians needed help the most, public sector workers from all sectors went above and beyond to deliver core services under extremely difficult circumstances;

THE FEDERATION WILL reaffirm its commitment to a strong public sector, including expanding public services, increasing public sector jobs, and repatriating private sector jobs into the public sector;

THE FEDERATION WILL lobby the provincial government and campaign on addressing staff shortages in the public sector and ending the practice of “staffing through overtime;” and

THE FEDERATION WILL push the provincial government to increase funding to all public service sectors, ensuring staff are fairly compensated and supported and ensure that public services do not erode over time.

RESOLUTION 2233

Submitted by: MoveUP

BECAUSE public sector workers provide a vital service to our communities and are critical for the long-term health of our society; and

BECAUSE the COVID-19 pandemic highlighted the precarity of our public services in all sectors; and

BECAUSE when British Columbians needed help the most, public sector workers from all sectors went above and beyond to deliver core services under extremely difficult circumstances;

THE FEDERATION WILL reaffirm its commitment to a strong public sector, including expanding public services, increasing public sector jobs, and repatriating private sector jobs into the public sector; and

THE FEDERATION WILL lobby the provincial government and campaign on addressing staff shortages in the public sector and ending the practice of staffing through overtime; and

THE FEDERATION WILL push the provincial government to increase funding to all public service sectors, ensuring staff are fairly compensated and supported and ensure that public services do not erode over time.

RESOLUTION 2234

Submitted by: BCGEU

BECAUSE public service workers provide better and reliable services;

THE FEDERATION WILL lobby to restore all privatized services back in government.

RESOLUTION 2238

Submitted by: BCGEU

BECAUSE systemic workload issues across the public service are causing workers to take stress leave or seek other employment including no backfill for holidays and leaves creating unrealistic stress and pressure on staff before and after holidays and leaves; and

BECAUSE these resignations and absences further increase the workload for remaining workers while others are away;

THE FEDERATION WILL pressure the provincial government to address the systemic problems leading to the increase in workload and ensure coverage is provided for vacation and leaves; and

THE FEDERATION WILL pressure the provincial government to legislate changes to the *Public Service Act* triggering inquiries when staffing levels in a ministry drop below a threshold for a time period including holidays and leave.

RESOLUTION 2242

Submitted by: ILWU 400

BECAUSE the Vancouver Fraser Port Authority (VFPA) awarded a contract to Groupe Océan (GO) that severely undercuts the west coast tug industry wages and working conditions and the reduction of retirement standards for workers in BC; and

BECAUSE the VFPA is putting the communities of Delta and Tsawwassen at risk by allowing GO to have firefighting boats on standby at Roberts Bank;

THE FEDERATION WILL:

- strongly oppose the Vancouver Fraser Port Authority (VFPA) awarding of the Roberts Bank Tug Basin to Groupe Océan and demand that the Roberts Bank Tug Basin be put out for tender again and special consideration be given to employers who pay industry standard wages and follow west coast hours of rest;
- work with the CLC to write the VFPA, appropriate federal labour bodies, ministry of transport and any others that need to be contacted; and
- set up a series of rallies against government agencies, corporations.

RESOLUTION 2244

Submitted by: BCTF

BECAUSE every person living on this planet is affected by the current climate emergency;

BECAUSE immediate collaborative action is needed to respond to this threat;

THE FEDERATION WILL endorse the *Fossil Fuel Non-Proliferation Treaty* and support this initiative through actions including but not limited to the following:

1. publicly announcing the BC Federation of Labour's support;
2. communicating to members information on the campaign and ways to support it; and
3. advocating for concrete steps to support just transitions for employment and community economies.

RESOLUTION 2245

Submitted by: BCGEU

BECAUSE housing is a need; and

BECAUSE sustainable housing provides better social and economical sustainability within the community;

THE FEDERATION WILL lobby all levels of government to invest in low-cost housing as many BC residents cannot afford the high cost of rent and many people are living in poverty.

RESOLUTION 2246

Submitted by: BCGEU

BECAUSE the housing crisis prior to the COVID-19 pandemic disproportionately impacted women and gender diverse people, Indigenous and racialized people, people with

disabilities and 2SLGBTQIA+ people, and has worsened throughout the public health crisis; and

BECAUSE the affordable housing and houselessness crisis is experienced differently by women, two-spirit and gender diverse people, therefore gender-transformative approaches will be essential;

THE FEDERATION WILL advocate for affordable housing; and

THE FEDERATION WILL lobby the provincial government to address the need for adequately maintained below-market public housing particularly for women and gender diverse people, Indigenous, and racialized people, people with disabilities and 2SLGBTQIA+ people; and

THE FEDERATION WILL lobby the provincial government, and through the CLC, the federal government to urgently realize the National Housing Strategy to build 125,000 units of affordable housing, continue the 33% carve-out for gender-focused investments and ensure chronic homelessness drops by 50% by 2027.

RESOLUTION 2247

Submitted by: BCGEU

BECAUSE the cost of living is growing exponentially and out of proportion to the rate of remuneration by employers; and

BECAUSE a large percentage of the workforce in British Columbia are tenants;

THE FEDERATION WILL endorse the concept of real rent control in British Columbia tied to the unit, not the tenancy agreement, and will create a registry to facilitate that.

RESOLUTION 2248

Submitted by: HSA

BECAUSE British Columbians across the province --particularly those with socio economic, physical, and developmental barriers — are struggling to find suitable and affordable housing;

THE FEDERATION WILL:

- with the CLC, lobby all levels of government to follow through on campaign promises to make housing more affordable;
- with the CLC, advocate for all levels of government to take measurable action to increase the supply of suitable affordable housing;
- lobby the provincial government to increase the BC Housing rental stock of wheelchair accessible units; and
- advocate to the minister responsible for housing, and the BC Ministries of Social Development and Poverty Reduction (SDPR) and Citizens' Services to increase efforts to identify homeless individuals and assist with increasing access to affordable housing.

RESOLUTION 2251

Submitted by: BCTF

BECAUSE of the BC Federation of Labour's commitment to implementing the Truth and Reconciliation 94 Calls to Action and the BC's Declaration on the Rights of Indigenous Peoples Act;

BECAUSE co-operative working relationships and collaborative actions is the basis of the First Nations Protocol Agreement;

BECAUSE the BCFED Indigenous Workers Caucus is guided by community driven leadership styles and Indigenous principles;

THE FEDERATION WILL amend the BCFED Constitution Article 9, Section 1.a (iii) 4., Executive Council, by adding a), b), c) as follows: "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 4. LGBTQ (lesbian, gay, bisexual, transgender and queer) persons."

- a) Upon election, each of the four (4) representatives shall be appointed to the Human Rights Standing Committee.
- b) *The Indigenous People Caucus group shall have the right to have two co-chairs plus two (2) alternates who will be identified by that group at the Convention Caucus meeting. The co-chairs will represent one vote at the Human Rights Committee and Executive Council.*
- c) *In the event of a vacancy of available alternate, the caucus group shall meet to recommend a new alternate to the Executive Council for appointment.*

RESOLUTION 2257

Submitted by: MoveUP

BECAUSE Canada's history and contemporary laws, customs and culture are borne of colonialization's influence and rooted in centuries of racism, misogyny, homophobia and transphobia, and ableism and audism;

BECAUSE equity-seeking communities have experienced oppression, discrimination and violence at the hands of those working to uphold colonial legacy of the dominant straight, white culture; and

BECAUSE our history is told from the perspective of white colonizers with little appreciation or acknowledgement of the

contribution equity-seeking communities have made;

THE FEDERATION WILL call on the provincial government to include decolonization and the legacy of oppression, racism, misogyny, homophobia and transphobia into its curriculum and to fund accessible adult learning programs that focus on the same subject.

RESOLUTION 2266

Submitted by: MoveUP

BECAUSE systemic discrimination and racism exists in all aspects of our society, including within our unions and our workplaces;

BECAUSE systemic discrimination is a barrier for inclusion for members and prospective members; and

BECAUSE employers are often unaware their policies, hiring and promoting practices, and organizational culture are often steeped in systems of oppression and discrimination;

THE FEDERATION WILL undertake a process to identify and address systems of discrimination, oppression and racism within its own policies, practices and procedures;

THE FEDERATION WILL further encourage affiliates to undertake their own processes to identify and address systems of discrimination, oppression, and racism; and

THE FEDERATION WILL finally encourage affiliates to address similar systems of discrimination, oppression, and racism with their employers at the bargaining table and beyond, by finding meaningful ways to tear down these barriers and create more inclusive and supportive workplaces.

RESOLUTION 2269

Submitted by: USW District 3

BECAUSE an independent review by Lisa Helps into the 2012 sawmill explosions produced vital and life-saving recommendations;

BECAUSE the provincial government has enacted most of the review's recommendations, including strengthening the right to refuse unsafe work for all BC workers;

BECAUSE police agencies are now investigating serious workplace injuries and fatalities with a criminal lens;

THE FEDERATION WILL:

- encourage the provincial government to fully implement the Helps recommendations by reviewing crown counsel policies on prosecution in matters of workplace incidents involving criminal negligence; and
- encourage the BC Ministry of Attorney General to ensure prosecutorial staff are trained and up to date on the policy and its application.

RESOLUTION 2270

Submitted by: USW 2009

BECAUSE

- changes to the *Criminal Code of Canada* were made in 2004 that allow for supervisors, corporate directors and executives to be held accountable for workplace deaths;
- the United Steelworkers Stop the Killing campaign has lobbied all levels of government to ensure that the law is utilized; and
- there are still far too few charges laid and few serious penalties upon conviction under the *Criminal Code*;

THE FEDERATION WILL, along with the CLC, lobby governments to implement training programs for law enforcement and crown prosecutors to understand criminal negligence investigations/charges, and establish communications between law enforcement, health and safety regulators and the courts;

THE FEDERATION WILL ALSO:

- lobby the province to establish dedicated crown prosecutors and police officers to deal exclusively with serious workplace incidents; and finally
- develop and provide training for joint health and safety committees on documenting and preserving evidence that could lead to successful criminal convictions.

RESOLUTION 2272

Submitted by: USW 2009

BECAUSE occupational health and safety research, standards and preventative measures have been based on average men's bodies; and

BECAUSE women workers face additional risks on the job due to poorly fitting equipment, inadequate hygiene facilities, sexual harassment and lack of appropriate accommodation when pregnant, breast-feeding and during menopause;

THE FEDERATION WILL lobby the provincial government to ensure minimum standards of health and safety for women workers, including adequate number of accessible toilets, shower areas, change rooms; properly fitted personal protective equipment; clear protocols to support women workers when pregnant and nursing and when going through menopause; and effective anti-harassment policies in the workplace;

THE FEDERATION WILL develop and provide training for health and safety committees to

encourage women members to come forward with health and safety concerns, to appreciate the sex and gender differences in workplace hazards and to engage more women as health and safety activists and committee members.

RESOLUTION 2274

Submitted by: BCGEU

BECAUSE the CSA standard needs to change from policy to regulation; and

BECAUSE the 13 psychological factors should be implemented at all worksites; and

BECAUSE psychological safety is just as important as physical safety at work; and

BECAUSE employees have a right to be safe at work; and

BECAUSE it will provide increased awareness and dialogue about psychological health and safety; and

BECAUSE it demonstrates due diligence in psychological safety responsibly; and

BECAUSE it has a positive impact on employee engagement;

THE FEDERATION WILL lobby the provincial government to establish the Canadian Standards Association (CSA) standard on psychological health and safety as regulation in workplaces.

RESOLUTION 2275

Submitted by: CUPE BC

BECAUSE there is a lack of information pertaining to psychological health and safety in the workplace which impacts workers;

BECAUSE during the pandemic, there has been an increase in violence related to psychological health and safety in the workplace, especially among diversity-seeking groups;

THE FEDERATION WILL lobby the provincial government to direct WorkSafeBC to develop psychological health and safety training in all worksites and sectors in accordance with Canadian Standards Association (CSA) Group Z1003 titled “Psychological Health and Safety in the Workplace” to:

- prevent psychological harm;
- promote psychological health of workers; and
- address problems related to psychological health and safety.

RESOLUTION 2277

Submitted by: BCGEU

BECAUSE every year more and more workers are leaving the workforce as a result of psychological workplace hazards; and

BECAUSE many of these workers have been working in mental health and addiction; and

BECAUSE many of these workers are frontline workers; and

BECAUSE many of these workers have been dealing with fentanyl crises since 2015;

THE FEDERATION WILL advocate to open the presumption for psychological injury clause to add all the workers working in mental health and addiction/shelters across the province.

RESOLUTION 2285

Submitted by: USW 2009

BECAUSE self-identified women who run for public office often face significant opposition which, when examined, is based in misogyny, racism and sexism; and

BECAUSE once elected, women find that longstanding structures of oppression leave

them with little opportunity to care for their own wellbeing; and

BECAUSE women who wish to pursue a career in politics often face misogyny, sexism, bullying, harassment, loss of opportunities and blacklisting;

THE FEDERATION WILL continue to support and encourage self-identified women to run for public office;

THE FEDERATION WILL call out structures of oppression, misogyny, racism and sexism that hold women back from being full participants in politics; and

THE FEDERATION WILL encourage its affiliates to support and endorse progressive, self-identified women members who choose to run for public office.

RESOLUTION 2286

Submitted by: MoveUP

BECAUSE self-identified women who run for public office face significant opposition — often based in misogyny, racism, sexism, bullying and harassment — resulting in lost opportunities and blacklisting; and

BECAUSE, once elected, women encounter longstanding structures of oppression that leave them with little opportunity to care for their own wellbeing;

THE FEDERATION WILL continue to support and encourage self-identified women to run for public office;

THE FEDERATION WILL call out structures of oppression, misogyny, racism, sexism, homophobia and transphobia that hold women back from being full participants in politics;

THE FEDERATION WILL encourage affiliates to support and endorse progressive, self-

identified women members who choose to run for public office; and

THE FEDERATION WILL work with labour councils around the province to partner with, and host, educational opportunities such as PowHERhouse's "Your Path to Political Leadership."

RESOLUTION 2287

Submitted by: CUPE BC

BECAUSE survivors of intimate partner violence and sexual assault often experience trauma, along with physical injury, from which it may require time to recover;

BECAUSE women and gender diverse people who have experienced sexual or intimate partner violence may be faced with protracted court hearings and cannot afford to take time off work;

THE FEDERATION WILL lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave.

RESOLUTION 2288

Submitted by: BCGEU

BECAUSE the COVID-19 pandemic has revealed how important childcare work is to society, yet childcare and elder care services have not been adequately prioritized by governments; and

BECAUSE strengthening public investments in childcare will

- facilitate women and gender diverse people to return to paid work they may have had to leave during the pandemic due to heavy caregiving burdens that men and partners who aren't principal caregiving partners have been less likely to take on;

- add millions of jobs to the economy, particularly for women and gender diverse people;

- support children's development; and
- provide significant returns to the economy;

THE FEDERATION WILL lobby the provincial government to ensure that childcare is a key element of all economic recovery plans, including coordination between the reopening of schools and childcare centres with that of the broader economy.

RESOLUTION 2290

Submitted by: BCGEU

BECAUSE many hospitals and urgent care facilities do not have available Sexual Assault Evidence Kits (SAEK); and

BECAUSE many hospitals and urgent care facilities do not have nurses or physicians trained in conducting SAEK;

THE FEDERATION WILL lobby the provincial government to ensure all hospitals have Sexual Assault Evidence Kits (SAEK), and that all hospitals will ensure staff are trained to administer the kits.