



RESOLUTIONS BOOK

A future worth fighting for

BRITISH COLUMBIA FEDERATION OF LABOUR

CONVENTION 2024

November 25 to 29 | Vancouver

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PART 1

General Resolutions

40 RESOLUTIONS: 2403 TO 2462; 24-131; 24-137 TO 24-138 AMENDED

RESOLUTION 2403

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE restrictive bargaining mandates from the Public Sector Employers' Council (PSEC) hinder unions' ability to negotiate fair wages, benefits and working conditions for public sector workers; and

BECAUSE broad, non-restrictive mandates are essential for meeting the diverse needs of workers and ensuring equitable negotiations; and

BECAUSE promoting free collective bargaining fosters respectful, collaborative relationships between unions and employers, creating positive workplace environments; and

BECAUSE free and fair bargaining is a fundamental right that empowers workers to advocate for improved services and safe working conditions; and

BECAUSE limiting bargaining undermines workers' ability to address critical issues impacting their well-being;

THE FEDERATION WILL lobby the Public Sector Employers' Council to adopt broad, non-restrictive bargaining mandates that respect union autonomy; and

THE FEDERATION WILL advocate for the protection of free collective bargaining in the public sector, ensuring meaningful negotiations that reflect workers' needs.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2404

Submitted by: FPSE *Committee recommends:* Support

BECAUSE the BC public sector is subject to a mandate structure that places limits on free and fair collective bargaining for wages; and

BECAUSE employer councils and unions are dependent on shared data sources to support collective bargaining and proposal costing;

THE FEDERATION WILL lobby the BC provincial government to ensure that financial support is provided through the Ministry of Finance to produce common data for employer councils and unions, and the Ministry of Labour to monitor the use of shared data in negotiations.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2405 AMENDED

Submitted by: BCGEU-BCFMWU *Committee recommends:* Support

BECAUSE organized labour is under attack from employers and government(s) with back-to-work legislation; and

BECAUSE united we bargain, divided we beg;

THE FEDERATION WILL encourage affiliate members to align collective agreement expirations across the province and nationally where possible; and

THE FEDERATION WILL, in the event of back-to-work legislation, consider the act as an aggression against all members and will take any actions the BCFED Executive Council deems necessary to assist the ally who is victim of legislation, up to and including a declaration of a general strike.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2406

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- public sector unions share a common interest in defending and expanding public services; and
- sectoral bargaining has been shown to lead to superior outcomes in negotiating, implementing and administering collective agreements; and
- all public sector unions will benefit from increased collaboration during public sector bargaining;

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. This will be achieved, in part, by holding regular meetings of public sector unions and bargaining associations to identify shared strategies and objectives.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2407

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE the ability of employers, including those represented by bargaining councils or associations, to unilaterally withdraw from master or poly-party agreements undermines the stability and effectiveness of collective bargaining; and

BECAUSE such withdrawals can disrupt established working conditions, wages and benefits for employees; and

BECAUSE these agreements are designed to promote fair negotiations and cooperative relationships among multiple employers and unions, benefiting all parties involved; and

BECAUSE allowing employers and their councils to withdraw diminishes the bargaining power of unions and erodes trust in the collective bargaining process; and

BECAUSE legislation that protects the integrity of these agreements is essential for ensuring fairness and consistency in workplace relations;

THE FEDERATION WILL lobby the provincial government to enact legislation that prevents employers and their bargaining councils or associations from withdrawing from master or poly-party agreements, thereby supporting stable and equitable labour relations and protecting workers' rights.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2408

Submitted by: BCTF *Committee recommends:* Support

BECAUSE public services ought to be a universal good;

BECAUSE inequities and oppression are deeply connected to access to services;

BECAUSE increased barriers to public services have resulted from increased provincial and federal austerity;

THE FEDERATION WILL adopt an expanded understanding of contracting out and assist with co-ordination at bargaining tables.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2409

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE corporate ownership structures hinder a union's ability to bargain for wage increases by claiming individual companies are not making money while parent ownership companies earn huge profits;

BECAUSE the grocery industry is "low margin" but not low profit;

BECAUSE Canada's three largest grocers collectively reported more than \$100 billion in sales and earned more than \$3.6 billion in profits in 2022;

BECAUSE Sobeys parent company, Empire, reports totaling \$725.2 million dollars in 2024, despite some locations underperforming;

THE FEDERATION WILL lobby the provincial government to make changes to the collective bargaining provisions of the *Labour Relations Code*, sections 11 and 47, to require an employer to produce full and accurate financial records for each work site as well as the entire company and any related company (including franchisee or franchisor) for the last three years.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2410

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 precarious workers need a path to unionization in order to advance their wages, working conditions and standard of living; and

BECAUSE workers need to build power in order to take on the large corporations that continue to use every tool to oppose unionization and delay fair bargaining;

THE FEDERATION WILL:

- build on the work that the Federation and affiliates have already done, and push the provincial government to immediately enact sectoral bargaining in British Columbia; and
- encourage the Ministry of Labour to aggressively engage in a public education campaign to inform BC workers about workers’ rights and their right to organize.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2411

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE more staff and time needs to be allotted to children with disabilities and diverse needs so that children have access to the support they need; and

BECAUSE children who are supported are healthier and happier adults;

THE FEDERATION WILL lobby the Ministry of Education and Childcare to continue to increase funding for children with all levels of disabilities and diverse needs in public K-12 schools.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2412

Submitted by: HSA *Committee recommends:* Support

BECAUSE student loan debt is an added pressure to health care and other workers who are already struggling with the increased costs of living; and

BECAUSE student loan repayment assistance plans are currently determined using gross income, don't account for deductions made on income, and therefore do not accurately depict an individual's or household's ability to make the prescribed student loan payments;

THE FEDERATION WILL lobby the provincial government and work with the CLC to lobby the federal government to review their student loan repayment assistance programs and advocate that net income instead of gross income be used to calculate loan repayment rates.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2413A COMPOSITE TO COVER 2413 AND 2414

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

THE FEDERATION WILL lobby the BC provincial government and the Ministry of Post-Secondary Education and Future Skills to undertake and complete a public post-secondary funding review; and

THE FEDERATION WILL work with the CLC to call on the federal government, the BC provincial government and the Ministry of Post-Secondary Education and Future Skills to increase funding to adequately fund public post-secondary education.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2415

Submitted by: FPSE *Committee recommends:* Support

BECAUSE of the federal government's announcement to restrict international student enrollment in early fall 2025; and

BECAUSE of institutional overreliance on tuition, particularly from international students to make up for declining public funding, there have been dramatic drops in international student enrollment and tuition revenue already being reported;

THE FEDERATION WILL lobby the provincial government to supply contingency funding to BC post-secondary institutions to mitigate the resulting faculty and staff job losses that occur to balance budgets as a result of declining international student enrolment and tuition revenue.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2416

Submitted by: FPSE *Committee recommends:* Support

BECAUSE the post-secondary system was created by demand from several BC communities across the province en masse in the 1960s; and

BECAUSE those communities recognized the value of having accessible and affordable public post-secondary education delivered locally for residents in their communities; and

BECAUSE the percentage of public funding has declined annually for the past two decades, and is currently being offset by an overreliance on tuition revenue, in particular international student tuition;

THE FEDERATION WILL lobby the provincial government to reaffirm the commitment to accessible and affordable publicly-funded post-secondary education delivered locally for residents in their communities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2417A COMPOSITE RESOLUTION TO COVER 2417, 2418 AND 2420

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

THE FEDERATION WILL continue to lobby the provincial government to implement a provincial housing strategy in consultation with communities that includes a variety of housing options to meet the diverse needs of those communities; and

THE FEDERATION WILL work with allied organizations to lobby the provincial government to enact real rent control, including vacancy control, and the tying of rent increases to the rental unit rather than tenants and to register all units with the appropriate authority; and

THE FEDERATION WILL work with the CLC to encourage labour councils to lobby municipalities who do not have supportive housing plans to work with the provincial government to create supportive housing.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2421A COMPOSITE RESOLUTION TO COVER 2419 AND 2421

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

THE FEDERATION WILL lobby the provincial government to build non-market affordable social housing; and for the distribution of this social housing to be integrated; and

THE FEDERATION WILL continue to lobby for and support the BC government's development and delivery of a comprehensive housing strategy that includes affordable housing for different income levels, regulated rentals, vacancy control and housing for the unhoused, including ensuring viable long-term housing plans are in place before dismantling temporary housing options including "tent cities" developed out of necessity; and

THE FEDERATION WILL initiate a campaign in cooperation with Indigenous communities that will include letter writing, engaging rank and file workers and BC Housing union members to restructure public housing under a model that is transparent and accountable to the public, and which protects the interests of workers and tenants.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2422

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE lack of affordable housing is forcing many workers, including union members, to move farther from their work locations;

BECAUSE finding affordable housing is extremely difficult, stressful and time-consuming for workers; and

BECAUSE many affiliates have existing relationships with affordable housing initiatives including, but not limited to, social housing, co-ops, community living and other forms of affordable housing;

THE FEDERATION WILL work with the appropriate affiliates to create a resource hub specifically dedicated to supporting union members searching for affordable housing particularly around major employment centres;

THE FEDERATION WILL run a public-facing campaign showing the availability of this program for union members as a way of increasing interest from workers to unionize; and

THE FEDERATION WILL work with interested affiliates to identify opportunities to invest in real estate for the purpose of developing social housing opportunities for union members.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2429A COMPOSITE TO COVER 2429 AND 2448

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

THE FEDERATION WILL investigate the possibility of funding and creating an arms-length media outlet designed to promote progressive ideals and share the stories of the labour movement while continuing to provide support for existing progressive media outlets and journalists through subsidies and other forms of direct contributions; and

THE FEDERATION WILL further recruit and provide training opportunities for prospective journalists, copy editors, headline writers and other related positions for the purposes of staffing this media outlet, and look into establishing a bursary, scholarship, or other fund to support the pursuit of labour journalism; and;

THE FEDERATION WILL work directly with allied independent media groups (such as Resolve Media, Constellation Media, Press Progress) to educate workers on the importance of independent media in Canada and threats to independent journalism; and

THE FEDERATION WILL lobby the provincial government to support a more equitable independent media in BC.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2431 TO COVER 2430

Submitted by: IATSE 891; MoveUP *Committee recommends:* Support

BECAUSE artificial intelligence (A.I.) is being actively pushed into the workplace with minimal legislative controls, oversight or concern for worker impact; and

BECAUSE the risk A.I. poses to workers is significant, including but not limited to job loss and displacement, devaluation of labour, theft of rights, loss of consent and control over created works, and potential loss of Name, Image, Likeness (N.I.L.) Rights; and

BECAUSE the inherent biases found in datasets have been proven to generate and perpetuate harmful stereotypes and misinformation - impeding progressive, democratic advancement of our society;

THE FEDERATION WILL form an Artificial Intelligence (A.I.) Standing Committee to develop a holistic human-centric approach to A.I. in BC. The committee will research current impact and future trends, bring recommendations to the Officers to inform lobbying strategy for legislation and worker protection, and support affiliates during bargaining when A.I. issues are presented.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2432

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the importance of cross border solidarity is more important now than ever with the constant threat of neo-conservative politics and hate spreading across borders; and

BECAUSE future leaders of union organizations have developed networks by attending CRLLI. This solidarity work is vital to members;

THE FEDERATION WILL continue to promote and support the Cascade Region Labour Leaders Initiative (CRLLI).

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2433

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE British Columbia is facing a health care crisis with a shortage of physicians, and also family physicians who are experiencing ever-increasing workloads and high levels of burnout;

BECAUSE requiring medical documentation for short-term sick leave places an unnecessary, yet serious, burden on our public health care system; and

BECAUSE a sick note is not a medically necessary service;

THE FEDERATION WILL lobby the provincial government to prohibit employers from requiring medical documentation for short-term sick leave for employees;

THE FEDERATION WILL launch a public campaign to educate about the unnecessary burden that sick notes for short-term leave places on our public health care system;

THE FEDERATION WILL provide support for affiliates who are seeking to remove sick note requirements from their collective agreements.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2434

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the province of British Columbia is in a health care crisis; and

BECAUSE the province of British Columbia is struggling to fill health care positions in rural British Columbia;

THE FEDERATION WILL lobby the provincial government to approve physician assistants to work alongside physicians and other health professionals to help produce better outcomes, access for patients and alleviate burnout.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2436

Submitted by: HSA *Committee recommends:* Support

BECAUSE BC is the only Canadian province in Canada that allows tobacco sales in retail spaces that include pharmacy services; and

BECAUSE tobacco products are a leading cause of preventable death in Canada; and

BECAUSE most pharmacist-owned and operated retail locations do not sell cigarettes as part of their retail operation, but larger chain stores continue to make profit from tobacco sales; and

BECAUSE health care advocates including the British Columbia Lung Association, the Heart and Stroke Foundation, and Canadian Cancer Society have called for this prohibition;

THE FEDERATION WILL lobby the BC government to prohibit the sale of tobacco products in retail operations that include pharmacy services.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2437

Submitted by: PSAC 21016 UNDE *Committee recommends:* Support

BECAUSE excessive alcohol consumption poses significant health risks and societal challenges, and the current control measures on liquor sales are insufficient to protect workers from dangerous situations resulting from oversales;

BECAUSE the existing provincial model fails to adequately provide community support systems for those facing addiction issues due to overconsumption;

THE FEDERATION WILL advocate for provincial governments to involve health care professionals in legislation to intervene and make medical determinations regarding the refusal of service. Additionally, ensure that privatized liquor stores adhere to the standards outlined in the legislation, with regular compliance checks and will urge the provincial government to implement legislation and policies that prioritize public health and safety, thereby reducing alcohol-related harm and saving lives, including those of our members.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2438

Submitted by: HSA *Committee recommends:* Support

BECAUSE residents of British Columbia deserve reliable access to emergency and urgent health care; and

BECAUSE there is an increasing number of emergency department closures in hospitals throughout British Columbia, in Interior Health and Northern Health in Merritt, Oliver, Fort St. John, to name a few, and a crisis in emergency rooms in urban areas such as Surrey Memorial Hospital;

THE FEDERATION WILL lobby the provincial government to increase the number of seats in post-secondary health care programs; and

THE FEDERATION WILL advocate for the provincial government to increase recruitment of health care professionals in rural communities and among professions facing acute shortages in urban centres; and

THE FEDERATION WILL urge the provincial government to retain staff currently working within the public health care system; and

THE FEDERATION WILL implore the provincial government provide service to areas with shortages of health care staff without using for-profit staffing agencies.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2439

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- when public health care is privatized, history shows that the result is lower wages, poorer standards of care, and public dollars going to private profit;
- despite its failed track record, provincial governments across the country continue to expand privatized health care; and
- public delivery of health care services is critical to safe, quality health care that benefits all British Columbians;

THE FEDERATION WILL reaffirm its commitment to strong public health care and continue to lobby the provincial government to eliminate all forms of privatization including within government agencies like the WCB.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2440

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE most long-term disability (LTD) plans calculate payments based on a percentage of a worker's pre-disability earnings; and

BECAUSE without a negotiated or legislated cost-of-living adjustment (COLA) clause, LTD benefits stagnate and workers relying on them will fall further and further behind; and

BECAUSE the cost of living is staggeringly high for all workers in BC, but especially for those who face systemic barriers such as living with a disability;

THE FEDERATION WILL campaign for employers and the provincial government to implement a permanent cost-of-living adjustment (COLA) for workers receiving long-term disability (LTD) income, and encourage and support affiliates to make this a bargaining priority.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2441

Submitted by: CUPE 1936 *Committee recommends:* Support

BECAUSE:

- traditional emotional and psychological supports may not meet the needs of neurodiverse people;
- diverse racial and cultural backgrounds may require culturally appropriate support mechanisms that address their own unique needs. For example, Indigenous union members may prefer the support of an Indigenous elder or Indigenous ceremony;
- non-traditional supports are often not available as part of many health and welfare benefit packages;
- union members who live with disabilities may prefer support from someone who understands what it is like to live with a particular disability. For example, a union member who is deaf may require the support of a deaf counsellor who understands their lived experience and how this experience intersects with the union member's particular challenge;

THE FEDERATION WILL encourage affiliate unions to negotiate the provision of non-traditional methods of providing emotional and/or psychological support, particularly for neurodiverse and Indigenous, Black and People of Colour members who may or may not have intersecting identities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2442

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

BECAUSE the BC forest industry has lost tens of thousands of jobs over the 20 years;

BECAUSE publicly-traded companies keep logging, taking their profits to the US and off-shore while closing manufacturing facilities in BC;

BECAUSE there are local companies and First Nations that want to see a sustainable forest industry that generates both logging and manufacturing jobs here in British Columbia;

THE FEDERATION WILL:

- support USW and forest unions' call for action on the forest crisis, including lobbying for First Nations ownership, co-management and partnerships in all phases of the industry;
- support changes to forest policy to ensure access to fibre is tied to manufacturing that generates jobs in BC communities;
- lobby that government programs, investments and forest policies require employment of unionized forest workers; and
- ensure that the softwood lumber dispute is settled fairly before any renewal of the US-Canada-Mexico free trade agreement.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2443

Submitted by: IBEW Provincial Council *Committee recommends:* Support

BECAUSE prioritizing low cost in public sector procurement can undermine local economies and lead to substandard project outcomes; and

BECAUSE emphasizing value, such as contracting local businesses and employing local workers, strengthens community economies and supports sustainable development; and

BECAUSE requiring contractors to train and hire apprentices ensures public funds are invested in developing BC's skilled workforce, addressing labour shortages, and providing meaningful career opportunities; and

BECAUSE supporting local businesses through procurement policies enhances economic resilience and reduces environmental impacts; and

BECAUSE a focus on value encourages high-quality materials and services, benefiting taxpayers and public projects;

THE FEDERATION WILL lobby the provincial government to revise procurement policies to prioritize value over cost by considering local contracting, employment and apprenticeship support; and

THE FEDERATION WILL advocate for practices that promote economic development, high-quality public services and skilled workforce growth to ensure public investments benefit communities across BC.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2444

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

BECAUSE trade exposed industries employ tens of thousands of workers, with four more indirect jobs for every direct job;

BECAUSE procuring domestically supports Canadian jobs and a lower-carbon footprint than products produced off-shore; and

BECAUSE Canadian producers and jobs are threatened by unfair trade;

THE FEDERATION WILL support a campaign to protect and grow domestic manufacturing by:

- lobbying to ensure government infrastructure programs contain “Buy Canadian” and “Buy Union” provisions, including economic and environmental impacts of domestic versus overseas procurement;
- lobbying for better trade laws that:
 - encourage complaints launched by and with full-participation of workers and their unions,
 - consider labour rights and environmental impacts,
 - impose immediate penalties for trade violations,
 - improve enforcement of the *Investment Canada Act*, and
- encouraging governments to maintain reliable, affordable access to energy to domestic producers to support jobs in British Columbia.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2445

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE employer-backed employee associations undermine genuine worker representation by prioritizing employer interests over fair wages and working conditions; and

BECAUSE these associations can mislead workers into thinking they have legitimate union representation, denying them the protections of independent unions; and

BECAUSE such associations weaken the labour movement and erode the principles of free collective bargaining; and

BECAUSE many workers do not recognize the difference between true unions and employer-controlled associations, making them susceptible to misrepresentation; and

BECAUSE current legislation fails to adequately address employer influence, allowing these groups to mislead workers;

THE FEDERATION WILL launch a public awareness campaign to educate workers about the risks of employer-backed associations like the Christian Labour Association of Canada and the importance of independent unions; and

THE FEDERATION WILL lobby the provincial government to strengthen legislation and oversight to prevent employer influence and ensure access to democratic union representation.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2446 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the Liberal Party of Canada uses the *Labour Code* and the Canadian Industrial Labour Board to interfere with the collective bargaining process of Teamsters Canada; and

BECAUSE using legislation to interfere with collective bargaining is union busting;

THE FEDERATION WILL condemn the use of legislation to interfere with collective bargaining; and

THE FEDERATION WILL, if it should occur, request intervenor status in any legal proceedings related to the BC government's legislative interference in collective bargaining of a BCFED affiliate or another union where the BCFED Executive Council approves the intervention; and

THE FEDERATION WILL call on the CLC to do the same for federally-regulated affiliates.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2447

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE May Day has historical significance to the working class and has been celebrated in BC since 1890; and

BECAUSE Labour Day has been partially co-opted by the ruling class and big business since 1889;

THE FEDERATION WILL petition the provincial government to mark May Day as a paid statutory holiday; and

THE FEDERATION WILL promote May Day celebrations and implement an educational program around May Day; and

THE FEDERATION WILL call upon the Canadian Labour Congress to lobby the federal government to mark May Day as a federal statutory holiday.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2449

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE recruitment and retention of professionals is an ongoing struggle in northern communities; and

BECAUSE lack of health care, housing, cooperative housing and poor transportation discourage people from staying in northern communities;

THE FEDERATION WILL lobby the provincial government to increase funding for attracting people to live in Northern British Columbia communities and for funds to improve health care, affordable housing options and transportation in Northern British Columbia.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2450A COMPOSITE TO COVER 2450 AND 2451

Submitted by: BCGEU; CUPE 389 *Committee recommends:* Support

THE FEDERATION WILL lobby the provincial government and work with the CLC to encourage labour councils to lobby and advocate to municipal governments and regional governments for an increase to public library funding; and

THE FEDERATION WILL lobby the provincial government to provide additional funding to directly support the hiring of more unionized library workers to offset widespread staffing shortages;

THE FEDERATION WILL strategize with affiliates and support their campaigns for public library funding; and

THE FEDERATION WILL work with affiliates to campaign to inform the public about the value of public libraries and the contributions of unionized library workers to our communities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2452A COMPOSITE TO COVER 2452 AND 24-135

Submitted by: Vancouver & District Labour Council; CUPE 1978 *Committee recommends:* Support

THE FEDERATION WILL reiterate its support for, and campaign to raise awareness of benefits of the expansion of public ownership and operation, and its opposition to privatization, including P3s and contracting out of public services; and

THE FEDERATION WILL initiate coalition building with unions, labour councils, community groups and stakeholders to end P3 public infrastructure projects; and

THE FEDERATION WILL call upon the provincial government to repatriate contracted out services, as has been done in health care, wherever they are found; and

THE FEDERATION WILL lobby the provincial government to transfer key resources and services to public ownership and democratic control.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-131 AMENDED

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE the progress made by recent provincial governments has not been enough to reverse health care privatization in BC;

BECAUSE BC hasn't curbed unlawful extra billing, hasn't brought for-profit clinics into the public system, hasn't brought all the workers back into public hospitals;

THE FEDERATION WILL encourage affiliates to support the BC Health Coalition and its efforts to protect the public health care system and reverse the privatization of health care services in BC;

THE FEDERATION WILL support the BC Health Coalition in building alliances with civic, labour, ethnic, peace and political groups who support public health care; and

THE FEDERATION WILL support the BC Health Coalition in building on-the-ground actions to mobilize supporters to defend socialized medicine.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-134 AMENDED

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE the financial restrictions that BC housing imposes on housing organizations' spending makes it difficult for the organizations to rise to the many challenges that are constantly cropping up in the midst of the continuing housing crisis;

BECAUSE these restrictions cause difficulties in the processes of organization planning and future preparedness. We understand the need for fiscal responsibility in the housing sector, but a balance must be struck;

THE FEDERATION WILL demand that the provincial government instruct BC housing to give the housing organizations in BC more freedom to make evidence-based housing decisions without fear of their funding being clawed back without due process.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-137

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE ongoing conflicts in regions such as Palestine, Ukraine, Sudan and others threaten global peace and stability;

BECAUSE the labour movement has a long history of advocating for social justice and peace;

THE FEDERATION WILL establish a Labour Peace Committee to promote the ideals of peace and disarmament throughout the labour movement in BC;

THE FEDERATION WILL encourage local unions and work with the CLC to encourage labour councils to establish links with local peace groups and assist in their work;

THE FEDERATION WILL call upon the Canadian Labour Congress to establish similar initiatives within the wider Canadian labour movement to promote peace and disarmament.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-138 AMENDED

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE:

- the Federation Constitution states Article #2 - PURPOSE SEC#1 #7 “cause of peace “ #8 “ education” #10 “preserve the independence of the labour movement from political control”;
- resolutions originate from unions and educate our members for mobilizing;
- people and poisoned environments need deliberations for internationalism, solidarity, sovereignty, and justice;
- business-dominated governments give opportunistic speeches, while allowing corporations off the tax hook with the plunder of resources to the detriment of Indigenous nations, and citizens, youth, children, pensioners;
- over the years, “profound resolutions” have not been debated for timely “delegate resolve” while “guest politicians” continue to take up space at the mics;
- necessary, democratic, consideration of resolutions has been “referred” for only the executive council to argue;

THE FEDERATION WILL establish an agenda for BCFED conventions that prioritizes the debate of resolutions, ensuring they make up no less than 50% of the overall agenda, so rank and file delegates can build power and raise their voice about worker issues and politics.

CONVENTION ☐ Carried ☐ Defeated

PART 2

Apprenticeship & Skills Training Working Group

2 RESOLUTIONS: 2401 TO 2402

RESOLUTION 2401

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE a certified workforce is essential for maintaining safety, quality and productivity in the trades; and

BECAUSE compulsory certification protects workers and the public by ensuring that only qualified individuals perform skilled work; and

BECAUSE enforcing certification is vital for upholding apprenticeship integrity and preventing wage and working condition undermining; and

BECAUSE inadequate enforcement leads to unsafe practices and a decline in skilled professionals; and

BECAUSE strong enforcement supports economic growth;

THE FEDERATION WILL advocate for the provincial government to prioritize enforcement of skilled trades certification through increased funding for inspections and stricter penalties for non-compliance; and

THE FEDERATION WILL call on the government to collaborate with unions, industry stakeholders, and educational institutions to ensure all workers in compulsory trades are properly trained and certified; and

THE FEDERATION WILL engage in a public awareness campaign to highlight the value of compulsory certification for worker safety, consumer protection and the strength of the economy.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2402

Submitted by: IBEW Provincial Council *Committee recommends:* Support

BECAUSE union apprenticeships produce a highly-skilled and safe workforce by emphasizing rigorous safety standards, mentorship and best practices; and

BECAUSE union training programs, developed with industry partners, are more effective and responsive to evolving workplace requirements; and

BECAUSE union trade schools provide superior, hands-on education that leads to better wages, job security and economic stability; and

BECAUSE funding these schools ensures access to high-quality training and career opportunities, contributing to a competitive and resilient economy; and

BECAUSE union apprenticeships promote diversity by offering opportunities to underrepresented groups, developing well-rounded tradespeople who uphold high standards;

THE FEDERATION WILL lobby the provincial government to provide dedicated funding for union trade schools and apprenticeship programs and collaborate with stakeholders to secure sustained support, ensuring quality training and career pathways for workers across BC.

CONVENTION ☒ Carried ☐ Defeated

PART 3

Indigenous Rights and Reconciliation Working Group

4 RESOLUTIONS: 2423A TO 2428

RESOLUTION 2423A COMPOSITE TO COVER 2423 AND 2427

Submitted by: BCGEU *Committee recommends:* Support

THE FEDERATION WILL work with the CLC and community groups to lobby all levels of government to adequately fund seven days a week, six times per day, reliable public transportation along Highway 16 (known as the Highway of Tears); and work to ensure transportation offerings meet the needs of all communities surrounding the Highway of Tears regardless of financial status and personal identity traits protected under the *BC Human and Canadian Human Rights Codes*; and

THE FEDERATION WILL work with the CLC and community groups to lobby all levels of government:

- to increase funding and continue funding for improving access to digital services (including cellular) and pressure telecommunications companies to provide a viable solution(s) to the ongoing lack of services along Highway 16 also known as the Highway of Tears;
- and to create a “Red Dress Alert” patterned after the model of the Amber Alert to alert the public and mobilize emergency services in the event that Indigenous women, girls and gender-diverse individuals are reported missing, abducted or at similar risk of harm.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2424

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE First Nations People make up 15% of the drug overdoses in BC despite having a smaller population; and

BECAUSE our classrooms, our hierarchies, our policies, our constitution, our bylaws are built by colonizers and need to be deconstructed for free and open communication with the Indigenous communities;

THE FEDERATION WILL examine provincial government reports on Indigenous health and First Nations Health Authority reports and incorporate recommendations for improved policies and practices for Indigenous peoples into its own practices; and

THE FEDERATION WILL support and donate to Indigenous initiatives and organizations that are aiming to reduce suicide and addiction amongst Indigenous peoples in BC particularly in communities where rates are highest.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2425A COMPOSITE TO COVER 2425 AND 2426

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

THE FEDERATION WILL work with the CLC to call on the federal government to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission; and

THE FEDERATION WILL call upon the BC provincial government to commit to either completing or having concrete, fully-funded plans of action on the remaining 81 Calls to Action prior to the ten-year anniversary of their release.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2428

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE in April 2024, media reports against the Mayor of Quesnel and his wife for distributing a book that indicates genocide did not occur at residential schools. There have been concerns that materials such as these are being distributed amongst local government circles to perpetuate racist attitudes that uphold white supremacy and deny the realities of residential schools;

THE FEDERATION WILL acknowledge and support the Union of British Columbia Indian Chiefs Council Resolution 2024-33 and stand with survivors of residential schools and their families, the children who never made it home and all those who are harmed by the actions of those involved with residential school racist denialism;

THE FEDERATION WILL work with the CLC to use the political power of all workers to call for all levels of government to uphold testimony of those who lived through the experience, and the documentation captured by both the TRC and First Nations at former residential schools sites.

CONVENTION ☐ Carried ☐ Defeated

PART 4

Climate Justice and Jobs Standing Committee

10 RESOLUTIONS: 2453 TO 2462 AMENDED; 24-136

RESOLUTION 2453

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE in November 2022, the Canadian Endangered Species Conservation Council released the *Wild Species 2020: The General Status of Species in Canada* report which documents an increased risk of extinction of 700 species in British Columbia; and

BECAUSE in December 2022, Canada joined 195 countries in the Kunming-Montreal Global Biodiversity Framework which aims to halt and reverse global biodiversity loss by 2030; and

BECAUSE in 2022, the Union of BC Municipalities (UBCM) endorsed resolutions calling on the province of British Columbia to work in cooperation with First Nations to enact species-at-risk legislation;

THE FEDERATION WILL, with the support of the Canadian Labour Congress (CLC), Indigenous communities and community groups, call upon the province of British Columbia and the federal government to urgently proceed with legislation that enables legal and financial mechanisms for the protection of biodiversity, ecosystem health and species at risk in British Columbia.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2454

Submitted by: BC Insulators 118; FPSE *Committee recommends:* Support

BECAUSE the Youth Climate Corps is an employment program that provides paid work and training to young people to work on climate action projects in their communities, and connects young people with careers in unionized workplaces;

BECAUSE the Federation recognizes the urgent need to address climate change and the impact that climate change is having on communities through extreme weather such as wildfires, floods, extreme heat, which is causing major infrastructure damage and loss of life to residents and workers;

BECAUSE there is a need to recruit young and diverse people into unionized workplaces, and train the next generation of low-carbon sector workers and leaders;

THE FEDERATION WILL lobby the provincial government and work with the CLC to lobby the federal government to invest in an expanded Youth Climate Corps providing unionized jobs and training to young adults to support important work on climate adaptation and mitigation projects in their own communities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2455

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE natural and environmental disasters such as wildfires and floods are becoming more prevalent in our province with each passing year; and

BECAUSE currently, workers who cannot safely travel between work and home during a natural or environmental disaster must take unpaid leave from work or choose to use paid leave provisions such as vacation; and

BECAUSE workers should not be penalized in this way for safety concerns outside of their control;

THE FEDERATION WILL advocate for five (5) days of paid leave for workers who are unable to safely travel between work and home during natural and environmental disasters.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2456

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE clean energy will be one of the biggest and most critical sectors of our economy;

BECAUSE public ownership means thousands of good-paying unionized jobs; and

BECAUSE public ownership also means keeping costs for essential services low for everyday people;

THE FEDERATION WILL create a campaign urging the BC government to investigate the feasibility to building new, or adding to our existing, clean energy generation infrastructure in as many areas as possible including, but not limited to, wind, solar, geothermal and wave energy; and

THE FEDERATION WILL further use this campaign to push for all new clean energy infrastructure to be publicly-owned, reliable, affordable and regulated.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2457

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

BECAUSE a low-carbon economy depends on critical minerals and resources to support expansion of renewables and green energy alternatives, and globally BC mines have lower emissions and better environmental and safety standards;

BECAUSE miners and their unions are committed to protecting our environment, and reconciliation with Indigenous communities and First Nations;

BECAUSE mines provide good-paying, family-supporting jobs and collective bargaining agreements provide access for under-represented workers;

THE FEDERATION WILL:

- work with affiliates to promote BC as a global leader in the responsible development of minerals/resources that a low-carbon future requires;
- press for government support to train workers and kickstart BC's critical mineral and recycling industry;
- lobby to protect Canada from 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 union jobs using local products in domestic, value-added manufacturing.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2458

Submitted by: Vancouver and District Labour Council *Committee recommends:* Support

BECAUSE the BC NDP provincial government implemented the Get on Board campaign, providing free public transit for children and youth up to the age of 12; and

BECAUSE the Centre for Family Equity is now calling for the expansion of this program to the age of 18, through their Transit for Teens campaign; and

BECAUSE youth aged 13-18 are in the crucial developmental stage of adolescence, and need basic mobility more than ever to ensure access to education, services and supports, family and friends;

THE FEDERATION WILL endorse the Centre for Family Equity's Transit for Teens campaign, and support its efforts to bring free public transportation to all children and youth in British Columbia.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2459 TO COVER 2460

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

BECAUSE reliable and robust public transit is an essential component of affordability and combatting climate change;

BECAUSE a lack of public transit options affects everybody; and

BECAUSE inadequate long-term funding for public transit will result in massive service and job losses;

THE FEDERATION WILL increase outreach of its Connecting BC Public Transit campaign, specifically to target the general public and stress the urgent need for funding;

THE FEDERATION WILL lobby the provincial government and applicable political parties, to deliver sustainable public transit funding that will address both urgent and foreseeable needs for the next 100 years, including providing free transit for youth 18-and-under;

THE FEDERATION WILL push the provincial government to repatriate all outsourced public transit services providers; and

THE FEDERATION WILL support and encourage affiliates to have subsidized and/or provided public transit passes included in collective agreements, including those that cover their staff.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2461

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE BC's current system of public transit is riddled with private contracts that result in inadequate service to communities while the contractors line their pockets with the profit; and

BECAUSE workers employed by these private companies have repeatedly faced difficult negotiations, and their wages and benefits pale compared to those who do the same work as employees of BC Transit and TransLink; and

BECAUSE the people of BC benefit the most from public services when they are publicly-owned and operated;

THE FEDERATION WILL develop and implement a campaign and government relations strategy to advocate for the elimination of private contracts between BC Transit and private, for-profit companies that provide public transit services in our communities, and for those services to be operated directly by BC Transit, or by the provincial government itself.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2462 AMENDED

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE in the face of climate change and a rapidly increasing population, fresh water for human consumption, agriculture, industry and ecological needs has become a precious commodity on Vancouver Island and across British Columbia; and

BECAUSE there are many different purveyors involved in the supply of drinking water, including governments and private companies, as well as many agencies responsible for development planning for the growing population;

THE FEDERATION WILL advocate to the Ministry of Water, Land, and Resource Stewardship to collaborate with regional First Nations to provide leadership and functional involvement in the creation and management of consistent regional water supply strategies. This will be done with the aim of ensuring that resilient and sustainable drinking water supplies are in place now and in the future for all reserve lands.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 24-136

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE the transition in Canada to an economy with net-zero emissions will entail significant changes for industry and workers alike;

BECAUSE Canadian-produced fossil fuels (used at home and abroad) contribute significantly and disproportionately to global fossil fuel greenhouse gas emissions;

BECAUSE the fossil fuel sector directly accounts for less than 1% of jobs in Canada, mostly in urban areas, powerful supports should be provided to affected workers and communities;

THE FEDERATION WILL work with the CLC to demand that governments implement strong policies to support economic transition, protect workers, and safeguard communities. This includes retirement for older workers, and income support and training programs for younger workers;

THE FEDERATION WILL work with the CLC to demand that governments implement industrial policies that achieve a transition to a cleaner economy, seizing the opportunities presented by the global clean economy. A just transition is one where workers and communities shape their futures supported by social programs and public investment in economic alternatives.

CONVENTION ☐ Carried ☐ Defeated

PART 5

Constitution and Structure Standing Committee

14 RESOLUTIONS: 2463 TO 2484

RESOLUTION 2463

Submitted by: Executive Council *Committee recommends:* Support

BECAUSE the role of the Trustees was established prior to the Federation undertaking annual third-party audits; and

BECAUSE the Trustees can benefit from direct involvement with the audit process;

THE FEDERATION WILL amend Article 11, Section 2. of the constitution to reflect that financial records will be examined annually to coincide with the third-party audit process.

*It shall be the duty of the Trustees to examine all financial records ~~semi-annually~~ **annually to coincide with the third-party audit process.***

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 2464A COMPOSITE TO COVER 2464, 2469, 2470, 2473, 2476, 2477 AND 2480

Submitted by: Executive Council *Committee recommends:* Support

THE FEDERATION WILL amend the constitution as follows to ensure consistency of language, style and clarity across the document:

Amend Article 16, Section 2. b) to combine subsections (i) and (ii):

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.~~

Amend Article 4, Section 2.:

~~Beginning in 2010, t~~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.~~

Amend Article 4, Section 6.:

*A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section 2 **5**. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.*

Amend Article 11, Section 1. d) to reflect that one (1) Alternate Trustee is elected, not two:

*In the event ~~both~~ **an** Alternate Trustee positions becomes **s** vacant, the Executive Council shall elect **a** new Alternate Trustees prior to Convention provided the individuals elected ~~are~~ **is a** members in good standing of an affiliate, but not **a** members of the Executive Council.*

Amend Article 4, Section 12. c), d) and e):

- c)** 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.*
- d)** 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.*
- e)** 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.*

Amend Article 4, Section 1 (a) to reflect the new ordering of Section 12.:

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

Amend Article 4, 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 Convention.

Amend Article 4, Section 4. a) (ii) and (iii)

(ii) ~~From local Labour Councils, shall be entitled to a maximum~~ entitlement of three (3) delegates.

(iii) ~~From the B.C. Federation of Retired Union Members, shall be entitled to a maximum~~ entitlement of two (2) delegates.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2465

Submitted by: Executive Council *Committee recommends:* Support

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

THE FEDERATION WILL replace all references of “Racialized Workers” in the constitution to “Racial Equity and Justice Workers.”

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2466

Submitted by: Executive Council *Committee recommends:* Support

BECAUSE Article 10 outlines the election and designation of executive officers and executive council; and

BECAUSE reference to the election of equity caucus representatives to the executive council is currently under Article 9;

THE FEDERATION WILL amend Article 9, Section 1. a) (iii) of the constitution to have the equity caucus election process moved to become Article 10, Section 1., Subsection d).

Article 9, Section 1. a) (iii):

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:

- 1. Racialized Workers;*
- 2. Indigenous Workers (2);*
- 3. Accessibility Workers; and*
- 4. 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers.*

~~Upon election, each of the 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."~~

Article 10, Section 1., new Subsection d):

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

Each caucus 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.

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

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2468A COMPOSITE TO COVER 2467, 2468 AND 2474

Submitted by: Executive Council *Committee recommends:* Support

THE FEDERATION WILL amend the following sections of Article 4 of the constitution to adjust key deadlines related to the calling and delivering of convention:

Amend Article 4, Section 5.:

- a) *Not less than ~~sixty (60)~~ **ninety (90)** calendar days prior to the opening of each regular Convention, and ~~forty-five (45)~~ **seventy-five (75)** days prior to any Special Convention, the Secretary-Treasurer shall **issue the Convention Call and** 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.*
- b) *No credentials shall be accepted later than ~~fifteen (15)~~ **forty-five (45)** days prior to the opening date of a regular Convention, and ~~ten (10)~~ **thirty (30)** calendar days prior to a Special Convention. Conventions may permit seating of delegates upon recommendation of the Credentials Committee.*

Amend Article 4, Section 8:

*Any organization which has not applied for and obtained a Certificate of Affiliation at least ~~one (1)~~ **three (3)** months prior to the Convention shall not be allowed representation in this Federation.*

Amend Article 4, Section 3 (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)~~ **seventy-five (75)** 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.*

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2471

Submitted by: Executive Council *Committee recommends:* Support

BECAUSE the BCFED Constitution is routinely updated by convention resolutions; and

BECAUSE housekeeping errors occur in the process of these updates;

THE FEDERATION WILL amend the following sections of the constitution to update and correct housekeeping errors that do not affect the content or intent of the constitution:

Renumber Article 2, Section 1., Subsection 3. (a) to 3., and 3. (b) to 4., and renumber remaining subsections accordingly.

Remove “,” before “support affiliates against raiding.” in Article 2, Section 1., Subsection 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.

Amend Article 7, Section 10. to remove the word “Annual” ahead of Convention:

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

Amend Article 10, Section 1. a), Article 10, Section 7., and Article 14, Section 3. to remove the word “Constitutional” ahead of “Convention”; and further amend Article 10, Section 7. by adding “, **Section 1.**” after “Article 9” and before “a) (iv).”:

*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, **Section 1.** a) (iv).*

Amend the order of Article 10, Section 8. 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:

(1) the endorsement of the member’s affiliated organization;

(2) a position as an Officer of a Labour Council; and

(3) the endorsement of the member’s Labour Council.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2472

Submitted by: Executive Council *Committee recommends:* Support

BECAUSE the current budget cycle year outlined in the constitution creates pressure on deadlines for convention; and

BECAUSE the different organizations under the BCFED should all operate on the same budget cycle;

THE FEDERATION WILL amend Article 16, Section 5. of the constitution:

*The fiscal year of the Federation shall be from the first (1st) day of ~~September~~ **April** to the thirty-first (31st) day of ~~August~~ **March** each year.*

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2475

Submitted by: Executive Council *Committee recommends:* Support

BECAUSE the per capita of the Federation has not been increased since 2014; and

BECAUSE over that period, inflation has meant that the cost of running the organization has increased; and

BECAUSE it is important that the BCFED remain an active and effective collective voice for working people in BC;

THE FEDERATION WILL amend Article 16, Section 2. a) of the constitution:

*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¢)~~ **ninety-nine (0.99¢)** cents per member per month.*

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2478

Submitted by: Executive Council *Committee recommends:* Support

BECAUSE the Federation wants to ensure Racial Equity and Justice Workers, Accessibility Workers, and 2SLGBTQIA+ Workers (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) voices are included in every level of decision making; and

BECAUSE currently these caucuses have one representative elected to the executive council, and sometimes that representative may be unable to attend a meeting;

THE FEDERATION WILL amend Article 9, Section 1. a) (iii) of the constitution to ensure that the elected alternate equity caucus representative can attend meetings of the executive council, with voice and vote, should the primary representative not be available:

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:

1. *Racialized Workers;*
2. *Indigenous Workers (2);*
3. *Accessibility Workers; and*
4. *2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers.*

Upon election, each of the 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~~ **attend a meeting**.*

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2479

Submitted by: Executive Council *Committee recommends:* Support

BECAUSE our constitution defines the role of honorary delegates; and

BECAUSE honorary delegates have a voice but no vote on convention floor; and

BECAUSE resolutions must be submitted by an affiliate of the BCFED;

THE FEDERATION WILL amend Article 4, Section 11. of the constitution:

*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 **submitting resolutions**, voting or standing for office.*

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2481

Submitted by: MoveUP

Committee recommends: Support

BECAUSE the costs and time involved in planning a regional conference have increased significantly over the last several years; and

BECAUSE the challenge of running a regional conference and convention in the same year poses a strain on BCFED staff and resources; and

BECAUSE a yearly regional conference also strains the time and resources of the affiliates;

THE FEDERATION WILL amend Article 15, Section 1. (a) of the BCFED Constitution to say: *~~“Between-
Conventions; In non-convention years, the Federation shall convene at least two (2) a regional
conferences outside of the Lower Mainland Region.”~~*

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2482

Submitted by: IBEW

Committee recommends: Non-support

BECAUSE the Federation is committed to fostering inclusivity, equity and respect for all marginalized and underrepresented groups; and

BECAUSE veterans, having served our country, often face unique challenges upon transitioning back into civilian life, including physical and mental health issues, unemployment and social isolation; and

BECAUSE recognizing veterans as an equity group will ensure their experiences and voices are represented in the Federation’s decision-making processes and programs; and

BECAUSE the Federation has a responsibility to advocate for fair treatment, support services and employment opportunities for all workers, including those who have served in the armed forces;

THE FEDERATION WILL formally recognize veterans as an equity group and integrate them into all equity-related policies, initiatives and activities; and

THE FEDERATION WILL amend Article 9, Section 1. a) (i) (1) and 1. a) (iii) of its constitution to include veterans.

Rationale for non-support: While the committee values the important role that veterans play in the labour movement, it proposes that work to identify and support issues specific to this group of workers may be better explored through other mechanisms already part of the Federation’s governance structure.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2483

Submitted by: PIPSC; BCGEU-BCFMWU *Committee recommends:* Support

BECAUSE the Federation wants to ensure that a wide range of voices and perspectives are represented on the Executive Council, including those from equity seeking groups; and

BECAUSE currently these caucuses have one representative elected to the executive council, and sometimes that representative may be unable to attend a meeting;

THE FEDERATION WILL amend Article 10, Section 7. of the constitution to the following:

*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 (a) (iv)~~ **Chair to the Executive Council. The Young Workers' committee shall elect one member from the committee to act as co-chair. In the event the chair is unavailable to attend Executive Council meetings, the co-chair shall sit as an alternate on the Executive Council with voice and vote.***

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2484

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE the BC Federation of Labour should change the Indigenous Rights and Reconciliation Working Group and form an Indigenous Workers Committee;

THE FEDERATION WILL change the Indigenous Rights and Reconciliation Working Group into a permanent standing committee of the BC Federation of Labour.

CONVENTION ☐ Carried ☐ Defeated

PART 6

Human Rights Standing Committee

12 RESOLUTIONS: 2435 TO COVER 24-133; 2485 TO 2496; 24-140

RESOLUTION 2435 TO COVER 24-133

Submitted by: CUPE BC; CUPE 1978 *Committee recommends:* Support

BECAUSE the labour movement has long been a vocal advocate for Universal Health Care, and opposed the creep of for-profit health care into Canada; and

BECAUSE access to low-barrier, high-quality and not-for-profit treatment services should be available to every person seeking help with their substance use; and

BECAUSE substance use treatment services are a vital aspect of life-saving health care for tens of thousands of Canadians, and as such must be made readily available to all; and

BECAUSE the treatment service industry is becoming increasingly dominated by for-profit enterprises that put profit before people;

THE FEDERATION WILL work with affiliated unions, the CLC, people with lived experience, and relevant drug policy organizations to advocate for the inclusion of treatment services as part of Universal Health Care, under the five core principles of the *Canada Health Act*, of publicly-administered, comprehensive, universal, portable and accessible.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2485

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE a single person with a disability receives a maximum of \$1,483 per month in disability assistance from the provincial government; and

BECAUSE the cost of living, particularly of affordable housing, is substantially greater than current rates reflect, putting persons receiving this support at great risk of homelessness;

THE FEDERATION WILL lobby the provincial government to review the current Persons with Disabilities (PWD) assistance rates and increase the assistance amount to no less than \$1,800 per month for a single person, and equitable increases for PWD recipients in other categories, and that the rate be reviewed annually to keep pace with increases in cost of living.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2486

Submitted by: CUPE 1936 *Committee recommends:* Support

BECAUSE:

- there is a significant gap in statistical information regarding people who live with disabilities in BC and Canada; and
- without this information, it is difficult to determine the needs of people who live with disabilities and how best to address these needs; and
- people with disabilities remain a largely invisible component of our society, and one way to help people who live with disabilities is to work towards actively understanding and collecting data on these lived experiences;

THE FEDERATION WILL lobby the provincial government to advance an Anti-Ableism Data Act, similar to the *Anti-Racism Data Act*, in order to collect accurate data regarding the lived experiences of people who live with disabilities.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2487

Submitted by: CUPE 1936 *Committee recommends:* Support

BECAUSE:

- information is power and having accessible information is one way of ensuring that all union members, including union members with diverse needs, are included and have equal access to information that is readily available to the majority of union members;
- there are many website tools that allow members to choose fonts, background colours and other accessibility needs that permit them access to information afforded other union members who do not live with accessibility barriers;
- even union members who do not identify as living with a disability may find that accessible, easy-to-read information also benefits them. This can include the elimination of acronyms which often create a barrier to accessing information;

THE FEDERATION WILL create universally accessible documents for its staff and members.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2488

Submitted by: HSA *Committee recommends:* Support

BECAUSE all participants at BC Federation of Labour events and meetings are valued, and venues should ensure they can accommodate participation by people of all abilities;

THE FEDERATION WILL ensure that people of all abilities, including deaf and hard of hearing people, participating in Federation events are provided the accommodations they require to allow for their full participation; and

THE FEDERATION WILL lobby the provincial government to introduce legislation to require operators of venues that stage large meetings and conventions in BC to meet the accommodation needs of all participants.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2489

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

BECAUSE the UN special rapporteur identified the Temporary Foreign Worker program in Canada as a “breeding ground for contemporary forms of slavery” pointing to deep power imbalances and discriminatory practices that cut costs for companies while exploiting vulnerable, migrant workers;

BECAUSE the special rapporteur identified widespread debt bondage, emotional and physical abuse, wage theft, unsafe conditions and sexual harassment;

BECAUSE the TFW program filled 239,646 jobs in 2023, more than the number as in the previous five years;

THE FEDERATION WILL lobby to scrap the current Temporary Foreign Worker program and protect migrant workers, including advocating to:

- end closed work permits, allowing all workers to change employers without restriction or discrimination;
- provide education to migrant workers about their rights and entitlements, including the right to join a union; and
- work to fill labour shortages through full immigration and providing a clear pathway to permanent residency for migrant workers.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2490 AMENDED

Submitted by: Victoria Labour Council *Committee recommends:* Support

BECAUSE a UN report from July 2024 concluded that the temporary foreign worker program serves as a breeding ground for contemporary forms of slavery, as it institutionalizes asymmetries of power that favour employers and prevent workers from exercising their rights;

BECAUSE employers in BC have increased their reliance on temporary foreign workers;

BECAUSE temporary foreign workers are tied to one employer;

THE FEDERATION WILL continue its membership in the Migrant Rights Network and consider aligning its recommendations with the Migrant Rights Network; and

THE FEDERATION WILL launch a BC Migrant Rights Solidarity Action campaign that develops educational and support materials for affiliated unions and in cooperation with the CLC, labour councils to engage with the issue of migrant workers in their regions. The campaign must build alliances with migrant worker organizations, develop educational material, organize or join demonstrations, and pressure government officials.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2491A COMPOSITE TO COVER 2491, 2492 AND 24-139

Submitted by: BCGEU; HSA; CUPE 1978 *Committee recommends:* Support

THE FEDERATION WILL work with the CLC to lobby the Canadian government to immediately suspend all trade in arms and military technology with Israel, including closing loopholes and prohibiting exports and imports;

THE FEDERATION WILL work with trade unions representing workers in affected industries to develop plans for a just transition that secures their livelihoods and enables them to work without fear of being complicit in Israel's crimes against Palestinians;

THE FEDERATION WILL take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

THE FEDERATION WILL call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

THE FEDERATION WILL call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2493

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE:

- marginalized communities (e.g., 2SLGBTQIA+) often face discrimination from their biological families, and create a chosen family, but cannot access collective agreement and *BC Employment Standards Act* benefits such as family and bereavement leaves; and
- not being able to equally access employer benefits leaves is discriminatory;

THE FEDERATION WILL lobby the provincial government to expand the definition of “Immediate Family Member” in the *Employment Standards Act* to add the Family Member Regulation additional definition clause of:

- (c) whether or not related to an employee by blood, adoption, marriage or common law partnership, an individual with a serious medical condition, as described in section 52.1 (2) or 52.11 (4) of the Act, who considers the employee to be, or whom the employee considers to be, like a close relative;

THE FEDERATION WILL encourage affiliates bargaining initiatives to include “chosen family” as part of the “immediate family definition” in their collective agreements.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2494A COMPOSITE TO COVER 2494 AND 2495

Submitted by: BCGEU; Victoria Labour Council *Committee recommends:* Support

THE FEDERATION WILL in collaboration with relevant drug policy organizations, lobby the provincial government to provide a rapid and streamlined process for individuals to access a continuum of care including detox, stabilization, recovery-based programs, dry shelters, transitional housing, and second-stage housing; and continue to expand detox, stabilization, safe supply, and recovery options across BC; and

THE FEDERATION WILL advocate for access to medical support, recovery support, mental health support, and housing support for individuals wanting to change their lifestyle and use of substances.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2496

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- people who are brought to Canada for their skills and labour should have security of permanent status and employment; and
- Temporary Foreign Workers (TFWs) are vulnerable to exploitation by employers largely due to workers' tenuous immigration status. Affiliates have encountered these situations first-hand among TFW members; and
- unions need to support TFW members to better represent TFWs' interests and to aid in securing permanent residency for them;

THE FEDERATION WILL work with the CLC to encourage all affiliates to bargain language that requires employers to put forward all temporary foreign workers for acceptance into the provincial or federal nominee programs as soon as possible. In cases where the *National Occupation Classification Code* does not qualify under either of these programs, then the bargained language should require employers to pay for the application to secure permanent residency.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-140

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE the blockade is intended to strangle the Cuban economy, provoke political crisis and precipitate a coup;

BECAUSE the United Nations General Assembly has voted for 32 consecutive years to end the blockade on Cuba;

BECAUSE the Colombian government has suspended arrest warrants and extradition requests for members of the ELN Peace Delegation living in Cuba, thereby eliminating the US government's rationale for Cuba's inclusion on the SSOT list;

BECAUSE Cuba has never sponsored terrorism, but has been the victim of terrorist acts plotted, funded and carried out by terrorists living in the United States;

THE FEDERATION WILL call on the CLC to strongly oppose US interference in Cuba's right to self-determination;

THE FEDERATION WILL call on the CLC to call on the Canadian government to demand an immediate end to the illegal 60-year-old US economic blockade and the removal of Cuba from the State Sponsors of Terrorism List.

CONVENTION ☐ Carried ☐ Defeated

PART 7

Occupational Health and Safety Standing Committee

14 RESOLUTIONS: 2497 TO 24-111

RESOLUTION 2497

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE British Columbia, and Canada, are facing an opioid crisis;

BECAUSE due to lengthy wait times to see a pain specialist, potentially even years, chronic pain sufferers often turn to self-medication; and

BECAUSE chronic pain has detrimental effects on all aspects of life including physical activity, social life, relationships, identity, mental health and even performing routine, everyday tasks;

THE FEDERATION WILL, through its Occupational Health & Safety Committee, lobby the provincial government to increase funding for pain clinics and to create independent, unionized treatment facilities which can help treat and provide resources for those suffering from the physical and emotional effects of chronic pain; and

THE FEDERATION WILL continue to lobby the WCB for improvements to policy related to chronic pain awards, so that workers who are affected by chronic pain from a workplace injury are assessed and compensated according to their specific permanent injury.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2498

Submitted by: CUPE 1936 *Committee recommends:* Support

BECAUSE members returning to work after extended leaves may experience a myriad of emotions upon a return to work including grief related to the original medical leave, and challenges with adapting as a result of a potentially changed workplace, job and/or adjusting to the return-to-work plan; and

BECAUSE experiencing change is often challenging and a return to work after an extended medical leave can be challenging; and

BECAUSE dealing with the medical system, the WCB and long-term disability insurance providers can be challenging, causing lasting trauma;

THE FEDERATION WILL encourage affiliate unions to negotiate the provision of counselling for members who are returning to work after medical or personal leaves.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 2499 AMENDED

Submitted by: CUPE 1936 *Committee recommends:* Support

BECAUSE:

- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel isolated and alone and can cause significant harm, including trauma, depression and anxiety;
- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel emotionally, psychologically and physically unsafe at work;
- everyone, including diverse members, has the right to feel safe, included and welcome at work; and
- not all workplaces have policies that address potential discrimination;

THE FEDERATION WILL lobby the provincial government to legislate any forms of discrimination, which includes ableism, racism, homophobia and transphobia as workplace hazards under the WCB.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-100

Submitted by: CUPE 1936 *Committee recommends:* Support

BECAUSE:

- workers who become disabled at work are often unable to complete the application for the WCB due to the nature of their recently acquired disability and the related trauma of experiencing a workplace injury; and
- the WCB application process can be a complex process despite the need for the WCB coverage at a time when the support is needed the most;

THE FEDERATION WILL lobby the provincial government and the WCB to provide workers who file a WCB claim or who intend to file a claim with navigator support to assist in the application process to the WCB as well as future processes with respect to the WCB.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-101

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE 90% of disabilities are considered invisible; and

BECAUSE workers with invisible disabilities are much more likely to have their needs, or their requests for accommodation dismissed versus those with visible disabilities;

THE FEDERATION WILL support affiliates to provide education and training on the topic of invisible disabilities and the need for accommodation; and

THE FEDERATION WILL lobby the provincial government to amend the *BC Human Rights Code* to strengthen the duty to accommodate.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-102

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE:

- the Centre for Research on Work Disability Policy (CRWDP) is a transdisciplinary initiative on the future of work disability policy in Canada; and
- in 2022, the disability rate for persons aged 15 years and over in Canada was 27%. This represents nearly 8 million people who were identified as having one or more disabilities; and
- 10% of persons with disabilities aged 15 years and older were living below the poverty line, compared with 7% of those without disabilities, based on the 2018-base Market Basket Measure; and
- creating an accessible and inclusive culture is important to our membership and labour organizations' work to improve workers' employment conditions;

THE FEDERATION WILL partner provincially with the Centre for Research on Work Disability Policy (CRWDP) (www.crwdp.ca) and will encourage provincial affiliates to do the same; and

THE FEDERATION WILL work with the CLC to call on national affiliated unions to partner with the CRWDP nationally.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 24-103 AMENDED

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

BECAUSE May 9, 2024, was the 30th anniversary of the Westray Mine explosion and 2024 is the 20th anniversary of the Westray amendments to the *Criminal Code* that hold corporations criminally accountable for workplace deaths; and

BECAUSE, despite some charges, police and prosecutors are typically not enforcing the Westray amendments, not investigating workplace fatalities criminally, and not providing the aggressive enforcement as needed; and

BECAUSE 1,000 Canadians are killed every year due to their work;

THE FEDERATION WILL continue to support the Stop the Killing campaign, including lobbying the provincial government for:

- crown attorneys be educated, trained and directed to apply Westray amendments;
- dedicated prosecutors be assigned and given responsibility for prosecuting serious workplace injuries and fatalities;
- mandatory training, with appropriate allocation of resources, for police and health and safety regulators to know how the Westray amendments apply; and
- greater coordination among regulators, police and Crowns to ensure enforcement; and

THE FEDERATION WILL encourage affiliates to educate their members on the Westray Mine Disaster and Bill C54, the Westray law.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 24-104

Submitted by: ILWU Canada

BECAUSE workers continue to be injured and killed at work;

BECAUSE employers use the Day of Mourning as a yearly atonement;

BECAUSE the Day of Mourning has become a stage for performative safety moves by employers to improve their image but NOT their workplace safety;

BECAUSE the Day of Mourning is meant to be a day of protest;

BECAUSE there is too much contradiction between this peaceful annual event and the harms experienced by workers;

BECAUSE workers deserve and demand safer workplaces;

THE FEDERATION WILL take back the Day of Mourning, for this day should be a day of warning; a warning to employers and governments alike that we, the workers, will no longer accept preventable injuries and fatalities to our fellow workers; and

THE FEDERATION WILL make the Day of Mourning a labour-only event.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-106 TO COVER 24-105

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

BECAUSE Section 135(2) of the *BC Workers Compensation Act* has been amended in 2018 and 2024 to include some (but not all) occupations under presumptive coverage for psychological injuries caused by work-related trauma;

BECAUSE all workers of all occupations are at risk of suffering psychological injury caused by work-related trauma;

BECAUSE all workers are entitled to equality in regards to working rights under the *Workers Compensation Act*;

THE FEDERATION WILL continue to lobby the provincial government to amend section 135(2) of the *BC Workers Compensation Act* to include all workers of all occupations in presumptive coverage of psychological injury.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-107

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE these unregulated substances are an occupational hazard, and other workplaces which have their workers exposed to occupational hazards such as industrial trades have a registry for people who suffered an exposure in the workplace (i.e., asbestos removal, oil/gas, manufacturing) have a registry for tracking purposes; and

BECAUSE some workers are being exposed to these substances nearly every day at work and workplaces where these exposures occur are growing and workers do not know the long-term effects of these exposures;

THE FEDERATION WILL lobby the government of British Columbia and the WCB to amend the exposure registry and create a defined category for unregulated substances that includes exposures to fentanyl, meth, and similar substances at work; and

THE FEDERATION WILL lobby the government of British Columbia and the WCB to collect data on these exposures to support the workers affected.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-108 AMENDED

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE many Community Health Workers and Mental Health workers' worksites are their clients' homes; and

BECAUSE there can be exposure to various chemicals from a number of substances including unregulated substances; and

BECAUSE workers with lived experiences and who may be in recovery, may also be put at serious risk; and

BECAUSE it is difficult to know possible harm from inhalation, ingestion or absorption, exposure limits, or long-term health impacts of the mix of various substances and particulate to workers, but whereas such exposure as set out herein is in all likelihood dangerous; and

BECAUSE, while many unions offer training in health and safety to support workers, it is the employer's responsibility to provide a safe workplace;

THE FEDERATION WILL lobby the WCB, the BC Minister of Health, all health authorities and affiliate employers to provide better training, testing, and protections for workers, as well as a fulsome risk management plan that includes an exposure control plan and better workplace safety and supports for workers in community health facing known or unknown toxic exposures.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-109

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- the WCB wage loss benefits are paid at 90% of workers' net wages, resulting in a 10% net income loss; and
- the WCB doesn't consider union dues or other deductions in determining wages; and
- employers aren't required to remit union dues, income tax, CPP, EI;

THE FEDERATION WILL:

- lobby the BC government to amend the *Workers Compensation Act* to provide compensation that is equal to 100% of an injured worker's net earnings; and
- encourage all affiliates to bargain with the employer that the employer shall ensure employees are reimbursed 100% of their net income while on workers' compensation leave, and the employer shall not deduct any amounts that it is not required to remit to a third party while a worker is on workers' compensation leave.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-110

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- all workers should be protected when it comes to psychological injury; and
- in 2018, amendments were made to the *Workers Compensation Act* that included a presumption for psychological injury for correctional officers, sheriffs, firefighters, police and emergency medical assistants; and
- in 2019, presumption was expanded to nurses, health care aides (public sector), wildland firefighters, dispatchers;

THE FEDERATION WILL lobby the provincial government to amend the *Workers Compensation Act* as follows:

- replace term “mental disorders” with “psychological injury” to capture full range of injuries;
- expand presumptive coverage to all workers;
- eliminate the higher standard of “predominately caused by work” workers must meet to show psychological injury is caused by work;
- ensure the employer exemption only applies to good faith efforts to lawfully manage the workplace; and
- expand options for a diagnosis to include a general practitioner.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-111

Submitted by: BCTF *Committee recommends:* Support

BECAUSE backlash against trans individuals is increasing in violence;

BECAUSE public sector workers are becoming the public face of equity efforts and addressing transphobia in workplaces and phobic institutions;

THE FEDERATION WILL work with unions to advance protections for trans workers enshrined in health and safety protections.

CONVENTION ☐ Carried ☐ Defeated

PART 8

Political Action Standing Committee

5 RESOLUTIONS: 24-112 TO 24-116A

RESOLUTION 24-112

Submitted by: Victoria Labour Council *Committee recommends:* Support

BECAUSE employers in British Columbia are increasingly pointing to lower wages in certain occupations in other provinces, such as Alberta, as a justification to limit wage increases for workers in BC, leading to a suppression of wages across sectors;

BECAUSE the rise of conservatism often results in policies that undermine collective bargaining rights, weaken labour standards, and reduce access to public services, creating a “race to the bottom” for wages and working conditions;

THE FEDERATION WILL actively oppose the rise of conservatism and will encourage its affiliates to educate their members on the threats it poses to wages, working conditions, and public services in a “race to the bottom;” and

THE FEDERATION WILL assist affiliates in their fights for fairness for their members; and

THE FEDERATION WILL call on the Canadian Labour Congress (CLC) to take similar actions across Canada.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 24-113

Submitted by: HSA *Committee recommends:* Support

BECAUSE in March 2022, the federal Liberal government and NDP opposition entered into a Supply and Confidence Agreement to work together to implement policies including a dental care program, universal and national Pharmacare, and a Safe Long-Term Care Act for seniors; and

BECAUSE progress was made on Pharmacare, dental care, and other aspects of the agreement, but much more remains to be done to meet the objectives set out in the previous agreement;

THE FEDERATION WILL work actively with the Canadian Labour Congress to promote progressive social policies as vote-determining issues in the lead-up to the 2025 federal election.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-114

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE seniors are living in poverty; and

BECAUSE the Canadian Pension Plan (CPP) and Old Age Security (OAS) are not enough to live on;

THE FEDERATION WILL work with CLC to lobby the federal government to increase the Old Age Security (OAS) and Canada Pension Plan (CPP) for seniors; and

THE FEDERATION WILL also lobby the provincial government for Canada Pension Plan (CPP) and Old Age Security (OAS) supplements.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-115

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE public services are integral for affordability and provide thousands of unionized jobs;

BECAUSE the private sector's main priority is turning a profit, leading to lower quality and higher costs; and

BECAUSE conservative and right-wing politicians and parties actively denigrate public services as a precursor to eliminating them;

THE FEDERATION WILL create an ongoing public campaign demonstrating the value of public services and the high costs of privatization;

THE FEDERATION WILL use this campaign to condemn think tanks including, but not limited to, the Fraser Institute and the Canadian Taxpayers Federation, for their continued efforts to mislead Canadians on public services; and

THE FEDERATION WILL fund the efforts of progressive organizations such as the Broadbent Institute, the Centre for Future Work, and the Canadian Centre for Policy Alternatives BC Office to specifically do the work of promoting the benefits of public services and their true value for Canadians.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-116A COMPOSITE TO COVER 24-116, 24-117, 24-118 AND 24-132.

Submitted by: BCGEU; MoveUP; HSA; CUPE 1978 *Committee recommends:* Support

THE FEDERATION WILL work with the Canadian Labour Congress, progressive research groups and community organizations to campaign for tax fairness and to highlight the value of public services;

THE FEDERATION WILL work with the Canadian Labour Congress to call on all levels of government to implement a wealth tax and close tax loopholes abused by the wealthy that drain money from vital public services; and

THE FEDERATION WILL work with the Canadian Labour Congress to call on all levels of government to introduce an excess profit tax on corporations and use the revenues to invest in affordability measures such as, but not limited to, public transit, clean energy retrofits, and supports for low-income families.

CONVENTION ☐ Carried ☐ Defeated

PART 9

Women and Gender Rights Standing Committee

5 RESOLUTIONS: 24-119 TO 24-123

RESOLUTION 24-119

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE survivors of gender-based violence often experience trauma, along with physical injury, from which they may require time to recover; and

BECAUSE women who have experienced such trauma often face protracted court proceedings which require them to take time away from work; and

BECAUSE those coping with the impacts of such violence face other substantial challenges and financial burdens and should be supported in taking time off without an additional loss of income;

THE FEDERATION WILL lobby, and support allied organizations in their efforts to lobby, the provincial government to provide survivors of gender-based violence with access to 10 days of paid leave.

CONVENTION ☒ Carried ☐ Defeated

RESOLUTION 24-120

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the federal government has introduced legislation affording federally regulated workers paid leave after pregnancy loss; and

BECAUSE Canada's EI program provides some minimal, conditional, benefits for bereaved families experiencing pregnancy loss; and

BECAUSE roughly 25% of pregnancies end in a miscarriage that will affect large numbers of union workers;

THE FEDERATION WILL demand that the provincial government implement paid leave for workers in the event of a pregnancy loss.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-121

Submitted by: HSA *Committee recommends:* Support

BECAUSE the rise of the Canadian anti-choice movement following the 2022 overturning by the US Supreme Court of the Roe v. Wade decision that guaranteed Americans' constitutional right to abortion for 50 years threatens Canadians' access to reproductive health rights; and

BECAUSE access to abortion in Canada is limited as most abortion services are available only in urban centres;

THE FEDERATION WILL lobby the provincial government and work with the CLC to lobby the federal government to remedy the lack of availability of abortion services, and address the lack of funding for administration of abortion services; and

THE FEDERATION WILL work with the CLC to lobby the federal government to follow through with the Liberal Party of Canada 2021 platform commitment to provide up to \$10 million to Health Canada to develop an easily accessible portal that provides accurate, judgement-free, and evidence-based information on sexual and reproductive health and rights, including a section that counters misinformation about abortion.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-122

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE childcare costs are a big hurdle for families dealing with living affordability;

BECAUSE the \$10-a-day daycare program has proven to be a positive, lifechanging opportunity for families; and

BECAUSE providing a living wage for caregivers and early childhood educators is an essential component to retaining employees and expanding the \$10-a-day daycare program;

THE FEDERATION WILL create a campaign to support unionization in the early childhood education sector, working with affiliates with existing in-roads to expand in this area;

THE FEDERATION WILL lobby the BC government to significantly increase its investment in expanding the \$10-a-day childcare to as many communities as possible and to ensure all caregivers and educators working at those centres receive a living wage; and

THE FEDERATION WILL further lobby the BC government to increase funding for early childhood educator educational programs across post-secondary institutions around the province, including establishing new programs at institutions where none exist.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-123

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the cost of caring for a newborn child(ren) is exorbitant, particularly for those working in low-income jobs and in non-unionized positions with few benefits;

BECAUSE persons giving birth are typically those who already face equity challenges in the workplace, including typically making less than their counterparts;

BECAUSE the burden of caring for newborn infants typically falls to the person giving birth; and

BECAUSE Canada has a declining birth rate due to many people delaying having children due to affordability concerns;

THE FEDERATION WILL work with the CLC to create a campaign on equity for people giving birth with the goal of increasing the Employment Insurance (EI) for maternity and standard parental benefit basic rate from the current 55% of average insurable weekly earnings to 100%, and encourage its affiliates to bargain a top-up policy for workers who need maternity and/or parental leave.

CONVENTION ☐ Carried ☐ Defeated

PART 10

Young Workers Standing Committee

6 RESOLUTIONS: 24-124 TO 24-130

RESOLUTION 24-124

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE members are being demanded to perform their regular workload activities while in addition to training and/or mentoring. This role entails the worker to train/mentor the worker or student on the various facets of the job so that the worker or student gains skills and knowledge base of the job area that they are placed in; and

BECAUSE there is a shortage of workers, workloads are high, and being coupled with training/mentoring a worker or student adds to the demands for the job when there is already high turnover; and

BECAUSE wage premiums for training or mentoring are already offered in some areas such as the United Kingdom;

THE FEDERATION WILL lobby the provincial government to create a wage premium for training or mentoring workers or practicum students.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-125

Submitted by: PIPSC; BCGEU-BCFMWU *Committee recommends:* Support

BECAUSE two-tiered contracts create inequities in the workplace by offering reduced wages, benefits, and job security for newer employees compared to more senior workers; and

BECAUSE two-tiered contracts disproportionately affect young workers, who are more likely to be hired under these unfair terms, perpetuating inequality in the workplace; and

BECAUSE equitable contracts are essential for fostering solidarity and fairness among all workers, regardless of their length of service;

THE FEDERATION WILL oppose the negotiation of two-tiered contracts and recommend to its affiliates that they adopt a similar policy, as these contracts disproportionately affect young workers and undermine long-term labour standards.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-126

Submitted by: BCTF; BCGEU-BCFMWU; PIPSC *Committee recommends:* Support

BECAUSE young workers are disproportionately affected by issues such as job insecurity, rising education costs, and lack of affordable housing; and

BECAUSE young workers often face barriers to accessing stable, well-paying jobs with benefits, which impacts their financial security and long-term prospects; and

BECAUSE young workers' voices need to be amplified to ensure government policies address their specific needs and challenges;

THE FEDERATION WILL organize a lobby of young workers to the newly-elected government to demand policies that specifically benefit and support young workers in areas such as employment, education, and housing.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-128

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE youth houselessness is a complex issue and as a society, we have failed to provide young people and their families with the necessary and adequate support that will enable them to move forward with their lives in a safe and planned way; and

BECAUSE there is a need to provide safe places and programs for youth to go that are welcoming to everyone, including low barrier units or sites with safety procedures to keep everyone safe; and

BECAUSE the more time youth experience houselessness, the more likely they are to be exposed to risks such as sexual exploitation, economic exploitation, traumatic events, declining health and addictions;

THE FEDERATION WILL lobby the provincial government and call upon the CLC to lobby the federal government to take action towards ending youth houselessness and near houselessness, by funding various levels of housing for youth including high-barrier, supportive housing sites with wrap-around support services and low-barrier shelters and housing.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-129

Submitted by: PIPSC; BCGEU-BCFMWU *Committee recommends:* Support

BECAUSE young workers face unique challenges in the workplace, such as precarious employment, lack of access to benefits and lower wages; and

BECAUSE young workers are often underrepresented in leadership roles and decision-making processes within the labour movement; and

BECAUSE fostering the involvement of young workers in union activities is crucial to ensuring the long-term strength and sustainability of the labour movement;

THE FEDERATION WILL include in all its conferences and conventions content specific to the needs of young workers to address the challenges they face such as precarity, lack of access to benefits, and lower wages; and promote their active engagement in the labour movement.

CONVENTION ☐ Carried ☐ Defeated

RESOLUTION 24-130

Submitted by: PIPSC; BCGEU-BCFMWU *Committee recommends:* Support

BECAUSE young workers play a crucial role in the future of the labour movement, and their continued involvement is necessary to maintain strong union representation; and

BECAUSE many young workers disengage from union activities as they age out of young worker committees, leading to a loss of leadership potential and union strength; and

BECAUSE a comprehensive training, development, and retention program can provide young workers with the skills, mentorship, and opportunities needed to stay engaged and grow within their unions;

THE FEDERATION WILL work with affiliates to develop a comprehensive training, development, and retention program to help prevent the attrition of young workers from union involvement as they age out of young worker committees.

CONVENTION ☐ Carried ☐ Defeated

PART 11

Original Resolutions

PRIOR TO AMENDMENTS, COMPOSITES, AND COVERS

FOR REFERENCE ONLY

RESOLUTION 2405

Submitted by: BCGEU-BCFMWU

BECAUSE organized labour is under attack from employers and government(s) with back-to-work legislation; and

BECAUSE united we bargain, divided we beg;

THE FEDERATION WILL encourage affiliate members to align collective agreement expirations across the province and nationally where possible; and

THE FEDERATION WILL create a common front alliance agreement for labour unions in BC; and

THE FEDERATION WILL, in the event of back-to-work legislation the alliance members will consider the act as an aggression against all members and will take any actions the BCFED Executive Council deems necessary to assist the ally who is victim of legislation, up to and including a declaration of a general strike.

RESOLUTION 2413

Submitted by: BCGEU

BECAUSE the current funding model for BC's post-secondary sector has not been updated in more than 20 years, and has created constraints and inequities for some of BC's public post-secondary institutions; and

BECAUSE public post-secondary funding is a central issue for union members working in the sector and also other union members who rely on the public post-secondary education to meet the educational needs of them and their families;

THE FEDERATION WILL lobby the Ministry of Post-Secondary Education and Future Skills to increase funding in order to adequately fund public post-secondary education; and Canadian Labour Congress to lobby at the federal level for increased funding for public post-secondary education.

RESOLUTION 2414

Submitted by: FPSE

BECAUSE the Ministry of Post-Secondary Education and Future Skills announced there would be a public post-secondary education public in 2022;

BECAUSE the review involved significant work from BC post-secondary education sector;

BECAUSE the review abruptly ended;

THE FEDERATION WILL lobby the BC provincial government and the Ministry of Post-Secondary Education and Future Skills to undertake and complete a public post-secondary funding review.

RESOLUTION 2417

Submitted by: BCGEU

BECAUSE our province is in a housing crisis and evictions that appear motivated by a desire to raise rent are still common; and

BECAUSE workers deserve to be able to live where they work and move when they need to;

THE FEDERATION WILL lobby the provincial government for vacancy control or “real rent control” across all rental housing in BC.

RESOLUTION 2418

Submitted by: BCGEU

BECAUSE housing is a basic human right and people are being priced out of home ownership therefore the number of renters is rising; and

BECAUSE BC is the most unaffordable province for housing in Canada and many union members are paying more than 50% of their income to housing;

THE FEDERATION WILL continue to lobby the provincial government to implement a provincial housing strategy in consultation with communities that includes a variety of housing options to meet the diverse needs of those communities; and

THE FEDERATION WILL lobby the provincial government to tie rent increases to the rental unit and it shall be registered with the appropriate authority; and

THE FEDERATION WILL lobby municipalities who do not have supportive housing plans to work with the provincial government to create supportive housing.

RESOLUTION 2419

Submitted by: BCGEU

BECAUSE the province is in an affordable housing crisis; and

BECAUSE unhoused people are community members who are entitled to self-respect, and agency over their lives; and

BECAUSE we need to work together to advocate for worker and tenant rights;

THE FEDERATION WILL lobby the provincial government to:

- build non-market affordable social housing; and for the distribution of this social housing to be integrated; and
- demand that the provincial government, local governments and affiliated organizations immediately cease all efforts to decamp unhoused populations and to immediately house this population and stand in solidarity with them; and
- initiate a campaign in cooperation with Indigenous communities that will include letter writing, engaging rank and file workers and BC Housing union members to restructure public housing under a model that is transparent and accountable to the public, and which protects the interests of workers and tenants.

RESOLUTION 2420

Submitted by: CUPE BC

BECAUSE rents are increasing faster than most workers’ wages, and 1 in 5 renters in BC currently spend half their income on rent; and

BECAUSE the lack of vacancy control provisions “rents tied to the unit, rather than the tenancy” has created an incentive for landlords to force out long-term tenants so

they can raise rents beyond what the current rent control regulations allow; and

BECAUSE vacancy controls existed previously in BC, and are currently in place in Quebec, Manitoba and Prince Edward Island, and

BECAUSE progress has been made to improve rules and regulations for renters in BC, but there is more to do;

THE FEDERATION WILL lobby, and support allied organizations in their efforts to lobby, the provincial government to enact vacancy control legislation that ties rent to the rental unit rather than the individual tenant.

RESOLUTION 2421

Submitted by: HSA

BECAUSE providing access to housing must be a priority for all governments; and

BECAUSE there is a severe shortage of affordable rental, co-op, and market housing in BC;

THE FEDERATION WILL continue to lobby for and support the BC government's development and delivery of a comprehensive housing strategy that includes affordable housing for different income levels, regulated rentals, vacancy control, and housing for the unhoused, including ensuring viable long-term housing plans are in place before dismantling temporary housing options including "tent cities" developed out of necessity.

RESOLUTION 2423

Submitted by: BCGEU

BECAUSE there has been a worrying lack of urgency surrounding the Missing and Murdered Indigenous Women and Girls along the Highway of Tears; and

BECAUSE to keep people safe, transportation needs to be safe, affordable, regular and accessible to all who may need it;

THE FEDERATION WILL work with the CLC and community groups to lobby all levels of government to adequately fund seven days a week, six times per day, reliable public transportation along Highway 16 (known as the Highway of Tears); and work to ensure transportation offerings meet the needs of all communities surrounding the Highway of Tears regardless of financial status and personal identity traits protected under the *BC Human* and *Canadian Human Rights Codes*.

RESOLUTION 2425

Submitted by: HSA

BECAUSE according to the Indigenous Watchdog, only 11 of the 94 Calls to Action by the Truth and Reconciliation Commission have been completed since they were released in December 2023;

THE FEDERATION WILL call upon the provincial government and work with the CLC to call on the federal government to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission.

RESOLUTION 2426

Submitted by: MoveUP

BECAUSE only 13 of the 94 Calls to Action by the Truth and Reconciliation Commission have been completed in the past nine years;

THE FEDERATION WILL call upon the BC provincial government to commit to either completing or having concrete, fully-funded plans of action on the remaining 81 Calls to Action prior to the ten-year anniversary of their release.

RESOLUTION 2427

Submitted by: BCGEU

BECAUSE to keep all people safe along the Highway of Tears, digital connectivity (including cellular) needs to be reliable, affordable and accessible to all who need it; and

BECAUSE Indigenous women, girls and gender-diverse are disproportionally represented in the population of missing and abducted persons;

THE FEDERATION WILL work with the CLC and community groups to lobby all levels of government:

- to increase funding and continue funding for improving access to digital services (including cellular) and pressure telecommunications companies to provide a viable solution(s) to the ongoing lack of service(s) along Highway 16 also known as the Highway of Tears;
- and to create a “Red Dress Alert” patterned after the model of the Amber Alert to alert the public and mobilize emergency services in the event that Indigenous women, girls and gender-diverse individuals are reported missing, abducted or at similar risk of harm.

RESOLUTION 2429

Submitted by: MoveUP

BECAUSE the bulk of mainstream media in Canada is controlled by large conservative interests; and

BECAUSE there has been a significant lack of proper labour reporting in mainstream media;

BECAUSE progressive media sources are outnumbered compared to conservative and even far-right media outlets;

THE FEDERATION WILL investigate the possibility of funding and creating an arms-length media outlet designed to promote

progressive ideals and share the stories of the labour movement;

THE FEDERATION WILL further recruit and provide training opportunities for prospective journalists, copy editors, headline writers, and other related positions for the purposes of staffing this media outlet;

THE FEDERATION WILL further look into establishing a bursary, scholarship or other fund to support the pursuit of labour journalism; and

THE FEDERATION WILL continue to provide support for existing progressive media outlets and journalists through subsidies and other forms of direct contributions.

RESOLUTION 2430

Submitted by: MoveUP

BECAUSE 60% of the BC labour force faces either a high or medium likelihood of having their job impacted by artificial intelligence technologies (A.I.) in the near future;

BECAUSE the impact of A.I. in BC is significant for workers, as the decreasing costs and increasing sophistication of automated systems has the potential to displace workers and eliminate jobs across the labour market to greater degree than before;

BECAUSE the COVID-19 pandemic has accelerated A.I. in the labour force;

THE FEDERATION WILL create a standing committee to develop policies and programs to support affiliates in protecting workers from artificial intelligence technologies that displace workers and/or bolster job/wage polarization.

RESOLUTION 2446

Submitted by: BCGEU

BECAUSE the Liberal Party of Canada uses the *Labour Code* and the Canadian Industrial Labour Board to interfere with the collective bargaining process of Teamsters Canada; and

BECAUSE using legislation to interfere with collective bargaining is union busting;

THE FEDERATION WILL condemn the use of legislation to interfere with collective bargaining; and

THE FEDERATION WILL request intervenor status in any legal proceedings related to the Teamsters' job action.

RESOLUTION 2448

Submitted by: BCGEU

BECAUSE funding for media in Canada is inequitably accessible by independent community-based media outlets; and

BECAUSE larger medical organizations owned by corporations, wealthy elites, and foreign hedge funds devour resources excluding smaller, independent voices from the media landscape. Without independent medical, stories are driven by those at the top. This means protests, strikes, collect;

THE FEDERATION WILL work directly with allied independent media groups (such as Resolve Media, Constellation Media, Press progress) to educate workers on the importance of independent media in Canada and threats to independent journalism; and

THE FEDERATION WILL lobby the provincial government to support a more equitable independent media in BC.

RESOLUTION 2450

Submitted by: CUPE 389

BECAUSE:

- many public libraries continue to be understaffed as limited funding often goes directly into providing community programs and services but does not address staffing concerns; and
- a significant percentage of library workers are precariously employed as auxiliaries or part-time staff, and live in financial hardship with no health plan or benefits; and
- the mental health and safety of library workers is directly affected by increased violence in the workplace and continual staffing shortages, which leads to burnout, illness or high turnover; and
- significant limits to public facing service prevents many library workers from being able to participate in work-from-home opportunities or flexible work weeks, so increased funding would allow for more flexibility with staffing and scheduling options;

THE FEDERATION WILL lobby the provincial government to provide additional funding for public libraries, strictly to support the hiring of more library workers to offset widespread shortages.

RESOLUTION 2451

Submitted by: BCGEU

BECAUSE regular provincial operational funding has not increased for libraries in BC for many years and costs to provide services increase each year, thus, threatening the income and job security of library workers; and

BECAUSE as libraries are understaffed, library workers are overworked, and a one-time

funding is not providing sufficient funding for hiring more permanent staff; and

BECAUSE public libraries provide spaces to gather for free, computer and internet access, computer skills training, programming for all ages as well as supported access to information and books;

THE FEDERATION WILL lobby and advocate to municipal governments, regional governments and the provincial government for an increase to library funding; and

THE FEDERATION WILL strategize and campaign for library funding; and

THE FEDERATION WILL campaign to inform the public about the value of libraries and library workers in our communities.

RESOLUTION 2452

Submitted by: Vancouver and District Labour Council

BECAUSE the Federation has a proud history of opposing privatization, contracting out, and P3s as harmful to working people and the programs and services we all rely upon; and

BECAUSE public enterprises such as ICBC or BC Hydro here in British Columbia, and others across the globe, demonstrate the ability of public ownership to provide superior outcomes, improve universality of access, and generate revenue and benefits for people, rather than profits for private enterprise;

THE FEDERATION WILL reiterate its support for the expansion of public ownership and operation, and its opposition to privatization, including P3s and contracting out of public services; and

THE FEDERATION WILL call upon the provincial government to repatriate contracted out services, as has been done in health care, wherever they are found.

RESOLUTION 2460

Submitted by: CUPE BC

BECAUSE expanding public transit will improve mobility in and between communities and make life more affordable for workers and other transit users;

BECAUSE the lack of investment in and funding of public transit leads to higher transportation costs and makes access to work and services more difficult for those with low and middle incomes, especially those in rural, remote and Indigenous communities;

BECAUSE increasing public transit services and reducing reliance on personal vehicles will make a considerable contribution to addressing climate change;

THE FEDERATION WILL develop and execute a campaign and government relations strategy to advocate for increased public funding for public transit, with a goal of increasing services, reducing reliance on fare revenues, and moving towards free public transit; and

THE FEDERATION WILL advocate for operational and capital funding to support public transit systems in small communities and public inter-community transit options for rural and remote areas of BC.

RESOLUTION 2462

Submitted by: BCGEU

BECAUSE in the face of climate change and a rapidly increasing population, fresh water for human consumption, agriculture, industry and ecological needs has become a precious commodity on Vancouver Island and across British Columbia; and

BECAUSE there are many different purveyors involved in the supply of drinking water, including governments and private companies,

as well as many agencies responsible for development planning for the growing population;

THE FEDERATION WILL advocate the Ministry of Water, Land, and Resource Stewardship to collaborate with regional First Nations to provide leadership and functional involvement in the creation and management of consistent regional water supply strategies. Following the watershed map of the province and divided by regional district with the aim of ensuring that resilient and sustainable drinking water supplies are in place now and for the future for all reserve lands.

RESOLUTION 2464

Submitted by: Executive Council

BECAUSE simple language in the constitution is more effective;

THE FEDERATION WILL amend Article 16, Section 2. b) to combine subsections (i) and (ii):

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.~~

RESOLUTION 2467

Submitted by: Executive Council

BECAUSE the deadlines for convention affect the deadlines for new affiliates who may wish to participate in convention; and

BECAUSE we want to ensure new affiliates have the opportunity to attend convention;

THE FEDERATION WILL amend Article 4, Section 8.:

*Any organization which has not applied for and obtained a Certificate of Affiliation at least ~~one~~ **(3)** months prior to the Convention shall not be allowed representation in this Federation.*

RESOLUTION 2468

Submitted by: Executive Council

BECAUSE the timelines set in the constitution for organizing a special convention are short; and

BECAUSE more time is required for registration of delegates and logistical organizing;

THE FEDERATION WILL amend Article 4, Section 3. 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)~~ **seventy-five (75)** 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.*

RESOLUTION 2469

Submitted by: Executive Council

BECAUSE Article 4 of our constitution sets out the guidelines for convention in an ordered manner and information does not need to be repeated; and

BECAUSE timelines for convention call are provided in Article 4, Sections 3. and 5.; and

BECAUSE we do not require the dates of amendments to be reflected in the language of the constitution;

THE FEDERATION WILL amend Article 4, Section 2.:

Beginning in 2010, ~~the~~ 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.

RESOLUTION 2470

Submitted by: Executive Council

BECAUSE it is Article 4, Section 5 that directs the deadlines for the notice of convention, not Section 2;

THE FEDERATION WILL amend Article 4, Section 6.:

*A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section 2 **5**. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.*

RESOLUTION 2473

Submitted by: Executive Council

BECAUSE the constitution dictates that one (1) Alternate Trustee is elected;

THE FEDERATION WILL amend Article 11, Section 1. d) to reflect that one (1) Alternate Trustee is elected, not two.

*In the event ~~both~~ **an** Alternate Trustee positions becomes **s** vacant, the Executive Council shall elect **a** new Alternate Trustees prior to Convention provided the individuals elected are **is a** members in good standing of an affiliate, but not **a** members of the Executive Council.*

RESOLUTION 2474

Executive Council

BECAUSE the timelines set in the constitution for registration of convention delegates and the opening of convention are tight; and

BECAUSE our conventions continue to grow in size as our movement grows; and

BECAUSE more time is required between the close of registration of delegates and the opening of convention to ensure delegates are appropriately registered and prepared for convention;

THE FEDERATION WILL amend Article 4, Section 5.:

***a)** Not less than ~~sixty (60)~~ **ninety (90)** calendar days prior to the opening of each regular Convention, and ~~forty-five (45)~~ **seventy-five (75)** days prior to any Special Convention, the Secretary-Treasurer shall **issue the Convention Call and** 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.*

***b)** No credentials shall be accepted later than ~~fifteen (15)~~ **forty-five (45)** days prior to the opening date of a regular Convention, and ~~ten (10)~~ **thirty (30)** calendar days prior to a Special Convention. Conventions may permit seating of delegates upon recommendation of the Credentials Committee.*

RESOLUTION 2476

Submitted by: Executive Council

BECAUSE clarity in the constitution is important; and

BECAUSE through various updates, the constitution has become inconsistent; and

BECAUSE it is valuable to tighten up the flow of information outlined in the constitution;

THE FEDERATION WILL reorder and amend Article 4, Section 12. c), d) and e):

c) *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.*

d) *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.*

e) *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.*

AND **THE FEDERATION WILL** also amend Article 4, Section 1. a) to reflect the new ordering of Section 12.:

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

RESOLUTION 2477

Submitted by: Executive Council

BECAUSE clarity in the constitution is important;

THE FEDERATION WILL amend Article 4, 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 Convention.

RESOLUTION 2480

Submitted by: Executive Council

BECAUSE consistent language in the constitution is important;

THE FEDERATION WILL amend Article 4, Section 4. a) (ii) and (iii):

(ii) **From** local Labour Councils, shall be entitled to a maximum **entitlement** of three (3) delegates.

(iii) **From** the B.C. Federation of Retired Union Members, shall be entitled to a maximum **entitlement** of two (2) delegates.

RESOLUTION 2490

Submitted by: Victoria Labour Council

BECAUSE a UN report from July 2024 concluded that the temporary foreign worker program serves as a breeding ground for contemporary forms of slavery, as it institutionalizes asymmetries of power that favour employers and prevent workers from exercising their rights;

BECAUSE employers in BC have increased their reliance on temporary foreign workers;

BECAUSE temporary foreign workers are tied to one employer;

THE FEDERATION WILL take the initiative to join the Migrant Rights Network and consider aligning its recommendations with the Migrant Rights Network; and

THE FEDERATION WILL launch a BC Migrant Rights Solidarity Action campaign that develops educational and support materials for affiliated unions and labour councils to engage with the issue of migrant workers in their regions. The campaign must build alliances with migrant worker organizations, develop educational material, organize or join demonstrations, and pressure government officials.

RESOLUTION 2491

Submitted by: BCGEU

BECAUSE the United Nations warns that sending weapons or components that Israel would use in Gaza likely violates international law; and

BECAUSE federal law prohibits the export of military technology when there is a substantial risk it may be used in serious violations of international law or against women/children; and

BECAUSE the International Court of Justice ruled that Israel is committing a “plausible genocide” against the Palestinian people. As a party to the Genocide Convention, Canada is obligated to prevent genocide;

THE FEDERATION WILL work with the CLC to lobby the Canadian government to immediately suspend all trade in arms and military technology with Israel, including closing loopholes and prohibition of exports and imports;

THE FEDERATION WILL work with trade unions representing workers in affected industries to develop plans for a just transition that secures their livelihoods and enables them to work without fear of being complicit in Israel’s crimes against Palestinians.

RESOLUTION 2492

Submitted by: HSA

BECAUSE the labour movement and unions in general uphold a principle of solidarity among people of all ethnic and religious groups internationally; and

BECAUSE organized labour plays an important role in the movement for peace and justice at home and around the world;

THE FEDERATION WILL take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

THE FEDERATION WILL call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

THE FEDERATION WILL call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine.

RESOLUTION 2494

Submitted by: BCGEU

BECAUSE there are very few options and choices for individuals when they have chosen to make lifestyle changes; and

BECAUSE supporting individuals to access full healthcare and recovery as a pillar of harm reduction and recovery-based housing is essential to maintaining and upholding the lifestyle changes individuals have made.

THE FEDERATION WILL lobby the provincial government to:

- provide a rapid and streamlined process for individuals to access a continuum of care including detox, stabilization, recovery-based programs, dry shelters, transitional housing, and second-stage housing; and
- continue to expand detox, stabilization, and recovery options across BC; and
- advocate for access to medical support, recovery support, mental health support, and housing support for individuals wanting to change their lifestyle and use of substances.

RESOLUTION 2495

Submitted by: Victoria Labour Council

BECAUSE with over 15,000 lives lost since BC declared a toxic drugs public health emergency, and a further estimated 225,000 at risk of dying, it's time to urgently act;

BECAUSE unregulated drug toxicity is the leading cause of death in British Columbia for those aged 10 to 59;

BECAUSE the current drug policy framework of prohibition is the primary driver of BC's illegal, unregulated and toxic street supply;

THE FEDERATION WILL in collaboration with relevant drug policy organizations, develop a campaign to lobby elected officials to rapidly expand prescribed and non-prescribed safe drug supply options;

THE FEDERATION WILL educate affiliates on what the toxic drug crisis is and why providing a safe, regulated, legal supply of the drugs needed by those who are dependent is an appropriate way to save lives;

THE FEDERATION WILL develop a community-focused issue-based campaign around destigmatization of those who use drugs.

RESOLUTION 2499

Submitted by: CUPE 1936

BECAUSE:

- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel isolated and alone and can cause significant harm, including trauma, depression and anxiety;
- experiencing racism, ableism, homophobia or transphobia in the workplace can cause a member to feel emotionally, psychologically and physically unsafe at work;
- everyone, including diverse members, has the right to feel safe, included and welcome at work; and
- not all workplaces have policies that address potential ableism, racism, homophobia and transphobia;

THE FEDERATION WILL lobby the provincial government to legislate ableism, racism, homophobia and transphobia as workplace hazards under WorkSafeBC.

RESOLUTION 24-103

Submitted by: USW District 3

BECAUSE May 9, 2024, was the 30th anniversary of the Westray Mine explosion and 2024 is the 20th anniversary of the Westray amendments to the *Criminal Code* that hold corporations criminally accountable for workplace deaths; and

BECAUSE, despite some charges, police and prosecutors are typically not enforcing the Westray amendments, not investigating workplace fatalities criminally, and not providing the aggressive enforcement as needed; and

BECAUSE 1,000 Canadians are killed every year due to their work;

THE FEDERATION WILL continue to support the Stop the Killing campaign, including lobbying for:

- crown attorneys be educated, trained and directed to apply Westray amendments;
- dedicated prosecutors be assigned and given responsibility for prosecuting serious workplace injuries and fatalities;
- mandatory training, with appropriate allocation of resources, for police and health and safety regulators to know how the Westray amendments apply; and
- greater coordination among regulators, police and Crowns to ensure enforcement.

RESOLUTION 24-105

Submitted by: USW District 3

BECAUSE the BC government has taken positive steps to expand the classification of workers eligible for presumptive coverage when they suffer a psychological injury in the workplace; and

BECAUSE most BC workers do not have that coverage; and

BECAUSE, in particular, workers in the mining industry train and play a vital role as first responders in mine safety and rescue and should be extended presumptive coverage;

BECAUSE first aid attendants may be required to treat serious injury, they should be extended presumptive coverage; and

BECAUSE ensuring all workers are covered would address mine rescue, first aid and other workers that might not have been fully contemplated;

THE FEDERATION WILL lobby for presumptive coverage for all BC workers who suffer psychological injury related to their work.

RESOLUTION 24-108

Submitted by: UFCW 1518

BECAUSE health authorities need to provide workplace training and testing for toxic exposures. Community health and mental health workers' worksites are in clients homes, where there can be exposure to various chemicals, including various forms of smoke; workers with lived experiences and who may be in recovery may also be put at risk. It is difficult to know possible harms from inhalation, ingestion or absorption, exposure limits, or long-term health impacts of the mix of various substances. Many unions offer advanced training in health and safety to support workers. It is the employers responsibility to provide a safe workplace;

THE FEDERATION WILL lobby the Minister of Health, all health authorities and affiliates to provide better training, testing, as well as a fulsome risk management plan that includes exposure assessments where reasonable and better workplace safety and supports for workers in Community Health facing unknown toxic exposures.

RESOLUTION 24-116

Submitted by: BCGEU

BECAUSE of the huge gap between the rich and the poor in Canada; and

BECAUSE the wealthy are getting wealthier and have been accumulating enormous wealth in the last decade;

THE FEDERATION WILL work with the Canadian Labour Congress to start a campaign nationally and with the focus on progressive taxes on the rich; and

THE FEDERATION WILL call upon the CLC to campaign with full force on behalf of all labour in BC.

RESOLUTION 24-117

Submitted by: MoveUP

BECAUSE the cost-of-living concerns is a top concern for British Columbians;

BECAUSE the affordability crisis has been exasperated by large conglomerates making record profits in all sectors; and

BECAUSE Canadians are continually bombarded with rhetoric coming from conservative and right-wing sources blaming high costs on taxes, driving focus away from the real issues of price gouging and profiteering;

THE FEDERATION WILL work together with organizations including, but not limited to, the Broadbent Institute, Canadians for Tax Fairness, and the Canadian Centre for Policy Alternatives to create a public-facing campaign calling on tax fairness;

THE FEDERATION WILL lobby the provincial government to introduce excess profit tax or caps on profit margins, and demonstrably use that money to invest in an area that is a core component of affordability such as public transit or clean energy retrofitting, or provide immediate financial relief in the form of credits for low-income families.

RESOLUTION 24-118

Submitted by: HSA

BECAUSE the gap between the rich and everyone else is wider than ever; and

BECAUSE some in Canada got billions of dollars richer during a global health and economic crisis; and

BECAUSE it's time for the rich to pay their fair share so governments can provide better health care and social services, education for everyone, a just and clean economy, end

systemic racism, and make sure everyone has a safe place to live and grow;

THE FEDERATION WILL call on the BC and federal governments to implement a wealth tax, institute an excess profit tax, and close tax loopholes used by the wealthy that drain money out of the public purse.

RESOLUTION 24-131

Submitted by: CUPE 1978

BECAUSE the progress made by recent provincial governments has not been enough to reverse healthcare privatization in BC;

BECAUSE BC hasn't curbed unlawful extra billing, hasn't brought for-profit clinics into the public system, hasn't brought all the workers back into public hospitals;

THE FEDERATION WILL organize and fund a "People's Health Coalition" tasked with protecting the public health care system and reversing the privatization of health care in BC. The Coalition must include doctors, nurses, social workers, and unionized health care workers, working together to draft proposals to reverse health care privatization and re-invest in public healthcare. The Coalition must build alliances with civic, labour, ethnic, peace, and political groups; organize educational events and demonstrations; and speak with government officials;

THE FEDERATION WILL ensure that the "People's Health Coalition" emphasizes on-the-ground mobilization aimed at bringing a large part of the population into action on the issue of socialized medicine.

RESOLUTION 24-132

Submitted by: CUPE 1978

BECAUSE these destructive tax cuts cost the provincial treasury billions every year, enough to massively expand low-income housing and raise spending on health, education, and other vital social programs;

BECAUSE income inequality has had corrosive effects on workers' health, happiness, and community ties;

THE FEDERATION WILL, with the CLC, launch and fund a "Tax the Wealthy" campaign to be led by the Labour Councils. The campaign must build alliances with civic, labour, ethnic, peace movement, and political groups; organize educational events, demonstrations, and protests; and speak with government officials. In particular, these efforts should emphasize building solidarity and on-the-ground mobilisation. The campaign must highlight how tax cuts for the wealthy and corporations harm public services;

THE FEDERATION WILL demand that the provincial government completely reverse the tax cuts that were implemented by the BC Liberal Party during Gordon Campbell's reign.

RESOLUTION 24-133

Submitted by: CUPE 1978

BECAUSE the labour movement has long been vocal advocate for Universal Health Care, and opposed the creep of for-profit healthcare into Canada;

BECAUSE access to low barrier, high quality, and not-for-profit treatment services should be available to every person seeking help with their substance use;

BECAUSE substance use treatment services are a vital aspect of life saving health care for tens

of thousands of Canadians, and as such must be made readily available to all;

BECAUSE the treatment service industry is becoming increasingly dominated by for-profit enterprises that put profit before people;

THE FEDERATION WILL collaborate with affiliated unions, the CLC, service user bodies, and relevant drug policy organizations to advocate for the inclusion of treatment services as part of Universal Health Care and under the five core principles of the *Canada Health Act*, of publicly administered, comprehensive, universal, portable and accessible.

RESOLUTION 24-134

Submitted by: CUPE 1978

BECAUSE the financial restrictions that BC housing imposes on housing organization's spending makes it difficult for the organizations to rise to the many challenges that are constantly cropping up in the midst of the continuing housing crisis;

BECAUSE these restrictions cause difficulties in the processes of organization planning and future preparedness. We understand the need for fiscal responsibility in the housing sector, but a balance must be struck;

THE FEDERATION WILL demand that the provincial government to instruct BC Housing to give the housing organizations in BC more freedom to run their organizations without fear of their funding being clawed back.

RESOLUTION 24-135

Submitted by: CUPE 1978

BECAUSE public ownership and democratic control of resources ensure that essential services and infrastructure serve the public interest rather than private profit;

BECAUSE Public-Private Partnerships (P3s) for public infrastructure projects often lead to higher costs and reduced public control;

THE FEDERATION WILL lobby the provincial government to transfer key resources and services to public ownership and democratic control;

THE FEDERATION WILL initiate coalition building with unions, labour councils, community groups, and stakeholders to end P3 public infrastructure projects;

THE FEDERATION WILL organize campaigns to raise awareness about the benefits of public ownership and the drawbacks of P3s.

RESOLUTION 24-138

Submitted by: CUPE 1978

BECAUSE The Fed. Constitution states Article #2 - PURPOSE SEC#1 #7 “cause of peace “ #8 “education” #10 “preserve the independence of the labour movement from political control;”

BECAUSE Resolutions originate from unions and educate our members for mobilizing;

BECAUSE People and poisoned environments need deliberations for internationalism, solidarity, sovereignty, and justice;

BECAUSE Business dominated governments give opportunistic speeches, while allowing corporations off the tax hook with the plunder of resources to the detriment of Indigenous nations, and citizens, youth, children, pensioners;

BECAUSE Over the years, “profound resolutions” have not been debated for timely “delegate resolve” while “guest politicians” continue to take up space at the mics;

BECAUSE Necessary, democratic, consideration of resolutions has been “referred”, for only the Executive Council to argue;

THE FEDERATION WILL deliver an “agenda”, with minimum of 4 hours per day for resolutions, so rank and file delegates can build powerful programs and voice toward any government.

RESOLUTION 24-139

Submitted by: CUPE 1978

BECAUSE international solidarity is the most powerful weapon workers have to fight for peace; war is bad for workers everywhere;

BECAUSE we must expose the extent of the war crimes and genocide committed against Palestine and condemn the hypocrisy of the imperialists;

THE FEDERATION WILL organize recurring delegations to Palestine and meetings with the Palestinian General Federation of Trade Unions with the aim of strengthening the support of the international class-oriented trade union movement with the struggling people;

THE FEDERATION WILL prioritize the cause of the Palestinian people in the development of actions for practical support and solidarity, such as donations, boycotts, demonstrations;

THE FEDERATION WILL not limit its political activities to lobbying, verbal measures, conferences, and statements, but will take measures on the ground to pressure decision-makers to stop this war of extermination.



A future worth fighting for

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