ORIGINAL RESOLUTIONS
PRIOR TO AMENDMENTS, COMPOSITES AND COVERS

FOR REFERENCE ONLY

BRITISH COLUMBIA FEDERATION OF LABOUR

CONVENTION 2026

November 23 to 27 | Vancouver

Resolution 2604

Submitted by: FPSE

BECAUSE decades of provincial underfunding have left BC's public post-secondary institutions dependent on unstable tuition revenue and have contributed to program closures, layoffs, service reductions and diminished educational opportunities across the province; and

BECAUSE strong public colleges, institutes and universities are essential economic and social infrastructure that educate the workers, professionals, tradespeople, caregivers, educators and citizens BC needs;

THE FEDERATION WILL lobby the provincial government to establish a long-term public post-secondary funding strategy that restores provincial funding to at least 75% of institutional operating costs, provides predictable multi-year base funding reflecting the actual cost of delivering education, and ensures institutions are funded adequately to maintain programs, services, staffing and community-based education throughout British Columbia.

Resolution 2607

Submitted by: CUPE BC

BECAUSE the recent trade dispute with the United States has proven what working people in Canada have said for years about the negative effects of deep integration with America, and the potential subordination of the Canadian economy;

BECAUSE developing a more diverse, sovereign and sustainable economy--with good jobs for working people--requires investment in innovation, research and development to both improve productivity and stimulate non-US reliant growth;

BECAUSE public post-secondary education is among the best venues for research and development, and colleges, universities and polytechnics are at the forefront of making and applying discoveries that will build a stronger economy for all; and

BECAUSE government has long under-investment in post-secondary education, limiting the potential of British Columbians and Canadians; therefore,

THE FEDERATION WILL call on the provincial government to make a generational investment in public post-secondary research and innovation funding at our public colleges, universities and polytechnics.

Resolution 2608

Submitted by: CUPE BC

BECAUSE years of underfunding, neglect and over-reliance on international student tuition fees have left British Columbia's public post-secondary education system in crisis;

BECAUSE the provincial government has failed to take decisive action, and has delayed and deferred a system review meant to restore stability and focus to public post-secondary education in BC;

BECAUSE the public post-secondary system is foundational economic infrastructure, building the workforce needed to sustain and grow local economies, and diversify British Columbia away from US economic reliance; and

BECAUSE only a well-funded public system can meet labour force supply needs, and private post-secondary businesses lack the scale and quality to deliver for learners, communities and industry; therefore,

THE FEDERATION WILL advocate that the provincial government restore majority public funding to public colleges, universities and polytechnics, and invest in a rationally planned system of public post-secondary education and skills training in all parts of British Columbia.

Resolution 2609

Submitted by: BCGEU

BECAUSE many public post-secondary funding models have remained unchanged for over 20 years, creating inequities and financial instability across institutions; and

BECAUSE chronic underfunding contributes to increased tuition costs, reduced student access and support, program closures, increased workload, contracting out, precarious employment and the erosion of secure unionized work; and

BECAUSE union members, their families and communities rely on accessible, high-quality public post-secondary education delivered by adequately supported workers in publicly accountable institutions;

THE FEDERATION WILL lobby the provincial government for increased and stable public funding for post-secondary education across BC, including a review and modernization of provincial funding models that have not kept pace with inflation, population growth and changing educational needs; and

THE FEDERATION WILL develop, support and execute a public campaign advocating for increased funding for public post-secondary education and raising awareness of the importance of accessible, high-quality public education to workers, students, families, and communities.

Resolution 2612

Submitted by: CUPE BC

BECAUSE public education continues to struggle with stagnant funding against a pattern of increasing population growth;

BECAUSE public funding has not kept pace with the significant increases in student needs--the increases resources needed to support those with trauma, complex medical issues, intensive behaviours and other challenges--as well as the rapid growth in information technology-related costs;

BECAUSE when public education fails kids, families and communities, parents are pressured into other options, including private schools, in order to meet the education and care needs of their children;

BECAUSE the use of public funding to support elite private schools only makes the funding crisis worse by diverting funds away from the universal public model, and creating a positive feedback loop of ever-worsening funding conditions;

BECAUSE public funds should not subsidize privatization and private profit; therefore,

THE FEDERATION WILL lobby the provincial government to end all subsidies to elite private schools.

Resolution 2620

Submitted by: CUPE 1978

BECAUSE affordable, accessible, high-quality childcare is essential public infrastructure for workers, families, women's equality and children's well-being; and

BECAUSE the market-based childcare system leaves families without spaces, educators underpaid, and public funds flowing to private and for-profit operators; and

BECAUSE BC needs class-struggle, anti-austerity action to make childcare a universal public service, not a commodity;

THE FEDERATION WILL organize affiliates, workers, parents, ECEs, Indigenous partners and community allies into a province-wide campaign to win universal, public, non-profit, high-quality childcare, with a legislated path to free childcare for all families; and

THE FEDERATION WILL demand immediate expansion of $10-a-Day spaces, publicly owned and staffed union centres, school-age care in elementary schools, long-term operational funding, an equitable funding formula, no public subsidies for profit and an ECE wage grid of at least $30 to $40 per hour.

Resolution 2621

Submitted by: MoveUP

BECAUSE childcare costs remain a significant barrier to affordability for families;

BECAUSE $10-a-day childcare has improved affordability and access for families; and

BECAUSE living wages, wage grids, pensions, benefits and decent working conditions are essential to recruiting and retaining early childhood educators and expanding access;

THE FEDERATION WILL create a campaign supporting unionization in the early childhood education sector, working with affiliates to build on existing organizing efforts and advance decent wages, pensions, benefits and working conditions;

THE FEDERATION WILL lobby the BC government to fully implement a $10-a-day childcare across the province and ensure centres provide living wages through transparent wage grids;

THE FEDERATION WILL lobby for increased funding for early childhood education programs at post-secondary institutions, including establishing programs where none currently exist; and

THE FEDERATION WILL work with affiliates to advocate for improved wages, pensions, benefits and working conditions throughout the sector.

Resolution 2624

Submitted by: HSA

BECAUSE safe and developmentally appropriate child care relies on adequate staffing levels to meet the physical, emotional and developmental needs of children; and

BECAUSE current child care ratios in British Columbia place increased workload, stress and burnout on Early Childhood Educators and support staff; and

BECAUSE lower child-to-staff ratios are linked to improved child safety, stronger developmental outcomes and higher quality of care; and

BECAUSE chronic staffing shortages and high turnover in child care settings are negatively impacting workers' well-being and service quality;

THE FEDERATION WILL advocate for lower child-to-staff ratios in licensed childcare settings, promote safer staffing standards and sustainable funding models for childcare; and support regulations that improve working conditions, retention and recruitment within the childcare sector.

Resolution 2626

Submitted by: CUPE 389

BECAUSE provincial funding for BCPL has been frozen since 2010 at 14 million annually and has not kept up with inflation, a 27% increase in population growth, or the growing demand for library services. This has put pressure on municipalities and led to service cuts, fewer union jobs and less equitable access to library services;

BECAUSE public libraries are essential services that provide free access to information, technology, literacy programs, employment resources, newcomer resources, lifelong learning, and combats social isolation, providing safe community spaces for people of all ages;

THE FEDERATION WILL:

- Launch a province-wide campaign pressuring the provincial government to increase core annual funding for public libraries to at least $30 million indexed to inflation each year;
- Work with affiliated unions, library workers, library boards and BCPL Partners to lobby MLAs and gain support from municipal councils, mayors, regional districts for increased provincial library funding and against public-private funding models.

Resolution 2627

Submitted by: BCGEU

BECAUSE public libraries are facing chronic underfunding and understaffing; and

BECAUSE provincial funding for public libraries has remained effectively frozen since 2010 while costs and community needs are rising; and

BECAUSE library work is increasingly precarious, threatening stable union jobs and the sustainability of public library services; and

BECAUSE public libraries are essential public infrastructure that have a huge economic return on investment for their communities; and

BECAUSE public libraries strengthen democracy, literacy, social connection and equitable access to knowledge in the face of growing misinformation and inequality;

THE FEDERATION WILL campaign publicly and within the labour movement to raise awareness about the value of public libraries and library workers; and

THE FEDERATION WILL work with the Canadian Labour Congress (CLC) to lobby

governments to increase stable operational funding for public libraries; and

THE FEDERATION WILL coordinate a strategic plan with affiliated unions and the CLC to defend public libraries and protect unionized library jobs.

Resolution 2630

Submitted by: HSA

BECAUSE public health care provides access to care based on need and not ability to pay; and

BECAUSE public health care is supported by the vast majority of Canadians, including Albertans; and

BECAUSE Bill 11 passed by the Alberta legislature introduces for-profit health care into the Alberta health care system in violation of the *Canada Health Act;* and

BECAUSE the violation of the *Canada Health Act* in one province establishes a precedent for other provinces to follow, endangering access to public health care across the country;

THE FEDERATION WILL join with the BC and Canadian Health Coalitions to demand the federal government enforce the *Canada Health Act* and preserve public health care in Canada.

Resolution 2631

Submitted by: HEU

BECAUSE:

- Universal, publicly funded health care ensures equitable access to medically necessary care based on need, not ability to pay;
- The government of Alberta's Bill 11 brought two-tier, American-style health care to Canada and places public health care at risk across Canada;
- Expanding private delivery risks diverting staff and public resources from the public system, increasing inequity, reducing accountability and creating conditions for two-tier care;
- Strengthening public hospitals, staffing levels and publicly delivered care is the most effective way to reduce wait times and protect access for all;

THE FEDERATION WILL:

- Join the Canadian Health Coalition in raising the alarm about the Alberta government bringing in two-tier, American style health care;
- Support campaigns that defend universal, publicly funded health care and oppose policies that expand privatization, efforts that would divert health care workers & public resources away from the public system;
- Advocate for public investment, safe-staffing and publicly-delivered services that improve timely, equitable access to care.

Resolution 2632

Submitted by: MoveUP

BECAUSE BC workers and communities need accessible, universal, fully public health care, not austerity, privatization or

corporate profit; and

BECAUSE health care workers need safe staffing, fair wages and working conditions that allow them to provide quality care;

THE FEDERATION WILL mobilize a coalition of affiliates, health care unions, community allies, First Nations, seniors, disabled people and people who use drugs to advocate for accessible, publicly-funded health care and improved health outcomes across British Columbia; and

THE FEDERATION WILL advocate for expanded public access to pharmacare, dental, vision, mental health, addiction treatment, rehabilitation and long-term care, including through enhanced provincial participation in and access to federal programs; and

THE FEDERATION WILL defend public health care and oppose the expansion of for-profit health care, privatization, P3s and unnecessary subcontracting.

Resolution 2633

Submitted by: CUPE 1978

BECAUSE BC workers and communities need universal, fully public health care, not austerity, privatization, P3s, subcontracting or corporate profit; and

BECAUSE health care workers need safe staffing, fair wages and conditions that allow them to provide quality care;

THE FEDERATION WILL mobilize a coalition of affiliates, health care unions, community allies, First Nations, seniors, disabled people and people who use drugs to demand that BC expand public health care by opening beds, reducing surgical waits, training and hiring more nurses, doctors, paramedics and health care workers, removing barriers for internationally-trained workers and ending paramedic standby pay; and

THE FEDERATION WILL campaign for universal public pharmacare, dental, vision, mental health, addiction treatment, rehabilitation and long-term care; and

THE FEDERATION WILL oppose and fight to end for-profit virtual care, private clinics, for-profit long-term care, P3s, and subcontracting.

Resolution 2634

Submitted by: VLC

BECAUSE BC workers and communities need universal, fully public health care, not austerity, privatization, P3s, subcontracting or corporate profit; and

BECAUSE health care workers need safe staffing, fair wages and conditions that allow them to provide quality care;

THE FEDERATION WILL mobilize a coalition of affiliates, health care unions, community allies, First Nations, seniors, disabled people and people who use drugs to demand that BC expand public health care by opening beds, reducing surgical waits, training and hiring more nurses, doctors, paramedics and health care workers, removing barriers for internationally trained workers and ending paramedic standby pay; and

THE FEDERATION WILL campaign for universal public pharmacare, dental, vision, mental health, addiction treatment, rehabilitation and long-term care; and

THE FEDERATION WILL defend public, voluntary plasma collection and oppose

paid, for-profit collection; and

THE FEDERATION WILL oppose and fight to end for-profit virtual care, private clinics, for-profit long-term care, P3s and subcontracting.

Resolution 2635

Submitted by: BCGEU

BECAUSE BC workers and communities need universal, fully public health care, not austerity, privatization, public-private partnerships (P3s), subcontracting or corporate profit; and

BECAUSE health care workers need safe staffing, fair wages, and conditions that allow them to provide quality care;

THE FEDERATION WILL mobilize a coalition of affiliates, health care unions, community allies, First Nations, seniors, disabled people and people who use drugs to demand that BC expand public health care by opening beds, reducing surgical waits, training and hiring more nurses, doctors, paramedics and health care workers, removing barriers for internationally trained workers and ending paramedic standby pay; and

THE FEDERATION WILL campaign for universal public pharmacare, dental, vision, mental health, addiction treatment, rehabilitation and long-term care; and

THE FEDERATION WILL defend public, voluntary plasma collection and oppose paid for-profit collection; and

THE FEDERATION WILL oppose for-profit virtual care, private clinics, for-profit long-term care, P3s and subcontracting.

Resolution 2636

Submitted by: BCGEU

BECAUSE the government of British Columbia declared a public health emergency on April 14, 2016, in response to rapidly escalating overdose deaths caused by the unregulated and toxic drug supply which, to date, has caused over 18,000 preventable deaths despite action by the provincial government to mitigate harm; and

BECAUSE offering a regulated supply of drugs is widely recognized by health professionals, researchers and advocates as a key intervention to reduce the risk, yet social and bureaucratic impediments to a safe supply are unresolved;

THE FEDERATION WILL advocate to the provincial and federal governments for an increased, accessible, culturally safe and reliable safe supply in collaboration with its affiliates, health and drug policy experts and other stakeholders, to work collaboratively to create educational resources on this approach, as part of a continuum of critical interventions including harm reduction, prevention, treatment and recovery and housing.

Resolution 2638

Submitted by: HEU

BECAUSE:

- Growing demand for long-term care beds is increasing pressure on residents, families, caregivers, hospitals, emergency rooms and workers across the health care system;

- Deferring or re-phasing planned long-term care capital construction delays needed capacity and worsens crowding, wait times workload, and safety risks;
- Timely public investment in long-term care infrastructure is necessary to strengthen care, improve access and support safe working and living conditions;

THE FEDERATION WILL:

- Lobby the provincial government to prioritize and protect capital funding for planned long-term care facility construction;
- Reverse delays or re-phasing that reduce urgently needed capacity;
- Ensure public investment strengthens BC's long-term care system for residents, families, caregivers and workers.

Resolution 2639

Submitted by: HEU

BECAUSE

- Long-term care and assisted living workers continue to face unequal wages, benefits, and working conditions across the care sector, including among subcontracted operators;
- Inconsistent standards worsen recruitment and retention pressures, undermine continuity of care, and create safety risks for workers and residents;

THE FEDERATION WILL:

- Lobby the provincial government to establish and enforce common standards for wages, benefits, staffing, and working conditions across long-term care and assisted living;
- Support the transition of all long-term care and assisted living workers, including workers employed by subcontracted operators, into the public sector.

Resolution 2643

Submitted by: HSA

BECAUSE use of private for-profit health worker agencies costs government and taxpayers more; and

BECAUSE having workers working who are not as fully oriented and part of the team can result in reduced quality of care, less safe working conditions and a negative impact on the morale of staff; and

BECAUSE utilizing for-profit agency workers is a slippery slope to further privatization and destabilization of our highly valued public health care system;

THE FEDERATION WILL lobby the BC provincial government and health authorities to immediately begin phasing out the use of private for-profit health worker agencies, and to take immediate action to solve the public health worker shortage crisis.

Resolution 2644

Submitted by: HSA

BECAUSE hospitals and care facilities are increasingly relying on private agency staff,

who are often paid two to three times more than unionized public health care workers; and

BECAUSE this trend diverts vital resources away from improving wages, staffing levels and working conditions for regular employees - measures that would meaningfully address workforce shortages and burnout; and

BECAUSE shortages and burnout negatively impact patient wait times and access to care; and

BECAUSE Canadians deserve transparency in how health care dollars are used;

THE FEDERATION WILL lobby for an accountability framework that sets standards for reasonable access to public health services in BC and restricts the use of private agency staff in the public health care system.

Resolution 2648

Submitted by: HSA

BECAUSE housing affordability in BC remains at a crisis point; and

BECAUSE only about 3.5% of Canada's housing stock is social (non-market, public, non-profit or coop) housing, which is half the OECD average; and

BECAUSE affordable housing costs and cooperative tenancy agreements relieve the chronic stresses of unpredictable rent hikes and renovictions.

THE FEDERATION WILL lobby for more provincial and federal funding to increase affordable and co-op housing across BC.

Resolution 2651

Submitted by: HSA

BECAUSE the loss of independent and experienced humanitarian organizations' ability to respond to the crisis is a disaster for Palestinians; and

BECAUSE the obstruction of humanitarian aid to Palestinians jeopardizes the health and survival of innocent civilians and violates international humanitarian law; and

BECAUSE the labour movement stands in solidarity with workers globally, including health care and humanitarian staff, and recognizes attacks on independent aid threaten workers safety; and

BECAUSE international law, including obligations under the International Criminal Court and International Court of Justice, requires protection of civilians and respect for humanitarian relief in conflict zones;

THE FEDERATION WILL call for the boycott and divestment of organizations that enable human rights violations globally; and promote member education and solidarity actions that uphold international law, protect civilians and safeguard humanitarian workers worldwide; and

THE FEDERATION WILL lobby the Federal Government to suspend military exports and arms trade to occupying states obstructing humanitarian aid.

Resolution 2652

Submitted by: BCGEU; CUPE 1978; MoveUP; VLC

BECAUSE the extreme measures put in

place by the United States government has caused an unprecedented humanitarian crisis in Cuba that targets working people; and

BECAUSE the Canadian government has remained silent on the issue despite the US blockade having direct negative impacts on Canadian workers, for example, through the closure of Canadian businesses such as Sherritt's closure of their refinery in Fort Saskatchewan, Alberta; and

BECAUSE the Canada Labour Congress of which the BC Federation of Labour is an affiliate passed a resolution at their 2026 convention in support of these actions;

THE FEDERATION WILL undertake, and encourage affiliates to undertake, solidarity campaigns with Cuban workers and unions, including the Workers' Central Union of Cuba; and

THE FEDERATION WILL make a financial contribution to the Canadian Network on Cuba and encourage affiliates to support and participate in the organization's solidarity and educational work.

Resolution 2653

Submitted by: CUPE BC

BECAUSE after a decades-long illegal blockade of Cuba, the United States has increased its oppression and blockade of Cuba, and by overthrowing the government of Venezuela, eliminated an essential Cuban trading partner;

BECAUSE these actions are part of a broader emerging pattern of unilateral US financial, military, and political coercive measures designed to extend American hegemony, one that also threatens Canada's own sovereignty;

BECAUSE the people of Cuba already face harsh conditions due to ongoing US sanctions, and these new attacks threaten Cubans' ability to provide the basic necessities of life; and

BECAUSE Canadians must work with the global community to ensure that independent sovereign states cannot be bullied, or have their citizens brutalized, for refusing to come under US control; therefore,

THE FEDERATION WILL call on the Canadian Labour Congress to demand that the Government of Canada provide a stronger response in support of Cuban sovereignty.

Resolution 2657

Submitted by: BCUWU; CUPE 1978; HSA; VLC

BECAUSE the Federation has previously supported suspending all trade in arms and military technology with Israel;

BECAUSE Israel has escalated its genocidal bombing campaign, ground invasion, siege and starvation of Gaza, alongside annexation of the West Bank;

BECAUSE Israel extends its illegal wars to Lebanon and Iran;

THE FEDERATION WILL declare and call on the Canadian Labour Congress and other labour bodies to declare, trade, services and relationships with Israel to be "hot cargo;"

THE FEDERATION WILL defend affiliate locals that wish to refuse to handle goods, services or contracts held by employers that

may be associated with the state of Israel through public statements, lobbying and funds;

THE FEDERATION WILL endorse the Arms Embargo Now campaign and work with relevant unions to declare arms shipments to Israel "hot cargo"; and

THE FEDERATION WILL call on the BC government to stop importing and selling Israeli wines.

Resolution 2658

Submitted by: HSA

BECAUSE as the labour movement we remain committed to upholding International Human Rights and refuse to be complicit in war crimes, genocide or other crimes against humanity; and

BECAUSE the UN Independent International Commission of Inquiry on the Occupied Palestinian Territory found that Israel has committed genocide against Palestinians in the Gaza Strip; and

BECAUSE "Hot Cargo" campaigns have proven to be effective political tools for positive social change and was instrumental in ending apartheid in South Africa;

THE FEDERATION WILL work with the Canadian Labour Congress (CLC) to commit to the hot cargo declaration on Israeli products, services and relationships; and

THE FEDERATION WILL take the Apartheid-Free Communities Pledge to end the Israeli state imposed apartheid which systematically discriminates against Palestinians.

Resolution 2660

Submitted by: MoveUP

BECAUSE the Federation has previously supported suspending all trade in arms and military technology with Israel;

BECAUSE Israel has escalated its genocidal bombing campaign, ground invasion, siege and starvation of Gaza, alongside annexation of the West Bank;

BECAUSE Israel extends its illegal wars to Lebanon and Iran;

THE FEDERATION WILL declare and call on the Canadian Labour Congress and other labour bodies to declare, trade, services and relationships with Israel to be "hot cargo;"

THE FEDERATION WILL defend affiliate locals and unions that choose to refuse to handle goods, services or contracts held by employers that may be associated with the state of Israel through public statements, lobbying and funds;

THE FEDERATION WILL endorse the Arms Embargo Now campaign and work with relevant unions to declare arms shipments to Israel "hot cargo;"

THE FEDERATION WILL call on the BC government to stop importing and selling Israeli wines.

Resolution 2665

Submitted by: BCGEU; MoveUP; VLC

BECAUSE private ownership and corporate control of BC forestry have driven mill closures, job losses, logs sold instead of processed locally, pressure to log old-growth forests and weak stewardship; and

BECAUSE forestry must uphold Indigenous rights and serve workers, communities and ecosystems, not corporate profit;

THE FEDERATION WILL pressure governments to bring forest resources, timber tenures, log marketing and infrastructure under public ownership and democratic control, governed by workers, unions, First Nations, communities and environmental experts; and

THE FEDERATION WILL mobilize a province-wide coalition with affiliates, First Nations, communities, environmental allies and the Canadian Labour Congress to win mill-closure legislation, first option for public ownership of threatened mills, bans on asset stripping, an end to raw log exports and log sales bypassing domestic processing, public timber tied to local union jobs and value-added manufacturing, and guaranteed jobs, wages, pensions and retraining.

Resolution 2678

Submitted by: VDLC

BECAUSE provincial funding for BC public libraries has been frozen since 2010 at 14 million annually and has not kept up with inflation, population growth or demand. This has put pressure on municipalities and led to service cuts, fewer union jobs and less equitable access to library services;

BECAUSE public libraries are essential services that provide free access to information, technology, literacy programs, employment resources, new comer resources, lifelong learning, and combats social isolation, providing safe community spaces for people of all ages;

THE FEDERATION WILL launch a province-wide campaign pressuring the provincial government to increase core annual funding for public libraries to at least $30 million annually indexed to inflation each year;

THE FEDERATION WILL work with affiliated unions, library workers, library boards, community organizations and BC Public Library Partners to lobby MLAs and gain support from elected officials for increased provincial library funding and against public-private funding models.

Resolution 2679

Submitted by: CUPE 23

BECAUSE provincial funding for BC public libraries is frozen since 2010 at $14 million annually, has fallen behind inflation, a 27% population increase, and growing demand. Pressure on municipalities is leading to service cuts, fewer union jobs and less equitable access to services; Public libraries are essential services that provide free access to information, technology, literacy programs, employment resources, newcomer resources, lifelong learning and combats social isolation, providing safe community spaces for all people;

THE FEDERATION WILL launch a province-wide campaign pressuring the provincial government to increase core annual funding for public libraries to at least $30 million annually indexed to inflation each year; Work with affiliated unions, library workers, library boards, community organizations and BC Public Library Partners to lobby MLAs and gain support from municipal councils, mayors, regional districts and other elected officials for

increased provincial library funding and against public-private funding models.

Resolution 2680

Submitted by: CUPE BC

BECAUSE libraries provide a broad array of services that are critical to communities and families, and support literacy, learning and development for people of all ages;

BECAUSE libraries receive limited provincial funding, with the majority of public library budgets coming directly from local government;

BECAUSE provincial funding has been frozen since 2010, while BC's population has increased by 27 percent;

BECAUSE the failure of provincial funding to even keep pace with inflation is yet another way in which costs and responsibilities are offloaded by senior government; and

BECAUSE the failure to properly fund libraries impacts staff and patrons alike, and workers experience wages falling further behind, workload increase, staff shortages deepening and a growing inability of library employers to deal with violence and workplace safety; therefore,

THE FEDERATION WILL endorse the BC General Employees' Union's call for an increase in provincial library funding to $30 million per year.

Resolution 2681

Submitted by: CUPE 2940

BECAUSE provincial funding for BC public libraries has been frozen since 2010 at $14 million annually, increases in population growth, or the growing demand for library services, putting pressure on municipalities leading to service cuts, fewer union jobs and inequitable access to library services;

BECAUSE public libraries are essential services that provide free access to information, technology, literacy programs, employment resources, newcomer resources, lifelong learning, providing safe community spaces for people of all ages;

THE FEDERATION WILL launch a province-wide campaign pressuring the provincial government to increase core annual funding for public libraries to at least $30 million annually indexed to inflation each year;

THE FEDERATION WILL work with affiliated unions, library workers, library boards, community organizations and BC Public Library Partners to lobby MLAs and municipal governments, regional districts and other elected officials for increased provincial library funding and against public-private funding models.

Resolution 2682

Submitted by: IATSE 891

BECAUSE employers and governments at all levels of Canadian democracy have publicly stated a push towards rapid AI implementation in the workplace with minimal labour consultation;

BECAUSE of the federal government's position and strategy of focusing on skills training in isolation of worker displacement; and

BECAUSE of employer and government

focus on profit and efficiency over human dignity and worker protections;

THE FEDERATION WILL, with the CLC, lobby the federal government to amend data collection and reporting for Employment Insurance (EI) applications to clearly record and publicly report job losses related to implementation of AI tools and systems in the workplace to:

- Support accurate reporting of job losses as a direct result of AI deployments; and
- Provide real data regarding the financial and broader social impact of job losses, and the costs to taxpayers - against the publicly posted profits of those same companies profiting off replacing humans with machines.

Resolution 2690

Submitted by: IATSE 891

BECAUSE the implementation of AI technologies in workplaces has been proceeding rapidly with minimal labour consultation;

BECAUSE the burden of reporting, data collection and transparency of reporting AI related job losses currently sits with workers; and

BECAUSE employers should be held accountable for prioritizing AI implementation programs and profit at the cost of real human workers' jobs, dignity and livelihoods;

THE FEDERATION WILL lobby the provincial government to amend Part 8, Section 64 of the *Employment Standards Act,* to:

- Require all employers to report specifically on job losses related to implementation of AI and new technology; and
- Lower the threshold for reporting any such losses from 50 workers to 5 workers.

Resolution 2694

Submitted by: PRLC

BECAUSE Prince Rupert has faced many boil water advisories that force employers to purchase jugs of water and access to safe, clean drinking water is a basic human necessity and human right and workers and community members face barriers to access to clean drinking water;

THE FEDERATION WILL campaign and investigate regarding how many workers and communities are living without access to free, clean drinking water.

Resolution 2698

Submitted by: USW 2009

BECAUSE a stable, sustainable and predictable supply of fibre is essential to the future of British Columbia's forestry sector and the communities that depend on it; and

BECAUSE British Columbia's forest resources should support domestic manufacturing, value-added production and good-paying jobs throughout the province; and

BECAUSE forestry workers and their unions should have a meaningful voice in decisions that will shape the future of British Columbia's working forest;

THE BCFED WILL call on the provincial Government to ensure the Working Forest Landscape Model provides a secure, sustainable and predictable fibre supply for BC mills and manufacturers, protects and creates good-paying forestry jobs, strengthens First Nations participation in the forest economy, expands value-added manufacturing and maximizes the economic and employment value from every tree harvested in British Columbia.

Resolution 2699

Submitted by: USW District 3

BECAUSE BC forestry workers and communities face closures and job losses amid uncertain fibre supply; and

BECAUSE a secure working forest and conservation, reconciliation are not competing goals; and

BECAUSE the BC government proposed Working Forest model will provide certainty only if it protects land for sustainable harvesting and does not reduce fibre available to mills;

THE FEDERATION WILL call on the BC government to legislate a working forest model that:

- Plans forest activity across the entire public forest;
- Protects a defined land base providing stable, economic fibre supply;
- Expands access to cost-effective fibre and increases employment in the sector;
- Publicly reports on harvest levels, mill supply and forestry jobs; and
- Links fibre access to enforceable commitments for domestic processing, investment, and union jobs; and
- Protects union contracts and unionization where harvesting rights are transferred.

Resolution 26100

Submitted by: HSA

BECAUSE the climate crisis is heightening the cost-of-living crisis; and

BECAUSE people need to believe and see the climate crisis not as an economic burden but as an opportunity to make our lives more affordable; and

BECAUSE expanded, fast and free public transit is one climate policy that will significantly curb greenhouse gas emissions and make life more affordable;

THE FEDERATION WILL update their Climate Justice and Jobs Plan to include free public transit for all; and

THE FEDERATION WILL call on the provincial government to address affordability by immediately making public transit free for all and expand the public transit system to meet the needs of working people throughout the province.

Resolution 26101

Submitted by: MoveUP

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

BECAUSE 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 and cooperation with like-minded organizations like Movement Vancouver and the Public Transit Association of BC;

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

THE FEDERATION WILL push the provincial government to repatriate all privatized transit services providers.

Resolution 26105

Submitted by: Executive Officers

BECAUSE Article 9, section 6. relates to committees but it is not placed in the committees' section of the constitution;

THE FEDERATION WILL amend the constitution by moving Article 9, Section 6. to Article 14, new Section 4. and renumber the remaining subsections of Articles 9 and 14 accordingly.

Article 14, *Section 4.*

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

Resolution 26106

Submitted by: Executive Officers

BECAUSE the Federation rarely issues cheques and other forms or payment such as EFTs are more common;

THE FEDERATION WILL amend Article 7, Section 13. of the Constitution as follows:

Section 13.

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

Resolution 26107

Submitted by: USW District 3

BECAUSE Article 5, Section 7 currently reads: Section 7. On the call of the President, or on request of two (2) Vice-Presidents representing two (2) affiliated organizations, a meeting of the Executive Officers shall be convened when required between meetings of the Executive Council. The attendance of eight (8) members of the Executive Officers shall constitute a quorum for the transaction of the business of the Executive Officers.

THE FEDERATION WILL add the following to Article 5, Section 7 of the Constitution:

The Executive Officers will be responsible to assist the President and Secretary Treasurer

in the their duties and in the operation of the Federation, including but not limited to establishing a Finance Committee to oversee budgets and finances, and a Human Resources committee to provide oversight on personnel and human resources matters.

Resolution 26108

Submitted by: BCGEU

BECAUSE the role of the executive officers is not explicitly stated in the constitution; and

BECAUSE the Federation does not currently have an HR committee;

THE FEDERATION WILL amend the constitution by adding the following to Article 5:

Section 9. The executive officers constitute the executive committee of the Federation and are the highest decision-making body between Executive Council meetings and Convention and are responsible for making recommendations to the Executive Council where appropriate.

Section 10. The executive officers will elect from among their number five (5) members to serve with the president and secretary treasurer as the Human Resources and Governance Committee of the Federation. The committee will review and approve all excluded staff appointments and ensure appropriate HR policies are in place.

Resolution 26109

Submitted by: Executive Officers

BECAUSE the Constitution establishes that the duty of the President is to be the full-time executive officer and to exercise supervision over the affairs of the Federation;

BECAUSE for staffing purposes there should be clarity around process for hiring decisions;

BECAUSE the CLC constitution has similar language that the BCFED can mirror;

THE FEDERATION WILL amend Article 7, Section 9. of the Constitution as follows:

Section 9.

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

Resolution 26112

Submitted by: Executive Officers

BECAUSE this section of the constitution was awkwardly worded;

BECAUSE the constitution should be easy to understand;

THE FEDERATION WILL reword Article 9, current Section 7. of the Constitution as follows:

7) ~~The~~ A decision of the Executive Officers, ~~or of the~~ Executive Council, or any sub-committee thereof, may be ~~effected~~ made by a letter or electronic communication without a meeting. ~~and, in that event,~~ A decision ~~of~~ approved by a majority of ~~the~~ members of the ~~Executive Officers, or of the Executive Council,~~ body concerned shall ~~be the~~ constitute a decision of ~~the sub-committee~~ that body.

Resolution 26115

Submitted by: Executive Officers

BECAUSE affiliates have the right to make appeals to convention under Article 3, Section 4. of the constitution; and

BECAUSE the timelines that apply to giving notice of appeal should be clear;

THE FEDERATION WILL amend Article 4, Section 12. a) (i) of the constitution as follows:

a) (i) All resolutions or notices of appeal submitted under Article 3, Section 4 to be considered by any Convention of the Federation, must be received by the Secretary-Treasurer not less than sixty (60) calendar days immediately preceding the opening of the Convention.

Resolution 26119

Submitted by: UFCW 1518

BECAUSE access to health care is a fundamental human right regardless of nationality or residency status; and

BECAUSE delays in accessing medical care can worsen illnesses and injuries, create public health concerns and increase barriers to treatment; and

BECAUSE British Columbia's MSP Commencement of Enrolment Policy imposes a three-month wait period for new and returning residents arriving from outside Canada; and

BECAUSE this wait period disproportionately impacts migrant workers who may require health care upon arrival; and

BECAUSE Ontario and New Brunswick have eliminated health coverage waiting periods, while Alberta provides exemptions for eligible migrants; and

BECAUSE migrant workers make important contributions to British Columbia's economy and communities;

THE FEDERATION WILL urge the Government of British Columbia and the Medical Services Commission to amend the MSP Commencement of Enrolment Policy and eliminate the three-month wait period for residents accessing MSP coverage.

Resolution 26120

Submitted by: HSA

BECAUSE there is an increase in hate crimes, violence and discrimination targeting 2SLGBTQIA+ people and communities; and

BECAUSE Statistics Canada reported, from 2016-2023, that police-reported hate crimes motivated by sexual orientation have increased by a staggering 388%; and

BECAUSE it is known that many 2SLGBTQIA+ hate crimes motivated by sexual orientation and/or gender identity are not reported to police;

THE FEDERATION WILL work across the labour movement and with the BC government to combat rising hate against 2SLGBTQIA+ people, in communities, and in workplaces; and

THE FEDERATION WILL advocate for increased resources for victim services and evidence-based services offered to survivors.

Resolution 26121

Submitted by: BCGEU

BECAUSE anti-trans hate and mis/disinformation is on the rise and impacts union members both within their workplaces and personal lives; and

BECAUSE transmisogyny is at the intersection of anti-trans and anti-femme hate and trans women face heightened and more likely to be lethal violence;

THE FEDERATION WILL engage in campaign and lobbying efforts to tackle mis/disinformation about trans people, with particular focus put toward the rise and danger of transmisogyny; and

THE FEDERATION WILL make every effort to seek input from trans voices on campaigns and policies that the Federation develops, and where trans people are being discussed, particularly from trans women.

Resolution 26122

Submitted by: HEU

BECAUSE:

- Hate crimes, discrimination, harassment and misinformation targeting 2SLGBTQIA+ communities are rising across Canada and are undermining the safety, dignity, and rights of workers;
- Trans and non-binary workers face increasing legislative attacks, policy rollbacks, online hate and workplace discrimination that threaten their access, inclusion and participation; and
- The labour movement has a responsibility to defend equity, safety and anti-oppression in workplaces and communities;

THE FEDERATION WILL:

- Publicly and unequivocally support 2SLGBTQIA+ workers, with a specific commitment to defending the rights of trans and non-binary workers, and condemn attacks, discrimination and hate targeting these communities in physical and online spaces;
- Develop resources to help affiliates and members counter rising hate, disinformation and legislative attacks; and
- Work with 2SLGBTQIA+ advocacy organizations, legal experts and allies to advance policies that protect and strengthen the rights of 2SLGBTQIA+ workers.

Resolution 26123

Submitted by: BCGEU

BECAUSE many employers do not accommodate persons with disabilities;

THE FEDERATION WILL lobby the provincial government to expand the *Accessible British Columbia Act* to all employers in BC.

Resolution 26124

Submitted by: HSA

BECAUSE the landscape of workplace disability has changed, and there is a growing need for inclusive workplaces that accommodate a wide range of disabilities; and

BECAUSE members report facing ableism in the workplace that continues to create barriers for workers with disabilities, preventing equitable access to opportunities, accommodations and support; and

BECAUSE many workers rely on the Enhanced Disability Management Programs (EDMP) to advocate for them effectively and support workplaces in becoming more inclusive;

THE FEDERATION WILL work with affiliated unions to encourage comprehensive education on ableism in the workplace for EDMP representatives and advocate for more support in creating inclusive environments for all workers with disabilities.

Resolution 26127

Submitted by: BCGEU

BECAUSE delegates/attendees' allergies and needs are often not identified to event organizers until the event starts; and

BECAUSE accommodations are key and many times are not met;

THE FEDERATION WILL ensure that delegates/attendees to all events are canvassed prior to an event for allergies and any accessibility needs; and

THE FEDERATION WILL establish an advanced working group to ensure all requested accommodations are met for every activity; and

THE FEDERATION WILL ensure that all delegates' accommodations are fulfilled in all activities; and Work with Disability Alliance of BC (DABC) to create a path so there is adequate planning for events.

Resolution 26128

Submitted by: BCGEU

BECAUSE there needs to be a specific person to address accessibility needs during an event; and

BECAUSE attendees do not know whom to contact or may not be able to contact for their needs prior to a convention or meeting;

THE FEDERATION WILL appoint a knowledgeable Persons with Disability (PWD) Ombudsperson to assist with accommodations; and

THE FEDERATION WILL establish an email address so accommodation needs of individuals can be identified prior to an event.

Resolution 26129

Submitted by: BCGEU

BECAUSE sometimes persons with disabilities are put in hotels far from the venue of the convention/ meeting(s) or not fully accessible;

THE FEDERATION WILL prioritize room bookings for those with disabilities.

Resolution 26132

Submitted by: BCGEU ; BCUWU; CUPE 1091; HSA

BECAUSE the Canadian Labour Congress (CLC) Winter School is a key forum for developing leadership, advocacy and organizing skills within the labour movement; and

BECAUSE Black, Indigenous and People of Colour (BIPOC) members continue to face systemic barriers to leadership opportunities and representation; and

BECAUSE dedicated leadership development strengthens equity, inclusion, mentorship and diverse representation across the labour movement;

THE FEDERATION WILL work with the CLC Winter School to develop and offer an annual leadership training program for BIPOC members; and

THE FEDERATION WILL include leadership development, public speaking, organizing, mentorship, labour relations and equity-focused advocacy; and

THE FEDERATION WILL develop the program in consultation with BIPOC members while promoting accessibility through outreach, funding support and mentorship opportunities.

Resolution 26136

Submitted by: HSA

BECAUSE all workers deserve protection from retaliation for advocating for human rights; and

BECAUSE all Canadians have the right to freedom of expression; and

BECAUSE no worker should face discrimination for their beliefs;

THE FEDERATION WILL defend workers' rights to freedom of expression and will take a firm stand against any discriminatory repercussions when workers advocate for human rights.

Resolution 26137

Submitted by: HSA

BECAUSE Canadian Parliament tabled the following bills: C2, C8, C9 and C12, which appear nonpartisan and unindicative of bias and prejudice, yet heavily discriminate against marginalized communities; and

BECAUSE these, and other similar bills, have increasingly been used to infringe and undermine rights of asylum seekers and Canada's commitment to international human rights; and

BECAUSE C2 orders health and service workers to provide officers with private information about the people under their care; and

BECAUSE C8 makes consequential amendments to privacy and personal communications; and

BECAUSE C9 criminalizes protest, dissent, free expression and assembly; and

BECAUSE C12 allows the government to revoke immigration permits, visas and permanent resident cards, based on country of origin;

THE FEDERATION WILL work with the CLC to oppose legislation that undermines human rights and lobby the federal government to repeal bills C2, C8, C9 and C12.

Resolution 26138

Submitted by: BCGEU; BCUWU; CUPE 1091; HSA

BECAUSE workers across British Columbia come from diverse racial, cultural, religious, gender, disability and equity-seeking

communities whose experiences strengthen the labour movement; and

BECAUSE systemic barriers and discrimination continue to affect Black, Indigenous, racialized, 2SLGBTQIA+, disabled, migrant, immigrant and other equity-deserving workers; and

BECAUSE ongoing education, collaboration and leadership development are essential to advancing anti-racism, reconciliation, accessibility, inclusion and equity;

THE FEDERATION WILL establish and host a regular Diversity and Equity Conference focused on equity, inclusion, anti-racism, accessibility, reconciliation and human rights within the labour movement; and

THE FEDERATION WILL provide workshops, panel discussions, leadership development, and networking opportunities led by equity-deserving workers; and

THE FEDERATION WILL collaborate with affiliates, equity committees and labour activists to ensure broad representation while promoting accessibility through financial assistance, interpretation, accommodations and hybrid participation where feasible.

Resolution 26144

Submitted by: BCUWU

BECAUSE workers across British Columbia come from diverse cultural, religious and national backgrounds, yet many must choose between their income and job security or observing important cultural, religious or ceremonial events; and

BECAUSE this disproportionately affects racialized and equity-deserving workers, creating barriers to inclusion, belonging and workplace equity; and

BECAUSE paid cultural, religious and ceremonial leave supports diversity, well-being, reconciliation and inclusive workplaces;

THE FEDERATION WILL lobby the Government of British Columbia to amend employment standards legislation to provide a minimum of two (2) paid days annually for cultural, religious and ceremonial observances; and

THE FEDERATION WILL encourage all workplaces to adopt paid leave policies recognizing these observances; and

THE FEDERATION WILL support affiliates in bargaining inclusive leave provisions that respect the diverse identities, traditions and beliefs of workers across the province.

Resolution 26145

Submitted by: BCGEU; CUPE 1091; HSA

BECAUSE workers across British Columbia come from diverse cultural, religious and national backgrounds, yet many must choose between their income and job security or observing important cultural, religious or ceremonial events; and

BECAUSE this disproportionately affects racialized and equity-deserving workers, creating barriers to inclusion, belonging and workplace equity; and

BECAUSE paid cultural, religious, and ceremonial leave supports diversity, wellbeing, reconciliation and inclusive workplaces;

THE FEDERATION WILL lobby the

Government of British Columbia to amend employment standards legislation to provide a minimum of five (5) paid days annually for cultural, religious and ceremonial observances; and

THE FEDERATION WILL encourage all workplaces to adopt paid leave policies recognizing these observances; and

THE FEDERATION WILL support affiliates in bargaining inclusive leave provisions that respect the diverse identities, traditions and beliefs of workers across the province.

Resolution 26149

Submitted by: HSA

BECAUSE many of our values as a labour movement centre around decolonization, social justice, equity, diversity and inclusion, and stand in solidarity with those who have been marginalized by inequitable systems; and

BECAUSE some union pensions are invested in organizations that directly enable human rights violations in the Democratic Republic of Congo, Palestine, Sudan and elsewhere in the world, which directly contradicts the principle;

THE FEDERATION WILL boycott and divest from organizations that directly enable human rights violations in the Democratic Republic of Congo, Palestine, Sudan and elsewhere in the world and lobby the government to sanction such organizations and their governing bodies.

Resolution 26151

Submitted by: HEU

BECAUSE:

- Migrant and undocumented workers play a critical role in Canada's economy and public services, including health care, seniors' care, food production and other essential sectors;
- Precarious immigration status, employer-tied work permits, limited access to services and fear of reprisal or deportation leave many workers vulnerable to exploitation, wage theft, unsafe work, discrimination and barriers to organizing;

THE FEDERATION WILL work with migrant justice, social justice and labour allies to advocate for:

- permanent resident status for migrant workers on arrival and for migrants already here;
- an end to employer-tied and closed work permits;
- renewal of expiring work and study permits;
- access without fear policies in health care and public services; and
- public opposition to policies and practices that exploit migrant and undocumented workers or deny them labour and human rights.

Resolution 26152

Submitted by: HEU

BECAUSE:

- The Truth and Reconciliation Commission of Canada documented the ongoing harms of colonialism,

residential schools and systemic violence against Indigenous Peoples;

- The TRC issued 94 Calls to Action addressing child welfare, education, health, justice, language, culture and reconciliation, many of which remain unimplemented;
- Indigenous workers and communities continue to face disproportionate violence, over-policing, and barriers to public services and justice;
- The National Inquiry into Missing and Murdered Indigenous Women and Girls was established following the TRC and fulfilled Call to Action 41, which called for a public inquiry into the disproportionate victimization of Indigenous women and girls;
- Reconciliation requires concrete action, accountability and support for Indigenous self-determination, not symbolism;

THE FEDERATION WILL:

- Call on the federal-government to adopt a plan to implement the remaining TRC-CTAs and the MMIWG;
- Advocate funding and legislative reform for child welfare, education, health care, justice, Indigenous-languages and cultures;
- Support Indigenous-led groups advancing reconciliation, justice, self-determination, and hold governments accountable.

Resolution 26153

Submitted by: BCGEU

BECAUSE Indigenous women are being murdered and going missing due to systemic injustice; and

BECAUSE the 231 calls for justice for Missing and Murdered Indigenous Women and Girls have not been addressed; and

BECAUSE Indigenous women and their families deserve justice and dignity;

THE FEDERATION WILL dedicate resources to campaigning for the implementation of the 231 calls for justice; and

THE FEDERATION WILL support and donate to Indigenous campaigns that do work that aligns with completing the 231 calls for justice; and

THE FEDERATION WILL lobby for the implementation of the 231 calls for justice.

Resolution 26157

Submitted by: BCGEU

BECAUSE the BC Federation of Labour (BCFED) advocated for the official passage of the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA) in BC, requiring BC laws to align with the *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP); and

BECAUSE the labour movement has a long-standing mandate to uphold and protect DRIPA;

THE FEDERATION WILL continue to oppose any changes to DRIPA that weaken or limit Indigenous Peoples' rights or the implementation of UNDRIP, and advocate

that any changes to DRIPA be developed and implemented in partnership with Indigenous Peoples and representative governments and/or organizations; and

THE FEDERATION WILL support the implementation of the BC government's Anti-Racism Action Plan, including addressing and upholding its Indigenous-specific human rights and anti-racism commitments by continuing to lobby the BC government to provide its DRIPA adequate, sustained and dedicated funding and accountability.

Resolution 26158

Submitted by: CUPE 1978

BECAUSE the Canadian state was founded on principles which included the Royal Proclamation of 1763, which set the historic foundation for permanent acceptance of Indigenous land rights in North America; and

BECAUSE the repatriation of the Canadian Constitution in 1983 included the recognition and affirmation of existing and inherent rights of First Nations, Inuit and Metis peoples; and

BECAUSE Canada is a party to the *UN Declaration on the Rights of Indigenous Peoples* (UNDRIP); and

BECAUSE British Columbia's *Declaration on the Rights of Indigenous Peoples Act* (DRIPA), adopted unanimously in 2019, enshrines UNDRIP as the province's framework for reconciliation with Indigenous nations;

THE FEDERATION WILL call on the provincial government to take action to implement the terms of DRIPA, and will oppose all efforts to pause, amend or repeal the provisions of DRIPA without explicit agreement from organizations which represent Indigenous nations.

Resolution 26159

Submitted by: HSA

BECAUSE Indigenous people around have established legal standards to ensure the recognition, protection and promotion of their basic human and rights; and

BECAUSE the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)* was adopted in 2007, endorsed by Canada in 2010, and formalized in BC as the *Declaration on the Rights of Indigenous Peoples Act* in 2019; and

BECAUSE the *Declaration Act* is legislation that facilitates collaboration and the negotiation between First Nations, Industry and the Provincial Government; and

BECAUSE the Premier has made statements that the government may pursue amendments to DRIPA;

THE FEDERATION WILL lobby the provincial government to cease any amendments, pauses or suspensions of DRIPA; and

THE FEDERATION WILL lobby the provincial government to affirm their commitment to meaningfully negotiate government-to-government with First Nations and uphold the *Declaration on the Rights of Indigenous Peoples Act* and meet the objectives in the UN Declaration.

Resolution 26170

Submitted by: MoveUP

BECAUSE workplace violence and harassment harms workers across British Columbia, causing injury, psychological harm, lost income, and impacts on workers, families and communities and;

BECAUSE workplace violence and harassment disproportionately affect women, racialized, Indigenous, 2SLGBTQIA+, young, migrant and disabled workers, and those in precarious and public-facing occupations;

THE FEDERATION WILL advocate for stronger measures such as enhanced enforcement, employer penalties, and training on preventing and responding to workplace violence and harassment;

THE FEDERATION WILL call on employers to develop and review workplace violence prevention programs with unions and health and safety committees;

THE FEDERATION WILL advocate for mental health supports, trauma-informed care and compensation for affected workers; and

THE FEDERATION WILL work with affiliated unions to raise awareness, share best practices, and promote collective agreement language that strengthens prevention, reporting, investigation and support measures related to workplace violence and harassment.

Resolution 26171

Submitted by: BCGEU

BECAUSE workers in public-facing workplaces can face verbal abuse, threats, harassment and physical violence from members of the public; and

BECAUSE workers cannot be expected to sacrifice their safety to compensate for inadequate staffing, inadequate security or insufficient resources;

THE FEDERATION WILL campaign for safe staffing levels in public-facing workplaces; and

THE FEDERATION WILL advocate for stronger provincial standards addressing workplace violence, including prevention, training, adequate staffing, security measures, incident reporting and post-incident supports; and

THE FEDERATION WILL support workers and unions seeking safer workplaces where employees are never expected to put themselves at unreasonable risk.

Resolution 26174

Submitted by: UFCW 1518

BECAUSE every worker has the right to a workplace free from violence and harassment; and

BECAUSE the Government of British Columbia and the WCB have proposed amendments recognizing psychosocial hazards and preventing psychological injuries; and

BECAUSE the Government of British Columbia has extended presumptive psychological injury coverage to first responders and health care workers; and

BECAUSE under the presumptive clause, eligible workers diagnosed with PTSD or another work-related mental disorder face

fewer barriers to advancing a workers' compensation claim; and

BECAUSE retail workers are increasingly exposed to abuse, threats, traumatic events and violence from the public;

THE FEDERATION WILL urge the BC Government and the WCB to recognize psychosocial hazards and require prevention through risk assessment and education; and

THE FEDERATION WILL urge the Government of British Columbia to extend presumptive compensation coverage to retail workers who experience workplace traumatic events.

Resolution 26175

Submitted by: CUPE BC

BECAUSE workers across both the public and private sectors experience traumatic incidents at work, psychological injuries are not limited to those who are currently covered by the *Mental Health Disorder Presumption Regulation*;

BECAUSE early intervention leads to better outcomes with respect to psychological injuries and associated mental health impacts, and the faster injured workers receive the medical, financial and other help they need, the less their injury impacts their family and community; and

BECAUSE supporting rapid response to injury with the provision of needed supports increased the likelihood of successful return to work, and potentially reduces recovery time; therefore,

THE FEDERATION WILL lobby the provincial government to amend the *Workers Compensation Act* to extend presumptive coverage to all workers who experience a traumatic event in the workplace.

Resolution 26176

Submitted by: HEU

BECAUSE:

- Current presumptive coverage for psychological injuries applies only to designated occupations, leaving many workers to prove causation even when exposed to similar traumatic events;
- Access to compensation and support should be based on the injury and work-related trauma experienced, not on a worker's job title; and
- Traumatic events can occur in any workplace and any worker may experience psychological injury arising from work-related trauma;

THE FEDERATION WILL:

- Lobby the provincial government to expand presumptive coverage for psychological injuries to all workers in British Columbia;
- Amend Section 135 of the *Workers Compensation Act* to remove barriers for workers filing claims for psychological injury; and
- Ensure all workers who experience work-related traumatic events have fair, timely and equitable access to compensation and support.

Resolution 26177

Submitted by: PEA; VLC

BECAUSE the Federation's chronic pain campaign recognizes that compensation systems must evolve as scientific understanding of injury advances, and the same principle applies to psychological injuries;

BECAUSE the WCB continues to rely on outdated mental models of psychological trauma inconsistent with science and medicine;

BECAUSE trauma is complex, involving neurobiological, psychosocial, genetic and developmental factors;

BECAUSE complex trauma and cumulative workplace exposures, including excessive workload and moral injury, can interact to create psychological injuries that are not captured by single-event trauma models;

THE FEDERATION WILL lobby the WCB for change related to mental health injury awards that considers trauma's complexity and how exploitation presents for workers through the pace and substance of work, including moral injuries; and

THE FEDERATION WILL lobby the WCB to integrate trauma-informed practices into service delivery to foster choice, control, collaboration and connection for injured workers, including addressing how surveillance negatively contributes to hypervigilance for traumatized workers.

Resolution 26179

Submitted by: BCGEU

BECAUSE the Federation's chronic pain campaign recognizes that compensation systems must evolve as scientific understanding of injury advances, and the same principle applies to psychological injuries; and

BECAUSE the WCB continues to rely on outdated mental models of psychological trauma inconsistent with science and medicine; and

BECAUSE trauma is complex, involving neurobiological, psychosocial, genetic and developmental factors; and

BECAUSE complex trauma and cumulative workplace exposures, including excessive workload and moral injury, can create psychological injuries that are not captured by single-event trauma models;

THE FEDERATION WILL lobby the WCB for change related to mental health injury awards that consider the complexity of trauma and how exploitation presents for workers through the pace and substance of work, including moral injuries; and

THE FEDERATION WILL integrate trauma-informed practices into service delivery to foster choice, control, collaboration and connection for injured workers, including addressing how surveillance can negatively contribute to hypervigilance among traumatized workers.

Resolution 26180

Submitted by: HEU

BECAUSE:

- Section 69 of the BCWCA outlines the workplace incidents that compel an employer investigation; and

- WCB interprets Section 69 strictly to apply exclusively to physical trauma and catastrophic mechanical events;

THE FEDERATION WILL Lobby the Minister of Labour to amend the WCA to establish full parity between physical and psychological health and safety, including:

- Amending Section 13 to add a definition of "injury:" "injury includes a physical injury, an occupational disease, and a mental or psychological injury, whether arising from a single traumatic event or from systemic exposure to workplace harassment or violence."
- Expanding Section 69(1) to include:

- "...any incident that resulted in a psychological or mental injury requiring clinical/medical treatment or professional intervention;"

- "...any formal complaint or incident of workplace bullying, harassment, or systemic exposure to psychological hazards that had the potential for causing serious psychological injury;"

- "...any workplace-linked outbreak or cluster of an occupational or communicable disease."

Resolution 26181

Submitted by: USW District 3

BECAUSE workplace conditions, including traumatic events, excessive workloads and how work is organized, can cause psychological injury; and

BECAUSE the WCB is consulting on new requirements for employers to identify, assess and control psychosocial hazards; and

BECAUSE workers and their representatives must have a meaningful role in identifying hazards and developing solutions;

THE FEDERATION WILL urge the WCB's Board of Directors to adopt strong, enforceable psychological health and safety regulations without unnecessary delay, requiring employers to assess and control psychosocial hazards in consultation with workers and joint health and safety committees; and

THE FEDERATION WILL work with affiliates to submit worker-informed feedback on the proposed regulation and press for effective implementation and enforcement.

Resolution 26182

Submitted by: MoveUP

BECAUSE the toxic drug and opioid crisis continues to cause preventable deaths and devastating impacts on workers, families and communities across British Columbia;

BECAUSE workers who experience workplace injuries may face increased risk of substance use when pain is inadequately treated, they return to work before recovery, or appropriate supports are unavailable; and

BECAUSE workers experiencing substance-use challenges require dignity, confidentiality, treatment, harm reduction, and support rather than stigma, discrimination or punishment;

THE FEDERATION WILL lobby the government of British Columbia to strengthen evidence-based responses to

the toxic drug crisis, including accessible safer supply, harm-reduction services, voluntary treatment and recovery programs and improved mental-health and addiction supports; and

THE FEDERATION WILL advocate for workers' compensation and workplace health and safety reforms ensuring injured workers receive timely pain management, treatment, income support and safe return-to-work programs without discrimination.

Resolution 26197

Submitted by: USW 2009

BECAUSE British Columbia's workplace based bargaining model can make unionization difficult for workers in small, franchised dispersed and high-turnover workplaces; and

BECAUSE sectoral bargaining can establish common bargaining structures and negotiated standards across an industry or sector, allowing workers to exercise collective power beyond a single workplace;

THE FEDERATION WILL call on the provincial Government to amend the *Labour Relations Code* to establish a framework for sectoral and broader-based bargaining in sectors where workplace-by-workplace organizing creates structural barriers to collective bargaining; and

THE FEDERATION WILL advocate for a framework developed with labour, employers and government that expands workers' access to union representation and collective bargaining while protecting existing bargaining rights and collective agreements.

Resolution 26205

Submitted by: MoveUP

BECAUSE card-check certification provides an accessible and effective means for previously unrepresented workers to exercise their right to organize and form a union; and

BECAUSE the certification of a new bargaining agent for previously unrepresented workers is fundamentally different from an application seeking to displace an existing certified bargaining agent; and

BECAUSE workers in an established bargaining unit already have a recognized bargaining relationship and should have meaningful protection against efforts to disrupt or displace that relationship; and

BECAUSE workers should have the opportunity to make a clear and informed choice through a secret-ballot vote when another union seeks to displace their existing certified bargaining agent;

THE FEDERATION WILL lobby the provincial government to amend the BC *Labour Relations Code* to preserve card-check certification for previously unrepresented workers while requiring a mandatory secret-ballot representation vote for any application seeking to displace an existing certified bargaining agent.

Resolution 26208

Submitted by: MoveUP

BECAUSE British Columbia has a skilled shipbuilding workforce and a history of building vessels that support communities across the province; and

BECAUSE BC Ferries has chosen to build four new major vessels overseas, despite the economic and employment benefits of building and maintaining ferries in British Columbia; and

BECAUSE building ferries in BC would support good union jobs, strengthen local supply chains, rebuild BC's shipbuilding capacity and reduce reliance on overseas construction and supply chains;

THE FEDERATION WILL advocate for BC Ferries to build its new vessels in British Columbia and work to strengthen the case for rebuilding BC's shipbuilding industry, supporting good union jobs, local economic development and reliable ferry service.

Resolution 26209

Submitted by: BCGEU; Executive Officers; LiUNA 1611; VDLC; VLC

BECAUSE BC's shipbuilders have the experience and skills to build ferry vessels; and

BECAUSE building four new ferries in BC would generate $1.5 billion in GDP, 10,000 person-years of employment and $413 million in government revenue; and

BECAUSE BC Ferries' procurement process ignored these economic benefits, instead awarding the work to an overseas shipyard;

THE FEDERATION WILL lobby the provincial government to:

• Develop a shipbuilding strategy that includes ferries and a companion workforce strategy for shipbuilding and mariner trades;

• Take a leadership role in creating a consortium of shipyards and investors to expand capacity and bid on future BC Ferries contracts;

• Invest, along with the federal government, to expand shipbuilding and domestic supply-chain capacity; and

THE FEDERATION WILL lobby BC Ferries to:

• Commit to building future ferries in Canada, maximizing domestic content and materials; and

• Set a long-term ferry purchasing timeline so industry can invest, scale capacity and plan bids.

Resolution 26215

Submitted by: BCGEU

BECAUSE of eight decades of willful destruction of the Canadian shipbuilding industry through privatization and de-industrialization; and

BECAUSE of the failure of Harper's "National Shipbuilding Strategy" to produce much needed public infrastructure, subsidizing instead privately-owned shipbuilding monopolies in the construction of NATO naval assets at unsustainable public expense; and

BECAUSE the BC Building Trades demands the domestic construction of the new fleet of BC Ferries;

THE FEDERATION WILL demand at the Canadian Labour Congress a National Shipbuilding Strategy of public ownership and democratic control, under which ships are no longer built for warmongering by private enterprise, but for the public good through a regime of nationalized

shipbuilding subject to the joint direction of the Canadian labour movement.

Resolution 26216

Submitted by: CUPE 1978; VDLC

BECAUSE of eight decades of willful destruction of the Canadian Shipbuilding Industry through privatization and de-industrialization; and

BECAUSE of the failure of Harper's "National Shipbuilding Strategy" to produce much needed public infrastructure, subsidizing instead privately-owned shipbuilding monopolies in the construction of NATO naval assets at unsustainable public expense; and

BECAUSE the BC Building Trades demands the domestic construction of the new fleet of BC Ferries;

THE FEDERATION WILL demand the half of further military shipbuilding in BC and the total re-allocation of those resources to produce and maintain a new fleet of BC Ferries and a modern Canadian Merchant Marine; and

THE FEDERATION WILL demand at the CLC, a National Shipbuilding Strategy of Public Ownership and Democratic Control, where ships are no longer built for warmongering by private enterprise, but for public good under a regime of nationalized shipbuilding subject to the joint direction of the Canadian Labour Movement.

Resolution 26218

Submitted by: VLC

BECAUSE of eight decades of willful destruction of the Canadian shipbuilding industry through privatization and de-industrialization; and

BECAUSE of the failure of Harper's "National Shipbuilding Strategy" to produce much needed public infrastructure, subsidizing instead privately-owned, shipbuilding monopolies in the construction of NATO naval assets at unsustainable public expense; and

BECAUSE the BC Building Trades demands the domestic construction of the new fleet of BC Ferries;

THE FEDERATION WILL demand at the CLC a National Shipbuilding Strategy of Public Ownership and Democratic Control, where ships are no longer built for warmongering by private enterprise, but for public good under a regime of nationalized shipbuilding subject to the joint direction of the Canadian Labour Movement.

Resolution 26221

Submitted by: BCGEU

BECAUSE while data centres have been a backbone of internet infrastructure, the proliferation of Artificial Intelligence (AI) has driven lobbying for rapid expansion; and

BECAUSE large data centres negatively impact local communities, requiring significant water and energy resources while causing acoustic and air pollution; and

BECAUSE public funds invested in data centres do not bring meaningful or long-term economic development to communities; and

BECAUSE the model of "build-first, regulate-later" is counter to the precautionary

principles; and

BECAUSE planning tools for government, such as Strategic Assessments, exist to assess impacts of activities and facilities;

THE FEDERATION WILL call on the provincial government and, through the Canadian Labour Congress the federal government, to put a moratorium on AI data centres until the environmental, health and security risks of these facilities are broadly understood, and specific community guidelines are in place.

Resolution 26223

Submitted by: USW District 3

BECAUSE the BC Property Tax Deferment Program helps eligible seniors, people with disabilities and families with children meet property tax obligations;

BECAUSE Budget 2026 changed the interest terms for property taxes deferred for 2026 and beyond from simple interest to interest compounded monthly at prime plus 2%;

BECAUSE these changes will substantially increase the cost of deferred taxes and can erode the home equity of people who depend on the program;

BECAUSE a program intended to help British Columbians remain in their homes should not undermine their financial security;

THE FEDERATION WILL call on the provincial government to reverse the 2026 changes to the Property Tax Deferment Program, particularly the move to compound interest and the increased interest rate; and

THE FEDERATION WILL work with organizations representing seniors, people with disabilities and families with children and anti-poverty organizations to advocate for a fair, affordable and sustainable program.

Resolution 26225

Submitted by: HEU

BECAUSE:

- The BC Property Tax Deferment Program helps eligible seniors, people with disabilities and families with children meet property tax obligations;
- Budget 2026 changed the interest terms for property taxes deferred for 2026 and beyond from simple interest to interest compounded monthly at prime plus 2%;
- These changes will substantially increase the cost of deferred taxes and can erode the home equity of people who depend on the program;
- A program intended to help British Columbians remain in their homes should not undermine their financial security;

THE FEDERATION WILL:

- Call on the Province to ensure the Property Tax Deferment Program remains affordable and accessible for low-and moderate-income seniors, PWD and families with children who rely on the program to maintain housing security, including through reduced interest rates and protections against excessive

compounding; and

- Work with organizations representing seniors, PWD, families with children and anti-poverty advocates to protect a fair, affordable and sustainable program.

Resolution 26235

Submitted by: HSA

BECAUSE social workers are vital to improving well-being, addressing systemic inequalities and promoting social equity; and

BECAUSE social workers play a critical role in mitigating the social determinants of health; and

BECAUSE social workers, particularly those working with children or in rural communities, improve health outcomes for British Columbians; and

BECAUSE the province struggles to recruit and retain social workers, especially in rural areas and high-caseload settings, resulting in burnout and low retention; and

BECAUSE the 2024 Federal Budget committed to including social workers in the Canada Student Loan Forgiveness Program; and

BECAUSE the province of British Columbia should expand its criteria to include social workers, following the example of the Canada Student Loan Forgiveness Program;

THE FEDERATION WILL lobby the BC government to expand the BC Student Loan Forgiveness Program to include social workers in publicly funded facilities working with children and in underserved communities.

Resolution 26237

Submitted by: BCGEU

BECAUSE young workers face increasing barriers to stable employment, affordable housing and financial security; and

BECAUSE young workers are often underrepresented in workplace decision-making and union leadership;

THE FEDERATION WILL advocate for policies that improve employment opportunities, wages and working conditions for young workers; and

THE FEDERATION WILL promote leadership development, mentorship and education programs that encourage young worker participation in unions.

Resolution 26238

Submitted by: BCGEU-BCFMWU

BECAUSE young workers often have limited access to long-term institutional experience and resources;

BECAUSE young workers are universally recognized by all affiliates as incredibly valuable to our organizational goals; and

BECAUSE new and young workers deserve opportunities to learn skills that help them feel more prepared to participate in the labour movement and take on leadership roles;

THE FEDERATION WILL commit to developing a mentorship program that all affiliates have access to in order to better foster meaningful engagement and leadership within the Federation.