

70 YEARS OF SOLIDARITY

BRITISH COLUMBIA FEDERATION OF LABOUR

CONVENTION 2026

November 23 to 27 | Vancouver

BCFED



BC Centre for Women in the Trades

Supporting tradeswomen and gender-diverse workers in the trades, from the time they consider entering a trade to the last day of their careers!

- We help women access the training, career supports or funding they need to get into their trade of choice.
- We support tradeswomen and gender-diverse workers in the trades as they advance through their training and careers.
- We advocate for and deliver programs that make workplaces safer for everyone.

As BC's leading advocates when it comes to addressing how gender impacts participation in the trades, we proudly operate as a community hub: connected to and supporting a deep network of frontline trades workers, unions, training centres, employers, stakeholders and allies.

We know that by removing the barriers that tradeswomen and gender-diverse workers in the trades face we improve the recruitment, advancement and retention of all skilled trades workers in BC. And it's this work that creates a more diverse and stable workforce of trades professionals... benefiting workers, employers, and the BC economy, now and into the future.

Learn more about our programs today!

BCCWITT
BC CENTRE FOR WOMEN IN THE TRADES



WELCOME

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Solidarity Forever 4
Rules of Order 5
Unity and Respect 7
New Delegates Guide 9
Constitution and Bylaws 13

EXECUTIVE COUNCIL REPORT 27

Financial Statements 63

STANDING COMMITTEE REPORTS 81

Climate Justice and Jobs 82
Human Rights 86
Indigenous Rights and Reconciliation 89
Occupational Health and Safety 92
Organizing 98
Political Action 101
Women and Gender Rights 105
Young Workers 108

RESOLUTIONS 111

Apprenticeship & Skills Training Working Group 112
General Resolutions 114
AI, Work and Technology 136
Climate Justice and Jobs 141
Constitution and Structure 146
Human Rights 153
Indigenous Rights & Reconciliation 159
Occupational Health and Safety 162
Organizing 173
Political Action 182
Women and Gender Rights 188
Young Workers 190

Union Acronyms of BCFED Affiliates 191

BCFED

Download this book in PDF format at **convention.bcfed.ca/2026/resources**

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Solidarity Forever

When the Union's inspiration
through the workers' blood shall run,

There can be no power greater
anywhere beneath the sun.

Yet what force on earth is weaker
than the feeble strength of one?

For the Union makes us strong.

CHORUS

Solidarity forever!

Solidarity forever!

Solidarity forever!

For the Union makes us strong.

It is we who ploughed the prairies,
built the cities where they trade,

Dug the mines and built the workshops,
endless miles of railroad laid.

We shall never stand outcast from
all the wonders we have made,

For the Union makes us strong.

CHORUS

They have taken untold millions,
that they never toiled to earn,

But without our brain and muscle,
not a single wheel could turn.

We can break their haughty power,
gain our freedom when we learn

That the Union makes us strong.

CHORUS

We are the women of the union,
we have just begun to fight.

We have learned of women issues,
we have learned of women's rights.

We no longer will tolerate
injustices and wrongs,

For the Union makes us strong.

CHORUS

In our hands is placed a power
greater than their hoarded gold,

Greater than the might of armies
magnified a thousand fold.

We can bring to birth a new
world from the ashes of the old

For the Union makes us strong.

CHORUS

Rules of Order

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

1. The president will chair all regular and special conventions. In their absence, or at their request, the secretary-treasurer or another executive officer may be designated as chairperson.
2. Hours of convention will be determined based on the agenda adopted by the convention delegates. Once adopted, a two-thirds vote is required to amend the hours of convention.

RESOLUTIONS

3. Committees may combine resolutions or prepare a composite resolution to cover the intent of the resolutions.
4. Resolutions submitted after the deadline for submission will be considered late resolutions. Late resolutions that, in the opinion of the chair, deal with a pressing issue (emergency) that arose after the deadline for submission of resolutions will be referred to the resolutions committee for consideration. All other late resolutions can only be referred to the resolutions committee following the completion of all convention business and upon receipt of a two-thirds vote by the convention.

MOTIONS AND DEBATE

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

11. A motion to refer back is not debatable, and, when properly seconded, the question will be immediately put to the convention. A delegate cannot move a motion to refer back after they have spoken on the question at issue.
12. When a motion is made to call the question, no discussion or amendment is permitted. The chair, after announcing the question, will ask: "Are you ready for the question?" If the majority vote that the question be now put, the original motion has to be voted on without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
13. A motion may be reconsidered provided the mover voted with the majority, notice of motion is given for consideration at the next sitting, and the motion of reconsideration is supported by two-thirds of the delegates.

VOTING

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

UNPARLIAMENTARY CONDUCT

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

ALTERNATE DELEGATE STATUS

20. An alternate delegate who replaces a regular delegate will have full voice and vote.
21. An alternate delegate badge will not be issued until the regular delegate turns their badge in to the convention office. If different alternate delegates are attending each day, the same procedure is followed.

VISITOR STATUS

22. Guests and observers have no voice or vote and are not allowed on the convention floor.

Unity and Respect

STATEMENT ON HARASSMENT

The following statement will be read at the commencement of all BC Federation of Labour conventions and conferences:

Solidarity is the foundation of the labour movement.

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

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

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

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

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

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

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

OMBUDSPERSON PROCESS

The BC Federation of Labour's Statement on Harassment is applied to all events and is there to ensure all delegates can fully participate in our events.

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

The Ombuds process is a neutral process to support the BCFED's commitment to creating a safe, inclusive, respectful and harassment-free environment at the convention.

Members of the Ombuds Team are not here to monitor behaviour. Their job is to try to resolve disputes or complaints that are brought to their attention. The Ombuds process is collaborative and ideally includes all willing parties.

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

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

HOW TO CONTACT THE OMBUDSPERSON

To contact the Ombudsperson, you can:

- email ombudsperson@bcfed.ca,
- approach any Federation staff member, or
- go to the Convention Solutions Desk and request that an Ombudsperson contact you.

Your outreach will be answered by a member of the Convention's Ombuds Team, normally within an hour of your leaving a message, during Ombuds Team hours. The Ombudsperson will investigate and try to resolve the problem. They may take any action required to stop the harassment and may ask that the harasser be removed from the event.

Your confidentiality will be respected throughout the process.

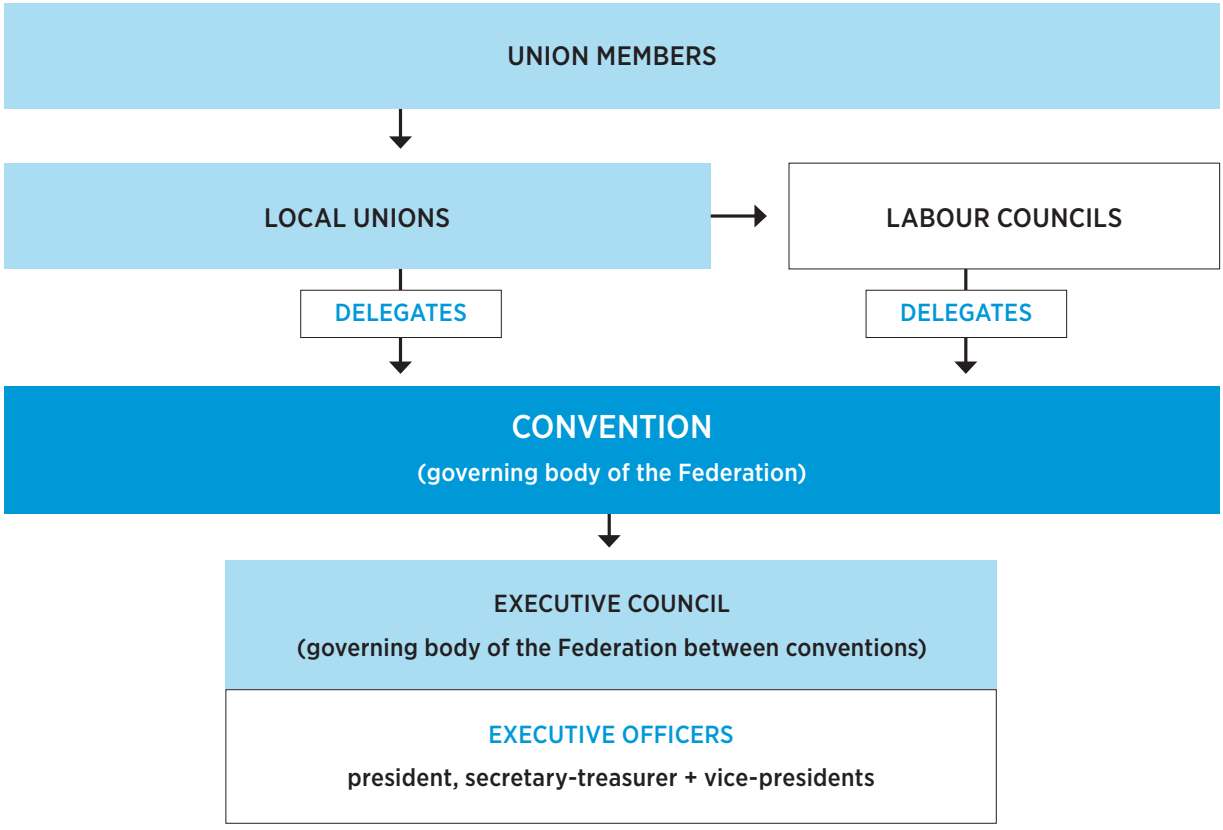
The Ombuds Team email address is monitored from 9 am to 5 pm each day of the Convention.

If you send an email after hours, the Ombuds Team will reply to your message at the beginning of the next day.

If the matter involves your immediate safety, please call 911.

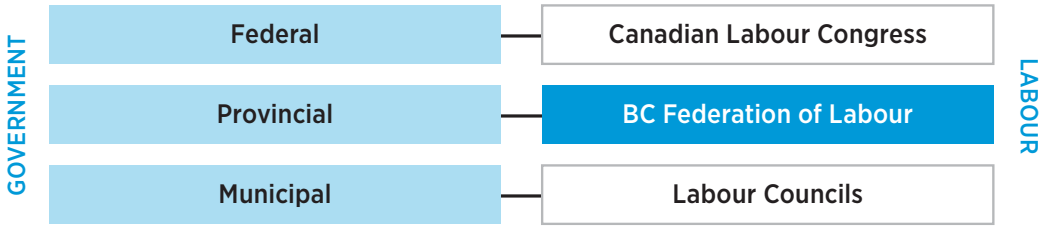
New Delegates Guide

FEDERATION STRUCTURE

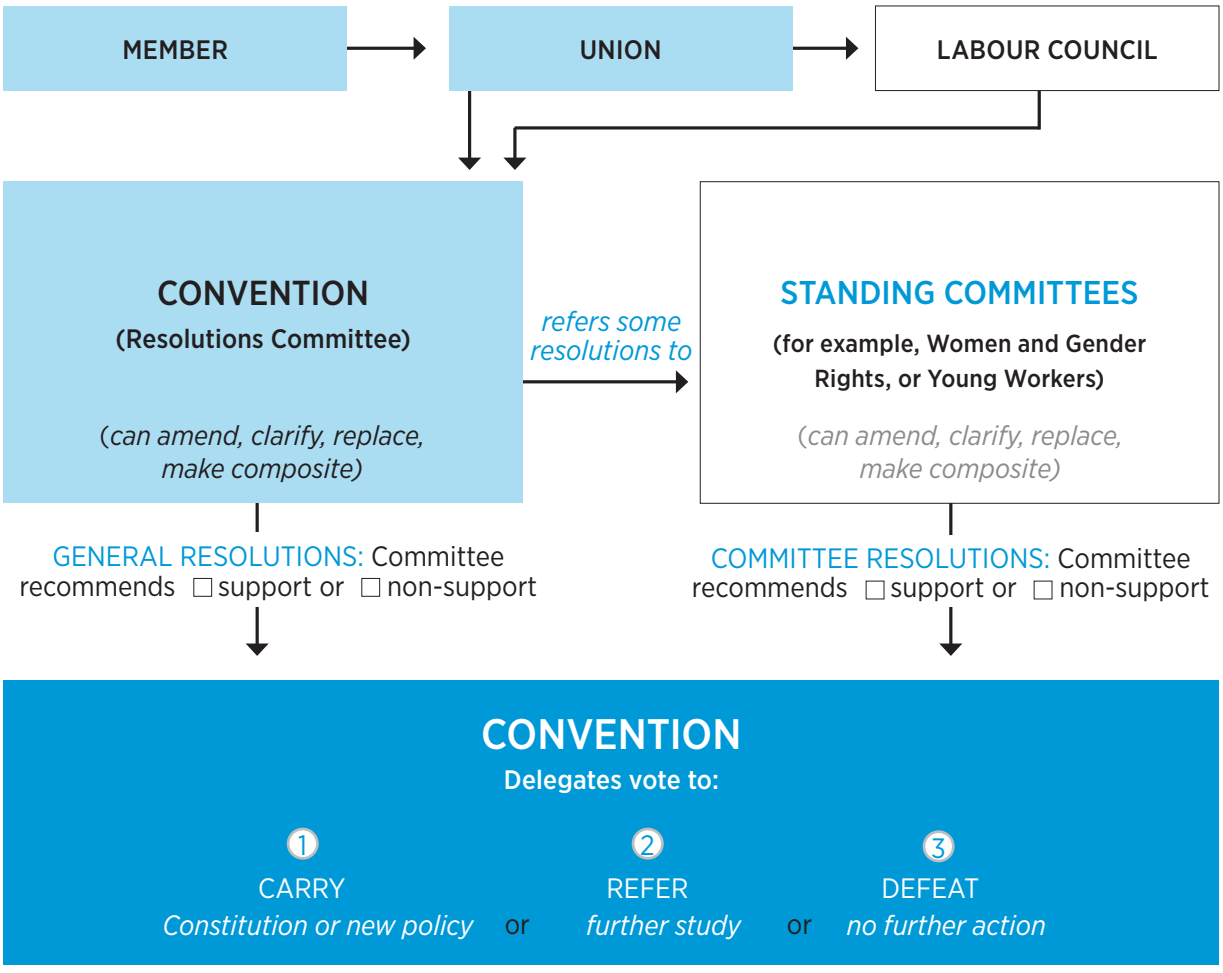


LABOUR MOVEMENT STRUCTURE

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



RESOLUTIONS FLOW



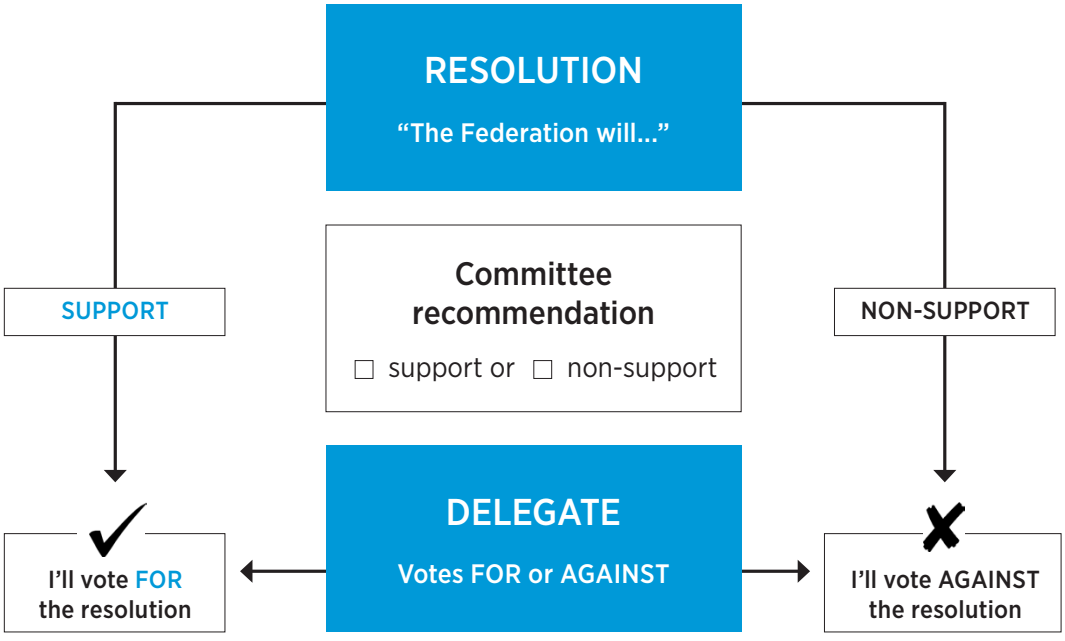
When resolutions are sent to the BC Federation of Labour, they become the property of the convention and are processed by the Resolutions Committee. The Resolutions Committee refers resolutions to the BCFED's standing committees according to their subject matter.

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

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

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

VOTING ON RESOLUTIONS



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

☐ carried *or* ☐ defeated

CHANGING RESOLUTIONS

AMENDMENTS

Amendments are made by the committee processing the resolutions.

COMPOSITE RESOLUTIONS

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

MOTION TO REFER

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

SAMPLE COMPOSITE RESOLUTIONS

These resolutions from past BCFED conventions show how composite resolutions work. They were submitted by individual affiliates, and merged by the Resolutions Committee. (All "Because's" have been left out, so the original resolutions include just "The Federation will..." like in the final resolutions that appear in the convention *Summary of Proceedings.*)

SAMPLE: FROM THE 2022 CONVENTION

RESOLUTION 2232

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

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

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

— USW 2009

RESOLUTION 2233

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

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

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

— MoveUP

RESOLUTION 2234

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

— BCGEU

RESOLUTION 2238

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

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

— BCGEU

COMPOSITE RESOLUTION TO COVER 2232, 2233, 2234 AND 2238

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

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

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

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

Constitution and Bylaws

British Columbia Federation of Labour | Chartered by the Canadian Labour Congress
Amended by Convention: November 27, 2024 | Approved by CLC Canadian Council: October 3, 2025

ARTICLE 1 — NAME

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

ARTICLE 2 — PURPOSE

Section 1.

The purposes of this Federation are:

1. To support the principles and policies of the Canadian Labour Congress.
2. To promote the interests of its affiliates and generally to advance the economic and social welfare of the workers of British Columbia.
3. To assist affiliated organizations in extending the benefits of mutual assistance and collective bargaining to workers.
4. To assist, wherever possible, in the organization of the unorganized into unions for their mutual aid, protection and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary as methods of union organization.
5. To encourage all workers to share in the full benefits of union membership, especially those who identify with the equity seeking groups established in Article 9 Section 1(a) (iii), and any other worker who is covered by protected grounds in the BC Human Rights Code.
6. To secure provincial legislation which will safeguard and promote the principle of free collective bargaining, the rights of workers, and the security and welfare of all people.
7. To promote and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.
8. To promote the cause of peace and freedom in the world and to assist and co-operate with free and democratic labour movements throughout the world.
9. To aid and encourage the sale and use of union-made goods and union services through the use of the Union Label and other symbols; to promote the labour press and other means of furthering the education of the labour movement.

10. 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.

11. To preserve the independence of the labour movement from political control, to encourage workers to vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the municipal, provincial and federal governments. To promote and develop action in the political field and to support the legislative program of the Canadian Labour Congress.

ARTICLE 3 — MEMBERSHIP

Section 1.

a) The Federation shall be composed of:

   (i) Local unions, branches and lodges of national and international unions, regional and provincial organizations affiliated to the Canadian Labour Congress.

   (ii) Local unions within the province chartered by the Canadian Labour Congress.

   (iii) Labour Councils within the province chartered by the Canadian Labour Congress.

b) The application of the above shall not be deemed in any way to provide for dual representation and a delegate is entitled to only one (1) credential.

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

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

a) All official reports which deal with matters within the purview of the Federation.

b) Such other reports as will facilitate and make more effective the work of the Federation.

c) A statement of their membership in good standing.

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

ARTICLE 4 — CONVENTIONS

Section 1.

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

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

Section 2. 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.

Section 3.

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

b) In the event a majority as provided in subsection (a) requests a Special Convention, the Executive Council shall issue the call for the Special Convention within thirty (30) calendar days of such request, and shall give all organizations at least 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.

c) Representation to Special Conventions shall be on the same basis as regular Conventions.

d) Except as provided in subsection (b), a Special Convention shall exercise the same authority as regular Conventions.

e) Notwithstanding anything to the contrary contained in this Article, in an emergency situation, the Executive Council may order an emergency Convention, and shall provide for the issuance of credentials and the registration of delegates in a manner appropriate to the circumstances.

Section 4.

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

   (i) From affiliated local unions, branches and lodges, one (1) delegate for the first one hundred (100) or less members and one (1) additional delegate for each additional one hundred and fifty (150) members, or major fraction thereof.

   (ii) From local Labour Councils, a maximum entitlement of three (3) delegates.

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

b) The average per capita tax payment of the previous twenty-four (24) months prior to the issuing of the Convention Call shall determine the basis of representation.

Section 5.

a) Not less than ninety (90) calendar days prior to the opening of each regular Convention, and 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. Two (2) or more local unions, branches or lodges may combine to send a delegate.

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

Section 6. A registration fee for Convention shall be determined by the Executive Council prior to the notice of Convention required under Section 5. The stated fee shall accompany the credential being sent to the Secretary-Treasurer.

Section 7.

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

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

Section 8. Any organization which has not applied for and obtained a Certificate of Affiliation at least three (3) months prior to the Convention shall not be allowed representation in this Federation.

Section 9.

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

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

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

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

Section 12.

a) (i) All resolutions to be considered by any Convention of the Federation, must be received by the Secretary-Treasurer not less than sixty (60) calendar days immediately preceding the opening of the Convention.

(ii) Electronic facsimiles of written resolutions shall be accepted, provided the resolutions comply with the requirements of subsection (b).

b) Any resolution to be accepted must be submitted in either electronic or paper format by the Executive Council or Executive Officers, or by an organization directly affiliated to the Federation, or by an affiliated organization as defined in Article 10, Section 3. Each resolution must be signed by the two presiding officers of the body submitting it. The signatures can be either digital for electronic resolutions or written

for paper resolutions. A resolution shall not deal with more than one (1) subject, and shall refer to the action which is proposed. It shall contain no more than one hundred and fifty (150) words inclusive of the 'Because' and the 'Federation Will' portions, and exclusive of any wording quoted from the Federation's Constitution.

c) 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 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.

Section 13. Prior to the opening date of the Convention, the President, in consultation with the Executive Officers, shall appoint such committees as are necessary to conduct the affairs of the Convention. The Executive Officers may request any such Committee to meet prior to the Convention for the purpose of considering matters placed before it, in which event, the members thereof shall be paid by the Federation such expenses for such extra days as the Executive Council shall determine.

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

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

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

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

ARTICLE 5 — OFFICERS

Section 1.

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

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

c) At least four (4) of the Vice-Presidents as designated from Section 1(a) and (b) must identify as a member of one of the

following equity groups [one (1) each]: racial equity and justice worker, Indigenous worker, 2SLGBTQIA+ worker, and an accessibility worker. In the event there is no representation from one or more of these equity groups, then the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional Vice-Presidents to meet this requirement.

Section 2. Each Executive Officer shall be a member in good standing of an affiliated organization.

Section 3.

a) The President and Secretary-Treasurer shall, upon election, come forward to the Convention platform and clearly affirm the following lines to the assembled delegates:

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

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

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

Section 5.

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

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

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

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

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

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

Section 8. The Executive Officers of the Federation, while engaged in business of the Federation, shall be compensated for wages, transportation, hotel accommodation, meals

and other justifiable and necessary expenses while out of town, upon submission of receipts.

ARTICLE 6 — DUTIES OF THE PRESIDENT

Section 1. The President shall be the full-time chief executive officer and spokesperson of the Federation and shall be responsible for the implementation of all policies of the Federation as determined by Convention. The President shall exercise supervision over the affairs of the Federation, sign all official documents and preside at regular and special Conventions, Executive Council meetings and Executive Officers' meetings. In the event of a tie vote, the President shall cast the deciding ballot. The President shall carry out other duties as may be requested, from time to time, by the Executive Officers and/or by the Executive Council of the Federation.

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

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

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

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

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

ARTICLE 7 — DUTIES OF THE SECRETARY-TREASURER

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 8 — OFFICERS' REMUNERATION

Section 1.

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

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

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

ARTICLE 9 — EXECUTIVE COUNCIL

Section 1.

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

(i) (1) Two (2) members designated by each of the fourteen (14) largest affiliated organizations. At least one (1) of the two (2) members designated by each of the affiliated organizations must be a member of an equity group. For this purpose, equity groups include women, racial equity and justice workers, Indigenous workers, accessibility workers, 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) workers.

(2) Each affiliated organization will designate one (1) of their two (2) members as a Vice-President, pursuant to Article 5, Section 1.

(ii) One (1) member designated by each affiliated organization that is not among the largest fourteen (14).

(iii) 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. Racial equity and justice workers;
2. Indigenous workers (2);
3. Accessibility workers; and
4. 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) workers.

(iv) One member of the Young Workers Committee, selected in accordance with Article 10.

(v) Five (5) members representing Labour Councils, selected in accordance with Article 10.

(vi) The President or designate of the B.C. Federation of Retired Union Members (BC FORUM).

(vii) In addition to the membership of the Executive Council set out in this Section, each affiliated organization with an affiliated membership exceeding twenty thousand (20,000) members shall be entitled to appoint an additional member for each ten thousand (10,000) affiliated members, or major fraction thereof, in excess of twenty thousand (20,000).

b) The term of office of Executive Council members shall be two (2) years.

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

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

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

a) Initiate provincial legislative action in the interests of working people.

b) Direct the political action program of the Federation.

c) Direct the policy and program development of the Federation's Standing Committees.

Section 5.

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

(i) any affiliated organization may be dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influence; or

(ii) any affiliated organization's policies or activities are contrary to the principles or policies of the Federation.

b) Upon the completion of such an investigation, including a hearing, if requested, the Executive Council shall have the authority to make recommendations to the organization involved and to the Canadian Labour Congress and/or to the next British Columbia Federation of Labour Convention. It shall have the further authority upon a two-thirds (2/3) vote of the Council to suspend any organization. Any action of the Executive Council under this Section may be appealed to the Convention.

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

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

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

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

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

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

Section 12.

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

b) Notwithstanding subsection (a):

   (i) When an election by the Executive Council is required to fill a vacancy in the office of President or Secretary-Treasurer during the term of office, a weighted vote shall be conducted.

   (ii) At the request of a Council member representing an affiliated organization, a weighted vote shall be conducted on any question before the Council, provided such a request is made prior to a vote on the question.

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

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

   (ii) In the event an organization affiliates to the Federation after the Convention preceding the vote, the weight of its ballot shall be equal to the number of members currently affiliated.

   (iii) An affiliated organization may divide its support on a question, and in casting its vote, shall indicate the weight to be attributed both for and against the Motion.

   (iv) The question shall be decided by the total weight of the votes both for and against the Motion.

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

Section 1.

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

b) Elections shall be by secret ballot. A majority of votes cast shall be required before any candidate can be declared elected, and second (2nd) and subsequent ballots shall be taken if necessary, to obtain such a majority. On the second (2nd) and subsequent ballots, the candidate receiving the lowest number of votes in the previous ballot, shall be dropped. In the case of a final tie vote, the presiding executive officer may cast the deciding vote.

c) The nomination and election to offices in the Federation shall be conducted in the following order: President, Secretary-Treasurer, Executive Council members representing Labour Councils and Trustees-at-Large. The election of the Executive Council members from equity seeking groups shall take place in the appropriate caucus forums during Convention week.

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 attend a meeting.

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

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

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

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

Section 5.

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

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

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

a) is entitled to designate two (2) or three (3) persons, at least one (1) of these persons must be a member of an equity group as defined in Article 9, Section 1(a)(i); or

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

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

Section 7. At its first meeting following each Convention, the Executive Council shall appoint the Young Workers' Committee 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.

Section 8.

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

b) A candidate for Executive Council elected under this Section must be:

   (i) a member of an affiliated union; and

   (ii) a delegate to Convention; and

   (iii) shall have and maintain:

      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.

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

ARTICLE 11 — TRUSTEES

Section 1.

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

b) The term of office of two (2) of the Trustees and the Alternate Trustee shall be two (2) years and the term of the remaining Trustee shall be four (4) years.

c) In the event one (1) of the Trustees vacates the office during the term, the elected Alternate Trustee shall succeed that Trustee and serve for the balance of the Trustee's term.

d) In the event an Alternate Trustee position becomes vacant, the Executive Council shall elect a new Alternate Trustee prior to Convention provided the individual elected is a member in good standing of an Affiliate, but not a member of the Executive Council.

Section 2. It shall be the duty of the Trustees to examine all financial records annually to coincide with the third-party audit process.

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

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

ARTICLE 12 — OMBUDSPERSON

Section 1.

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

b) The Ombudsperson will, under the authority vested in them by the Canadian Labour Congress, undertake such inquiries, hearings or meetings that they deem advisable, and report their findings as soon as possible to the parties to the complaint.

ARTICLE 13 — APPOINTMENTS

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

Section 2.

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

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

ARTICLE 14 — COMMITTEES

Section 1.

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

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

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

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

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

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

ARTICLE 15 — ACTIVITIES

Section 1.

a) In non-convention years, the Federation shall convene a regional conference outside of the Lower Mainland region.

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

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

ARTICLE 16 — REVENUE

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

Section 2.

a) Each affiliated local union, branch or lodge shall pay, before the last day of each month, for the preceding month, a per capita tax of ninety-nine (.99¢) cents per member per month.

b) Where 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 the dispute has continued for more than thirty (30) days since the initial job action, the per capita tax payment for the month shall be reduced by the proportion that the organization's membership has ceased or reduced paying dues as a result of job action.

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

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

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

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

ARTICLE 17 — AMENDMENTS

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

ARTICLE 18 — RULES AND REGULATIONS

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

REPORT OF THE EXECUTIVE COUNCIL TO THE BCFED 2026 CONVENTION

Making progress with government 30

Fighting on 34

Building our movement: Organize, organize, organize! 39

Observations and ceremonies 42

In remembrance 44

Solidarity actions 45

Electoral action 47

Partners: BCCWITT, BCFED Health and Safety Centre, BC Forum 48

Equity Representatives' Reports 51

Apprenticeship and Skills Training Working Group 55

Artificial Intelligence, Work and Technology Committee 59



JOSHUA BERSON PHOTOGRAPHY

The report of the Executive Council is an overview of the BC Federation of Labour's work over the past two years. For more detailed information, see the reports of our standing committees.

WITH ONLY THE SLIMMEST of majorities and the BC Conservatives in the midst of serious upheaval, Premier David Eby called an election for October 24, 2026, asking for a stable majority to confront the threat from Donald Trump's tariffs.

The opposition party quickly rallied behind an interim leader, Lorne Doerkson. They ran an extremely cautious, locked-down campaign, keeping the leader and their candidates under wraps and only releasing a platform days before the election itself. And while they dropped two candidates over hateful social media posts in ridings where they had no hope of winning, they faced only limited media scrutiny over the extremist views of several others as the party presented a moderate, centre-right face to voters.

Labour volunteers mobilized across the province to keep the issues that matter to working people front and centre, and to encourage voters to elect BC NDP candidates, especially those who've worked particularly closely with our movement. We shared the frustrations of working people who have been facing major difficulties without feeling a sense of urgency from the BC NDP in addressing them; we knew from hard experience just how much worse things can be under a right-wing, anti-worker government.

Those frustrations, especially around persistent affordability pressures, became a decisive factor on election night, with the defeat of the BC NDP and the election of a majority Conservative government. (The Greens, despite an increase in

their popular vote, succeeded only in retaining two seats.) We want to extend our thanks to the departing BC NDP MLAs for their service to the people of BC.

The BC Federation of Labour accomplished a lot over the past nine years: paid sick leave, critical advances in worker safety, single-step union certification, the return of trades certification, historic investments in affordable housing and training, Canada's highest provincial minimum wage and much more. We're going to defend those gains and keep pushing for the next government to do more. We will, with the support of working people across the province, fight to make the lives of working people — on the job and off — better.

As Sussanne said on election night, "BC's labour movement fought hard for workers over the last nine years, and the last thing any of us needs is to reverse course. The labour movement in BC is going to keep fighting to make progress for working people, no matter who's in government."

WE ENDED OUR LAST CONVENTION on an apprehensive note. The BC New Democratic Party (BC NDP) government had won re-election by the narrowest of margins, with their majority confirmed only a month prior. Donald Trump had won re-election in the US with GOP majorities in Congress.

And working families were continuing to struggle, here and around the world: rising prices, an unstable economy, service shortfalls, artificial intelligence (AI) adoption, weather extremes — they all combined to make life especially difficult for workers.

Then came the most serious threat to our economy in living memory: an increasingly erratic and volatile Trump targeted the Canadian economy and our national sovereignty with ruinous tariffs. That threat has loomed over us throughout the past two years.



"The labour movement in BC is going to keep fighting to make progress for working people, no matter who's in government."

— BCFED President Sussanne Skidmore

In BC, though, we've been able to count on a government that listens to working people. At times we've had to push hard and have some very direct, tough conversations. We haven't liked every decision, and we've wished some others had gone farther. But we've continued to make progress together. And hard as they've been for many of us, the past two years have been dramatically better than they would have been if just a handful of votes had shifted in October 2024.

Our abiding strength during these two years has been our solidarity. It has seen us through the longest public service strikes in BC's history and through many other disputes and job actions across the province. It has served as our north star as we have grappled with the surge of disinformation, hate and fear directed against so many targets: Indigenous people, trans and gender-diverse people, racialized people and more.

And it's been our grounding principle as we've launched two ambitious projects: an organizing campaign geared to encouraging young people to consider joining unions, and our development of a comprehensive vision for an economy built around fairness, prosperity and climate justice.

In difficult times, workers need unions more than ever. And we're proud to say that British Columbia's unions have risen to the moment.



MAKING PROGRESS WITH GOVERNMENT

There's no question it's a tough time to be in government. BC has faced serious financial and economic pressures from factors like economic uncertainty and disruption, the rising costs of wildfire fighting, the impact of Trump's tariffs and more.

We've disagreed over some of the government's response — restraining spending and reducing public-sector jobs. But we've also worked together to make real progress for working people. And some of that progress has been historic.

Here are some highlights.

A HISTORIC INVESTMENT IN SKILLS TRAINING

British Columbia's economic engine is its workers, and investing in workers' skills and expertise is crucial to strengthening our province's economy — not to mention ensuring workers have rewarding, secure careers.

Our years of pushing for a major commitment to training paid off last November, when Premier Eby announced a historic investment in training: doubling the budget over the next three years through a $241-million fund, creating over 5,000 new trades training seats at public post-secondary institutions and union training programs.

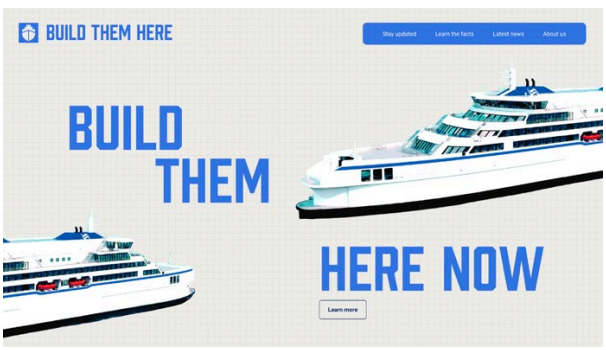
It means BC will have the skilled workforce it needs to carry out an ambitious building agenda, with $88 billion in major projects alone slated through 2028.

BUILDING FERRIES IN BC

The decision by BC Ferries to contract with a shipyard in China to build four new major vessels was met with widespread dismay from BC unions. The decision meant turning our backs on 10,000 person-years of employment, $400 million in revenue to support public services and a $1.5-billion boost to Canada's economy.

We pointed out to BC Ferries and the provincial government that the bidding process was skewed against domestic shipyards, because it stressed only short-term cost and speed; it failed to account in any proper way for the benefit to our province's workers, communities and economy, and the downstream impact of creating a stronger shipbuilding industry.

A coalition of private- and public-sector unions, joined by the BCFED, campaigned hard and mobilized over a thousand members to convince the provincial government to build BC's ferries here. And this September, Premier Eby announced he was directing BC Ferries to ensure the next generation of the company's vessels are built in our province.



CRANE SAFETY

The 2021 collapse of a downtown Kelowna construction crane killed four construction workers and an office worker in a neighbouring building. That disaster, along with a rash of subsequent incidents — including the death of a worker when a crane at Vancouver's Oakridge project dropped its load — underlined the serious gaps in BC's tower crane safety rules.



It's taken longer than it should have, but we've finally seen important progress, driven by persistent, effective pressure from the BC Building Trades, International Union of Operating Engineers (IUOE) Local 115 and the BCFED.

In June 2025, Labour Minister Jennifer Whiteside created the Crane Safety Table to recommend reforms. BCFED President Sussanne Skidmore, IUOE Local 115 and the BC Building Trades joined the table, and over the past year helped to build recommendations for a comprehensive crane safety framework for BC.

This summer, the province announced crane operation will become the first new certified skilled trade since the return of trades certification in 2023. And in September, Minister Whiteside released the recommendations of the Crane Safety Table, establishing a clear roadmap for further improvements.

We're still waiting, though, for the justice system to do its part. Five years after the disaster and two and a half years after Kelowna RCMP recommended criminal charges, the BC Prosecution Service has yet to act.

PROJECT LABOUR AGREEMENTS AND COMMUNITY BENEFIT AGREEMENTS

When the province invests in a major construction project, it's only common sense that local communities and workers should see their share of the economic benefits. That's the idea behind Project Labour Agreements and Community Benefit Agreements, which guarantee local hiring, union wages and training opportunities in the skilled trades. And they help open up careers in those trades to traditionally under-represented groups.

That doesn't sit well with the BC Conservatives. Prince George–Mackenzie MLA Kiel Giddens introduced a private member's bill in March 2026 that would scrap those agreements — taking us back to the days when Latin American workers building the Canada Line were paid only about $4 per hour. (Joe Barrett of the BC Building Trades was instrumental in organizing those workers. In 2008, the Human Rights Tribunal ruled in their favour, and they ultimately received over $1 million in compensation.)

Fortunately, that bill was defeated on second reading in April. But it shows just how determined giant construction companies and their allies in conservative parties are to remove the benefits BC communities and workers gain from these projects — and ensure they flow instead into corporate bank accounts.

SICK NOTES AND MEDICAL LEAVE

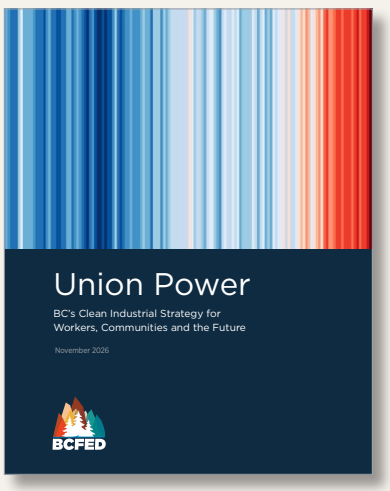
What makes getting sick even worse? When your boss insists you prove it by getting a note from your doctor.

Apart from the insulting implication that you're lying, that requirement has been a burden on our overstretched health care system for years. And if a telemedicine appointment isn't available, you end up dragging yourself (and your germs) into a doctor's office or walk-in clinic. Doctors have been speaking out against sick notes for years.

We've been pushing for an end to them too — and last year, we won. The BC government put a stop to doctors' notes for your first two short-term absences in a calendar year as of November 12, 2025. Your employer can only demand one after a third absence, or one lasting more than five straight days.

That wasn't the only victory for workers dealing with an illness. That same month, a new rule took effect guaranteeing long-term job-protected medical leave for workers with a serious illness or injury. Those workers can now take up to 27 weeks of unpaid leave for medical treatment within any 12-month period — and return to their job when they're done.

UNION POWER: CREATING A STRATEGY FOR CLIMATE JUSTICE AND JOBS



Our economy does a great job of shielding big corporations and the wealthy from the impact of change — and making working people bear the brunt of it.

Now, as working people face changes and disruption on every possible front, we've decided to change that, too. Over the past two years, the BCFED has been engaged in an ambitious initiative to build a strategy that doesn't just combine good jobs and climate action but integrates them into a whole.

The first step came with a massive listening tour reaching over 400 workers from every region and economic sector in BC. Our thanks to affiliates, Labour Councils and community organizations for hosting these focus groups with their members throughout BC. Those conversations are captured in the BCFED's report *Weathering the Storm: Workers on the frontlines of economic and climate disruption*, released earlier this year.

Now we've taken the next big step: turning what we've heard into a vision. Grounded in the frontline experience and expertise of workers, along with solid research and economic modelling, the BCFED has developed a labour-led, worker-centred report that sets out policies, projects and plans to build an economy centred around working people.

We're proud to join the Climate Justice and Jobs Committee in launching ***Union Power: BC's Clean Industrial Strategy for Workers, Communities and the Future*** at this convention.

TAKING ACTION AGAINST RACISM

In 2022, BC's *Anti-Racism Data Act* took effect, enabling the collection of data to help identify systemic racism in the provincial government's programs and services. Two years later, the *Anti-Racism Act* required the government and other public bodies to take action, including the development of an action plan, guided by a Provincial Committee on Anti-Racism.

Hermender Singh Kailley serves on that committee and helped to shape the development of BC's Provincial Anti-Racism Action Plan, unveiled in June. The plan is geared to removing barriers raised by systemic racism across government, and the committee will continue to provide advice on its implementation.

MORE PROGRESS

Tackling the Labour Relations Board backlog: The backlog at the BC Labour Relations Board (LRB) has become a major obstacle to getting timely, fair decisions from the body that oversees the union-employer relationship in our province. That's meant lengthy delays in addressing everything from complaints about bad-faith bargaining to new worksite certifications.

We've been lobbying hard for an increase to the Board's resources, and last year the NDP government came through with a $3-million annual funding boost for three years.

Inflation-linked minimum wage increases: The minimum wage continues to increase, keeping pace with inflation — an important provision that helps ensure the lowest-paid BC workers don't fall behind, and keeps it as the highest provincial minimum wage in Canada. But the work continues to close the gap between the minimum wage and the living wage.



Pay transparency expansion: Provincial pay transparency rules continue to expand in BC and now cover all employers with 50 or more BC workers as well as all Crown corporations. The annual report has improved as well, offering a more intersectional look at pay discrimination and capturing the union advantage where collective agreements help to eliminate the gender pay gap.

Action on gender-based violence: We saw continued progress on the implementation of the provincial Gender-Based Violence Action Plan. A federal-provincial funding package supported measures like more safe housing for women fleeing violence, expanded rural cellphone service and Indigenous-led initiatives. Sussanne Skidmore sits on the province's Gender-Based Violence Action Plan Advisory Committee, ensuring workers' voices are included as the action plan becomes reality.

And the new *Intimate Images Protection Act* will help remove non-consensual distribution of intimate images from online spaces, limiting the harm that it can do.

FIGHTING ON

With the challenges working British Columbians are facing, we need positive, progressive change urgently. Here are some of the most important areas where we've been pushing for action over the past two years, and where we'll keep up the pressure.

STANDING UP TO TRUMP

Early in 2025, Donald Trump announced a series of tariffs against many countries under patently false pretexts. (He also displayed an alarming lack of understanding of how tariffs, international trade and his own country's economy work.)

While several BC Conservative MLAs and other right-wing voices sided with him in his attacks on Canada, Sussanne immediately began working with Premier Eby through his trade and economic security task force, which met regularly to advise the government on its strategy. Scott Lunny of United Steelworkers (USW) District 3 also served on the committee.

Our message at those meetings was clear: the most important priority for government had to be to protect BC jobs and the workers who hold them.

Among other things, that should mean any assistance to business should be conditional on keeping employees on the job. The province should adopt a policy of buying in BC and Canada, with a strong preference for goods and services delivered by union labour. We should protect and expand the services BC workers and our families count on and create jobs building crucial infrastructure. And where job loss is unavoidable, workers and their communities should receive the support they need to get through this crisis.

Prime Minister Mark Carney rode the issue to an election victory in April 2025, promising to take a strong stance against Trump's tariffs and his repeated threats to make Canada the 51st state. While his rhetoric remained resolute, he made several concessions such as cancelling Canada's digital services tax.

WHAT CANADA'S UNIONS ARE CALLING FOR

- Strengthen Employment Insurance (EI) immediately
- Expand Work-Sharing and introduce wage subsidies
- Provide direct income assistance and emergency supports
- Use Canada's economic leverage and retaliate strategically
- Protect strategic Canadian industries and jobs
- Build Canadian and buy Canadian
- Accelerate nation-building investments in housing, public transit, energy, transportation and other infrastructure
- Invest in domestic manufacturing, supply chains and value-added production
- Invest in workers with more apprenticeships, skills training and pathways into good union jobs
- Stop public-service cuts and reject austerity
- Make corporations share the burden
- Diversify Canadian trade

The BCFED will continue to make the case that the BC government's fiscal problems don't stem from excess spending, but from revenue shortfalls.

Then, in July 2026, the US served notice it would not be extending the Canada-US-Mexico Agreement, and Trump renewed his attacks on Canadian exports. (It wasn't just his fixation on tariffs; he was facing plunging poll numbers with the cost of living spiralling and the country mired in an unnecessary war with Iran.)

Ultimately, Canada walked away from negotiations in August, citing Trump's increasingly outrageous demands and shifting goalposts. The labour movement agreed it was the right call, saying no deal is better than a terrible one. The Canadian Labour Congress (CLC) set out a comprehensive vision for our country's tariff response (see *What Canada's unions are calling for*), and the BCFED was proud to support it.

For British Columbia, the tariffs are especially threatening, affecting more than 13 per cent of our exports to the US. Workers in forestry — already hard hit by existing tariffs, drought, wildfires and unstable global markets — are particularly vulnerable, but no sector is safe. So that makes it especially important that we keep pushing hard for the kind of action that workers, our families and our communities need.

THE REAL BUDGET SHORTFALL: REVENUE

Faced with mounting deficits (brought on by a range of factors: an economic slowdown, the Trump tariffs, global markets, wildfires and more), the BC government has chosen to respond by reining in spending and reducing jobs in the public service.

We couldn't disagree more with that approach. It isn't as bad as the slash-and-burn strategy of right-wing governments, but it still cuts jobs and reduces services at a time when our economy needs both. And it led the province to take an aggressive bargaining stance with its own workers that resulted in two lengthy strikes (see *Solidarity actions*, below).

The BCFED will continue to make the case that the BC government's fiscal problems don't stem from excess spending, but from revenue shortfalls. Eliminating the consumer carbon tax left a huge hole, one that could and should be filled by raising taxes on the wealthy; the province still raises much less in revenue as a percentage of gross domestic product (GDP) than before the deep cuts made by the Gordon Campbell Liberals.

JUSTICE FOR INJURED WORKERS

While workers' compensation in BC is undeniably better off than it was when the BC NDP first took office, we still have a long way to go before we can honestly say it's the kind of worker-centred system that has so long been promised.

It doesn't help that the Workers' Compensation Board has adopted a policy of using the so-called surplus in the Accident Fund, not to increase services and compensation to injured workers, but to freeze rates for employers for several years in a row. This is unacceptable: that money would not be there if it weren't for years of cuts to the benefits and coverage available to workers.

Instead of trying to pacify employers, the WCB should be more focused on taking urgent action in areas like psychological injury reform and prevention, chronic pain, violence and harassment, and restoring lifetime pensions and other benefits — not to mention stronger inspection and enforcement.

We're continuing our push for those changes, and for the vision set out in Janet Patterson's landmark report, *New Directions*.

SECTORAL BARGAINING

During the *BC Labour Relations Code* review in 2024, we advocated strongly for sectoral bargaining, to remove obstacles that keep many workers from accessing the benefits of unionizing — for example, in isolated and dispersed workplaces. The review panel, unfortunately, fell well short in their recommendations, only backing advisory panels for workers in such sectors.

We continue to call on BC to strike a single-issue commission to recommend a sectoral approach for certifying unions and making sure all workers can bargain collectively for better working conditions.

A REIMAGINED EMPLOYMENT STANDARDS BRANCH

Emergency funding to address the appalling chronic backlogs at the Employment Standards Branch (ESB) helped for a while, but waits have been creeping up again. That's a big problem for some of BC's most vulnerable workers, who count on the ESB to deal with employer abuses like wage theft and improper firings.

And the more fundamental issue plaguing the branch still hasn't been addressed: namely, that its mandate is so severely limited and reactive, based on complaints rather than education and active investigation.

We're going to keep pushing for more resources to clear those backlogs, investigate cases and resolve them quickly, without leaning on low-paid workers to abandon their cases or accept pennies on the dollar. More fundamentally, we're advocating a dramatic expansion of the ESB's mandate, so it educates workers and employers alike on everyone's rights and responsibilities, so everyone has a common understanding. And we want to see the ESB take a more active approach to enforcing the rules, especially in sectors where employer abuses are widespread.

POST-SECONDARY EDUCATION

Pressure had been building on BC's post-secondary education system for years. Then, when the federal government capped international student permits in 2024, and further reduced permits in 2025, the system, deprived of those students' higher tuition fees, hit a crisis point. Program cuts, campus closures and more than 1,300 layoffs of faculty and staff (on top of the non-renewal of contract instructors) have hit post-secondary institutions hard.

The BC government launched a review of public post-secondary education, but it was structured in a way that seemed to be heavily tilted toward outcomes like merging institutions, shifting toward AI-based delivery and drastically refocusing and narrowing the system's goals. It assumed from the start there would be no additional provincial money, and disregarded years of underfunding — and the three-month process was too rushed to allow for meaningful input.

The government made such remarkable strides in improving access to post-secondary education in its early years that it's been disconcerting to see this approach. We worked with our affiliates in post-secondary institutions to push back hard against this review and its apparent underlying agenda, and we'll continue to press for a real response to the crisis — starting with adequate, stable funding.

PAY EQUITY

The gender pay gap persists in BC, with women earning 15 per cent less than men, according to the latest numbers from the provincial government. And the gap's even wider for women and gender-diverse workers who are Indigenous, racialized, newcomers, disabled or Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional people (2SLGBTQIA+).

BC's pay transparency law, introduced three years ago, was a start, requiring employers to disclose information around pay discrepancies. But it doesn't do anything to close the gap; it just shines a light on it.

It is obvious employers will not fix this unless they have to. We're continuing to call for pay equity legislation that requires companies not only to reveal pay differences, but to address them — to not just disclose the gap, but to close it.

TEMPORARY FOREIGN WORKER PROGRAM

Despite tinkering by the federal government, the Temporary Foreign Worker Program remains fundamentally exploitive. It is structured to make migrant workers vulnerable to their employers from the moment they arrive to the moment they leave.

Migrant workers are being harmed at every stage of the process, from predatory consultants to employers who treat them as an indentured class of workers. Unfortunately, some have blamed them (and not profiteering and decades of underinvestment) for contributing to the housing and affordability crisis, an accusation that resurfaced many times over the past two years.

Instead of scapegoating some of the most vulnerable workers in this country, we're fighting to end the exploitation at the heart of the system. That should begin by ensuring migrant workers can leave exploitive workplaces, by giving them permanent residency on arrival.







LOBBY DAYS

Every two years, the BCFED and our affiliates gather in Victoria to lobby government and MLAs. On October 29 and 30, 2025, we met with Premier Eby, members of cabinet and caucus and with the BC Greens to discuss issues like health and safety, pay equity and strengthening the role of unions in BC.

But we also came with a message: that the government needed to reconnect with the needs and struggles of working people, and come through with urgent, tangible changes to make life easier. We had some frank, direct conversations — and left knowing we'd made the position of working people clear.

CLC NATIONAL LOBBY DAY

Labour leaders from across Canada, including Sussanne, descended on Parliament Hill on November 24, 2025, for the CLC's National Lobby Day. They were there to let MPs know in no uncertain terms how badly the recent federal budget — steeped in cuts and austerity — had failed to meet the moment. And they pushed for concrete action on affordability, health care, worker protection in the face of trade and tariffs, and rebuilding strong, quality public services.

RECONCILIATION

The past two years saw an alarming rise in fear-mongering and disinformation about First Nations, treaties and reconciliation.

The BC Conservatives, firmly in the grip of an alt-right leader and caucus, pulled an about-face on the *Declaration of the Rights of Indigenous Peoples Act (DRIPA)*, pledging to repeal it. Fuelled by widespread misunderstanding and sensationalist coverage of the BC Supreme Court ruling in *Cowichan Tribes v. Canada*, they misled many into believing private homes and property ownership were in danger.

The province responded both to public sentiment and a desire to proceed more quickly with major infrastructure plans with a stated intention to amend the *Declaration Act*. We joined our affiliates in standing with the Union of BC Indian Chiefs and other Indigenous organizations in defence of the *Act*, and in support of continuing to work toward reconciliation. The government ultimately set aside their amendment plans.

We have forcefully rejected an even more disturbing and ugly trend coming from the far right: residential school denialism. It ranges from questioning and even mocking the accounts of residential school Survivors to conducting outrageous, appalling acts of provocation and intimidation. And to our province's shame, it has extended even to members of the BC Legislature.

Our position is clear: the terrible legacy of Canada's residential school system is a matter of historical fact. We condemn both this hateful speech and the disgusting, callous acts they've inspired.

This kind of hate ultimately leads to violent disregard for human life. It's one of the reasons for the crisis of missing and murdered Indigenous women, girls, Two-Spirit people, gender-diverse people and men and boys. We want to thank the Indigenous Rights and Reconciliation Committee and the Indigenous Workers Caucus for their continued work with the Coalition on Missing and Murdered Indigenous Women, Girls, and Two-Spirit Peoples.

We've been honoured to join Red Dress Day ceremonies over the years, and this September, Sussanne had the privilege of attending the 10th anniversary commemoration of the Prince George Red Dress Campaign on the traditional territory of the Lheidli T'enneh First Nation, where she brought greetings from our Federation and affiliate unions.

The work of reconciliation is ongoing, within our movement and outside it as well. We are proceeding with discussions around renewing our partnership with the First Nations Leadership Council and look forward to developing a new protocol agreement in the months to come.





BUILDING OUR MOVEMENT: ORGANIZE, ORGANIZE, ORGANIZE!

This term, we've leaned into organizing in a big way, as three factors have come together:

- Single-step certification is making it easier for workers to choose a union if they want one.
- Affiliates are proving eager to make inroads into areas where it's traditionally been hard to unionize.
- And difficult economic conditions are paired with many employers who seem determined to make wages lower and workplaces more miserable.

As a result, we've gone all in on a campaign called *Unions Are For You*. It's focused on building awareness of the union advantage among young workers and developing organizing leads for affiliates. And it delivers on a resolution passed last convention calling for us to campaign to dramatically increase union density in BC.

Our thanks go out to the Organizing Committee and to the many BCFED affiliates and Labour Councils that have supported the campaign, bringing it to community events across BC. You can help too by sharing **UnionsAreForYou.ca** with any workers you know who could really use a union (and that's a lot of workers!).





2025 REGIONAL CONFERENCE

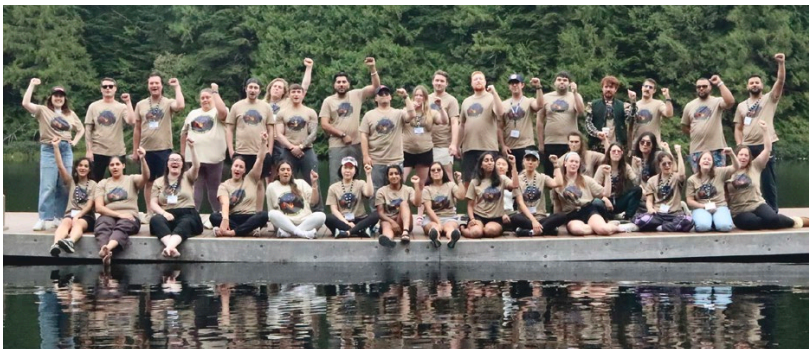
Regional conferences are one of the ways the BCFED stays connected to workers throughout BC. Following a resolution passed at the 2024 BCFED Convention, our regional conferences are now held in off-convention years.

Last year's conference brought us to Kelowna for three days of panels, discussions and workshops from May 22–24, starting on Thursday night with a panel on the shifting political landscape.

Friday morning saw panels showcasing local grassroots organizations and looking at the role of young workers in our movement. The afternoon workshops included sessions on leadership development, psychological safety in

The *Unions Are For You* campaign delivers on a resolution passed last convention calling for us to campaign to dramatically increase union density in BC.





the workplace, political action and climate and economic justice, followed by a presentation by the CLC's Brent Farrington on the federal political landscape.

We closed on Saturday with panels on workers' voices in key provincial initiatives and the impact of climate change and weather extremes on frontline workers in the Okanagan.

Our thanks to the North Okanagan Labour Council for hosting us and providing invaluable support in planning the event.

2025 SUMMER INSTITUTE FOR UNION WOMEN

The BCFED hosted last year's Western Regional Summer Institute for Union Women at Simon Fraser University from June 22–26. More than 100 delegates from Canada, the US and Latin America came to this annual leadership institute, taking part in a wide range of skills-building workshops, cultural activities and education sessions designed to expand their understanding of solidarity and rebuild connections across our region.

Along with their training and education sessions, participants joined a solidarity action alongside UNITE HERE Local 40 food service workers and Canadian Union of Public Employees (CUPE) 3338 cleaning staff at Simon Fraser University (SFU), whose contracted-out employers pay them far less than their counterparts elsewhere.

2025 YOUNG WORKERS LEADERSHIP RETREAT

The Young Workers Committee hosted their second biennial leadership retreat at Loon Lake in Maple Ridge from September 8–10, bringing together 50 young workers to build leadership skills and start planning their future in our movement.

Sessions covered skills in organizing, communications and political action, along with the always popular Be More Than a Bystander training. Just as valuable: the relationship-building opportunities, as participants start to create and deepen the networks that can sustain them and each other throughout their careers as leaders.





PRIDE CELEBRATIONS

We're proud to stand (and march!) in solidarity with Pride celebrations in communities throughout BC. And one of the highlights of the year is pulling together marchers from our affiliates along with us. Thank you to the BC Ferry & Marine Workers' Union (BCFMWU) for driving and sharing their ferry float, helping us to celebrate our many 2SLGBTQIA+ members.









ANOTHER HISTORIC ORGANIZING WIN AT UBER!

It wasn't that long ago that the idea of unionizing platform-based gig workers seemed far-fetched to a lot of people.

But not to the unions working to organize them — or to the workers themselves!

United Food & Commercial Workers (UFCW) Local 1518 made history a few years ago by organizing Uber drivers in Victoria...

...and then again, this April when their bargaining unit ratified the first-ever collective agreement among Uber workers...

...and then *again*, this September when that agreement expanded to cover drivers in the Interior, including Kamloops and Kelowna.

The BCFED has fought for the fundamental labour rights of gig workers for years now. And while the legislation we won wasn't everything we wanted, it opened the door for this historic victory.

OBSERVATIONS AND CEREMONIES

Our movement's history is a long and proud one. It's full of moments of triumph, but of sacrifice and tragedy as well. We come together to remember those moments and honour the losses, comfort the grieving and resolve to continue the fight.

APRIL 28 NATIONAL DAY OF MOURNING

2026 marked the 35th anniversary of the first commemoration of the National Day of Mourning, when we remember those who have been killed, injured or made sick because of their work.

In 2025, Sussanne spoke at the official provincial ceremony at Vancouver's Jack Poole Plaza, while Hermender spoke at ceremonies in Surrey and on the Sunshine Coast.

This year, the BCFED hosted the official commemoration and moved it to the grounds of the BC Legislature, as a reminder to our elected representatives of one of their most important responsibilities: ensuring safe, healthy workplaces for everyone. Sussanne spoke there, while Hermender represented us at commemorations in Surrey and New Westminster.

BENTALL TOWER IV MEMORIAL

The BC Building Trades (BCBT) holds a commemorative service every January to mark the anniversary of the Bentall disaster, when four construction workers — Gunther Couvreux, Brian Stevenson, Donald Davis and Yrjo Mitrunen — fell to their deaths while working on Tower IV's 36th floor.

Advocacy by the labour movement and the men's families led to vital improvements in construction safety regulations, but at a terrible cost. Sussanne delivered greetings to the 2025 and 2026 ceremonies.

INGENIKA ANNIVERSARY

On February 10, 2021, the tugboat *Ingenika* and its three-member crew sank in frigid coastal waters of Gardner Canal south of Kitimat. They should never have been out under the fierce winter conditions the boat faced, but a string of safety violations by the boat's owners led to the





deaths of tug captain Troy Pearson, 58, and crew member Charley Cragg, 25.

We joined the International Longshore & Warehouse Union (ILWU) Canada and family members and friends on the disaster's fifth anniversary outside Transport Canada's Vancouver offices to demand accountability, stronger regulations and tougher enforcement.

FARMWORKERS' MEMORIAL VIGIL

On March 7, 2007, three farmworkers — Sukhvinder Kaur Punia, Amarjit Kaur Bal and Sarabjit Kaur Sidhu — died when the overloaded van taking them to work overturned on the Trans-Canada Highway.

The BCFED has worked closely with the families of the three women ever since to highlight health and safety issues for farmworkers. The Golden Tree Monument in Abbotsford has been a focal point of that work, and we arranged for its restoration in 2025.

We gather every March in honour of these women and all farmworkers killed and injured on the job. The ceremony, which has opened in recent years with a moving Indigenous welcome, is followed by a walk and vigil at the monument.

KELOWNA CRANE MEMORIAL

On the morning of July 12, 2021, a tower crane at a downtown construction site in Kelowna collapsed. Four construction workers and a worker in an adjacent office building were killed.

On the fifth anniversary of that terrible day, Hermender was honoured to join family, coworkers and friends of Jared Zook, Brad Zawislak, Cailen Vilness, Patrick Stemmer and Eric Stemmer at the unveiling of the Rise Memorial Gardens, built in their memory.

You can learn more about the memorial gardens at RiseMemorial.com.

IRONWORKERS MEMORIAL BRIDGE

On June 17, 1958, 18 workers died during the construction of what was then called the Second Narrows Bridge, when several spans collapsed, hurling them into the waters of Burrard Inlet. The death toll rose not long after with the drowning of a diver who was searching for bodies. The bridge was officially renamed the Ironworkers Memorial Second Narrows Crossing in 1994. We join Ironworkers, union leaders, community leaders and others every year to mark the anniversary of that catastrophe.





IN REMEMBRANCE

STEPHANIE SMITH



We lost one of labour's most effective champions and a dear friend in August with the passing of Stephanie Smith.

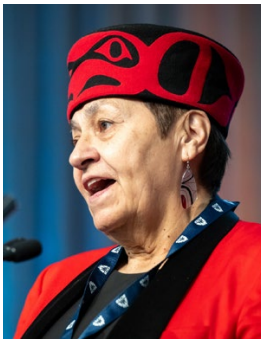
She was the first woman to serve as president of the BC General Employees' Union (BCGEU), from 2014 to 2024. Stephanie envisaged a movement where members would say, "*my* union" instead of "*the* union." She was known for lifting up rank-and-file members, especially those from groups historically excluded from union leadership.

A childcare worker who began her labour career by organizing her own workplace, Stephanie would often draw on that experience as a leader. She played a critical role in pushing for many important changes, but none more than affordable childcare. And as a BCFED Executive Officer and Second Vice-President of the CLC, she provided invaluable guidance and advice to our entire movement.

We will miss that wisdom almost as much as we miss her laugh, her warmth and her friendship.

JOAN PHILLIP (AMSHEN)

Joan Phillip, MLA, Amshen, became politically active at 16 and never stopped, putting her freedom on the line many times at protests for Indigenous rights and social and environmental justice where she willingly faced arrest.



She served as a member of the Penticton Band Council and, for 20 years, the band's land manager. Joan was elected as the MLA for Vancouver-Mount Pleasant in a 2023 by-election and for Vancouver-Strathcona in 2024, both by landslides.

As a Parliamentary Secretary, Joan was a strong advocate for working people. At our 2024 Convention, she and her husband Grand Chief Stewart Phillip brought us a much-welcome message of hope and change in difficult times. With her passing, we have lost a warrior who heartened, inspired and taught us all.

COLIN GABELMANN

Colin Gabelmann was a steadfast champion of working people. A founding member of the BC NDP, he served as the BCFED's Legislative Director and, later, Political Education Director.



As North Vancouver–Seymour's MLA from 1972 to 1975, he voted against his own government's restrictive changes to the labour code and back-to-work legislation. Elected in North Island in 1979, he held the seat until stepping down in 1996. In opposition, he led the legislative fight against the Socreds' draconian labour code changes.

Named Attorney-General in 1991, he brought in freedom of information legislation, lowered the voting age to 18, ended BC's opposition to Aboriginal title and backed the call for a Ministry of Women's Rights. He remained an active force for reconciliation and progressive change after leaving the legislature. We remember him fondly, and we're grateful for his legacy.

SOLIDARITY ACTIONS

Over the past two years, BC's unions have come to each other's assistance many times. The same corporate greed that has us all paying higher prices also plays out at the bargaining table, with many employers pushing hard for concessions and refusing even to allow for inflation in adjusting wages.

But we pushed back harder. Across the province, workers stood firm at the bargaining table — and, where necessary, on the picket line.

We stood with BCGEU and Professional Employees Association (PEA) members during the longest public service strike in BC history.

With CUPE flight attendants as they stood up to the federal government and Air Canada for the simple right to be paid for their labour. With UNITE HERE workers at Radisson Blu, who won the longest strike in Canadian history. With Service Employees International Union (SEIU) members against Dexterra and Nico Wynd Golf Course, CUPE members in Squamish, Vancouver Musicians' Association members at the Vancouver Symphony Orchestra (VSO), International Association of Machinists and Aerospace Workers (IAM) members at Wexxar Bel, United Steelworkers (USW) workers against Rogers, BC Nurses' Union (BCNU) members and many more.















Where employers behaved exceptionally badly, we declared boycotts: against Kal Tire (IAM Local 1857), Coast Hotel Victoria and Marina (UNITE HERE Local 40) and Alberni Golf Club (SEIU Local 2). And we declared a hot edict on aviation fuel at SGS Canada during ILWU Local 502's strike at YVR.

Employers everywhere got the message loud and clear: You take on BC workers; you take on all of us.





LABOUR HOLIDAY EVENT

Labour volunteers, generous donors and BCFED staff helped make the holiday season brighter once again in December 2024 and 2025. The BCFED's decades-old Labour Holiday Event, held at the Maritime Labour Centre, distributes hampers of food, toys and gift cards to hundreds of Lower Mainland families in need.

Our thanks go out to our terrific team of volunteers, staff, sponsors and donors.



ELECTORAL ACTION

We found ourselves engaged in multiple election campaigns over the past two years.

The re-election of the BC NDP in the 2024 vote had barely been finalized as we held our last convention; April 2025 brought British Columbians to the polls again for a federal election fought mostly over Donald Trump's tariff threats. Squeezed by the desire by many progressive voters to keep Pierre Poilievre out of office at all costs, the NDP suffered devastating losses. Jagmeet Singh and six other BC MPs went down to defeat, and the party lost official status in the House of Commons. They were effective, dedicated advocates for working people, and their absence is keenly felt. On March 29, New Democrats elected Avi Lewis as the party's new leader.

Meanwhile, our movement has been hard at work training and mobilizing members in grassroots political action — and identifying and encouraging prospective labour candidates to seek elected office. At the writing of this report, there are great union candidates in municipal campaigns across the province.

Also, as we wrote this report, we were in the throes of a provincial election campaign, with the vote slated for October 24. We were delighted to see so many talented candidates for office, including many union members, and so many labour volunteers on the streets helping to get them elected.

Bill C-58, the federal anti-scab bill, took effect on June 20, 2025. It was one of the federal NDP's conditions for reaching the supply-and-confidence agreement, forcing the Liberals to act after years of delay.

In 2025 and 2026, delegations of labour representatives, non-profit leaders and elected Democratic politicians came to BC to discuss jobs and climate action. These conversations — along with site visits and meetings with progressive municipal politicians — have proven to be invaluable ways of sharing information, experiences and ideas on ensuring working people get the benefits we deserve as we move to a clean-energy economy.

Wildfire season is becoming longer, more ferocious and more dangerous. The risk to workers ranges from exposure to wildfire smoke in the workplace to the dangers faced by wildland firefighters themselves. We're grateful to everyone doing their utmost to keep our communities, homes and families safe.

STANDING TOGETHER IN TRAGEDY

Since our last convention, our province was rocked by two terrible acts of violence. First came a vehicle ramming in April 2025 at the Lapu-Lapu Day Festival in Vancouver — a celebration of Filipino culture and heritage — killing 11 people and injuring dozens more. Then, a year later, a mass shooting in Tumbler Ridge that left 27 people injured and nine dead, including five young secondary school students and BCGEU member Shannda Aviugana-Durand.

On both occasions, first responders and frontline workers did everything they could to preserve life, protect their community and, later, to help those affected heal. We will forever be grateful to these workers for their dedication and skill. And our hearts go out to everyone whose lives were changed by these devastating events.

The outpouring from across the province each time served to underline both the compassion of British Columbians, and the importance of our full health care system: in saving lives and treating injuries, in helping both survivors and frontline workers cope with the ensuing trauma, and in helping to prevent future tragedies.

PARTNERS

BCCWITT

The BC Centre for Women in the Trades (BCCWITT) supports tradeswomen and gender-diverse workers in the trades, from the time they consider entering a trade through to the last day of their careers, by:

1. Helping them get the training, career supports or funding they need to get into their trade of choice. This is delivered through the Trades Training and Employment Program, also known as our "Careers Program" *(funded by SkilledTradesBC)*.
2. Supporting them as they advance through their training and careers — including meetups, monthly virtual meetings, and the delivery of our ConnectHER program *(funded by Fanshawe College, as part of the federal government's Canadian Apprenticeship Strategy: Women in the Skilled Trades Initiative)*.
3. Advocating for and delivering programs that make workplaces safer for everyone, including:
    - Show Up for Safer Workplaces, a new four-day psychological health and safety program that helps participants become leaders in identifying where mental health, addiction, and bullying and harassment are hurting people at work, and equipping participants with knowledge, resources and tools they can bring back to their workplaces to help make the industry healthier for all *(delivered in partnership with the BCFED Health and Safety Centre, funded through the Ministry of Post-Secondary Education and Future Skills' Workplace Innovation Fund)*.
    - SHARP Workplaces, training that offers information, resources, and guidance around addressing sexual harassment in the workplace *(delivered in partnership with Community Legal Assistance Society, funded by the Department of Justice Canada)*.

As BC's leading advocate on gender-based barriers in the trades, BCCWITT proudly serves as a community hub, supporting a deep network of frontline trades workers, employers, stakeholders and allies. They work alongside governments, funders, unions, industry organizations, training providers and a network of leading trades employers (both union and non-union).

BCCWITT is grateful to their community partners for enabling their success in helping tradeswomen and gender-diverse workers build lasting, rewarding careers — key to creating a more diverse and stable workforce that can help build communities and the BC economy.

BCFED HEALTH & SAFETY CENTRE

The BCFED Health & Safety Centre is the WCB-funded occupational safety training centre of the BC labour movement. Launched 25 years ago in September 2001, it's one of the largest providers of injury prevention education and consultation in BC, serving union and non-union workplaces in every sector and region. It's an expression of our movement's values, grounded in worker-centred adult education, solidarity and collective safety.

The Centre provides training and consultation to joint committees, employers and workers on preventing physical and psychological injury through three programming streams:

- Occupational Health and Safety (OHS): training joint OHS committee members and others in committee effectiveness and workplace safety skills;

- Mental Health: covering mental health first aid; preventing and addressing violence, bullying and harassment; and developing systems that support psychologically safe workplaces; and
- Community Education: reaching workers who face higher risks due to demographic factors and systemic discrimination including young workers (through the Alive After 5 program and employment program), workers hired through migrant work programs and workers speaking English as an additional language.

The OHS stream reached 4,054 workers and supervisors in 2025/26, while Mental Health supported 1,285 learners and Community Education reached 29,515 participants.

During the past two years, the Centre has responded to workers' needs by introducing three new courses:

- De-escalating Potentially Violent Situations: a class equipping participants with a trauma-informed approach to de-escalate situations with confidence, skill and empathy and confidently navigate tense situations.
- K–12 Toolkit: Prevention of Violence: a version of the Centre's standard violence prevention course, but incorporating the K–12 Toolkit, with resources and tools tailored to school settings.
- Federal Supervisor OH&S Responsibilities: a two-part course in the OHS stream that covers the basic principles of occupational health and safety, workplace health and safety committees and the particular rules and requirements in federally regulated workplaces.

With a fresh visual identity that more clearly reflects their close relationship with the BCFED, the Centre enters its next quarter century ready to do more than ever to provide the training and knowledge that help keep BC workers safe and healthy.

BRITISH COLUMBIA FEDERATION OF RETIRED UNION MEMBERS (BC FORUM)

BC FORUM represents active and retired union members 50 and older. They're probably best known for the quarterly magazine *The Advocate*, covering issues and topics pertinent to seniors' physical, emotional and financial well-being — without shying away from tackling hard subjects such as elder abuse.

BC FORUM also offers members extended health benefit and insurance options and mobilizes members around crucial issues. Their watchwords are "Retired from the job, not the fight." Members stand in solidarity with union kin on picket lines, at demonstrations and in their lobbying activities. BC FORUM fought long and hard for the Canada Dental Care Plan, celebrated the advent of the *National Pharmacare Act* and are now in the trenches to save not only Pharmacare but public health care. BC FORUM's members and leadership understand the importance of public delivery of services, often through first-hand experience, and they're strong advocates for protecting and expanding it.

For affiliate members who are nearing (or at least thinking about) retirement, BC FORUM facilitates a workshop called "What're You Doing After Work." They have delivered several versions of the workshop in person and online since our last convention and tailor them to meet the needs of each audience — from young workers to those at the threshold of retirement.

Because BC FORUM operates on a small budget, they rely heavily on affiliates and allies to help spread the word. They're glad to speak and table at local meetings, conferences and conventions. Membership fees are kept low, so they aren't a barrier to participation, so the generous donations affiliates provide make a big difference — for example, in making the production and distribution of *The Advocate* possible.

For information about joining or supporting BC FORUM, visit bcforum.ca.

BCFED OFFICERS AND EXECUTIVE COUNCIL MEMBERS

OFFICERS

Hermender Singh Kailley, **BCFED**
Sussanne Skidmore, **BCFED**
Paul Finch, **BCGEU**
Maria Middlemiss, **BCGEU**
Carole Gordon, **BCTF**
Orion Irvine, **CLC**
Sheryl Burns, **CUPE 1936**
Karen Ranalletta, **CUPE BC**
Jasmine Nicholsfigueiredo, **FPSE**
Barb Nederpel, **HEU**
Sarah Kooner, **HSA**
Crystal Braunwarth, **IATSE 891**
Jim Lofty, **BC Building Trades**
Phil Venoit, **IBEW 230**
Tom Doran, **ILWU Canada**
Joulene Parent, **ILWU 500**
Bryan Railton, **IUOE 115**
Jason Woods, **Maritime Council**
Annette Toth, **MoveUP 378**
Jamey Mills, **PSAC BC**
Patrick Johnson, **UFCW 1518**
Scott Lunny, **USW District 3**

EXECUTIVE COUNCIL

Drew Curry, **ATU 1724**
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Colin Jones, **BCIT FSA**
Todd Schierling, **BCPFFA**
Alicia Moura, **BCTF**
Robin Tosczak, **BCTF**
Nav Malhotra, **CSWU/LiUNA 1611**
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Dal Benning, **CUPE BC**
Martina Allevato Boyd, **CUPE BC**
Sheryl Burns, **CUPE 1936**
Tony Rebelo, **CUPE BC**
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Allen Duddridge, **CWA Canada 30223**
Mark Diotte, **FPSE**
Lynn Bueckert, **HEU**
Jovito Espinoza, **HEU**
Lynn Serhan, **HEU**
Betty Valenzuela, **HEU**
Sonia Andhi, **HSA**
Jaime Matten, **HSA**
Kevin Taki, **HSA**
Al Cyr, **IAMAW 250 District Lodge**
Amanda Bronswyk, **IATSE 891**
Joulene Parent, **ILWU 500**
Robert Fraser, **IMA 247 CFM**
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Dimitri Ossinsky, **MoveUP**
Candis Johnson, **NCLC**
John Humphrey, **NDDLC**
Janet Andrews, **NWDLC**
Cliff Haman, **PEA**
Morgan Cranny, **PIPSC**
Patricia (Trish) Martin, **PSAC**
Raj Dhaliwal, **SEIU 2**
Harold Swinton, **SGWF**
Henry Williams, **UBCP/ACTRA**
Marylou Fonda, **UFCW 1518**
Erica Jones, **UFCW 1518**
Cathy Shannon, **UFCW 247**
Paul Siakaluk, **UNBCFA**
Robert Demand, **UNITE HERE! 40**
Julia McKay, **USW**
Stephen von Sychowski, **VDLC**

Equity Representatives' Reports

INDIGENOUS WORKERS REPRESENTATIVES REPORT

Marylou Fonda and Lynn Serhan

The Indigenous Workers Caucus is comprised of self-identified Indigenous workers from our affiliate unions across BC. The caucus discusses issues faced by Indigenous workers and works collectively to advise the BCFED on continuing the work of decolonization and reconciliation within the labour movement. This previous term has been especially difficult, with the rise of residential school denialism and anti-Indigenous hate speech among conservative and alt-right groups.

Over the last term, the caucus has focused on several main objectives:

Moving the needle toward a culturally safe labour movement: Over the term, members have discussed and shared recommendations to help move the labour movement toward a space in which Indigenous workers can thrive and be respected. Members encouraged the labour community to participate in and learn about Indigenous culture and traditions.

Creating a resource on Indigenous Cultural Safety: The caucus worked together with the BCFED to create a handbook on Indigenous cultural safety in the labour movement. The handbook sets out to ensure engagements and gatherings are respectful and free of discrimination and racism. The handbook is nearing completion.

Missing and Murdered Indigenous Women, Girls, Two-Spirit People, Men, Boys and Gender-Diverse People: Marylou was invited to attend a photoshoot on the Highway of Tears alongside 10 other Indigenous women to bring awareness to the missing and murdered sisters.

Our caucus members have spent many meetings discussing the need for a permanent and federally funded National Red Dress Alert system. Lynn Serhan is also part of the Coalition on Missing and Murdered Indigenous Women, Girls and Two-Spirit People, where they have also been amplifying the need for a permanent implementation of a Red Dress Alert.

Red Dress Day: Our members are extremely involved in their communities. Every year, the caucus reps and many caucus members organize themselves around the planning and attending of Red Dress events across the province. In 2025 and 2026, Caucus Chair Lynn Serhan and BCFED President Sussanne Skidmore attended the Red Dress Day event in Prince George, where both Lynn and Sussanne were invited to speak. Many activists joined Lynn and Sussanne again at the 2025 Red Dress Day event at Bear Creek Park. As we write this report, many are gearing up for the annual 2026 Red Dress gathering at Bear Creek Park, planned by CUPE and HEU.

Blue Jean Jacket Day: When we discuss Red Dress Day, we cannot forget about Blue Jean Jacket Day. Observed annually on June 6, the day is meant to remember and honour missing, murdered, and exploited Indigenous men, boys, and Two-Spirit people. In 2026, our reps and activists joined their communities to honour those who have been taken from their communities.

The Indigenous Workers Caucus is a proud group that is helping guide the BCFED toward our shared goal of reconciliation and decolonization. We look forward to continuing this work in the next term.

2SLGBTQIA+ WORKERS REPRESENTATIVE

Kevin Taki

The BCFED 2SLGBTQIA+ Workers Caucus is a vibrant group of unionized workers who identify as Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, plus. The Caucus provides a dedicated and safe space for members to discuss the ongoing issues and barriers facing 2SLGBTQIA+ community members. Through its work, the Caucus helps strengthen efforts to create workplaces, unions and communities where 2SLGBTQIA+ people are respected, represented and able to participate fully.

Over the past two years, members of this caucus have faced ongoing attacks from conservative and alt-right groups. Following the tragic incident in Tumbler Ridge, we saw an even greater increase in anti-trans and sexual orientation and gender identity (SOGI) hate. Our hearts are left broken for the community and many of our members feel unsafe and targeted.

Pride events and parades: Pride season brings much joy and cause to celebrate, at the same time as members continue to fight back against the hate and violence they face. Activists across BC participated in BC's many Pride events, such as Kamloops Pride, Fort St. John and Vancouver Pride and many others. 2026 brought Fierté Canada Pride to Alberta, and activists travelled to Alberta to attend. Members were elated to be in spaces with other queer people and allies. Coming out of the event, we discussed the different ways that labour can collaborate with Fierté Canada Pride.

Educational activities: Members unanimously agree that further education will help to increase allyship within the broader labour community. We have discussed inviting other allies and union activists into the caucus to educate and inform members.

Following the previous term, the caucus recognized there was a need for queer, trans, Indigenous, Black people and people of colour (QTIBPOC) space to promote healing. A recommendation was made to arrange for a speaker to facilitate a session for QTIBPOC members. The BCFED is working to invite an allied and racialized speaker to support us in continuing this work.

No Space for Hate: On March 31, the Transgender Day of Visibility, members of our community attended the No Space for Hate picnic in Abbotsford. In the face of growing hate, members were thrilled to see a huge success in an event with positive feedback from the public and no counter-protests.

Queer Momentum's Trans Canada Tour: Queer Momentum brought a Canada-wide tour to continue the building of our movement and celebrate queer folks. The Trans Canada Tour is meant to dispel misinformation (such as what is being taught in schools and what health care services are offered to trans youth) and to celebrate community leaders and queer joy. Many union members worked to amplify Queer Momentum's message.

As our work continues into the next term, we want to thank our community, friends, and allies for standing with us.

TRANS WORKERS WORKING GROUP

Created as a sub-group of the 2SLGBTQIA+ Workers Caucus, the Trans Workers Working Group is comprised of trans, non-binary, and gender-non-conforming union members. This group advises the BCFED on trans-inclusive practices.

During Pride season, queer folks often take on a great deal of physical, mental and emotional labour, and lose the vision that Pride is a time for healing, celebration and grieving our losses. Walking into Pride 2026, members of the Trans Workers Working Group encouraged their allies to practice visible allyship.

While we continue with our work, we are also aware of the need for trans representation within leadership and the broader movements. We look forward to continuing to engage in healing and transformative work in the next term.

RACIAL EQUITY AND JUSTICE REPRESENTATIVE (REAJ)

Sonia Andhi

The Racial Equity and Justice Caucus brings together Indigenous, Black and racialized union members to discuss racial inequities and how to further the rights of racialized workers in the labour movement. Significant work remains to eliminate racism in British Columbia. We continue to see a growing trend of racism, discrimination and hate which targets those within our own communities. Although the caucus was small, they were mighty and met consistently, engaging in meaningful discussions and initiatives to advance racial equity within the union and workplace.

A significant purpose of the caucus is to provide a space for members to discuss workplace issues affecting racialized workers. Members shared experiences of systemic barriers, discrimination and inequities while identifying opportunities for collective advocacy and support. With their lived experiences, the caucus advised the BCFED on how to create a labour movement that is more inclusive for all workers.

Cultural bereavement leave: One recurring issue raised was the challenge many racialized members face in accessing sufficient bereavement leave to travel to their home countries and complete important cultural, religious and family mourning rituals. The caucus recognized that existing leave provisions often do not reflect the realities of immigrant and racialized workers and discussed strategies for advocating for more equitable bereavement leave provisions.

The members of the caucus also contributed to the development and discussion of other convention resolutions aimed at advancing equity and inclusion within the labour movement. Members shared thoughts on the BC Federation of Labour's policies and priorities that can address systemic barriers experienced by racialized workers.

Promotion of awareness and engagement: The caucus explored ways to strengthen the representation of racialized workers in leadership roles across the labour movement. Discussions focused on expanding leadership development and skills training for racialized members interested in taking on leadership positions, highlighting the experiences and contributions of diverse leaders, and reinforcing the importance of decision-making that was representative of all workers. The caucus also emphasized the responsibility of current leaders to create pathways and opportunities that support greater equity and representation at all levels of the labour movement.

Driving the education and dialogue on racial equity: The caucus identified several educational needs for caucus members and their networks. Recognizing the importance of education and dialogue, the caucus explored opportunities to invite guest speakers with expertise in anti-racism, equity and social justice to support learning and strengthen members' understanding of emerging issues affecting racialized communities.

The REAJ Caucus remains committed to creating a supportive space for racialized members, advocating for systemic change and strengthening equitable representation within the labour movement. The caucus looks forward to building on this term's progress through continued member engagement, growth opportunities and collaboration with other community members, allies and equity-denied caucuses.

ACCESSIBILITY WORKERS REPRESENTATIVE

Jennifer Marquez

The BCFED Accessibility Workers Caucus has been steadily working on uplifting members living with disabilities over this last term. Not all disabilities are visible — the Accessibility Workers Caucus is comprised of members with visible and non-visible disabilities, and the caucus continues to work on the de-stigmatization of disability in workplaces and the labour movement.

Over the last term, members of the caucus were happy to see *Employment Standards Act* updates, particularly concerning the ban on sick notes and the new 27-week leave for serious injury or illness, which help organizations to create more accessible and inclusive workplace environments.

Many of the caucus's conversations highlighted how disabilities are not always visible, and people may not recognize them. In November 2025, the caucus discussed a plan to raise awareness through the BCFED's social media accounts on International Day of Persons with Disabilities. Through their planning and commitment, a post was created and shared across BCFED accounts in December 2025.

Representation on the Provincial Accessibility Committee (PAC): We are honoured to have previous Accessibility Workers Caucus Representative, Sheryl Burns, represent us and labour as an appointee to the Provincial Accessibility Committee, where she ensures accessibility policy decisions are formed through an accessibility and labour lens. The PAC, created to implement the *Accessible BC Act* that received royal assent in June 2021, has worked to develop recommended standards in areas of public services and employment. To date, 20 recommended standards in the area of public services and 19 recommended standards in the area of employment have been developed.

Members of the Accessibility Workers Caucus look forward to seeing the approval of standards and development of regulations, legislation and policies that will lead to the elimination of barriers for people living with disabilities, both in service delivery and employment.

Accessibility Checklist: The caucus has discussed ways to improve the BC Federation of Labour Accessibility Checklist. This checklist is a living document which evolves and grows alongside the caucus members and is shared with affiliate unions so that they can create accessible and safe spaces for all members. Members met to discuss different ways to make spaces more accessible for them, such as the provision of ergonomic chairs, wider aisles to accommodate wheelchairs and walkers, and low-sensory rooms.

Community action: Members of the caucus attended many community events. Operated by Disability Alliance BC, the Right Fit Program helped match wheelchair users with accessible housing. With BC's already strained long-term care system, the program helped people in times of need, with approximately 200 people on the program's waitlist in April 2026. The program lost its federal funding on April 1, and members attended a public rally in hopes of saving it.

Learning session: The caucus discussed how limiting it can be without proper support and guidance when living with a disability. The disability tax credit was a particular focus, with some members feeling they lack the support to properly claim the tax credit. In November 2025, members of the caucus took time to learn more about the credit, with one member leading the learning session with a presentation.

The Accessibility Workers Caucus remains committed to advancing inclusive practices that ensure all members can participate fully, safely and with dignity.

Apprenticeship and Skills Training Working Group

The BCFED's Apprenticeship and Skills Training Working Group (ASTWG) brings together representatives from union training schools and post-secondary institutions, as well as affiliates from across the labour movement in BC concerned with training and education. The group meets regularly to discuss issues, policies and programs that affect apprenticeships, skilled trades training and other training needs.

Skilled trades provide British Columbians with good, family-supporting jobs and careers, and skilled tradespeople ensure quality and safety on any project they are working on, from the Langley SkyTrain extension to the North Coast Transmission Line. Strong apprenticeship programs are the foundation of a strong skilled workforce of tradespeople with careers that offer high wages, health benefits, pensions and job security. The ASTWG supports the BCFED and affiliates in their work to expand quality apprenticeship and training programs.

MAJOR PROJECTS AND PLAS/CBAS

The current political context is ripe with opportunity for skilled trades training and work. Both the provincial and federal governments have committed to province- and nation-building major projects, with over one-third of the federally backed projects happening in BC.

Our working group strongly supports the BCFED's continued advocacy for these public investments to be tied to public and community benefits through project labour agreements (PLAs) or community benefit agreements (CBAs). These agreements are contracts between government and workers or contractors and workers to provide priority to local residents for good, unionized jobs on public infrastructure projects like hospitals, schools, public transit, and more. PLAs/CBAs also support apprenticeships on construction projects and prioritize the employment of traditionally under-represented groups such as women and Indigenous workers. We welcome the recent news that the Burnaby Hospital redevelopment will be completed under PLA.

We note as well the BCFED's support for the BC Building Trades (BCBT) budget submission's call expanding the designated list of projects under Community Benefits and Project Labour Agreements. One way to do this is through increasing use of BC Infrastructure Benefits (BCIB) on public projects. BCIB is a Crown corporation that operates as the employer on assigned projects, applying a comprehensive CBA across them. BCIB increases local, unionized workers on jobsites and improves equity in the workplace through training and representation.

EXPANDING SKILLED TRADES CERTIFICATION

The BC Liberal provincial government dismantled BC's skilled trades system, deregulated skilled trades programs and reduced funding for skills training. This reduced safety and quality on job sites and resulted in lower pay and less job security for workers. But thanks to years of advocacy by the BCFED and the BC Building Trades affiliates on the committee, the BC NDP government is turning the system around.

The province recommitted to skilled trades certification through legislation in 2022 and subsequent policies and programs. Seven initial trades were certified, three automotive trade certifications are to come, and two crane operator trade certifications have been announced this year; four more trades are yet to be announced in the plan to reach twenty over the next few years.

TRAINING AND EDUCATION

The high point of this term came late last year, when the BC government announced $241 million in funding over three years to provide over 5,000 new seats in skilled trades training throughout BC. This will help reduce long waitlists and provide support for apprentices throughout their training program.

We are pleased to note the federal government is also investing in skilled trades training, offering $400 per week (on top of Employment Insurance) to support apprentices in technical training, and a $5,000 Red Seal completion bonus. Some affiliates would also like to see the reinstatement of yearly federal grants for apprentices to support their continued progress through programs.

Part of the BC Liberal government dismantling the skilled trades system involved undermining full trades training through introducing modularized training, decreasing the length of training programs and focusing on a so-called competency-based approach. Completion rates in Red Seal skilled trades fell dramatically from 84% to 65% over the next ten years, a significantly higher reduction than the national average, while the injury rate for tradespeople in BC surged to four times Ontario's rate.

While the BC government has provided the largest investment ever in skilled trades training, we are concerned that it continues to support some competency-based options, often called micro-credential courses. For instance, the BC government has now deregulated small heat pump installation, and post-secondary institutions are offering a heat pump installer micro-credential, which, if offered as a stand-alone course, undermines Heating, Ventilation, Air Conditioning, and Refrigeration (HVAC-R) skilled trades training and reduces the safety and quality of these installations. These courses are adequate for upskilling existing Red Seal tradespeople, but they cannot replace the comprehensive spectrum and duration of full skilled trades training.

GOVERNMENT ENGAGEMENT

The BCFED and affiliates continue to advocate for more skilled trades certification and full skilled trades training to ensure strong safety standards and high-quality work, as well as long-term careers with job security and mobility for workers. This has been the message throughout the BCFED's and the working group's engagement with government, which includes:

- Supporting the BC Building Trades Bill 15 (*Infrastructure Projects Act*) submission recommending that the regulation should include requirements for project labour agreements, prevailing wages and apprenticeships;
- Celebrating the provincial government's skilled trades investment of $241 million over three years for 5,000 new seats throughout BC; and
- Delivering a provincial budget submission calling for building more publicly funded infrastructure.

The high point of this term came late last year, when the BC government announced $241 million in funding over three years to provide over 5,000 new seats in skilled trades training.

EQUITY IN TRADES AND BCCWITT

The ASTWG regularly discusses affiliate initiatives to increase participation of traditionally under-represented groups in the trades. Affiliates have introduced various equity strategies for women, Indigenous workers and workers with learning disabilities, including pre-apprenticeship training, cohort-based programs, cultural awareness, mentorship and other supports.

And the results show. For instance, the International Brotherhood of Electrical Workers (IBEW) Local 993 now has 20% women apprentices and 13% Indigenous apprentices, and the Electrical Joint Training Committee graduated its first fully Indigenous cohort in partnership with the Indigenous community group, ACCESS. Affiliate advocacy for PLAs/CBAs is also important as these agreements include increased equity representation on the jobsite.

The BC Centre for Women in the Trades (BCCWITT), housed within the BCFED and a member of the working group, focuses on increasing inclusion in the trades. As well as providing direct support and mentorship to under-represented groups, reaching hundreds of women and other equity groups since their launch in 2019, BCCWITT provides training to shift workplace culture to reduce discrimination and harassment on the job. In 2025, BCCWITT launched Show Up for Safer Workplaces, an innovative training program focused on tackling toxic workplace culture and addressing psychological safety, mental health, and substance use issues.

THE POISONED DRUG SUPPLY CRISIS

It has now been ten years since BC declared toxic drugs a public health emergency and men in the construction industry continue to be over-represented in deaths due to opioid toxicity. These losses of friends, family and colleagues have hit the trades hard, and advocates on the ASTWG continue to call for increased awareness, prevention initiatives and funding to address the issue.

The BC Building Trades is a partner in BuildStrong, launched in 1980. BuildStrong has supported hundreds of tradespeople in accessing free individualized counselling services, rehabilitation treatment, and support in accessing housing, pain relief, medical and financial resources. BCBT continues to advocate for increased funding for BuildStrong and dedicated treatment space for workers in the trades.

RECOMMENDATIONS

We recommend that the working group:

1. Celebrate, with the BCBT, recent skilled trades investment announcements and continue to advocate for increasing the budget of SkilledTradesBC to improve per-seat funding for public post-secondary and union trades training programs; and raise awareness about the undermining of skilled trades through competency-based programs and micro-credential courses;
2. Work to support the successful implementation and full funding of skilled trades certification and its expansion to more trades;
3. Push SkilledTradesBC to build a robust enforcement system to ensure compliance with certification requirements;
4. Advocate for equal representation by organized labour (excluding employer-dominated company unions, such as the Christian Labour Association of Canada), Indigenous peoples and employers at all levels of SkilledTradesBC, including the board of directors and sector advisory groups;

5. Continue to advocate for journeypersons to provide on-the-job training and supervision to apprentices, and for the establishment of appropriate journeyperson-to-apprentice ratios, starting with a minimum of two journeypersons to one apprentice;

6. Continue to advocate for hiring quotas for Indigenous peoples, women, racialized workers and other under-represented apprentices and journeypersons in the skilled trades;

7. Continue to support the work of the BC Centre for Women in the Trades, and advocate for increased stable, long-term funding for their programs and services; and

8. Support the continued use of PLAs/ Community Benefit Agreements on publicly funded infrastructure projects, through BC Infrastructure Benefits.

APPRENTICESHIP AND SKILLS TRAINING WORKING GROUP MEMBERS

Randy Anderson-Fennell, **ILWU-RWU 580**

Leslie Atkinson, **USW 7619**

Brynn Bourke, **BCBT**

Dave Burton, **ILWU 502**

Layne Clark, **BCBT**

Bob Davis, **FPSE**

Phil Davis, **IBEW 213**

Maninder Dhesi, **BCIT FSA**

Rob Duffy, **BCGEU**

Mike Ferns, **IAMAW DL 250**

Trish Garner, **BCFED**

Jim Greenwell, **IBEW 258**

Shawn Harris, **USW**

Mark Longmore, **IUPAT 38**

Nav Malhotra, **CSWU/LiUNA 1611**

Kirk Mercer, **CUPE 951 BC**

T Mark Miller, **PSAC 21016 UNDE**

Tom Miller, **CSWU/LiUNA 1611**

Mike Novak, **MoveUP**

Liam O'Neill, **CUPE**

Antonio Pantusa, **ILWU 500**

Allen Paterson, **BCGEU**

Robert Sheck, **BC Insulators 118**

Hermender Singh Kailley, **Co-chair, BCFED**

Adam Van Steinburg, **Co-chair, IBEW 213**

Artificial Intelligence, Work and Technology Committee

The Standing Committee on Artificial Intelligence, Work and Technology (SCAiWT) was formally struck in late 2025, implementing resolution 2431 presented at the 2024 BCFED Convention by International Alliance of Theatrical Stage Employees (IATSE) 891 and Movement of United Professionals (MoveUP). The resolution directed the committee to study the current impacts and future trends of AI, recommend lobbying strategies to the BCFED on legislation and worker protections, and support affiliates in bargaining when AI-related issues arise.

Since launching, the committee has laid groundwork for a comprehensive labour response to the wide range of labour, environmental, social and ethical issues raised by generative AI and related technologies.

Affiliate member issues and concerns shaped the Terms of Reference adopted at our first meeting in October 2025.

The committee has laid groundwork for a comprehensive labour response to the wide range of labour, environmental, social and ethical issues raised by generative AI and related technologies.

PRIORITIES AND ISSUES

The committee developed five priorities for our future work by surveying the committee members. The priorities that emerged were:

- Legal and contractual protections;
- Worker voice and involvement;
- Job security and augmentation;
- Data privacy and security; and
- Worker training and reskilling.

Committee members agreed each priority should be approached through the lenses of equity, worker participation and environmental impact.

A major part of the committee's work has been to hear affiliate reports on issues they are encountering related to AI, technology and automation. Those issues have included, among others:

- Job loss and restructuring resulting from human work being supplanted by AI;
- Already-planned job losses labelled as "AI-related" by employers to drive public perception around their brands and AI;
- Exclusion of workers from government and employer initiatives around AI, such as consultations and committee work. This leads to a bias toward business and profit, as employers introduce AI into the workplace with minimal worker consultation;
- Privacy, surveillance and data sovereignty, with the idea of union-hosted infrastructure being discussed as an alternative;

- The use of AI for management, discipline and other HR work;
- Personal safety and security concerns related to malicious creation of deepfake content; and
- Appropriation of work product by AI that then accelerates worker replacement.

BARGAINING AND LABOUR RELATIONS

Where some affiliates have successfully negotiated AI-specific contract language, others are gathering information or tabling first proposals. Sharing model contract language has supported and empowered the group, allowing us to benefit from our shared experiences, and information-sharing and campaign coordination has also been very useful.

Several affiliates report that existing technological change and layoff language have helped both in addressing current issues and pushing for consultation on future challenges. This work has also informed resolutions put forward by committee members' affiliate unions to advocate for meaningful, structural measures such as calling for the Ministry of Labour to amend the *Employment Standards Act* to decrease the employer reporting threshold for AI-related layoffs from 50 employees to five.

That said, committee members have found existing contract language often lags behind the swiftly changing reality of the workplace. AI is a key bargaining point across industries, and affiliates are seeking to table language on many fronts, including:

- Requiring worker consultation;
- Advance notice of AI introduction in the workplace;
- Severance, recall and retraining guarantees to offset negative impacts of AI introduction;
- Requirements for worker consent;
- Sharing the financial benefits of AI and other technology change; and
- Considerations around privacy and non-discrimination provisions.

Over the course of the term, we have seen a marked trend of employers refusing to bargain language pertaining to AI, commonly with the excuse that the technology is "moving too fast." The committee will continue to support affiliate unions in addressing these challenges as we move forward.

AFFILIATE ACTIONS AND ENGAGEMENT

Unions on the committee have engaged actively around AI over the past year, with many consulting their members, conducting workshops and presentations and developing educational and support materials.

Several unions have also lobbied the provincial and federal governments on a range of issues, including worker protections, job impacts, privacy and data sovereignty. Unions are also developing policies to guide and govern their own use of AI, weighing its potential benefits (such as improving accessibility and increasing effectiveness) against concerns and drawbacks.

At least one sectoral union coalition has formed to address these issues: the Canadian Telecommunications Workers Alliance (CTWA), bringing together the United Steelworkers (USW), Unifor and Canadian Union of Public Employees (CUPE) to lobby government and bring labour voices into venues that have traditionally excluded labour.

International Alliance of Theatrical Stage Employees (IATSE) 891's 2025 AI Day of Learning and Engagement was an inflection point in BC labour's conversations around these issues, and their March 2026 weekend-long follow-up elicited productive discussions both of the dangers and concerns involved in generative AI and the

potential and practical applications it can have for unions and creative professionals alike.

OTHER COMMITTEE WORK AND DISCUSSION

Guest speaker Dr. Stephanie Dick, Assistant Professor in SFU's School of Communication, delivered a highly informative presentation including a historic overview of AI and its impact on work. Unions, she said, must take an active role in redefining work and resisting the devaluation of human labour.

Hospital Employees' Union (HEU) Provincial Trustee Lisa Kreut presented a report she prepared studying the impacts of generative AI on sex workers, "the canary in the coal mine for digital labour harms." Those impacts — including identity theft and deepfakes, loss of income as their work is supplanted and devalued, increasingly demanding client behaviour, fraud, surveillance and stigma — are likely to apply to the broader workforce as well.

The BCFED has created a provisional digital repository for materials shared by committee members, including studies and reports, educational material and contract language, and is examining ways to improve its effectiveness while maintaining security for more sensitive content.

The committee took note of the resolution passed by the Canadian Labour Congress (CLC) at its May 2026 Convention, calling for the creation of a CLC committee similar to ours as well as a broad range of actions to address the risks posed by GenAI to workers and society generally. Several committee members used the CLC resolution as a foundation for their affiliates' resolutions for this convention, building on the values and direction from the CLC to craft specific, measurable calls to action.

CONCLUSION

In this rapidly evolving field, it's important to maintain ongoing communication and information sharing among labour unions around issues, concerns, bargaining language and our own AI use, and ensure that we remain consistent with our principles and values.

This requires our focused and ongoing attention. Management and governments are proceeding with AI adoption at a fast, often reckless pace. We must have a clear, united voice that is a full participant in the public conversation on AI, one that thoughtfully reflects the interests, views and values of working people in British Columbia.

RECOMMENDATIONS

We recommend that the committee:

1. Investigate and share approaches to generative AI use by labour unions, and share internal union policies among BCFED affiliates;
2. Advise the BCFED on ways affiliates could work together to formalize a robust information repository, and consider ways of making its information available to community allies while respecting affiliates' confidentiality where needed;
3. Collaborate with other BCFED committees and working groups to exchange information, concerns, experiences and views on AI and automation;
4. Make recommendations and provide advice to Officers on BCFED positions regarding AI, technology and the workplace; and
5. Continue inviting guest speakers and, if feasible, making their presentations available online.

ARTIFICIAL INTELLIGENCE, WORK AND TECHNOLOGY COMMITTEE

Nick Angrignon, **CUPE National**

Hillary Bergshoeff, **IATSE 891**

Noah Berson, **MoveUP**

Crystal Braunwarth, **Co-chair, IATSE 891**

Rob Cottingham, **BCFED**

Gurinder Dev, **PSAC 30032 UVAE**

Tom Doran, **ILWU Canada**

Sean Grattan, **PSAC 20028 UTE**

Cliff Haman, **PEA**

Kayla Hilstob, **SEIU Local 2**

Colin Jones, **BCIT FSA**

Phil Klapwyk, **UBCP/ACTRA**

Chris Klassen, **BCGEU-BCFMWU**

Rohan Korsch-Sharma, **BCIT FSA**

Andre Kozak, **BCTF**

Lisa Kreut, **HEU**

Jayson Little, **USW District 3**

Trevor Lord, **BCIT FSA**

Laurie MacLean, **HEU**

Josh Moraes, **USW District 3**

Jasmine Nicholsfigueiredo, **Co-chair, FPSE**

Dimitri Ossinsky, **MoveUP**

Lena Palermo, **BCTF**

Mele Rana, **BCGEU**

Patrick Rodrigues, **UFCW 1518**

Kristin Schnider, **PSAC**

Bahareh Shahabi, **BCIT FSA**

Laura Snow, **BCGEU-CEU**

Megan Washington, **BCGEU**

Jonathan Watkins, **IAFF 1271**

Jessica Wilkin, **CUPE**

Tiger Ye, **HSA**

Financial Statements

For the year ended March 31, 2026

Trustees' Report to Convention 64

Independent Auditor's Report 65

Statement of Financial Position 67

Statement of Operations 68

Statement of Changes in Fund Balances 69

Statement of Cash Flows 69

Notes to the Financial Statements 70

1. Nature of the organization 70
2. Significant accounting policies 70
3. Capital assets 74
4. Investment in BCFED Holding Society 74
5. Deferred contributions 75
6. Commitments 75
7. Municipal Pension Plan 75
8. Financial instruments 76
9. Comparative figures 77
10. Correction of an error 77

Schedule 1: General Fund – Schedule of Cost Neutral Campaigns 77

Schedule 2: General Fund – Schedule of Conference and Meetings Revenues and Expenses 78

Schedule 3: General Fund – Schedule of Convention Revenue and Expenses 78

Schedule 4: General Fund – Schedule of Office Expenses 78

Schedule 5: General Fund – Schedule of General Fund Salaries and Benefits Expenses 79

Schedule 6: OH&S Centre – Schedule of Salaries, Benefits and Contractor Expenses 79

Schedule 7: BCCWITT Fund – Schedule of Salaries and Benefits Expenses 80

Trustees' Report to Convention

October 30, 2026

In accordance with the Constitution of the BC Federation of Labour, we the Trustees, have met to examine the financial records of the Federation for the period of April 1, 2024, to March 31, 2026.

We have had access to BC Federation of Labour accounting staff and thoroughly examined the financial records of the Federation. We are satisfied that all receipts have been properly recorded and that all expenditures of the Federation for the reporting period were in accordance with the Constitution, resolutions passed at the 2024 biennial convention, and the direction of the Executive Council.

We also met with the auditors and had an opportunity to ask questions about their independent review of the BC Federation of Labour's accounting procedures.

We note the following developments since our last report to convention:

- The Financial Policy amendment, which had been put on hold pending the appointment of a new member to the Finance Committee, has been completed and the amended policy has been approved by Executive Council.
- A new Terms of Reference for the Finance Committee has been completed and brought into force, this includes expanding the size of the committee from three to five members.
- Several initiatives have been undertaken to streamline and standardize workflows and improve the efficiency and transparency of the Federation's finance and payroll functions including the implementation of an enterprise resource planning (ERP) platform.

We commend the Federation for the work done to improve financial management and reporting and recommend that the Federation continue working to find opportunities to increase the financial interoperability and efficiency of its three divisions (BCFED, BC Centre for Women in the Trades/BCCWITT, BCFED Health & Safety Centre).

We make the following recommendations:

- That the BCFED's Financial Policy is reviewed annually with a report to the trustees on compliance; and
- That staff in all departments receive regular training on the Financial Policy with a goal of reinforcing compliance and consistency and continuous improvement.

Signed:

Jeane Andrews, IATSE Local 891

Ola Burgon, Hospital Employees' Union (HEU)

Shireen Clark, CUPE Local 374

Independent Auditor's Report

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

OPINION

We have audited the financial statements of B.C. Federation of Labour, which comprise the statement of financial position as at March 31, 2026, and the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements and schedules, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the B.C. Federation of Labour as at March 31, 2026, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BASIS FOR OPINION

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

EMPHASIS OF MATTER — CORRECTION OF AN ERROR

We draw attention to Note 10 to the financial statements, which describes the correction of an error in previously issued financial statements and the resulting restatement of the opening fund balances as at April 1, 2024. Our opinion is not modified in respect of this matter.

RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

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

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

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the B.C. Federation of Labour's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the B.C. Federation of Labour's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the B.C. Federation of Labour to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

MNP

Chartered Professional Accountants

Port Moody, B.C.
T: 604.949.2088 F: 604.949.0509

August 28, 2026

STATEMENT OF FINANCIAL POSITION *As at March 31, 2026*

	BCFED General Fund	OH&S Centre	BCCWITT	2026	*2025*
Assets					
Current					
Cash	579,059	2,126,778	1,611,172	4,317,009	2,534,727
Investments	1,200,760	2,261,924	2,278,328	5,741,012	6,656,038
Accounts receivable	59,728	231,049	18,203	308,981	483,598
Prepaid expenses	213,213	25,079	-	238,292	188,789
Interfund balances	1,278,683	(1,139,638)	(139,045)	-	-
	3,331,443	3,505,192	3,768,658	10,605,294	9,863,152
Capital assets *(Note 3)*	172,689	554,639	-	727,329	837,639
Investment in BCFED Holding Society *(Note 4)*	4,325,988	-	-	4,325,988	4,172,306
	7,830,120	4,059,831	3,768,658	15,658,611	14,873,097
Liabilities					
Current					
Accounts payable and accruals	355,329	231,891	233,024	820,249	1,001,651
Deferred contributions *(Note 5)*	684,862	2,057,214	2,908,519	5,650,595	5,181,359
	1,040,191	2,289,105	3,141,543	6,470,844	6,183,010
Commitments *(Note 6)*					
Fund Balances					
	6,789,929	1,770,726	627,115	9,187,767	8,690,087
	7,830,120	4,059,831	3,768,658	15,658,611	14,873,097

Approved on behalf of the Board:

e-Signed by
Sussanne Skidmore, President
September 10, 2026

e-Signed by
Hermender Singh Kailley, Secretary-Treasurer
September 10, 2026

The accompanying notes are an integral part of these financial statements

STATEMENT OF OPERATIONS *For the year ended March 31, 2026*

	BCFED General Fund	OH&S Centre	BCCWITT	2026	*2025*
Revenue					
BC Centre for Women in the Trades	-	-	2,700,763	2,700,763	2,790,033
Campaign and Defence	47,157	-	-	47,157	76,478
Cost neutral campaigns *(Schedule 1)*	350,434	-	-	350,434	625,172
Course registration fees	-	789,904	-	789,904	769,662
Interest, rent and other	555,478	256,395	-	811,873	951,184
Organizing Institute per capita	31,143	-	-	31,143	3,514
Per capita assessments	4,687,063	-	-	4,687,063	4,170,959
WCB project funds	-	3,444,003	-	3,444,003	2,876,652
Youth Education program	24,584	-	-	24,584	21,832
Total revenue	5,695,859	4,490,302	2,700,763	12,886,924	12,285,486
Expenses					
Amortization	70,306	131,020	-	201,326	161,915
Auto expenses	34,872	47,180	-	82,052	77,339
BC Centre for Women in the Trades	-	-	555,286	555,286	511,220
Campaign and Defence	47,157	-	-	47,157	76,478
Communications	21,859	283,250	116,273	421,383	680,862
Conferences and meetings *(Schedule 2)*	99,474	-	-	99,474	42,615
Convention *(Schedule 3)*	-	-	-	-	767,827
Cost neutral campaigns *(Schedule 1)*	350,434	-	-	350,434	625,172
Courses	-	284,261	-	284,261	262,187
Donations	27,876	-	55,200	83,076	67,942
Education and facilitator training	12,935	22,356	148,096	183,388	378,941
Information technology	186,445	-	-	186,445	116,009
Office *(Schedule 4)*	183,279	89,990	140,640	413,910	350,154
Organizing Institute expenses	31,143	-	-	31,143	3,514
Professional fees	73,736	89,487	50,215	213,438	82,116
Public relations	122,553	2,463	41,452	166,468	83,495
Rent and hydro	711,108	192,516	8,534	912,158	866,449
Repairs and maintenance	42,475	34,907	-	77,382	112,740
Salaries and benefits *(Schedule 5), (Schedule 6), (Schedule 7)*	3,139,332	3,367,978	1,469,360	7,976,670	6,940,918
Travel	82,719	142,737	28,002	253,458	260,513
Youth Education program	-	-	-	-	21,832
Total expenses	5,237,703	4,688,145	2,613,058	12,538,909	12,490,238

continued on next page

STATEMENT OF OPERATIONS *continued from previous page*

	BCFED General Fund	OH&S Centre	BCCWITT	2026	*2025*
Excess (deficiency) of revenue over expenses before other items	458,156	(197,843)	87,705	348,015	(204,752)
Other items					
Unrealized change on investments	(4,017)	-	-	(4,017)	16,015
BCFED Holding Society equity income *(Note 4)*	153,682	-	-	153,682	151,760
	149,665	-	-	149,665	167,775
Excess (deficiency) of revenue over expenses	607,821	(197,843)	87,705	497,680	(36,977)

STATEMENT OF CHANGES IN FUND BALANCES *For the year ended March 31, 2026*

	BCFED General Fund	OH&S Centre	BCCWITT	2026	*2025*
Fund balances, beginning of year	6,182,108	1,968,569	539,410	8,690,087	8,310,242
Restatements to fund balances, beginning *(Note 10)*	-	-	-	-	416,822
Excess of revenue over expenses	607,821	(197,843)	87,705	497,680	(36,977)
Fund balances, end of year	6,789,929	1,770,726	627,115	9,187,767	8,690,087

STATEMENT OF CASH FLOWS *For the year ended March 31, 2026*

	2026	*2025*
Cash provided by (used for) the following activities		
Operating		
Excess (deficiency) of revenue over expenses	497,680	(36,977)
Amortization	201,326	161,915
BCFED Holding Society equity income	(153,682)	(151,760)
	545,324	(26,822)
Changes in working capital accounts		
Accounts receivable	174,617	162,702
Prepaid expenses	(49,503)	73,453
Accounts payable and accruals	(181,403)	212,103
Deferred contributions	469,237	(493,169)
	958,272	(71,733)
Investing		
Purchase of capital assets	(91,016)	(187,726)
Purchase of investments	-	(2,000,000)
Disposal of investments	1,000,000	-
Maturity and reinvestment of term deposits	(84,974)	(246,193)
	824,010	(2,433,919)
Increase (decrease) in cash	1,782,282	(2,505,652)
Cash, beginning of year	2,534,727	5,040,379
Cash, end of year	4,317,009	2,534,727

NOTES TO THE FINANCIAL STATEMENTS

For the year ended March 31, 2026

1. NATURE OF THE ORGANIZATION

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

The BCFED is a labour organization under Section 149(1)(k) of the Income Tax Act ("the Act") and as such, is exempt from income taxes. In order to maintain its tax exempt status under the Act, the BCFED must meet certain requirements within the Act. In the opinion of management, these requirements have been met.

2. SIGNIFICANT ACCOUNTING POLICIES

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

Fund accounting and revenue recognition

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

- The General Fund reports the income and expenditures, assets and liabilities related to the operations and administration of the BCFED. Per capita assessments, contributions and donations to the individual funds are recorded only on receipt of such revenue. All amounts are submitted on a voluntary basis, and it is not practicable to determine the net amount of such revenue receivable at the end of the year. Unrestricted investment income is recognized as revenue when earned.
- The Occupational Health and Safety Centre Fund ("OH&S Centre") reports the income and expenditures, assets and liabilities related to occupational health and safety education and training. Registration fees are recognized upon completion of the related conference, course or event if collection is reasonably assured. The OH&S Centre is funded under an agreement with the Workers' Compensation Board of British Columbia ("WorkSafe BC") to provide occupational health and safety training from April 2024 through to March 2026.
- The B.C. Centre for Women in the Trades Fund ("BCCWITT") reports the income and expenditures, assets and liabilities related to increasing the proportion of women entering and finding success in the skilled trades through offering programs, tools and resources to individuals and trades organizations. The BCCWITT eliminates barriers faced by women in the trades by building a network committed to creating a culture of equity, diversity and inclusion. The BCCWITT is funded through various sources including government grants and contributions from other organizations.

Investment in B.C. Federation of Labour Holding Society

The BCFED has 100% control over B.C. Federation of Labour Holding Society (the "Holding Society"). The BCFED has elected not to consolidate the Holding Society and accounts for the investment using the equity method. Accordingly, the investment is recorded at acquisition cost and is increased for the proportionate share of post acquisition earnings and decreased by post acquisition losses. A summary of the financial position and operation of the Holding Society as at March 31, 2026 and for the period then ended is included in Note 4 to the financial statements.

Cash

Cash includes balances with banks used for operations of the BCFED.

Investments

Investments consist primarily of marketable securities recorded at fair value and interest bearing term deposits and guaranteed investment certificates recorded at cost plus accrued interest.

Capital assets

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

	Rate
Computer software	10 years
Furniture and equipment	3 – 5 years
Leasehold improvements	10 years

Financial instruments

The BCFED recognizes its financial instruments when the BCFED becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

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

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

Related party financial instruments

The BCFED initially measures any financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at cost on initial recognition.

When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the BCFED may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

Financial asset impairment

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

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

Long-lived assets

Long lived assets consist of equipment and leasehold improvements with finite useful lives. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The BCFED performs impairment testing on long-lived assets held for use when events or changes in circumstances indicate that the carrying value of an asset, or group of assets, may not be recoverable. Impairment losses are recognized when undiscounted future cash flows from the assets' use and disposal are less than the assets' carrying amount. Impairment is measured as the

amount by which the assets' carrying value exceeds its fair value. Any impairment is included in the excess (deficiency) of revenue over expenses for the year. Prices for similar items are used to measure fair value of long lived assets.

Accounting for cloud computing arrangement

A software intangible asset for cloud computing arrangement has been accounted for in accordance with Section 3064 Goodwill and Intangible Assets.

Expenditures that are directly attributable to implementing the software service are capitalized to Computer software and amortized over the expected period of access.

Cloud computing costs not related to the software intangible asset are recorded as an expense as incurred.

Measurement uncertainty (use of estimates)

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

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

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenue over expenses in the years in which they become known.

Employee future benefits

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

Leases

A lease that transfers substantially all of the benefits and risks of ownership is classified as a capital lease. At the inception of a capital lease, an asset and a payment obligation is recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair market value. Assets under capital leases are amortized using the declining balance method, over their estimated useful lives. All other leases are accounted for as operating leases and rental payments are expensed as incurred.

The BCFED has an operating lease with an unrelated party for use of its operating premises (see Note 6).

3. CAPITAL ASSETS

	Cost	Accumulated amortization	2026 Net book value	*2025 Net book value*
Computer software	1,022,957	484,312	538,645	601,470
Furniture and equipment	251,637	113,069	138,568	171,125
Leasehold improvements	85,304	35,188	50,116	65,044
	1,359,898	632,569	727,329	837,639

4. INVESTMENT IN BCFED HOLDING SOCIETY

The BCFED controls the B.C. Federation of Labour Holding Society, a society incorporated under the Society Act of British Columbia. The BCFED controls the Holding Society by way of common officers and management. The Holding Society is a not-for-profit organization under the Income Tax Act and accordingly is not subject to income taxes.

The financial position and excess of revenue over expenditures of the Holding Society as at March 31, 2026 and for the period then ended are summarized as follows:

	2026	*2025*
Financial position		
Assets	4,330,488	4,176,806
Liabilities	4,500	4,500
Net assets		
Building certificates	125,000	125,000
Unrestricted net assets	4,200,988	4,047,306
Total net assets	4,325,988	4,172,306
Total liabilities and net assets	4,330,488	4,176,806
Statement of operations		
Revenue	165,352	164,665
Expenditures	(11,670)	(12,905)
Excess of revenue over expenditures	153,682	151,760

5. DEFERRED CONTRIBUTIONS

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

	BCFED General Fund	OH&S Centre	BCCWITT	2026	*2025*
Campaign and Defence	190,923	-	-	190,923	238,080
Contingency	52,403	-	-	52,403	5,059
Cost neutral campaigns	177,964	-	-	177,964	374,474
Deferred rent and other	109,285	-	-	109,285	96,812
Organizing Institute	46,126	-	-	46,126	77,269
Scholarship Funds	22,326	-	-	22,326	21,957
Labour Holiday Event	41,028	-	-	41,028	-
Leadership and Education program	44,807	-	-	44,807	4,000
Prepaid course registrations	-	52,272	-	52,272	68,800
Labour education facilitation	-	6,890	-	6,890	9,475
WCB project funds	-	1,998,052	-	1,998,052	1,722,002
BC Centre for Women in the Trades	-	-	2,839,187	2,839,187	2,451,128
Bystander program	-	-	34,300	34,300	112,303
SHARP	-	-	35,032	35,032	-
Balance, end of year	684,862	2,057,214	2,908,519	5,650,595	5,181,359

6. COMMITMENTS

The BCFED has entered into a lease agreement for the use of its operating premises subject to minimum monthly rent between $30,331 and $38,075 until November 2032, totaling $2,904,645 over the remaining lease term. The BCFED is also responsible for common area costs in addition to the minimum monthly rent amounts.

7. MUNICIPAL PENSION PLAN

The BCFED and its employees contribute to the Municipal Pension Plan (a jointly trusteed pension plan). The board of trustees, representing plan members and employers, is responsible for administering the plan, including investment of assets and administration of benefits. The plan is a multi-employer defined benefit pension plan. Basic pension benefits are based on a formula. As at December 31, 2024, the plan has about 273,000 active members and approximately 133,000 retired members. Active members include approximately 47,000 contributors from local governments.

Every three years, an actuarial valuation is performed to assess the financial position of the plan and adequacy of plan funding. The actuary determines an appropriate combined employer and member

contribution rate to fund the plan. The actuary's calculated contribution rate is based on the entry age normal cost method, which produces the long-term rate of member and employer contributions sufficient to provide benefits for average future entrants to the plan. This rate may be adjusted for the amortization of any actuarial funding surplus and will be adjusted for the amortization of any unfunded actuarial liability.

The most recent actuarial valuation for the Municipal Pension Plan as at December 31, 2024, indicated a $2,675 million funding surplus for basic pension benefits on a going concern basis.

The next valuation will be as at December 31, 2027.

The BCFED paid $511,673 for employer contributions to the plan in fiscal 2026.

Employers participating in the plan record their pension expense as the amount of employer contributions made during the fiscal year (defined contribution pension plan accounting). This is because the plan records accrued liabilities and accrued assets for the plan in aggregate, resulting in no consistent and reliable basis for allocating the obligation, assets and cost to individual employers participating in the plan.

8. FINANCIAL INSTRUMENTS

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

Interest rate risk

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

Liquidity risk

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

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The BCFED's main credit risk relates to its accounts receivable. The BCFED manages its credit risk by performing regular investigation into delinquent accounts and provides allowances for potentially uncollectible accounts receivable. The BCFED has not made any provisions for doubtful accounts at year-end.

9. COMPARATIVE FIGURES

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

10. CORRECTION OF AN ERROR

During the year, the BCFED determined that unrestricted interest income, donations, service fees, and residual funding received in prior years by BCCWITT had been recorded as deferred revenue. As these amounts were unrestricted and not subject to external restrictions, they should have been recognized as revenue in the periods in which they were received.

The error has been corrected retrospectively and the comparative figures have been restated accordingly.

The impact of the correction on the comparative period is as follows:

- Increase in opening fund balance of BCCWITT as at April 1, 2024 of $416,822
- Increase in BCCWITT revenue of $122,588 for the year ended March 31, 2025.
- Decrease in BCCWITT ending deferred contributions of $539,410 as at March 31, 2025.

SCHEDULE 1: GENERAL FUND – SCHEDULE OF COST NEUTRAL CAMPAIGNS

For the year ended March 31, 2026

	2026	2025
Revenue		
2024 B.C. Election	-	244,165
B.C. Museum Society	-	1,200
Cascade Regional Labour Leader Initiative	-	76,402
Climate Justice & Jobs	76,119	-
Golden Tree Repair	28,265	-
Labour Holiday Event	32,595	-
More Than a Bystander	95,905	106,125
Polling	-	36,580
Public Interest Research Desk	64,000	104,000
Union's Night	53,550	56,700
	350,434	625,172
Expenses		
2024 B.C. Election	-	244,165
B.C. Museum Society	-	1,200
Cascade Regional Labour Leader Initiative	-	76,402
Climate Justice & Jobs	76,119	-
Golden Tree Repair	28,265	-
Labour Holiday Event	32,595	-
More Than a Bystander	95,905	106,125
Polling	-	36,580
Public Interest Research Desk	64,000	104,000
Union's Night	53,550	56,700
	350,434	625,172
Excess of revenue over expenses	-	-

See Accompanying Independent Auditors' Report and Notes to Financial Statements

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

For the year ended March 31, 2026

	2026	2025
Revenue		
Expenses		
Conferences and meetings	99,474	42,615
Deficiency of revenue over expenses	(99,474)	(42,615)

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

For the year ended March 31, 2025

	2026	2025
Revenue		
Convention registration fees	-	303,000
Convention booth fees	-	18,800
	-	321,800
Expenses		
Facilitators and speakers	-	13,700
Insurance	-	1,280
Rental, accommodations and meals	-	366,505
Set up hall and room	-	262,457
Sound and equipment	-	350,893
Sundry	-	36,866
Supplies and kits	-	57,926
	-	1,089,627
Deficiency of revenue over expenses	-	(767,827)

SCHEDULE 4: GENERAL FUND – SCHEDULE OF OFFICE EXPENSES

For the year ended March 31, 2025

	2026	2025
Equipment leases	15,383	21,397
Insurance	8,100	8,776
Moving costs	692	715
Memberships and subscriptions	61,025	60,025
Bank charges and miscellaneous costs	88,773	86,107
Office supplies, printing and stationery	9,306	55,542
	183,279	232,562

See Accompanying Independent Auditors' Report and Notes to Financial Statements

SCHEDULE 5: GENERAL FUND – SCHEDULE OF GENERAL FUND SALARIES AND BENEFITS EXPENSES *For the year ended March 31, 2026*

	2026	2025
Salaries:		
Officers		
H. Kailley	171,634	163,447
S.Skidmore	176,634	168,447
Managers and directors	1,135,923	941,873
Administrative support staff	699,147	689,094
	2,183,338	1,962,861
Allocated to OH&S as administrative fee	(71,229)	(81,237)
Allocated to BCCWITT as administrative fee	(50,980)	(39,000)
	2,061,129	1,842,624
Employee benefits:		
Medical benefits	207,616	171,192
Canada Pension Plan and Employment Insurance premiums	242,755	208,442
Retirement plan contributions	261,368	212,171
Wage loss indemnity, AD&D, Life Insurance and long-term disability	116,961	85,119
Other benefits	249,503	246,678
	1,078,203	923,602
Total General Fund salaries and employee benefit expenses	3,139,332	2,766,226

SCHEDULE 6: OH&S CENTRE – SCHEDULE OF OH&S CENTRE SALARIES, BENEFITS AND CONTRACTOR EXPENSES *For the year ended March 31, 2026*

	2026	2025
Salaries:		
Executive Director	144,739	135,682
Directors and management	375,470	348,198
Facilitators	1,150,733	852,914
Administration staff	450,071	484,028
	2,121,013	1,820,822
Benefits:		
Medical benefits	196,398	165,190
Canada Pension Plan and Employment Insurance premiums	275,305	239,154
Retirement plan contributions	250,305	229,306
Wage loss indemnity, AD&D, life insurance and long-term disability	135,664	99,550
Other benefits	247,081	207,696
	1,104,753	940,896
Contractors:		
OH&S program	2,014	14,701
Mental Health Program	561	11,822
Community Education Program	61,600	72,630
Human resources and operations	49,488	54,771
Administration	27,549	-
Peer educator	1,000	8,000
	142,212	161,924
Total OH&S Centre salaries and employee benefit expenses	3,367,978	2,923,642

See Accompanying Independent Auditors' Report and Notes to Financial Statements

SCHEDULE 7: BCCWITT FUND – SCHEDULE OF BCCWITT SALARIES AND BENEFITS EXPENSES

For the year ended March 31, 2026

	2026	2025
Salaries:		
Executive Director	162,753	134,682
Executive Assistant	72,464	77,042
Coordinators	680,839	559,680
	916,056	771,404
Employee benefits:		
Medical benefits	108,019	72,336
Canada Pension Plan and Employment Insurance premiums	110,664	86,423
Retirement plan contributions	122,709	100,468
Wage loss indemnity, AD&D, Life insurance and long-term disability	59,125	39,328
Other benefits	152,787	189,090
	553,304	487,645
Total BCCWITT Fund salaries and employee benefit expenses	1,469,360	1,259,049

See Accompanying Independent Auditors' Report and Notes to Financial Statements

REPORT OF THE BCFED STANDING COMMITTEES TO THE BCFED 2026 CONVENTION

These reports were finalized prior to the 2026 provincial election, and do not reflect the resulting change in government.

Climate Justice and Jobs Committee 82

Human Rights Committee 86

Indigenous Rights and Reconciliation Committee 89

Occupational Health and Safety Committee 92

Organizing Committee 98

Political Action Committee 101

Women and Gender Rights Committee 105

Young Workers Committee 108

Climate Justice and Jobs Committee

This term, our committee focused on the BC labour movement's exciting opportunity to play a significant role in addressing both climate and economic change. Powerful political and corporate forces continue to frame the climate discussion in a way that pits workers against each other and aims to widen gaps and divisions among us. We are ready to build solutions for climate action that move past the false dichotomy of environment versus jobs and bring the collective strength of our movement to bear on this challenge.

From floods to wildfires, from heat to air quality, workers are facing the impacts of extreme weather events on top of increasing inequality and cost-of-living challenges. To tackle these intersecting issues, the committee has supported the BCFED in bringing affiliates together over the last two years to collaborate on several initiatives. Committee members have fully engaged in this work bringing diverse perspectives and delivering wins.

Along the way, guest speakers have enhanced committee members' knowledge about relevant issues including climate justice through a presentation from Indigenous Climate Action, community benefit agreements from BC Infrastructure Benefits, youth climate action and partnerships with the BC Building Trades from Youth Climate Corps BC, and more.

The committee has also engaged internationally, partnering with two connected groups from the US: Climate Jobs New York in summer 2025 and Climate Jobs 2050 in spring 2026. Some members joined them on site visits to local thermal energy networks. We also hosted learning exchanges with these groups sharing knowledge and discussing challenges and successes in implementation and advocacy. Members came away inspired and energized by the climate labour work happening across the border.

UNION POWER: BC'S CLEAN INDUSTRIAL STRATEGY FOR WORKERS, COMMUNITIES AND THE FUTURE

The main focus of the committee has been supporting the work of the BCFED in developing a BC-made, comprehensive, labour-led climate justice and jobs creation strategy to ensure a worker-centred transition to a sustainable future that provides good, union, family-supporting jobs, including for equity-deserving groups traditionally excluded from these jobs.

Since the guiding principle of this work is that working people must be at the forefront of all climate plans, the first phase of this project involved a province-wide listening tour. We hosted over 40 focus groups with over 400 workers throughout BC to hear their views on the changing climate and changing economy. We heard rich stories covering a vast array of topics: from occupational health and safety impacts to climate anxiety; from economic insecurity to pride and community; and from youth mental health to outsourcing and privatization. Workers expressed both deep concern and high hope, highlighting throughout that "the shift to the clean economy doesn't happen *to* workers, but *with* workers."

The committee thanks affiliates and their members for participating in this important initiative, which culminated in the launch of the What We Heard report, Weathering the Storm: Workers on the Frontlines of Economic and Climate Disruption, earlier this year.

The next phase has involved building on worker-identified issues and solutions to develop *Union Power: BC's Clean Industrial Strategy for Workers, Communities and the Future*, an advocacy report setting out a collective vision and practical recommendations to lead to meaningful, structural change. This involved policy research and economic modelling to define the necessary infrastructure projects and their social and economic benefits, as well as polling to determine public attitudes and perceptions and help inform framing. This plan — including themes such as training and education, renewable energy, responsible natural resources, building retrofits and public transit — is launching at this convention.

CLIMATE OCCUPATIONAL HEALTH AND SAFETY: HEAT STRESS

One of the main Occupational Health and Safety (OHS) issues reported by workers during the focus groups was the increasing impact of heat stress. A mine worker in the Interior shared, "This is the first year I've heard of two people having heat stroke and that came with... such a rapid change, we went from 15 degree days to 40 degree days over the course of less than a week." Considering this, the committee partnered with the BCFED's Occupational Health and Safety Committee to support the BCFED's work on addressing heat stress through both community partnerships and engagement with the Workers' Compensation Board. This work will continue as the Board has included heat stress in their 'climate bundle' of issues to review in their upcoming workplan.

GREEN COLLECTIVE AGREEMENT LANGUAGE

The committee supported the BCFED in a partnership with the Zero Emissions Innovation Centre to work on researching and collating collective agreement language that addresses climate impacts in the workplace, such as OHS issues, and advances climate initiatives at work. This will lead to the development of a searchable database and a best practices toolkit for affiliates. We will then continue to update the database as new language is negotiated, so we encourage affiliates to share successes with the committee.

GOVERNMENT ENGAGEMENT

In this time of geopolitical instability, rising fascism and growing wealth disparity, our provincial energy security and sovereignty are even more important as are commitments and investments in public ownership, public services and community benefits including good, unionized, family- and community-supporting jobs and careers. This has been the message throughout the BCFED's engagement on relevant issues with government, which includes:

- BCFED's CleanBC Review submission, emphasizing the need for a workforce development plan in association with provincial climate action;
- Support for the Canadian Labour Congress's submission on the development of regulations under the *Free Trade and Labour Mobility in Canada Act*, to ensure no regression of worker protections and environmental protections;
- Support for the BC Building Trades' Bill 15 (*Infrastructure Projects Act)* submission, recommending that the regulation should include requirements for project

labour agreements, prevailing wages and apprenticeships;

- Support for the Canadian Labour Congress's Sustainable Jobs Action Plan submission, highlighting critical missing themes such as job quality and strong labour standards, comprehensive consultation and a clean industrial strategy;
- Support for a statement in support of the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA) for economic certainty for major projects, such as renewable energy;
- Celebration of the provincial government's skilled trades investment of $241 million over three years for 5,000 new seats throughout BC; and
- BCFED's 2026 budget submission calling for increased investment in public transit.

The committee thanks DJ Pohl and Ashley Duncan for their participation as the labour representatives on the BC government's Climate Solutions Council, and thanks Scott Lunny for now taking on that role. These participants report back on the ongoing work at every committee meeting.

RECOMMENDATIONS

We recommend that the committee:

1. Support the BCFED in promoting the labour-led, worker-centred report, *Union Power: BC's Clean Industrial Strategy for Workers, Communities and the Future,* to affiliates and the general public, and advocate to the provincial government for its full implementation; and support targeted campaigns for public education and political advocacy from Union Power.
2. Support the continued use of Project Labour Agreements/Community Benefit Agreements on publicly funded clean economy infrastructure projects, through BC Infrastructure Benefits.
3. Support affiliates' lobby efforts and campaigns on climate and worker transition issues; and support and promote opportunities for workers and the broader public to learn about worker-centred climate action and measures that ensure all workers benefit from climate and economic transitions.
4. Support the BCFED in working with Indigenous workers and allied Indigenous organizations and individuals, and work with the BCFED Indigenous Rights and Reconciliation Standing Committee, to promote deeper collaboration and conversation on climate justice and jobs.
5. Continue to support the BCFED in engaging working people from all backgrounds, regions and sectors of the labour movement in climate justice and jobs work, as well as our allies throughout the province.
6. Collaborate with: the BCFED Occupational Health and Safety Standing Committee to address the workplace hazards created by the impacts of climate change; and the BCFED Standing Committee on Artificial Intelligence, Work and Technology to raise awareness about the environmental impacts of AI data centres and other technological infrastructure.
7. Continue to support the Green Collective Agreement project to create a database and best practices guide to share with affiliates.

CLIMATE JUSTICE AND JOBS COMMITTEE

Janet Andrews, **NWDLC**

Tuesday Andrich, **CUPE BC**

Noah Berson, **MoveUP**

Crystal Braunwarth, **IATSE 891**

Carlos Carvalho, **CLC**

Layne Clark, **BCBT**

Lisa Crema, **HEU**

Lisa Daechsel, **HSA**

Bob Dhaliwal, **ILWU 522**

Damian Dorschner, **PSAC 20035 UVAE**

Brandon Dyck, **IBEW**

Kelsey Evans, **IATSE 891**

Pasquale Fiore, **BCIT FSA**

Lisa Flesher, **CSWU/LiUNA 1611**

Trish Garner, **BCFED**

Carole Gordon, **Co-chair, BCTF**

Naleena Gounder, **BCFED Health & Safety Centre**

Jeff Harvey, **IATSE 891**

Kerry Ann Herron, **BCGEU-CEU**

Susan Howatt, **BCGEU**

John Humphrey, **IAMAW District 250**

Candis Johnson, **NCLC**

Aaron Korbacher, **BCTF**

Rysa Kronebusch, **MoveUP**

Erika Kumar, **IATSE 891**

Lee Loftus, **BC Insulators**

Scott Lunny, **Co-chair, USW District 3**

Chloe Martin-Cabanne, **CUPE BC**

Jennifer McNeil, **IATSE 891**

DJ Pohl, **BCGEU**

Nicole Seguin, **HSA**

Rosalind Warner, **FPSE**

Megan Washington, **BCGEU**

Tristen Wybou, **BCGEU**

Kaylah Zander-Nuñez, **UBCP/ACTRA**

Human Rights Committee

With extremist alt-right groups increasingly attacking Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional people (2SLGBTQIA+) community, racialized members, and First Nations communities, the Human Rights Standing Committee (HRC) of the BC Federation of Labour has championed human rights issues through several different lenses. We are guided in this work by allies and community organizations, as well as by the important contributions being made by the Canadian Labour Congress (CLC) and others to educate and mobilize on the issues at hand.

The work of the committee is informed as well by the committee members' own lived experience and expertise, and by the BCFED's equity caucuses:

- Indigenous Workers Caucus,
- Racial Equity and Justice Caucus,
- 2SLGBTQIA+ Workers Caucus, which includes the Trans Workers Working Group, and
- Accessibility Workers Caucus.

Job action solidarity: This last term saw labour disputes and job action across our union siblings fighting for dignity, respect, equality and safe work. Many of our members provide services to people who are more vulnerable to discrimination, poverty, disability, illness and other barriers. When the workers delivering these services are overworked, underpaid, or placed in precarious working conditions, it ultimately affects the quality and accessibility of the services our communities rely on. The BCFED and members of the Human Rights Standing Committee were proud to stand alongside our allies in solidarity.

Provincial Anti-Racism Action Plan: In June 2026, the BC government launched the Provincial Anti-Racism Action Plan, a roadmap intended to identify and address systemic racism across government programs, policies, and services. Between June 2026 and May 2028, the Action Plan includes 37 commitments from 17 core government ministries and agencies to support more equitable access to public services. Systemic racism continues to create barriers for many people in BC, affecting access to public services, employment opportunities, health care, education, and other essential supports. The new Action Plan, partly informed by data collected under the *Anti-Racism Data Act of 2022,* will help create more inclusive communities for everyone by undoing the barriers of systemic racism.

The Provincial Committee on Anti-Racism (PCAR) was created to advise and collaborate on the development of the Provincial Anti-Racism Action Plan and the implementation of the *Anti-Racism Act*. BCFED Secretary-Treasurer Hermender Singh Kailley sits on PCAR, providing the perspective of a labour representative with lived experience to help guide the plan's implementation, and we were grateful to receive his reports on the committee's work. At a time when our BC is so divided, we look forward to building a more inclusive province where everyone can participate fully.

Gender-Based Violence Action Plan: Gender-based violence remains a critical issue affecting people across BC. While anyone can experience gender-based violence, Indigenous women, girls and 2SLGBTQIA+ people, trans people,

immigrants, people of colour, and people living with disabilities are disproportionately impacted. Since 2022, BCFED President Sussanne Skidmore has served on the provincial government's Gender-Based Violence Action Plan Advisory Committee, ensuring that workers' voices and experiences are reflected in the development of strategies and solutions to address gender-based violence. Sussanne reported to the HRC on the government's progress on the Gender-Based Violence Action Plan.

Black History and Black Futures Month: With our ongoing commitment toward antiracism and equity, the BCFED created and distributed a calendar of events, which included learning opportunities and activities happening virtually and in many of the communities across BC.

Accessibility: We are honoured to have the previous Accessibility Workers Caucus Representative Sheryl Burns represent us and labour as an appointee to the Provincial Accessibility Technical Standards Committee and the Provincial Accessibility Committee, where she ensures accessibility policy decisions are formed through an accessibility lens.

The Accessibility Workers Caucus has continued to work on the BCFED's Accessibility Checklist. At the time of writing this report, the representatives of the Accessibility Workers Caucus are scheduled to conduct an accessibility walk-through of the Vancouver Convention Centre in time for BCFED Convention 2026.

Period Promise: The 10th annual Period Promise Campaign launched in May 2026, highlighting that menstrual products can cost up to $100 a month. A lack of access to menstrual supplies is a barrier to fully and equally participating in all aspects of work and community.

In 2019, the BC government led the way as the first government in Canada to require all public schools to provide menstrual products for students, free of cost. Since then, the BC government has started to fall behind. A March 2024 report by the BC Period Poverty Task Force recommended the province update Occupational Health and Safety Regulations and the BC Building Code to require provision of menstrual products and sanitary disposal bins in restrooms outside of homes. The committee highlights that this would be a great opportunity for the BC government to re-establish itself as a leader and work to implement the recommendations laid out by the BC Period Poverty Task Force.

Supporting 2SLGBTQIA+ community members: Our members, like all British Columbians, were profoundly shaken and saddened by the tragic February 10, 2026 shootings in Tumbler Ridge, and our hearts went out to the families of the killed and injured. For many of our members, our grief was intertwined with fear and deep concern; far-right politicians and hateful online voices used the tragedy as an opportunity to spread anti Sexual Orientation and Gender Identity (SOGI) hate and transphobia. Community events and spaces, such as All Bodies Swim in New Westminster, faced the risk of being shut down.

This year, we lost a dear friend, Stephanie Smith. Stephanie was a strong advocate against domestic violence, passionate about overdose awareness, a fighter for women's rights, and a true supporter of our 2SLGBTQIA+ family. We are devastated by this great loss. To honour Stephanie's tenacity, a member of the BCFED's 2SLGBTQIA+ Workers Caucus prepared hundreds of purple ribbons in honour of Stephanie for members to wear and hand out during the 2026 Pride Parade.

Pride season should be celebrated with joy and pride, but many members are scared to exist as their full selves. Every year, the BCFED and its affiliates are proud to march together in the Vancouver Pride Parade multi-union float. With the rise of transphobia and queer hate, it was

important for us to show up and be loud and proud. Our beautiful ferry float, generously shared by the BC Ferry & Marine Workers Union, led the way as dozens of affiliates marched alongside us to show that unions fight for all workers. We couldn't have done it without the support of our friends and allies.

RECOMMENDATIONS

As we look toward the upcoming term, the Committee hopes to fight back against the hate pushed by conservatives and alt-right groups. We've seen a slew of misinformed and hateful commentary, attacking human rights and creating a space of fear.

We recommend that the committee:

1. Support the work of the Indigenous Rights and Reconciliation Committee to promote Indigenous cultural safety in BC's labour movement;
2. Continue to advocate for accessibility rights and support the work of the Provincial Accessibility Committee and amplify its recommendations in the areas of service delivery and employment;
3. Work alongside community groups to lobby, campaign and fight for gender-affirming care, housing and health care for all 2SLGBTQIA+ community members; and
4. Create a comprehensive plan to combat systemic racism within the labour movement, including a plan to encourage affiliates to support and encourage Indigenous, Black and racialized workers to run for leadership positions.

HUMAN RIGHTS COMMITTEE

Masoud Aminzavvar, **BCGEU**

Hillary Bergshoeff, **IATSE 891**

Sonia Andhi, **HSA**

Crystal Braunwarth, **IATSE 891**

Sheryl Burns, **Co-chair, CUPE 1936**

Desiree Cabecinha, **BCGEU**

Diego Cardona, **IATSE 891**

Brian Doe Chua, **UBCP/ACTRA**

Sarah Cibart, **CUPE BC**

Darren Danbrook, **IBEW 213**

Karen De Francesco, **BCUWU**

Brad Demelo, **IUPAT 138**

Jovito Espinoza, **HEU**

Mikela Fong, **HSA**

Joyce Griffiths, **CUPE BC**

Jessica Isbister, **ILWU**

Raf Jamil, **BCIT FSA**

Janice Jarvis, **CUPW Pacific Region**

Varinder Johal, **PSAC**

Kimberley Jung, **BCTF**

Natalia Kachkarova, **BCGEU-BCFMWU**

Florentina Kelly, **BCGEU**

John Keys, **IATSE 891**

Ellen Kim, **HSA**

Doug Kinna, **BCGEU**

Sarah Kooner, **HSA**

Lisa Kreut, **HEU**

Howard Lin, **BCGEU-CEU**

Jennifer Marquez, **BCGEU**

Jennifer McNeil, **IATSE 891**

Sean McQuillan, **IATSE 891**

Jasmine Nicholsfigueiredo, **FPSE**

Amandeep Nijjar, **CLC**

Edward Parsotam, **CUPE 728**

Tracey Phan, **BCFED**

Heather Sallows, **BCTF**

Kyra Sekhon, **CLC**

Lynn Serhan, **HEU**

Darcie Sibbald, **BCPFFA**

Sussanne Skidmore, **Co-chair, BCFED**

Christy Slusarenko, **MoveUP**

Kevin Taki, **HSA**

Krista Tebbutt, **PSAC 20054 USJE**

Joanna Veloso, **IAMAW 16**

Jen Wrye, **FPSE**

Indigenous Rights and Reconciliation Committee

Previously a working group arising from the BCFED's reconciliation action plan, we met for the first time as a full standing committee in February 2025. (This resulted from resolution 2484 from United Food and Commercial Workers International Union (UFCW) Local 1518, passed at the 2024 BCFED Convention, calling on the Federation to formalize our status as a permanent standing committee.) Our collective goal is to guide the BCFED toward reconciliation.

During our first two-year term, efforts to advance Indigenous rights, Reconciliation and decolonization have faced mounting attacks from conservative and alt-right groups, including opposition MLAs. They seized on the August 2025 BC Supreme Court ruling in *Cowichan Tribes v. Canada* to stoke baseless fears that the *Declaration on the Rights of Indigenous Peoples Act* (DRIPA), land claims and the treaty process could threaten homes and take away private property. The BC Conservatives have promised to repeal DRIPA, while residential school denialism is actively being promoted, including public statements mocking survivors from politicians like Dallas Brodie. The committee is determined to fight back against this retrenchment.

RECONCILIATION AND DRIPA

Members of our committee called out the racist and false remarks, highlighting how they harm the province's relationship with the First Nations. We were encouraged to see the BCFED and many of its affiliates sign on to the First Nations Leadership Council's letter urging the BC Government not to suspend or amend DRIPA, and to see others penning their own letters. Our collective efforts led to Premier David Eby's announcement this April that no suspensions or amendments were slated in the following legislative session.

PROVINCIAL ANTI-RACISM ACTION PLAN

In this challenging environment, we were heartened to see an important sign of progress: the Provincial Anti-Racism Action Plan, launched in June 2026 as a roadmap to identify and address systemic racism across government programs, policies, and services. The plan was informed by consultation and collaboration with Indigenous partners among many others, helping to shape a coordinated approach to identifying systemic barriers and advancing meaningful action toward racial equity across government.

The plan includes a measure advocated by both the committee and the Indigenous Workers Caucus, a Red Dress Alert system. This system will support timely and coordinated responses when Indigenous women, girls, Two-Spirit and gender-diverse people go missing.

We noted other actions emerging from the plan, including the establishment of a First Nation Safety Officer program to support community-based safety initiatives and enforcement, and funding for legal, mental health, healing and community-based supports for people and communities affected by racism.

BCFED AND FNLC PROTOCOL AGREEMENT

The committee has monitored the BCFED's ongoing engagement with the First Nations Leadership Council to update the Protocol Agreement. Last updated in 2018, the Protocol Agreement aligns BCFED commitments with the Truth and Reconciliation Calls to Action and *Declaration on the Rights of Indigenous Peoples Act*.

NATIONAL INDIGENOUS PEOPLES DAY AND NATIONAL INDIGENOUS HISTORY MONTH

We were pleased to see BCFED staff and leadership taking time to recognize National Indigenous Peoples Day on June 21. The BCFED shared a calendar of events for National Indigenous History Month created by Tracey Phan, the BCFED Director of Human Rights and Equity who provides staff support to this committee.

COALITION ON MMIWG2S+

Since 2015, the BCFED has participated in the work of the Coalition on Missing and Murdered Indigenous Women, Girls, and Two-Spirit Peoples. The BCFED's Indigenous Workers Caucus, which also participates in this work, joins this committee in calling for action on the 231 Calls for Justice in the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

RED DRESS DAY EVENTS

Every year, the BCFED and Indigenous Rights and Reconciliation committee members attend Red Dress events across the province, honouring and mourning the Indigenous women, girls, Two-Spirit, men, boys and gender-diverse people whose lives have been lost to violence, or whose fate is unknown.

Over the last term, multiple Red Dress Day events have been held, and the committee notes the active participation of the Federation in these events. BCFED President Sussanne Skidmore attended events held in several BC communities including Victoria and Surrey, and spoke at the ceremony marking the 10th anniversary of the Prince George Red Dress Campaign.

GENDER-BASED VIOLENCE ACTION PLAN

Alongside racialized people, newcomers, Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and additional people (2SLGBTQIA+), and trans people, Indigenous women and girls are also disproportionately affected by gender-based violence. Following the Gender-Based Violence Action Plan, the provincial government committed to acting on the 231 Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. The committee thanks BCFED President Sussanne Skidmore for her continued dedication to address the national crisis of missing and murdered Indigenous women, girls, and Two-Spirit peoples.

JOAN PHILLIP (AMSHEN)

Committee members were deeply saddened late this summer by the passing of a much-loved leader, warrior and friend, Joan Phillip (Amshen). Her lifelong fight for the integrity of our lands, the future of our communities and the rights and dignity of our people leaves an enduring legacy. All of us who knew her — as a forceful advocate, a highly effective voice in the BC Legislature and a warm and loyal friend — extend our deep condolences to her

family, friends and colleagues, and especially to her husband, Grand Chief Stewart Phillip.

Finally, the committee underlines the importance of solidarity as we continue the work of reconciliation both within and beyond the labour movement. The committee recognizes all our allies in the labour movement who fight for Indigenous rights and reconciliation, and who stand resolutely with our communities.

RECOMMENDATIONS

We recommend that the committee:

1. Collaborate with the BCFED to engage Indigenous workers to advise the BCFED on ways it can promote Indigenous cultural safety in British Columbia's labour movement.
2. Advise the BCFED on strategies to address the misinformation and hate that threaten to widen the gap between our communities.
3. Continue to work with the BCFED to support the work of the Coalition on MMIWG2s.
4. Support the BCFED lobbying the BC government to develop and invest in programs to generate more educational conversations around reconciliation and Indigenous history and rights.

INDIGENOUS RIGHTS AND RECONCILIATION COMMITTEE

Susan Chang, **BCTF**

Marylou Fonda, **UFCW 1518**

Darien Gomez, **PSAC 20921 CEIU**

Coralie Gregoire, **BCGEU**

Raf Jamil, **BCIT FSA**

Julia McKay, **USW**

Debra Merrier, **CUPE 728**

Tracey Phan, **BCFED**

Teresa Lorraine Roe, **HEU**

Hermender Singh Kailley, **Co-chair, BCFED**

Sussanne Skidmore, **Co-chair, BCFED**

Gail Stromquist, **BCTF**

Alex (Vital) Stuit, **PSAC**

Carissa Taylor, **CUPE BC**

Tristen Wybou, **BCGEU**

Occupational Health and Safety Committee

The past term has been a busy one even by this committee's usual standards. We've made important progress on several key issues, especially tower crane safety and the regulation of workplace psychosocial hazards. And we will continue to push ahead on key priorities such as chronic pain, presumptive coverage and psychological injury.

WORKERS' COMPENSATION BOARD (WCB) BOARD OF DIRECTORS COMPOSITION

There have been several changes on the WCB's Board of Directors in the past two years:

- Last December, Michelle Laurie finished her six-year term on the board. Throughout her career, Michelle was a strong voice and advocate for workers, and we thank her for her work. Her replacement is Josh Towsley, Assistant Business Manager and Assistant Administrator, Benefits & Pension for the International Union of Operating Engineers (IUOE) Local 115.
- Rebecca Packer also completed six years of service in December as the health care or rehabilitation professional on the Board. We are grateful for her commitment and for being a strong voice for workers. She was replaced by Edith McHattie, an occupational therapist and Health Sciences Association of BC member.
- Senator Baltej Dhillon stepped down from his role as Board Chair in February 2026, and former BCFED President Laird Cronk was appointed as the new Chair. In May 2026, Raji Mangat was appointed as a public interest representative, filling Laird's vacancy. Raji is a lawyer who recently served as Executive Director of West Coast LEAF, a non-profit legal organization.

Although Laird's appointment as Chair and the other recent appointments were welcome and represent continued progress in ensuring worker representation, the committee and the BCFED continue to urge the government to introduce legislation requiring equal stakeholder representation on the Board.

LAW AND POLICY CONSULTATION

The labour representatives on the WCB Policy & Practice Consultative Committee warrant special acknowledgement for their work representing workers' interests on regulatory amendments and guidelines, compensation policy and practice issues.

Our committee has worked exhaustively through the issue gathering, pre-consultation, public consultation, and public hearing processes for amendments to the *Occupational Health and Safety Regulation* (OHSR) and changes to prevention assessments and compensation policy.

Members of our committee also participated extensively in the consultation process through consultation meetings, written submissions and public hearings.

COMPENSATION POLICY AND PRACTICES

The provincial government has not made changes to the *Workers Compensation Act* in the last two years. However, through regulation, the number of cancers presumed to be work-related for firefighters was expanded, and in April 2026, a private members' bill established the start of a province-wide health screening program for firefighters.

Over the past two years, the committee and the BCFED raised significant concerns with the Board about increasing delays throughout the compensation system, including for psychological injury assessments and care, claim decision-making and appeal implementation.

Last fall, the Board initiated work on drafting a clinical recovery framework. The BCFED, with input from the committee, made a submission to the project's advisory panel, identifying that there are significant issues in the provision of health care services for injured workers, and making proposals for improvements.

Our committee will continue to lobby the government and the WCB to fully implement the recommendations in Janet Patterson's report, *New Directions.*

CHRONIC PAIN

Our committee continues to demand changes to the Board's existing Chronic Pain Policy. The Board has been reviewing the policy for several years and is finally planning to conduct a public consultation on a revised policy in the coming year.

Chronic pain was the BCFED's theme for our 2026 Injured Workers' Day activities. With support from the committee, the BCFED hosted a three-part webinar series on chronic pain in June and launched a petition demanding better care and fair compensation for injured workers with chronic pain.

PSYCHOLOGICAL INJURY AND PRESUMPTIVE COVERAGE

Labour has long urged government to treat psychological injuries as seriously and compassionately as physical injuries, and to eliminate the higher standard workers must meet to show their psychological injury is work-related. This affects workers in every industry, but we are still waiting for these changes. We will continue to lobby government to remove barriers and to include all workers in presumptive coverage.

While there has not been any meaningful progress to improve access to compensation for psychological injuries, we were successful in pushing government and the WCB to regulate psychosocial hazards in BC workplaces. Labour has long demanded that employers be responsible for taking steps to prevent psychological injury at work, and in 2025, the WCB began consultations on a new section of the Occupational Health & Safety Regulation (OHSR) on psychological health and safety. The committee has been gathering information and participating in the initial pre-consultations. Public consultation is happening this fall.

TOWER CRANE SAFETY TABLE

In June 2025, the BCFED joined the BC Tower Crane Safety Table along with the BC Building Trades (BCBT), IUOE Local 115 and the Ironworkers (IW). Established by Labour Minister Jennifer Whiteside to improve tower crane safety, the table included employers, the WCB, BC Crane Safety Association, Technical Safety BC and others. The committee followed progress as the group met regularly to understand the issues and make recommendations to prevent future catastrophes like the 2021 Kelowna crane collapse.

The committee was pleased to see this work result in the province's recent announcement that crane operation will become a certified skilled trade, with plans to introduce legislation on licensing tower crane contractors this fall. And shortly before the election call, Minister Whiteside released the long-awaited Crane Safety Framework.

REGULATORY CONSULTATION

Regulatory consultations in 2025 and 2026 have kept committee members very busy.

2025 and 2026 saw the continuation of work started in 2020, reviewing the WCB's proposed changes to the OHSR on harassment and violence. With public consultation launching this fall, the committee is working on preparing submissions. A public hearing is anticipated in the first part of 2027.

We are very pleased with our work on these important regulations:

- **Combustible dust:** Following a public hearing last fall, the regulations were approved and will come into effect at the start of 2027, 15 years after sawmill explosions killed four workers and injured many others. BC will be the first jurisdiction in the world with a specific regulation on combustible dust.
- **Equipment certification** (including for tower cranes): The changes strengthen the requirements for tower cranes, mobile cranes and mobile elevating work platforms to be inspected and certified by a professional engineer as safe for use.
- **Part 8 – Requirements for tight-fitting respirators:** The specific reference to the requirement to be "clean shaven" was removed, improving the inclusiveness of the regulatory language while maintaining a high level of protection for workers.
- **Auto-lifts:** Standards updates and improvements for aging equipment were adopted.

ONGOING WORK

The committee is continuing to work on a range of WCB consultations, including:

- the consultation on wildfire fighting regulation, resuming in the coming months;
- a public hearing on toxic process gases in February 2027;
- a public consultation on benzene exposure limits that began in July 2026; and
- consultation on changes to washroom requirements started in July 2026.

As well, we will participate in the broader consultation on Part 8, Personal Protective Equipment, to ensure it reflects the diversity of workers, including those who are Indigenous, Black, racialized, gender-diverse, non-binary, women and seniors.

The BCFED worked with building trades unions on a new section of the OHSR on shotcrete. We anticipate a public hearing on the new regulation in September.

And the committee is working on producing a clear labour agenda for changes to the OHSR around heat exposure.

APRIL 28 DAY OF MOURNING AND GOLDEN TREE MEMORIAL

In 2025, the committee worked with the WCB and the Business Council of BC to organize a National Day of Mourning ceremony at Jack Poole Plaza. The Olympic cauldron was lit for the day, and we remembered 175 workers who died in 2024 and the many workers who were injured or made ill because of work. Chris

Vilness, who lost his son Cailen Vilness in the catastrophic tower crane collapse in Kelowna in 2021, delivered moving remarks at the ceremony.

In 2026, the committee assisted the BCFED as the Federation took on the work of organizing and hosting the Day of Mourning ceremony on the steps of the BC Legislature in Victoria. We welcomed speakers Avneet and Avnoor Sidhu, who lost their mother Sarabjit Kaur Sidhu in a March 2007 van crash in Abbotsford (see below). Supported by funding from the WCB, the BCFED also provided grants to eight Labour Councils to host Day of Mourning ceremonies in communities across BC.

In 2025, 185 workers died on the job in BC.

We gathered both years as well for the annual Golden Tree Memorial honouring Amarjit Kaur Bal, Sukhvinder Kaur Punia and Sarabjit Kaur Sidhu, three farmworkers killed on the morning of March 7, 2007, while being transported in an overloaded passenger van. This ceremony also honours all farmworkers in recognition of the important work they do putting food on the table of British Columbians and their ongoing struggle for dignity and safety. The committee organizes the event with the families, Archway Community Services and Progressive Intercultural Community Services.

In summer 2025, we completed major restoration work on the Golden Tree Farmworkers' Monument, including cleaning, repair, regilding of some areas and reprinting the interpretive signs. We are working with the City of Abbotsford on a plan for the long-term conservation of the monument, and we are thankful for their ongoing support and maintenance of the Friendship Garden and the Golden Tree.

RECOMMENDATIONS

We recommend that the committee:

1. Continue to lobby the provincial government and the WCB to implement all the recommendations of Janet Patterson's report *New Directions* to ensure the compensation system provides fair compensation and meaningful rehabilitation services, and that injured workers are treated with the dignity and respect they deserve.

2. Continue to support the application of intersectional and equity-informed gender-based analysis to the workers' compensation system, to identify and change legislation, policies and practices in both compensation and prevention that disadvantage workers in equity-denied groups, including women, Indigenous, Black and racialized workers, immigrant workers, migrant and newcomer workers, workers who identify as 2SLGBTQIA+ and workers living with disabilities.

3. Continue to lobby the provincial government to amend legislation to ensure that stakeholders are predominantly and equally represented on the WCB Board of Directors, restoring balance, responsibility and accountability of the system. In addition, lobby for equal representation of employers and workers on all health and safety association Boards of Directors, and that worker representatives are chosen by their unions.

4. Work to address the unacceptable rise in workplace harassment and violence through a range of actions including lobbying, supporting the BCFED Health &

Safety Centre, supporting research and the development of tools to support unions and workers.

5. Consider ways to recruit, support and mentor new OH&S activists.

6. Continue to lobby government to reinstate lifetime pensions for injured workers.

7. Continue to urge government and the WCB to acknowledge and address the health and safety risks of climate change to workers in BC.

8. Lobby government for changes to strengthen the following sections of the *Workers Compensation Act* Part 2 Occupational Health and Safety:
   - Division 5: Joint Committees and Worker Representatives;
   - Division 6: Procedures for filing a prohibited action complaint;
   - Division 10: Employer Accident Reporting and Investigation; and
   - Division 11: Board Inspections, Investigations and Inquiries

9. Continue to lobby government and the WCB to review the requirements for Biological Agents Parts 5 and 6 of the *Occupational Health and Safety Regulation,* with particular focus on requirements for Exposure Control Plans, including the application of the Precautionary Principle.

10. Continue to lobby the government and the WCB to complete the work of reforming the asbestos industry by implementing the BCFED's recommendations, including the establishment of a building registry, a comprehensive asbestos disease and exposure registry, improvements to asbestos disposal systems, and a comprehensive education program on the dangers of asbestos exposure and prevention measures for all workers and members of the public who may be at risk of exposure.

11. Lobby government and the WCB to conduct research on the early detection of occupational disease.

12. Work with the WCB stakeholders to implement a regulation preventing psychosocial hazards at workplaces.

13. Lobby the provincial government to expand presumptive coverage for psychological injuries to all workers in BC and amend the *Workers Compensation Act* Section 135 to remove barriers for workers filing claims for psychological injury.

14. Lobby the provincial government to increase the lump sum fatality benefits for survivors of workers killed at work.

15. Lobby the provincial government to move the mining sector under the purview of the Workers' Compensation Board.

16. Continue to support and increase public awareness of the June 1 Injured Workers' Day.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Tracy Arrowsmith, **PSAC 20002 UTE**

Jag Aujla, **IBEW 258**

Reagan Belan, **BCGEU**

Gurleen Bhatia, **BCIT FSA**

Josh Booy, **IAFF 913**

Michael-Don Borason, **BCTF**

Amanda Bronswyk, **IATSE 891**

Brian Campbell, **BCGEU**

Pierre Cassidy, **FPSE**

Gary Chalmers, **IAMAW 550**

Casey Chan, **IATSE 891**

Chris Cheung, **IAMAW 764**

Irina Doering, **FPSE**

Mikela Fong, **HSA**

Nikhil Gandhi, **PIPSC**

Maxwell Gawlick, **PSAC**

Barbara Gibson, **MoveUP 378**

Dayna Gill, **IBEW Canada**

Donald Grant, **CUPE 8911**

Erin Guy, **BCGEU-CEU**

Georgina Hackett, **HEU**

Rolf Harrison, **BCBT**

Orion Irvine, **CLC**

Jessica Isbister, **ILWU**

Farzad Kasad, **HSA**

Kristen Keighley-Wight, **BCCWITT**

Ed Kent, **USW**

Doug Kinna, **BCGEU**

Karin Krueger, **BCTF**

Lee Loftus, **BC Insulators**

Wendy Mah, **BCUWU**

Julia McKay, **Co-chair, USW**

Tom McKenna, **CUPE BC**

Margo McKenzie, **IATSE 891**

Peter Milton, **BCGEU-BCFMWU**

Barb Nederpel, **Co-chair, HEU**

Nicole Paulus, **IATSE 669**

Michelle Poulsen, **HEU**

Ethel Purugganan, **HEU**

Megan Scott, **BCFED**

Bobby Sidhu, **BCIT FSA**

Lori Stewart, **UBCP/ACTRA**

Ishani Weera, **BCFED Health & Safety Centre**

Matt Williams, **IATSE 891**

Linda Wilson, **UFCW 1518**

Organizing Committee

The Organizing Standing Committee was established in response to a 2024 BCFED Convention resolution recognizing the importance of strengthening organizing across our affiliated unions and building greater capacity for collective growth and solidarity.

As a new committee, we have spent much of the past two years doing the important work of development, starting with drafting our Terms of Reference, providing a framework for supporting a more coordinated approach to organizing across our affiliated unions.

In our work this term, the committee has drawn on the invaluable experience, knowledge and organizing expertise of our affiliates. Although we are a new committee, that wealth of knowledge has allowed us to work with BCFED to help develop and launch an ambitious organizing campaign while aiding the Federation's ongoing organizing support work.

The next two years are an opportunity to build on that foundation and strengthen organizing capacity across our movement.

Unions Are For You — BC's most extensive movement-wide union organizing effort in a generation — is an important investment in growing the labour movement and reaching young workers.

UNIONS ARE FOR YOU

Early in our term, committee members were pleased to provide advice on plans for an intensive organizing campaign. We saw how economic conditions, stagnating wages, increasing precarity and changes to the workplace are leading many workers, particularly those newer to the workforce, to wonder why their jobs can't be better. Meanwhile, the introduction of card checks earlier this decade has removed one of the most important and unfair obstacles to organizing, leading to certifications in areas where many thought unionizing was impossible.

We had the opportunity to review opinion polling that identified young workers as an especially promising group, and provided insight into messaging that can most effectively reach them. We're proud to have helped lay the groundwork for the soft launch this spring of the *Unions Are For You* campaign.



This campaign — BC's most extensive movement-wide union organizing effort in a generation — is an important investment in growing the labour movement and reaching young workers who have not traditionally seen themselves as part of it. *Unions Are For You* aims to spur certifications by collecting as many organizing leads as possible and forwarding them to the most appropriate affiliate for follow-up.

ORGANIZING INSTITUTE

The committee has been pleased to see tremendous interest in the BCFED's Organizing Institute, which has continued to provide training and workshops to build organizing capacity across affiliated unions, helping new organizers develop core skills while giving experienced organizers an opportunity to deepen and strengthen their skills. The weeklong course at Winter School in Harrison remains popular, alongside additional workshops offered throughout the last two years.

Looking ahead, the committee is exploring whether to recommend the BCFED expand the Institute to include more in-depth training opportunities and longer courses outside the Lower Mainland to make this valuable program more accessible to organizers across the province.

ORGANIZERS ROUNDTABLE WITH THE BC LABOUR RELATIONS BOARD

The annual Organizers Roundtable with the BC Labour Relations Board (LRB) provides an important opportunity for organizers to meet directly with the Board and discuss the practical barriers they encounter in their day-to-day organizing work.

We were pleased to help more organizers take part in the most recent meeting in May, which saw significantly increased participation, with strong engagement from organizers throughout the discussion. LRB Chair Jennifer Glougie and Board staff shared useful information and guidance on the application process, while organizers were given space to raise questions and issues from their experiences in the field.

CONCLUSION

Committee members are excited to be part of this new standing committee that brings affiliates together in a collaborative spirit to identify ways we can bring new workers into our movement. Organizing is at the heart of the labour movement's strength, and it is also how our movement renews itself, expands our reach and influence, and ensures the benefits of collective action are available to more workers.

With workers facing changing workplaces, mounting economic pressures and efforts to weaken collective power, organizing is more important than ever if we are to build the strength and solidarity workers need to face the challenges — and opportunities — ahead of us.

RECOMMENDATIONS

We recommend that the committee:

1. Continue to support the BCFED's *Unions Are For You* campaign by encouraging affiliate participation in outreach activities, sharing updates on campaign successes, and providing feedback to help assess and strengthen the campaign's effectiveness, reach, and growth;

2. Monitor the *Labour Relations Code* review process and share on-the-ground organizing experiences to help shape the BCFED's lobbying efforts;
3. Support the BCFED's Alive After Five and Know Your Rights workshops in schools which are instrumental in engaging young people entering the workplace and teaching them about their employment and health and safety rights and the value of unions;
4. Support the Director of Organizing by providing advice on organizing materials and resources;
5. Encourage affiliates to share best practices related to organizing; and
6. Support the BCFED in developing and delivering workshops on organizing skills and suggesting themes for new workshops.

ORGANIZING COMMITTEE

Raul Aguilar, **IUPAT 1527**

Joleen Badger, **BCFED**

Colette Barker, **HSA**

Stephanie Brugman, **BCIT FSA**

Carlos Carvalho, **CLC**

Kyle Collins, **HSA**

Mark Diotte, **FPSE**

Tom Doran, **ILWU Canada**

Cliff Haman, **PEA**

Deepak Kullar, **USW District 3**

Steve Kwon, **FPSE**

Rob Limongelli, **CUPE BC**

Elizabeth Locke, **CUPE BC**

Taylor MacLaren, **BC Insulators 118**

Corey Mandryk, **USW 1944**

Marie Pantelis, **HEU**

Diana Pérez, **UFCW 1518**

Duncan Pike, **PEA**

Karen Ranalletta, **Co-chair, CUPE BC**

Melissa Roth, **BCGEU**

Robert Sheck, **BC Insulators 118**

Joel Simmons, **UFCW 1518**

Sarah St John, **BCGEU**

Joseph Stilwell, **PSAC**

Aaron Young, **CUPE BC**

Political Action Committee

Note: *Premier David Eby called a provincial election as we were preparing this report. This report does not reflect our work during the campaign, or the election's outcome. On October 24, 2026, the BC Conservatives won a majority and Premier Eby announced he would resign as party leader.*

The BCFED Political Action Committee (PAC) makes recommendations and coordinates around the pressing political events impacting workers in our province. The committee supports issue-based campaigns, works to support the BCFED engaging union members in electoral politics, and supports communication between affiliates on their legislative priorities. The PAC recommends strategies to ensure that workers' voices are front and centre when the BC government is making decisions.

Over the past two years, our committee's work took place against a political backdrop that shifted faster than any of us anticipated. The BC New Democratic Party (NDP) government remained in place, but governed under unprecedented pressure: a slim majority, a hostile opposition and an economic crisis brought from across the border. Committee members shared and received regular reports on lobbying objectives and strategies, discussed progress on BCFED campaigns and identified opportunities for coordination on issues.

Despite the pressures of the period, the labour movement continued to make gains for working people, including:

- new funding for skilled trades training and apprenticeship;
- strengthened crane safety requirements on BC worksites;
- a provincial-federal prosperity agreement now being implemented, with a commitment to project labour agreements on major infrastructure;
- improved core funding for the Labour Relations Board;
- continued advocacy for changes to BC's labour code, including expanding successorship to all working people and implementing a sectoral bargaining model; and
- a commitment from government to address delays and procedural challenges at both the Employment Standards Branch and the Workers' Compensation Board.

POLITICAL EDUCATION AND THE 2026 LOCAL ELECTIONS

If our last convention report's focus was a provincial election, this one's is the long, hard work that leads up to it: building the capacity of our members to run, organize and win at every level.

Our political education and training took on a more serious edge over this term. The rise of the far right, the collapse of progressive representation in Ottawa and the intensity of disputes at the bargaining table all brought affiliates to the same realization: members need more than a get-out-the-vote push every four years. They need sustained training, and they need pathways into office.

The committee focused that work on the October 2026 local elections. Working with the Canadian Labour Congress (CLC) and Labour Councils, affiliates trained hundreds of members in political action. Participants learned campaign fundamentals, member-to-member outreach and how to find and lift progressive voices. Candidate recruitment was a key objective: the committee set out to identify union members willing to run, and to support them once they did.

Local elections matter more than many might think. Municipal councils and school boards set budgets, contract out work and decide what gets built and who builds it. While municipal elections were a focus of political action training, the education program was also built with an eye to our next provincial election. The activists trained and the candidates recruited this year are the base we will draw on provincially, and the committee intends this to be a continuing program rather than a cycle-by-cycle effort.

A TRADE WAR, A REALIGNMENT, AND A MAJORITY IN OTTAWA

The defining political event of this term happened outside our province. Donald Trump's return to the presidency in the United States brought a trade war that hit British Columbia's resource, manufacturing and transportation sectors directly, and put thousands of union jobs at risk.

The federal election that followed in April 2025 unfolded in that shadow. Mark Carney, newly installed as Liberal leader, campaigned on economic sovereignty against Pierre Poilievre's Conservatives, and won a minority government while both Poilievre and NDP leader Jagmeet Singh lost their own seats.

For our committee and the broader labour movement, the result came with mixed feelings: relief at the defeat of the Conservatives, but sorrow over the federal NDP's loss of so many seats — not to mention official party status. Workers lost their strongest voice in Parliament at a moment when major federal decisions on trade, infrastructure and labour law are having immediate and lasting impacts on BC jobs and on working people's rights.

Now with a majority and historic levels of popularity, Carney has few parliamentary constraints. This makes our ability to press the federal government urgently needed.

As the NDP attempts to rebuild, our committee understands that — as with our provincial and municipal efforts — a renewed labour voice in the federal party starts with members trained, running and winning in their own communities.

Although in 2024 the BC NDP won re-election by the slimmest of margins, and the BC Conservatives subsequently descended into at least temporary disarray, the conditions that fuelled the rise of the BC Conservatives over the past two years have not gone away. Affordability pressures, distrust of institutions, and the deliberate spread of misinformation continue to divide our communities. The committee has an important role to play in advising the Executive Officers on how to counter that division.

As we write this report, BC is in the midst of a provincial election campaign, and we are advising the Executive Officers as it unfolds. While we don't know what the outcome will be, we fully recognize the need for certainty and stability with a government that understands workers and listens to our concerns. Premier David Eby's government must do more to help working people through this crisis, but we know only too well whose side the opposition parties are on.

THE RIGHT TO ORGANIZE AND THE RIGHT TO STRIKE

The committee's position is unambiguous: The right to organize, to bargain collectively, and to take job action is fundamental. Defending that right and extending it to the many BC workers who still cannot access their right to unionize, remains among our highest priorities.

It was an ongoing theme of our work over the past term, as job action defined this period at both levels of government. BC General Employees' Union (BCGEU), Professional Employees Association (PEA), Canadian Union of Public Employees (CUPE), Canadian Union of Postal Workers (CUPW), International Longshore & Warehouse Union Canada (ILWU) and many others took, or considered, serious job action in defence of wages, staffing and working conditions, and members held the line in long and difficult disputes.

Those disputes exposed how contested the right to strike has become. Federally, governments have shown a growing willingness to reach for ministerial powers to cut short free collective bargaining. Then, on September 21, the Carney government introduced Labour Code amendments to severely curtail the right to strike. The committee is working closely with BCFED's Officers and leadership as we support the CLC's campaign against these amendments.

RECOMMENDATIONS

This term tested our movement's capacity at every turn: a trade war we did not choose, a federal voice we lost and disputes that put our most fundamental rights in question. The recommendations that follow reflect what that work has taught the committee.

We recommend that the committee:

1. Continue to support the BCFED's campaigns and lobbying for labour laws and economic policies that reflect our fundamental principles and priorities, with the BC government and at every level from municipal to federal, working through the CLC where federal jurisdiction applies.
2. Support the CLC and Labour Councils in engaging union members around federal, provincial and local elections through an ongoing, year-round program of political training, candidate recruitment and member-to-member outreach.
3. Work with the Organizing Committee to strengthen and protect workers' rights to unionize and bargain collectively, including for workers under federal jurisdiction.
4. Identify, recommend and pursue strategies to counter misinformation, repair damaged relationships in our communities, restore faith in our democratic institutions, and centre Reconciliation in our issue-based campaigns and political work.
5. Engage and support the campaigns of community organizations with allied values to advance policies that make a real difference to working people and their families.

6. Continue to support and participate in CLC campaigns, including the CLC's work lobbying for improvements to the *Canada Labour Code* that protect and advance workers' rights to organize, bargain collectively, take job action and strike.

POLITICAL ACTION COMMITTEE

Neal Adolph, **CUPE BC**

Masoud Aminzavvar, **BCGEU**

Corry Anderson-Fennell, **CSWU-LiUNA 1611**

Janet Andrews, **NWDLC**

Jasleen Arora, **BCGEU**

Brett Barden, **USW**

Dal Benning, **CUPE BC**

Hillary Bergshoeff, **IATSE 891**

Noah Berson, **MoveUP**

Brynn Bourke, **BCBT**

Crystal Braunwarth, **IATSE 891**

Diego Cardona, **IATSE 891**

Anna Chudnovsky, **BCTF**

Tom Doran, **ILWU Canada**

Daniel Fung, **MoveUP**

Stephen Gale, **CUPW**

Caitlin Gilroy, **CUPE BC**

Keith Martin Gordey, **UBCP/ACTRA**

Christopher G. Griffith, **BCIT FSA**

John Humphrey, **IAMAW District 250**

Orion Irvine, **CLC**

Patrick Johnson, **Co-chair, UFCW 1518**

Kay Kearley, **IATSE 891**

Rysa Kronebusch, **MoveUP**

Linda Larose, **BCGEU-CEU**

Alicia Massie, **BCFED**

Steve McAusland, **UFCW 247**

Lewis McIntyre, **IAMAW District Lodge 250**

Margo McKenzie, **IATSE 891**

Bill McMullan, **HEU**

Josh Moraes, **USW District 3**

Jasmine Nicholsfigueiredo, **FPSE**

Amandeep Nijjar, **CLC**

Duncan Pike, **PEA**

Monica Racz, **PSAC 21008 UNDE**

Jordan Reid, **BCBT**

Kristin Schnider, **PSAC**

Nicole Seguin, **HSA**

Robert Sheck, **BC Insulators 118**

Kieran Shoker, **HSA**

Gurjeevan Sidhu, **BCGEU**

Adam Sparks, **BCGEU-BCFMWU**

Nathan Todd, **BCUWU**

Robin Tosczak, **BCTF**

Annette Toth, **Co-chair, MoveUP**

Stephen von Sychowski, **VDLC**

Thi Vu, **HEU**

Bradley Ward, **BCIT FSA**

Kevin Weston, **IUPAT 163**

Women and Gender Rights Committee

The BCFED Women and Gender Rights Committee (WGRC) works to promote gender equality, equity and justice in the labour movement and the broader community, and the safety, economic security and leadership of women and gender-diverse community members in BC and internationally.

Over the past two years, we have been working in a more contested and challenging environment. The BC New Democratic Party (NDP) government remained in power through the majority of 2026, and continued to build on much of the legislative groundwork laid in the previous term. But the political tensions of this period are difficult for committee members personally and for our work. The rise of the far right in both the United States and Canada has brought a concerning retrenchment of women and gender-diverse people's rights and safety, and much of our work this term has involved defending ground we thought was secure.

Access to reproductive health care, including abortion, remains a top priority for the WGRC, as does protecting our trans and non-binary siblings. Closer to home, that has meant helping to combat misinformation against Sexual Orientation and Gender Identity (SOGI) 123 and working to de-escalate the tensions these issues have stirred in our province. We continued to work closely with our counterparts in the United States to build cross-border solidarity and resist alt-right agendas of patriarchy and white supremacy. Committee members shared regular reports on lobbying objectives, discussed progress on BCFED campaigns and identified opportunities to coordinate.

Despite the pressures of the period, the committee and the wider movement continued to make gains for women and gender-diverse workers, including the continued success of universal no-cost prescription contraception in BC, now the focus of a national push; continued participation as an organizational member of the Coalition on Missing and Murdered Indigenous Women, Girls, and Two-Spirit people (MMIWG2S+); and sustained advocacy for the universal implementation of $10-a-day childcare.

The committee marks this term with sorrow as well as resolve. We mourn the loss of Stephanie Smith, former President of the BC General Employees' Union (BCGEU) and a great leader for women and for working people in this province. Rest in power, sister.

PAY EQUITY AND PAY TRANSPARENCY

The committee focused much of its provincial work on pay equity and pay transparency, engaging directly with the staff at the provincial Gender Equity Office. The committee supported the BCFED's significant role in enhancing the province's annual report on pay transparency so that it now includes intersectional data, with particular attention to immigrant, migrant and part-time workers. Headline pay-gap numbers don't always tell the full story; the workers most exposed to low pay and precarity are too often the ones whose challenges are left out when reporting provincial averages. Building

intersectional data into the report makes those gaps visible.

But visibility is a step, not the goal. Knowing that we make less for the same work does not, on its own, change our paycheques. Women and gender-diverse people, and indeed all workers, deserve equal pay for equal work. That is pay equity, and it remains what we are fighting for.

What pay transparency has done is reveal how far there is to go. The province's own data over the past several years reflects a persistent wage gap, and the intersectional numbers show just how far behind women are — migrant women and women of colour especially — compared to men in this province. That gap must be overcome. We are proud that it is smaller among unionized workers, where our collective agreements narrow pay gaps, though even there they are too often still present. Closing the pay gap everywhere is the work still ahead of us.

INTIMATE PARTNER AND SEXUAL VIOLENCE

The committee was encouraged to see BC's Attorney General take a leading role on intimate partner and sexual violence this term, and we followed closely the release of the 2024 Stanton report and its recommendations for addressing systemic and legal barriers in BC's legal system. The committee discussed the province's *Intimate Images Protection Act* as part of a broader package of reform now underway, alongside the *Family Law Act* modernization project.

That work was reinforced from an unexpected direction in May 2026, when the Supreme Court of Canada's ruling in *Ahluwalia v Ahluwalia* recognized a new common law tort of intimate partner violence, anchored in the concept of coercive and controlling conduct. The ruling covers a range of behaviour beyond physical violence, including isolation, humiliation, surveillance, financial control, sexual coercion and intimidation. For survivors, the decision opens a clearer path to seek compensation for harms the courts have long struggled to name. For this committee, it affirms the direction of the advocacy we have pressed for years.

CHILDCARE

The committee remains deeply committed to the BCFED's advocacy for the universal implementation of $10-a-day childcare. After substantial early progress, that work has stalled in BC. The government's 2026 shift in language from "$10-a-day" to "affordable childcare" leaves the committee with serious concerns about a retreat from the original commitment.

We are continuing to support the BCFED pressure on government to implement universal $10-a-day childcare, together with rigorous wage grids and other policies centred on child care workers themselves.

This is not only a matter of gender equity, though it is that. Public, universal, quality childcare is one of the most significant contributors to any economy. It supports mothers and families returning to the workforce, and it supports well-paying, secure jobs for the workers who provide the care. It is an investment in the people of BC that pays back its cost many times over.

That is why the committee insists the system must stay universal. It is far easier for politicians to cut income-tested programs that serve only lower-income families than to cut universal services (such as kindergarten and health care), since everyone recognizes their value and is motivated to defend them. The fairest way to fund that is a progressive tax system (and BC's, while progressive, could be made stronger). We are resolute in our advocacy: build $10-a-day for everyone, fund it fairly, and it will last.

This term tested the committee on every front: mounting pressure on women's and gender-diverse people's rights from across the border and at home; hard-won provincial progress; and a landmark court decision in survivors' favour. To advance the safety, economic security and leadership of women and gender-diverse community members in BC.

RECOMMENDATIONS

1. Continue to support affiliates' efforts to advocate for the full implementation of the $10-a-Day Plan of the Coalition of Child Care Advocates of BC.
2. Review the work of the Provincial Accessibility Committee and support the BCFED in promoting the recommended standards in the areas of service delivery and employment.
3. Encourage the BCFED to advocate for comprehensive support for menstrual and menopausal health in all workplace benefits and health coverage plans, coverage of menstrual products and leave for managing menopausal and menstrual symptoms.
4. Continue to support the BCFED lobbying the province for improved sexual assault response services in all communities in the province.
5. Work with the BCFED to share information about the AccessBC campaign for improved pain management during intrauterine device (IUD) insertions.
6. Work with other BCFED Standing Committees to further the issues that intersect with the work of the WGRC.

WGRC RIGHTS COMMITTEE MEMBERS

Hannah Allen, **HSA**
Amy Anderson, **CUPW**
Crystal Braunwarth, **IATSE 891**
Amanda Bronswyk, **IATSE 891**
Sheryl Burns, **CUPE 1936**
Sarah Cibart, **CUPE BC**
Tima Dickerson, **UFCW 247**
Julie Diels-Neufeld, **PSAC**
Ashley Duncan, **BC Insulators 118**
Teresa Lyne Dziedzic, **UFCW 1518**
Belina Fernandez, **HEU**
Dayna Gill, **IBEW Canada**
Coralie Gregoire, **BCGEU**
Angela Jensen, **IAMAW 1857**
Ragini Kapil, **UBCP/ACTRA**
Kristen Keighley-Wight, **BCCWITT**
Scarlett Kelly, **ILWU**
Julie Kelly, **PSAC 20045 CIU**
Ellen Kim, **HSA**
Sarah Kooner, **Co-chair, HSA**
Cindy Lee, **USW 2009**
Taylor MacLaren, **BC Insulators 118**
Alicia Massie, **BCFED**
Maria Middlemiss, **Co-chair, BCGEU**
Amandeep Nijjar, **CLC**
Regie Plana-Alcuaz, **BCTF**
Sabrina Prada, **UBCP/ACTRA**
Kyra Sekhon, **CLC**
Ashley Shapiro, **BCUWU**
Darcie Sibbald, **BCPFFA**
Christy Slauenwhite, **IAMAW 764**
Laura Snow, **BCGEU-CEU**
Annette Toth, **MoveUP 378**
Hayley Walker, **BCGEU-BCFMWU**
Megan Washington, **BCGEU 1703**
Judy Yuen, **BCTF**
Lynnelle Yutani, **FPSE**

Young Workers Committee

Since the 2024 Convention, the Young Workers Committee has continued to hold in-person and virtual events, as well as explore opportunities for outreach and training. We note that BC's newest workers face some of the biggest challenges in our economy: precarious employment, rising costs, the shortage of affordable housing and risks to workplace safety. Our committee deliberations frequently focused on how young workers are more likely to be working multiple jobs, and increasingly must rely on temporary, part-time or gig-work positions — often performing more physically demanding and hazardous tasks.

A major focus for the committee this term was political action and activism. Young workers are empowered to build stronger workplaces and communities, and to ensure our voices are not ignored. It is critical that we continue to encourage young workers to get involved in politics at every level in our communities to ensure that the issues that matter to them most are addressed in government policy.

REGIONAL CONFERENCE

The committee helped convene one of the standout panels at the BCFED's 2025 Regional Conference in Kelowna. Moderated by Committee Co-Chair Kim Cole, the lively session examined how young labour activists are bringing new energy and ideas to our movement and taking action on the issues that matter most. Panelists discussed what unions can do to support young workers up, break down barriers and build solidarity across generations.

Our thanks to the panelists: Juno Clementine, unit chair, WISH/Canadian Union of Public Employees (CUPE) Local 1936; Alysha Morris, Co-Chair, Movement of United Professionals (MoveUP) Youth Action Committee; Tracey Phan, BCFED Health & Safety Centre; and Knat Sanders, member, Service Employees International Union (SEIU) Local 2.

The committee also sponsored the conference's wildly successful bowling social at the Okanagan Bowling Club, just steps away from the conference site. It was a great chance for conference participants to relax, enjoy themselves and get to know each other.

YOUNG WORKERS LEADERSHIP RETREAT

The committee hosted the Young Workers Leadership Retreat at Loon Lake in September 2025, bringing young workers together to build leadership skills, which included organizing, allyship training and political action.

Attendees gave overwhelmingly positive feedback, emphasizing the value of creating space for young workers to connect with one another, building relationships, sharing experiences, and strengthening their leadership within the movement. The outcome confirmed the success of this reimagined model for the BCFED's young workers' gathering, and we hope the skills and relationships these retreats foster will help strengthen our movement for years to come.

YOUNG WORKER OUTREACH

The committee also focused on building bridges among young workers by hosting and joining a number of social engagements. Many affiliated unions have established active Young Workers Committees (YWC) which are hosting social events across the province. These events have been excellent opportunities for the BCFED YWC to collaborate and encourage members to attend and network.

For example, a watch party for the federal New Democratic Party (NDP) leadership campaign debate in February 2026 brought together young workers from a variety of unions and workplaces to connect, build solidarity and engage with the political party that has historically championed working people.

We continue to encourage affiliates to send members to join the YWC and help build the important work this committee is doing.

RECOMMENDATIONS

We recommend the Young Workers Committee:

1. Support the work of the BCFED, CLC, Labour Councils and community allies to develop and promote training and networking opportunities for young workers in communities across BC.
2. Assist the BCFED in building on the success of the 2025 Young Workers Leadership Retreat and planning for the 2027 retreat.
3. Work with the BCFED to organize annual Grant's Law sit-in events and to engage in lobbying efforts to encourage the WCB to strengthen laws to protect late night retail workers.
4. Work with the BCFED to encourage affiliates to appoint members to the committee.
5. Encourage the BCFED to advocate for lowering the voting age to 16.
6. Work with the BCFED to encourage young people to get more involved in all levels of politics by highlighting the issues that impact young workers and promoting training opportunities for young workers.

YOUNG WORKERS COMMITTEE

Joleen Badger, **BCFED**

Cody Beyer, **CUPE 411**

Prabhdeep Kaur Chahal, **BCGEU**

Anisha Cheema, **UBCP/ACTRA**

Kimberly Cole, **Co-chair, BCGEU-BCFMWU**

Paige Davidson, **BCGEU**

Cassie Deezar, **CUPE 728**

Terri D'Souza, **PIPSC**

Kyle Jones, **CUPE 561**

Charissa Kelly, **ILWU 502**

Deepak Kullar, **USW District 3**

Leanne La Guardia, **HEU**

Jessica Lillycrop, **BC Insulators 118**

Jordan Loverock, **PIPSC**

Sean McKenna, **ILWU-RWU 580**

Austin Miller, **BCGEU**

Alysha Morris, **MoveUP**

Dimitri Ossinsky, **Co-chair, MoveUP**

Diana Park, **BCTF**

Priyanka Prabakaran, **PIPSC**

Cole Reinbold, **BCFS**

Kyra Sekhon, **CLC**

Kaj Stirler, **PSAC 21001**

Travis Tricker, **IAMAW 550**

Yameena Zaidi, **PSAC**

Resolutions

PART 1 Apprenticeship & Skills Training Working Group 112
3 resolutions: 2601 to 2603

PART 2 General Resolutions 114
44 resolutions: 2604A to 2677; 26182A

PART 3 AI, Work and Technology Standing Committee 136
8 resolutions: 2669; 2683 to 2691

PART 4 Climate Justice and Jobs Standing Committee 141
9 resolutions: 2692 to 26102

PART 5 Constitution and Structure Standing Committee 146
10 resolutions: 26103 Amended to cover 26126; 26104 to 26117

PART 6 Human Rights Standing Committee 153
14 resolutions: 2652 to 26150

PART 7 Indigenous Rights & Reconciliation Standing Committee 159
6 resolutions: 26152A to 26161

PART 8 Occupational Health and Safety Standing Committee 162
18 resolutions: 26162 to 26188

PART 9 Organizing Standing Committee 173
17 resolutions: 26189 to 26206

PART 10 Political Action Standing Committee 182
10 resolutions: 26207 to 26232

PART 11 Women and Gender Rights Standing Committee 188
2 resolutions: 26233 and 26234

PART 12 Young Workers Standing Committee 190
2 resolutions: 26236 to cover 26235; 26237A

PART 1

Apprenticeship & Skills Training Working Group

3 RESOLUTIONS: 2601 to 2603

RESOLUTION 2601

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE compulsory certification is essential to ensuring skilled work is performed safely and competently; and

BECAUSE effective enforcement protects workers and the public by ensuring only properly trained and certified individuals perform regulated work; and

BECAUSE inadequate enforcement allows uncertified workers to perform compulsory work, undermining safety, wages and working conditions; and

BECAUSE effective enforcement requires adequate funding, staffing and resources to conduct inspections, investigate violations and impose meaningful penalties; and

BECAUSE strong enforcement protects the public, improves workplace safety and supports a qualified skilled workforce;

THE FEDERATION WILL lobby the provincial government to provide sustained funding and resources for enforcement of compulsory certification, including increased staffing and inspections; and

THE FEDERATION WILL advocate for stronger enforcement measures, meaningful penalties for violations of compulsory certification requirements; and

THE FEDERATION WILL call on the provincial government to work with unions and industry stakeholders to address gaps in enforcement.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2602

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the BC Prosperity Agreement will support significant public investment in infrastructure, energy, transportation, manufacturing and other projects across British Columbia;

BECAUSE public investment should create good, family-supporting union jobs and deliver lasting benefits to workers, Indigenous Nations and communities; and

BECAUSE Community Benefits Agreements ensure publicly funded projects provide union employment, fair wages, apprenticeships, local hiring, Indigenous participation and meaningful community benefits;

THE FEDERATION WILL call on the government of British Columbia to require all projects receiving public funding through the BC Prosperity Agreement to be covered by Community Benefits Agreements;

THE FEDERATION WILL push that these agreements require unionized work, respect for collective bargaining, fair wages, training and apprenticeships, local and Indigenous hiring and community benefits; and

THE FEDERATION WILL advocate that significant and meaningful labour representation be included on the committee responsible for implementing and overseeing the BC Prosperity Agreement.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2603

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE Canadian Armed Forces members receive world-class technical and mechanical training across dozens of military trades, yet often face severe bureaucratic delays and redundant testing when trying to transition into civilian Red Seal trades; and

BECAUSE British Columbia is facing a critical shortage of skilled trades workers, and transitioning veterans represent a highly disciplined, safety orientated and skilled workforce ready to fill these gaps; and

BECAUSE organizations like Helmets to Hardhats Canada have proven that dedicated pathways successfully transition veterans into well-paying, unionized trade careers;

THE FEDERATION WILL lobby the provincial government and SkilledTradesBC to recognize military trade qualifications and streamline the Prior Learning Assessment and Recognition process, allowing veterans to challenge Red Seal exams without duplicating classroom hours; and

THE FEDERATION WILL encourage affiliated unions to incorporate "Veterans' Entry Pathways" into their collective agreements, providing direct intake and targeted apprenticeship placement for transitioning veterans and active reservists.

CONVENTION ❑ Carried ❑ Defeated

PART 2

General Resolutions

44 RESOLUTIONS: 2604A to 2677; 26182A

RESOLUTION 2604A *Composite to cover 2604, 2607, 2608 and 2609*

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

THE FEDERATION WILL lobby the provincial government to establish a long-term public post-secondary funding strategy with a generational investment in public post-secondary research and innovation funding at our public colleges, universities and polytechnics 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, invests in a rationally planned system of public post-secondary education and skills training in all parts of British Columbia, and reviews and modernizes provincial funding models that have not kept pace with inflation, population growth and changing educational needs to ensure institutions are funded adequately to maintain programs, services, staffing and community-based education throughout British Columbia;

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.

CONVENTION ❑ Carried ❑ Defeated

To view the original resolutions as they were submitted — before the committee combined them into one composite resolution — visit the BCFED convention home page at convention.bcfed.ca/2026/resolutions

RESOLUTION 2605

Submitted by: FPSE *Committee recommends:* Support

BECAUSE access to education should depend on a person's aspirations and abilities, not their income, family wealth or willingness to take on debt; and

BECAUSE tuition, housing, food, transportation, childcare and other living costs increasingly prevent working people and their families from beginning or completing post-secondary education;

THE FEDERATION WILL lobby the provincial government to reduce the financial barriers to public post-secondary education by protecting the domestic tuition cap, expanding needs-based non-repayable BC Access Grants, increasing financial supports for low- and middle-income learners, expanding affordable student housing and childcare, and establishing a long-term plan to progressively reduce and ultimately eliminate tuition fees for publicly delivered post-secondary education in British Columbia.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2606

Submitted by: FPSE *Committee recommends:* Support

BECAUSE public post-secondary education serves purposes extending beyond immediate labour-market demand, including community development, reconciliation, democratic participation, cultural knowledge, research, critical inquiry and lifelong learning; and

BECAUSE program cuts, institutional restructuring and increasing centralization risk disproportionately reducing educational opportunities for rural, northern, Indigenous, working-class and other underserved communities;

THE FEDERATION WILL lobby the provincial government to guarantee equitable access to comprehensive public post-secondary education throughout British Columbia by protecting regional and community-based delivery, Adult Basic Education, upgrading, trades, arts, humanities, sciences and career programs, and by requiring meaningful consultation with students, workers, Indigenous Nations and affected communities before institutional mergers, mandate changes, major restructuring, program consolidation or other system-wide changes are implemented.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2610

Submitted by: FPSE *Committee recommends:* Support

BECAUSE chronic underfunding, program cuts, institutional restructuring and rising costs disproportionately affect Indigenous, racialized, disabled, 2SLGBTQIA+, low-income, rural, northern, newcomer and first-generation learners, while precarious and contract workers, who are disproportionately women and members of equity-deserving groups, often bear the greatest employment impacts; and

BECAUSE restructuring driven primarily by efficiency, labour-market demand or cost reduction risks eliminating the programs, services and community-based educational opportunities relied upon by those already facing the greatest barriers to education;

THE FEDERATION WILL demand that the provincial government apply an intersectional equity and reconciliation lens to all post-secondary funding, restructuring and policy decisions, including transparent equity-impact assessments, meaningful consultation with affected workers, students and Indigenous Nations, protection of accessibility and community-based delivery, and concrete measures to prevent restructuring, layoffs or program changes from disproportionately harming equity-deserving and/or equity-denied communities.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2611 *to cover 2612*

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

BECAUSE public education is a social investment in current and future generations; and

BECAUSE BC's public schools open their doors to all children and youth in kindergarten to Grade 12, contributing to a more equitable society; and

BECAUSE public schools are facing cuts to programming and services;

BECAUSE provincial funding has not kept up with actual costs; and

BECAUSE inclusive education in public schools is underfunded by over $300 million annually; and

BECAUSE the BC NDP committed to ensuring there would be a counsellor in every school and an education assistant in every primary class; and

BECAUSE government policy of funding private schools enables privatization of education and contributes to widening economic inequality; and

BECAUSE private school spending is increasing faster than public school per-pupil spending;

THE FEDERATION WILL call on government to end funding for elite private schools and increase investment in a robust and inclusive public education system.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2613

Submitted by: CUPE 23; CUPE 389 *Committee recommends:* Support

BECAUSE access to water safety is an equity and public health issue, and municipal pilot programs, like Burnaby's school-based Grade 5 learn-to-swim initiative, demonstrate the viability and necessity of integrating swimming lessons into public education; and

BECAUSE establishing universal, provincially funded aquatic education in public schools guarantees equal access for all children while expanding good, stable, unionized public sector jobs for CUPE civic workers, lifeguards, instructors, CUPE support staff and BCTF educators;

THE FEDERATION WILL lobby the BC provincial government to fully fund and integrate a mandatory learn-to-swim and water safety curriculum across all BC public school districts; and

THE FEDERATION WILL demand that all aquatic, support and educational staffing for the program be delivered exclusively through unionized public sector workers.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2615

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE workers should never absorb financial loss for donation, the current patchwork of income-support programs fails to protect donors' economic security; and

BECAUSE the choice to donate an organ must not depend on income, job status or access to a collective agreement. Labour organizations must uphold workers' economic dignity by removing financial barriers to life saving acts;

THE FEDERATION WILL call on the BC government for dedicated paid medical leave for live organ donors, guaranteeing full wage replacement for up to 26 weeks of medically required recovery for workers covered by the *Employment Standards Act*; and

THE FEDERATION WILL call on the CLC to lobby the Canadian government to create a dedicated Employment Insurance benefit for live organ donors, removing waiting periods and ensuring self-employed and precarious workers receive adequate income support; and

THE FEDERATION WILL advocate for the removal of all income reimbursement caps to expand access to the Living Organ Donor Expense Reimbursement Program.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2616

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE all workers in BC deserve fair wages; and

BECAUSE if wages do not keep up with inflation, then workers fall behind; and

BECAUSE if wages do not keep up with inflation it amounts to a pay cut; and

BECAUSE BC businesses raise their prices relative to costs, and labour is a cost of doing business in BC; and

BECAUSE if an employer cannot afford to pay their employees a living wage, then they should not be in business; and

BECAUSE minimum wage is already tied to inflation, but more needs to be done to help all workers;

THE FEDERATION WILL lobby the provincial government to legislate that all employers in BC be required to provide annual cost of living wage raises to their employees, at minimum, based on the rate of inflation.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2617

Submitted by: PRLC *Committee recommends:* Support

BECAUSE the cost of living continues to escalate and these communities are isolated and facing these higher costs as a result, Haida Gwaii is considered within the boundary of the northern living allowance, but Terrace, Prince Rupert and Port Edward are not;

THE FEDERATION WILL work with the CLC and labour councils to advocate with all levels of government to reevaluate the boundaries of the northern living allowance to include Terrace, Prince Rupert and Port Edward.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2618

Submitted by: PSAC 20027 UTE; USW District 3 *Committee recommends:* Support

BECAUSE the attendees at the 2022 BC Federation of Labour Convention adopted a resolution to promote and support the BC Federation of Retired Union Members (BC FORUM); and

BECAUSE there has been limited opportunity to act on this resolution of record;

THE FEDERATION WILL:

- Open channels to actively advertise and promote the BC Federation of Retired Union Members (BC FORUM), the campaigns it is involved in and the benefits and offers available to BC FORUM members;
- Call on affiliates and/or locals to look to drafting budgets that will cover the cost of BC FORUM membership for any retiring members; and
- Assist BC FORUM in producing promotional materials that will appeal to affiliates' unique membership.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2620A *Composite to cover 2620, 2621 and 2624*

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

THE FEDERATION WILL organize affiliates, workers, parents, Early Childhood Educators (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;

THE FEDERATION WILL advocate for lower child-to-staff ratios in licensed childcare settings and promote safer staffing standards;

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 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 demand immediate expansion of $10-a-Day spaces, publicly owned and union staffed centres, school-age care in elementary schools, long-term, sustainable operational funding, an equitable funding formula, no public subsidies for profit, and an ECE wage grid of at least $30 to $40 per hour, and improved pensions, benefits and working conditions to improve retention and recruitment within the childcare sector.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2622

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

BECAUSE affordable, accessible childcare is essential to supporting working families, advancing gender equity and strengthening BC's economy;

BECAUSE most families still lack access to affordable, high-quality school-aged care in their neighbourhood;

BECAUSE the existing model of before- and after-school care relies on private and for-profit providers, with kids transitioned multiple times during the day, and with very few supports for those with diverse abilities and needs;

BECAUSE existing school staff are highly trusted by parents to deliver the care their kids need; and

BECAUSE public school-based childcare makes best use of existing taxpayer-funded facilities at our public schools, and is housed in school facilities that are designed with the best interest of kids in mind; therefore,

THE FEDERATION WILL endorse the CUPE BC Seamless Childcare Now campaign, and encourage the government of British Columbia to fund its implementation in communities across the province.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2625

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

BECAUSE committees face issues with engagement; and

BECAUSE committees deal with important issues in the labour movement that require their members to attend regular meetings;

THE FEDERATION WILL:

- Collaborate with affiliates to identify barriers to BCFED committee members to participate in discussions, committee meetings, activities and other initiatives; and
- Make engagement more accessible and inclusive by recognizing the diverse work, family, personal and life commitments of committee members.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2626A *Composite to cover 2626, 2627, 2678, 2679, 2680 and 2681*

Submitted by: BCGEU; CUPE BC; CUPE 23; CUPE 389; CUPE 2950; VDLC

Committee recommends: Support

THE FEDERATION WILL:

- Launch a province-wide campaign to raise awareness about the value of public libraries and library workers and pressure the provincial government to increase core annual funding for public libraries to at least $30 million indexed to inflation each year;
- Coordinate a strategic plan to work with affiliated unions, the Canadian Labour Congress and labour councils, library workers, library boards and BC Public Library Partners to lobby all levels of government for increased provincial library funding and against public-private funding models to defend public libraries and protect unionized library jobs.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2628

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

BECAUSE Federation delegates currently do not have readily available information regarding progress on supported resolutions between conventions; and

BECAUSE resolutions passed at convention direct the work of BCFED committees and lobbying efforts; and

BECAUSE information related to actions taken influences resolution submissions in future years;

THE FEDERATION WILL create and distribute an annual "Resolution Report" and include information about what resolutions were passed at previous conventions and the status of each resolution.

Rationale for non-support: Unfeasible for workload of BCFED staff, and affiliates have other means to determine progress of resolutions.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2629

Submitted by: ILWU-RWU 517 *Committee recommends:* Support

BECAUSE the Office of the British Columbia Container Trucking Commissioner controls the passes to the ports;

BECAUSE the OBCCTC limits the number of tags our union shops are given, creating the need for the company to bring in contractors, which leads to contracting out collective bargaining work;

BECAUSE the OBCCTC rules would make the creation of a union hiring/dispatch hall for drivers impossible;

THE FEDERATION WILL lobby the Office of the British Columbia Container Trucking Commissioner and the provincial government to allow companies with union workers to be awarded the full allotment of tags needed to conduct business without the use of contractors.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2630A *Composite to cover 2630 and 2631*

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

THE FEDERATION WILL join with the BC and Canadian health coalitions to raise the alarm about the Alberta government bringing in two-tier, American style health care and, with the CLC, demand the federal government enforce the *Canada Health Act* and preserve public health care in Canada;

THE FEDERATION WILL work with appropriate bodies to 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; and

THE FEDERATION WILL advocate for public investment, safe-staffing and publicly-delivered services that improve timely, equitable access to care.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2632A *Composite to cover 2632, 2633, 2634 and 2635*

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

THE FEDERATION WILL mobilize a coalition of affiliates, health care unions, community allies, First Nations, seniors, persons with disabilities and people who use drugs to advocate for accessible, publicly-funded health care and improved health outcomes across British Columbia and 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 work with the CLC to campaign for universal public 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, 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.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2637

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE people facing health challenges, terminal illness or living alone cannot safely remain at home without consistent assistance, and lack of personal care, housekeeping, prepared meals and transportation forces many to rely on hospitals longer than necessary; and

BECAUSE fully-funded home care ensures people can recover, live safely and maintain well-being in their own homes with dignity; and

BECAUSE protecting isolated individuals, supporting those with terminal conditions and strengthening community care improves safety and quality of life; and

BECAUSE dignified in-home care is essential for people with mobility barriers or medical conditions;

THE FEDERATION WILL lobby the provincial government to provide fully government-paid, continued home-care and community support for anyone facing health challenges, including personal care, housekeeping, prepared meals and transportation; and

THE FEDERATION WILL advocate for expanded staffing and stable funding in home-care programs; and

THE FEDERATION WILL work with affiliated unions to promote equitable access to home care services.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2638A *Composite to cover 2638 and 2639*

Submitted by: HEU *Committee recommends:* Support

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2640

Submitted by: HSA *Committee recommends:* Support

BECAUSE the BC Supreme Court recently ruled that sections of the *Mental Health Act* authorizing involuntary treatment was unconstitutional and required revision within six months; and

BECAUSE anosognosia is a common symptom of many psychiatric illnesses, which limits a person's insight to their illness, making accepting voluntary treatment challenging for patients and families; and

BECAUSE delaying/restricting treatment can lead to increased aggressive behaviours requiring use of restraints and seclusion by health care providers, resulting in less autonomy and poorer outcomes for patients; and

BECAUSE workers in psychiatric facilities and emergency departments already experience an elevated risk for workplace violence;

THE FEDERATION WILL advocate that the BC Government meaningfully engages with frontline workers in psychiatric facilities when developing any revisions to the *Mental Health Act* legislation; and

THE FEDERATION WILL work with stakeholders to conduct research comparing the Mental Health Acts across Canadian Provinces, especially in relation to workers' safety and patient outcomes.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2641

Submitted by: PRLC *Committee recommends:* Support

BECAUSE there are very few mental health professionals accessible in the north and waiting to communicate with telecommunications is a lengthy process and the consequences of not dealing with these issues is devastating; and

BECAUSE access to mental health care is an essential component of a healthy community and a safe and healthy workplace, and no worker should have to travel or wait months to access the mental health support they need;

THE FEDERATION WILL advocate for better mental health supports in northern communities.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2642

Submitted by: HSA *Committee recommends:* Support

BECAUSE frontline union activists across sectors experience significant emotional strain, burnout and compassion fatigue while supporting members through conflict, trauma and systemic pressures; and

BECAUSE many labour bodies lack structured, accessible, non-clinical peer-support programs for stewards and activists; and

BECAUSE peer-to-peer models are evidence-informed, cost-effective and align with labour's commitments to psychological health, equity and sustainable leadership development;

THE FEDERATION WILL explore the development and implementation of peer-to-peer mental-health support programs for union stewards and activists.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2643A *Composite to cover 2643 and 2644*

Submitted by: HSA *Committee recommends:* Support

THE FEDERATION WILL lobby the BC provincial government and health authorities for an accountability framework that sets standards for reasonable access to public health services in BC and to immediately begin phasing out the use of private for-profit health worker agencies in the public health care system, and to take immediate action to solve the public health worker shortage crisis.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2645

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE more and more workers are working beyond age 65 and most extended benefits expire at age 65;

THE FEDERATION WILL encourage all unions to bargain for extended health benefits to cover workers beyond age 65.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2646

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE seniors over 65 often cannot afford essential medication, eye care, eyeglasses and medical procedures, and many live on limited or fixed incomes that do not follow rising health-care costs; and

BECAUSE lack of access to medication and medical services puts seniors at risk, reduces their quality of life and increases pressure on hospital systems; and

BECAUSE publicly funded medical coverage ensures seniors can maintain their health, independence and dignity without facing financial hardship;

THE FEDERATION WILL lobby, with the CLC, the federal and provincial governments to fully fund essential medical care for all seniors over 65, including prescription medication, eye care, eyeglasses and necessary medical procedures, so seniors can access the health services they need without financial barriers; and

THE FEDERATION WILL work with affiliated unions and community partners to advocate for equitable, accessible and publicly funded senior health care programs that protect well-being, reduce systemic strain and support aging with dignity.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2647

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the need for seniors' care homes is growing;

THE FEDERATION WILL lobby the provincial government to increase funding for building seniors' care homes.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2649

Submitted by: BCGEU

Committee recommends: Support

BECAUSE the province of BC is experiencing a homeless crisis and the number of individuals experiencing homelessness is increasing; and

BECAUSE the number of shelter spaces is not sufficient or lack staff capacity to house our vulnerable individuals experiencing homelessness and results in many individuals living in encampments; and

BECAUSE municipalities are responsible for land use but have limited or no jurisdiction over mental health and addictions services and housing;

THE FEDERATION WILL lobby the provincial government to direct and adequately fund BC Housing to provide coordinated management and oversight of encampments throughout British Columbia, in collaboration with municipalities, Indigenous governments and organizations, health authorities, service providers and people with lived experience.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2650 *Amended to cover 2648*

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

BECAUSE housing is a human right, yet rising rents, record homelessness and stagnant social housing worsens; and

BECAUSE speculation has placed home ownership out of reach for working people, while austerity has starved public housing investments; and

BECAUSE the federal government's shift towards a war economy is diverting billions from social housing into militarization, undermining the right to housing;

THE FEDERATION WILL call for massive federally and provincially funded programs to build and secure the rapid construction and long-term operation of low-income social housing with union labour on public land; and

THE FEDERATION WILL refer a resolution to the CLC calling for the above, including an immediate moratorium on all cuts to non-market housing and the urgent expansion of social and co-operative housing at scale.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2651A *Composite to cover 2651 and 26149*

Submitted by: HSA *Committee recommends:* Support

THE FEDERATION WILL call for the boycott and divestment of organizations that enable human rights violations in the Democratic Republic of Congo, Palestine, Sudan and elsewhere in the world; call on the CLC to lobby the federal government to sanction such organizations and their governing bodies; and promote member education and solidarity actions that uphold international law, protect civilians and safeguard humanitarian workers worldwide; and

THE FEDERATION WILL work with the CLC to lobby the federal government to suspend military exports and arms trade to occupying states obstructing humanitarian aid.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2657A *Composite to cover 2657, 2658 and 2660*

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

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 support affiliate locals and unions in refusing to engage with "hot cargo;"

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

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.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2662

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

BECAUSE Canada's critical minerals can create family supporting jobs through domestic processing and refining rather than the export of unprocessed resources; and

BECAUSE the recent investments by the Canadian government in BC would expand smelting and refining capacity;

BECAUSE public investment in critical mineral projects must benefit workers, Indigenous communities and the Canadian economy;

THE FEDERATION WILL lobby the BC government and call on the CLC to lobby the federal government to support an integrated critical minerals supply chain from extraction through processing, refining and manufacturing — with enforceable conditions to protect and create union jobs, maximize Canadian procurement and use unionized contractors; and

THE FEDERATION WILL call for formal labour participation in publicly supported critical mineral projects, including commitments to worker training, Indigenous participation, transparent job and production targets, and strong labour, environmental and consultation standards.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2663

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE public services provide good union jobs, deliver essential services to communities and return revenue to the public instead of private shareholders; and

BECAUSE the Liquor Distribution Branch (LDB) demonstrates the value of public delivery by operating government liquor and cannabis retail and distribution functions while generating significant revenue for public services; and

BECAUSE privatization and contracting out can transfer public assets, revenue and good union jobs into private hands;

THE FEDERATION WILL campaign to defend and expand publicly owned and publicly delivered services, including public retail, warehousing, transportation and distribution; and

THE FEDERATION WILL oppose privatization and contracting out where public delivery can provide quality services and good unionized employment; and

THE FEDERATION WILL support public-sector investment, staffing and infrastructure as an alternative to privatization.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2664 *to cover 2665*

Submitted by: BCGEU; CUPE 1978; MoveUP; VLC *Committee recommends:* Non-support

BECAUSE private ownership and corporate control of BC forestry has 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 labour councils to win mill-closure legislation, first option for public, First Nations, worker or community 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.

Rationale for non-support: There are two other comprehensive forestry resolutions, both submitted by the impacted affiliate.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2668

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

BECAUSE BC's forestry crisis requires intervention before operations and jobs are lost, not only support after closures; and

BECAUSE companies benefiting from public fibre, tenure or government assistance must make enforceable commitments to employment, investment and domestic processing;

THE FEDERATION WILL call on the provincial government to establish an independent Forestry Jobs Commissioner through a Forestry Jobs Protection Act to minimize job loss and protect forest-dependent communities;

THE FEDERATION WILL advocate for the Commissioner to monitor the sector, provide early warning, convene government, labour, First Nations, communities and industry, and develop Jobs Protection Plans with binding employment, operating investment and domestic-processing commitments; and

THE FEDERATION WILL call for those plans to link fibre allocation, allowable annual cut decisions, tenure and public benefits to jobs, including restricting or reassigning fibre after closures or breaches.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2670

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

BECAUSE BC's mining sector could need up to 35,000 new entrants by 2035 to meet growth and replace departing workers; and

BECAUSE recruitment alone will not address barriers to training, entry and retention; and

BECAUSE current, former and prospective mining workers have direct knowledge of the skills, supports and working conditions needed for lasting careers;

THE FEDERATION WILL urge the provincial and federal governments to fund a union-led mining workforce model with substantial, ongoing worker participation in identifying training needs and designing, testing and evaluating programs; and

THE FEDERATION WILL support partnerships with Indigenous organizations, public training institutions and employers to develop accessible regional pathways, and seek funding for a pilot that helps people enter, develop skills and remain in good mining jobs.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2671

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE social service workers provide essential supports to vulnerable individuals, families, and communities across British Columbia, ensuring safety, stability and connection for people facing poverty, violence, disability and social isolation; and

BECAUSE the sector faces chronic underfunding, unstable contract cycles and job insecurity that create severe staffing shortages, high turnover and worker burnout, undermining service quality and continuity of care;

THE FEDERATION WILL advocate for stronger job security protections in the social service sector, including measures to prevent contract flipping, ensure continuity of employment and stabilize long-term service delivery; and

THE FEDERATION WILL advocate for increased stable and equitable funding across all social service programs to improve service quality, stabilize the workforce and ensure consistent support for the communities who rely on these programs; and

THE FEDERATION WILL advocate for systemic improvements and coordinated action across affiliated unions; and

THE FEDERATION WILL work with affiliated unions to strengthen wages, retention and long-term workforce stability.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2672

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 profit, leading to lower quality and higher costs for consumers; 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 further use this campaign to condemn organizations' efforts to mislead Canadians on public services including, but not limited to, the Fraser Institute and the Canadian Taxpayers Federation; and

THE FEDERATION WILL further support the efforts of progressive organizations such as the Broadbent Institute, the Centre for Future Work, and BC Policy Solutions to specifically do the work of promoting the benefits of public services and its true value for Canadians.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2673

Submitted by: FVLC *Committee recommends:* Support

BECAUSE sex workers are workers who deserve dignity, safety, labour protections and access to health and social services without discrimination;

BECAUSE Canada's current criminal-law framework continues to criminalize the purchase of sexual services and certain activities associated with sex work, creating barriers to safety and access to services;

BECAUSE community-based non-profit organizations provide essential harm-reduction, outreach, health, housing, legal and employment supports to sex workers;

THE FEDERATION WILL advocate for the decriminalization of consensual adult sex work and for laws and policies that protect workers from violence, exploitation, discrimination and unsafe working conditions;

THE FEDERATION WILL advocate for the provincial government and call on the CLC to advocate for the federal government to provide stable, adequate, multi-year funding to non-profit organizations led by or working directly with sex workers, ensuring accessible, non-judgmental, worker-centred services and support.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2674

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE 25% of BC households experienced some level of food insecurity in 2025, and over 5% of households experienced severe food insecurity, with a 79% increase of food bank visits since 2019, with the non-profit sector bearing most of the costs to collect and deliver food that would otherwise be wasted to people in need; and

BECAUSE approximately 60% of all food discarded in Canada is edible, of which most ends up in a landfill, where its breakdown produces greenhouse gases which accelerate global warming and reduces food-production capacity;

THE FEDERATION WILL spur the BC Government to monitor and make available data on provincial food waste to inform policies and practices to reduce food waste; and

THE FEDERATION WILL support relevant non-profit sectors as an essential measure to address food insecurity for vulnerable populations until sustainable interventions address poverty and income insecurity, which are the causes of most food insecurity in BC.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2675

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE all people deserve better than perpetual economic hardships; and

BECAUSE minimum income benefits combat poverty and social exclusion; and

BECAUSE low-wage workers are often not covered by other social income benefits; and

BECAUSE provincial income assistance and disability benefits are not enough;

THE FEDERATION WILL lobby the provincial government to establish a minimum income program, where low-wage earners, persons unable to work due to disability, and those unable to find work will receive a minimum income benefit that tops up their current income to a liveable wage.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2676

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE public services are essential to communities across British Columbia and are best delivered with strong public accountability, transparency and oversight; and

BECAUSE contracting out can move public dollars to private profits, reduce public-sector capacity and expertise and make it more difficult to ensure consistent service quality and accountability; and

BECAUSE contracting out can also dilute union density, weaken collective bargaining power, and function as a form of soft union busting by replacing unionized public-sector work with non-union employment;

THE FEDERATION WILL advocate for governments and public-sector employers across British Columbia to stop unnecessary contracting out of public services and develop plans to bring appropriate existing contracted services back in-house, while protecting workers, service quality and public accountability.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2677

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE British Columbia lacks 9-1-1 service standards, there is no guaranteed level of emergency communication services communities can rely on;

BECAUSE without standards and enforcement, services levels do not keep up with demands, those calling for help are left waiting, and those providing the services are struggling with workload and burnout;

BECAUSE the province's largest provider of emergency communications, E-Comm 9-1-1, is a prime example of this pattern, and has seen service lapses and delays, along with staff attrition and mental health injuries associated with unsustainable workloads; and

BECAUSE the new and advanced technology for emergency communications, Next Generation 9-1-1, provides even more capacity and thus requires more resources for operation and greater performance oversight; therefore,

THE FEDERATION WILL lobby the government of British Columbia to establish minimum standards for 9-1-1 services, and provide public funding to emergency communications providers to ensure those standards are met consistently.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26182A *Composite to cover 2636 and 26182*

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

THE FEDERATION WILL lobby the government of British Columbia and, with the CLC, the government of Canada to strengthen evidence-based responses to the toxic drug crisis, including increased, accessible, culturally safe and reliable safer supply, harm-reduction services, prevention, voluntary treatment and recovery programs, housing and improved mental-health and addiction supports;

THE FEDERATION WILL work in collaboration with its affiliates, health and drug policy experts, and other stakeholders to create educational resources on this approach; 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.

CONVENTION ❑ Carried ❑ Defeated

PART 3

AI, Work and Technology Standing Committee

8 RESOLUTIONS: 2669; 2683 to 2691

RESOLUTION 2669

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE employers are increasingly introducing automation, AI, self-service systems and other technologies into workplaces; and

BECAUSE technological change can be used to eliminate good union jobs, reduce staffing levels, increase workloads or transfer work previously performed by employees onto customers without compensation; and

BECAUSE public-facing workplaces demonstrate the importance of having workers to provide customer service, safety, accountability and human assistance;

THE FEDERATION WILL oppose the use of technology (including self-checkouts) for the purpose of eliminating good union jobs, reducing employees' earnings or transferring paid work onto customers; and

THE FEDERATION WILL advocate for meaningful union consultation before employers introduce automation or other technologies that may affect jobs, staffing or workloads; and

THE FEDERATION WILL support workers' right to maintain their wages, benefits and employment security when employers introduce labour-saving technology, and where technology produces significant productivity gains, support workers sharing in those gains without loss of wages or benefits.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2682A *Composite to cover 2682 and 2690*

Submitted by: IATSE 891 *Committee recommends:* Support

THE FEDERATION WILL:

1. Lobby the provincial government to amend Part 8, Section 64 of the *Employment Standards Act* (ESA) to:
   - Require all employers to report specifically on job losses related to the implementation of AI and new technology; and
   - Lower the reporting threshold for such losses from 50 workers to 5.
2. Call on the Canadian Labour Congress to join the Federation in lobbying the federal government to amend Employment Insurance (EI) data collection and reporting to clearly record and publicly report job losses related to AI tools and systems in the workplace, in order to:
   - Support accurate reporting of job losses that are a direct result of AI deployments; and
   - Provide real data on the financial and broader social impact of these losses, including costs to taxpayers, measured against the publicly posted profits of the companies replacing humans with machines.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2683

Submitted by: IATSE 891 *Committee recommends:* Support

BECAUSE many LLMs and artificial intelligence tools have been proven to amplify bias, discrimination, hate and bigotry;

BECAUSE of the increasingly frequent, non-consensual use of Artificial Intelligence tools in Human Resources jobs in the BC Labour Market resulting in workers' data being fed into large language models without their consent;

BECAUSE Employers are over utilizing Artificial Intelligence tools and technologies to screen and review job applications and resumes with little to no oversight, accountability or consent; and

BECAUSE of the ongoing need to further advance Human Rights in our province;

THE FEDERATION WILL lobby the Ministry of Labour to require employers to:

1. Legally require employers to disclose all use of Artificial Intelligence tools in any job application process; and
2. Amend the *Employment Standards Act* to require employers to keep humans "in the loop" for all human resources processes and provide legal avenues for appeal and enforceable penalties for employers who violate these.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2685

Submitted by: IATSE 891 *Committee recommends:* Support

BECAUSE bargaining collective agreement language is the primary enforceable tool available to us to improve conditions for workers at work;

BECAUSE strong collective agreements provide a workable foundation for other unions and workers to build from;

BECAUSE we are stronger workers when we build transparency, trust and solidarity through collaboration and shared knowledge; and

BECAUSE many locals have very limited resources and can benefit from the work and support of their larger, more established union kin locals;

THE FEDERATION WILL invest funds in developing a secure, accessible, staff-maintained database freely and easily accessible to affiliates which will be used to:

1. Collect and curate bargaining language pertaining to artificial intelligence and new technologies from all affiliates;
2. Support workers preparing bargaining proposals — particularly in considering what language has been successful and what hasn't; and
3. Disseminate information quickly to affiliates when gains are made, so affiliates are always working to build up from established precedents.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2686

Submitted by: HSA *Committee recommends:* Support

BECAUSE research has shown that Artificial Intelligence (AI) has profound, negative impacts on the social, mental and emotional health of individuals; and

BECAUSE AI is contributing to the current climate catastrophe at alarming rates; and

BECAUSE there are significant ethical and moral concerns regarding the use of AI, i.e., Generative AI and Large Language Models, in the workplace; and

BECAUSE data centers for Large Language Models (LLM) and AI industrialization have been planned for the Lower Mainland and Vancouver Island;

THE FEDERATION WILL lobby the BC government to implement robust, ethical and legal frameworks for AI use, and to restrict the implementation of AI in the workplace until these frameworks are in place; and to restrict the creation of Data Centers targeted towards Artificial Intelligence (AI) and Large Language Models (LLM), unless needed for accessible adaptive technology under protected grounds.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2687

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE British Columbia is using publicly owned BC Hydro electricity to support the rapid expansion of data centres and AI infrastructure, requiring electricity, water and public infrastructure;

BECAUSE data centres place demands on water resources as British Columbia faces drought, agricultural water shortages, wildfire risks and pressure to protect water for communities;

BECAUSE the costs of this expansion extend beyond electricity to environmental, health, social and community impacts, and should not be shifted onto workers, families or other ratepayers;

BECAUSE the polluter pays principle provides a model for ensuring those creating public and environmental costs pay their full costs;

THE FEDERATION WILL call on the BC Government and BC Hydro to establish a rate class specifically for data centres and AI infrastructure, requiring approved projects to fully pay electricity and infrastructure costs, with net revenues returned to the system to reduce ratepayer costs and expand BC's publicly owned electricity grid.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2688 *Amended to cover 26221*

Submitted by: BCGEU; PEA; VLC *Committee recommends:* Support

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

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

BECAUSE public funds invested in data centres do not bring meaningful nor long term economic development to communities;

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

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 CLC the federal government, to put a moratorium on AI data centres until the environmental, health and security risks of these facilities are properly and broadly understood and regulated.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2691

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE the Competition Bureau of Canada has undertaken consultations on algorithmic pricing that identified concerns about surveillance pricing and its impacts on consumers, workers and fair competition; and

BECAUSE research by Abacus Data found that 48% of British Columbians consider charging different prices for the same product is unfair and support stronger regulation of such practices; and

BECAUSE the Manitoba NDP government introduced Bill 49 to prohibit businesses from using consumers' personal data to increase prices for individuals; and

BECAUSE BC NDP tabled a motion in the Legislative Assembly in May 2026 calling for stronger protections against algorithmic personalized pricing;

THE FEDERATION WILL write to the Government of British Columbia and the Attorney General urging legislation mandating transparency and accountability in algorithmic pricing practices; and

THE FEDERATION WILL call for surveillance pricing to be banned in British Columbia, with penalties for businesses that violate the ban.

CONVENTION ❑ Carried ❑ Defeated

PART 4

Climate Justice and Jobs Standing Committee

9 RESOLUTIONS: 2692 to 26102

RESOLUTION 2692

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE affordable insurance is essential to housing affordability and financial security;

BECAUSE British Columbians face growing gaps in private insurance coverage for rental properties, tenants, wildfires and floods; and

BECAUSE expanding ICBC's public insurance mandate would keep insurance revenue in BC while helping protect British Columbians from the growing costs of climate-related disasters;

THE FEDERATION WILL lobby the BC government to expand ICBC's book of business to include rental owner and tenant insurance, as well as home insurance that provides wildfire and flood insurance; and

THE FEDERATION WILL further support affordable, accessible public insurance products that provide comprehensive coverage to British Columbians in a tangible way to help to address the growing affordability crisis faced by citizens everywhere in the province.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2693

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 people;

THE FEDERATION WILL create a campaign urging the BC government to build new, or add to our existing, clean energy generation infrastructure including, but not limited to, hydro, wind, solar, geothermal and wave energy; and

THE FEDERATION WILL use this campaign to push for all new clean energy infrastructure to be publicly owned; and

THE FEDERATION WILL call on the Government of British Columbia to require Community Benefits Agreements for all provincial calls for power involving privately developed clean energy projects; and

THE FEDERATION WILL push that these agreements require unionized work, respect for collective bargaining, fair wages, training and apprenticeships, local and Indigenous hiring and community benefits.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2694 *Amended*

Submitted by: PRLC *Committee recommends:* Support

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, with the CLC, call on all levels of government to investigate how many workers and municipal and Indigenous communities are living without access to free, clean drinking water; and

THE FEDERATION WILL, with the CLC, call on all levels of government to quickly work towards a resolution to address the issue.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2695

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- Climate-driven emergencies, including wildfires, floods, heat events and severe weather, place extraordinary demands on health care workers, hospitals, long-term care, community care, emergency medical services, public health and patient transportation;
- Workers are often called on to support evacuations, continuity of care, communications, surge capacity, and vulnerable populations while also facing risks to their own homes, families and safety;
- Coordinated emergency planning across health authorities, local governments, First Nations, emergency management agencies, unions and health care providers is essential to strengthen readiness for future climate-driven emergencies;

THE FEDERATION WILL:

- Call on the province to ensure reviews of major wildfire and climate-driven emergency responses include comprehensive assessment of the health care system-wide response, including emergency preparedness, interagency coordination, evacuation planning, surge capacity, continuity of care, communications and supports for vulnerable populations; and
- Work with labour unions, health authorities, local governments, First Nations and emergency management agencies to implement lessons learned and strengthen health system resilience.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2696

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE numerous studies have determined that extreme weather events will continue to worsen across the province in coming years including heat waves; and

BECAUSE in most communities, elementary, middle and high schools are otherwise underutilized during the months when communities experience the highest temperatures; and

BECAUSE many elementary, middle and high schools could be used as emergency, disaster or extreme weather shelters;

THE FEDERATION WILL advocate to the BC government and the Ministry of Education to increase funding to school districts with facilities able to be utilized as emergency, disaster or extreme weather shelters to enable resiliency measures including but not limited to mechanical cooling and ventilation.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2697 *Amended*

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE rising carbon emissions pose a grave threat to the environment, and to humanity and other forms of life; and

BECAUSE Canada has formally pledged to achieve net-zero greenhouse gas emissions by 2050; and

BECAUSE the expansion of energy pipelines and projects is increasing British Columbia's carbon footprint and threatens our coastlines and waters; and

BECAUSE the shift towards renewable energy sources has the capacity to create more employment opportunities than expansion of fossil fuel pipelines and related projects; and

BECAUSE Indigenous nations have the right to free, prior and informed consent before economic projects on their lands and waters;

THE FEDERATION WILL renew its support for the north coast oil tanker ban; and

THE FEDERATION WILL urge a full moratorium on new pipelines and other energy projects which negatively impact First Nations in BC, until there is agreement by First Nations and by affiliated unions representing working people.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 2699A *Composite to cover 2698 and 2699*

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

THE FEDERATION WILL call on the BC government to ensure the Working Forest Landscape Model:

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26100A *Composite to cover 26100 and 26101*

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

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

THE FEDERATION WILL call on the provincial government to address affordability by immediately making public transit free for all, starting with free transit for youth 18-and-under, and expand the public transit system to meet the needs of working people throughout the province;

THE FEDERATION WILL increase outreach and cooperation with like-minded organizations like Movement Vancouver and the Public Transit Alliance 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; and

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26102

Submitted by: HSA *Committee recommends:* Support

BECAUSE "an injury to one is an injury to all" and the impacts of war are felt deeply by workers around the globe;

BECAUSE workers are deeply concerned about the welfare of those living in conflict zones and stand firmly against the use of military weapons against civilians, recognizing the devastating impact such actions have on innocent lives;

BECAUSE the effects of war and conflict, nuclear weapons and military training have an overwhelmingly negative impact on our ecosystems, habitats and the environment;

THE FEDERATION WILL work with relevant committees to advocate against ecocide and to reduce environmental impacts of the military and war on the environment; and

THE FEDERATION WILL provide tools and publicly share resources to connect global climate impacts to local working conditions and educate unionized workers on why advocating for peace and environmental preservation is a worker issue.

CONVENTION ❑ Carried ❑ Defeated

PART 5

Constitution and Structure Standing Committee

10 RESOLUTIONS: 26103 Amended to cover 26126; 26104 to 26117

RESOLUTION 26103 *Amended to cover 26126*

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the BCFED is committed to equity, inclusion, anti-racism, accessibility and reconciliation; and

BECAUSE Equity Caucuses essential leadership, expertise, and representation for equity members but lack the governance, continuity and accountability of standing committees; and

BECAUSE meaningful participation in BCFED governance requires formal decision-making pathways, defined mandates and accountability;

THE FEDERATION WILL establish the following standing committees in accordance with Article 14, Section 5 of the BC Federation of Labour Constitution:

1. Artificial Intelligence, Work & Technology
2. Climate Justice & Jobs
3. Human Rights
4. Indigenous Rights & Reconciliation
5. Occupational Health & Safety
6. Organizing
7. Political Action
8. Women & Gender Rights
9. Young Workers
10. *NEW* – 2SLGBTQIA+ Workers Committee
11. *NEW* – Accessibility Workers Committee
12. *NEW* – Racial Equity and Justice Committee
13. *NEW* – Indigenous Workers Committee

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26104

Submitted by: BCGEU; VLC *Committee recommends:* Non-support

BECAUSE labour leaders will be transparent about their allegiances; and

BECAUSE labour leaders will avoid any appearance of conflict of interest; and

BECAUSE labour leaders will be accountable to their membership;

THE FEDERATION WILL create a detailed and enforceable conflict of interest provision in the Constitution that all elected positions are required to adhere to.

Rationale for non-support: The President, Secretary-Treasurer and Executive Officers are already subject to conflict-of-interest requirements related to their fiduciary duties as directors under the *Societies Act*. The resolution does not include a specific amendment to the constitution.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26105A *Composite to cover 26105, 26106, 26109, 26112 and 26115*

Submitted by: Executive Officers *Committee recommends:* Support

THE FEDERATION WILL amend the following sections of the Constitution:

By rewording Article 4, Section 12. a) (i) 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.

By rewording Article 7, 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.

By amending Article 7, Section 9. as follows:

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.

By moving Article 9, Section 6. to Article 14, new Section 4. and renumbering the remaining subsections of Articles 9 and 14 accordingly.

Resolution continues on following page

Resolution continued from previous page

Article 14, Section 4.

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

By rewording Article 9, current Section 7. as follows:

Section 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*.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26107A *Composite to cover 26107 and 26108*

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

THE FEDERATION WILL amend Article 5 of the Constitution by adding new Sections 9 and 10 as follows:

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 assist the President and the Secretary-Treasurer in their duties and in the operation of the Federation.*

The Executive Officers will elect from among their number not less than five (5) members to serve as the Finance Committee to oversee budgets and finances. The Secretary-Treasurer will sit on this committee.

The Executive Officers will elect from among their number not less than 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.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26110 *Amended*

Submitted by: Executive Officers *Committee recommends:* Support

BECAUSE the Constitution lacks a clear definition of the duties of the Executive Officers;

BECAUSE each governing body should have a clearly defined role;

THE FEDERATION WILL amend the Constitution by adding a new Section 7, new subsections a) and b) in Article 5, and then renumber accordingly.

Section 7.

a) Between Executive Council meetings, the Executive Officers shall meet to aid in the administration of the affairs and activities of the Federation.

b) Vice-Presidents shall assist the President in their duties, and act on the President's behalf when requested to do so.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26111

Submitted by: Executive Officers *Committee recommends:* Support

BECAUSE the equity caucus members must elect their representatives to executive council at Convention;

BECAUSE there is a lot of interest in these positions often resulting in multiple ballots being required;

BECAUSE there is limited time in a caucus meeting to hold multiple ballots;

BECAUSE adjusting the language will allow for more flexibility around how and when balloting can occur to better meet the needs of caucus members;

THE FEDERATION WILL amend Article 10, Section 1., subsections c) and d) as follows:

Section 1.

c) *The nomination and election to offices in the Federation shall be conducted in the following order: President, Secretary-Treasurer, Executive Council members representing Labour Councils and Trustees-at-Large. ~~The election of the Executive Council members from equity seeking groups shall take place in the appropriate caucus forums during Convention week.~~*

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 attend a meeting.

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26113

Submitted by: Executive Officers *Committee recommends:* Support

BECAUSE the BCFED has a past practice of covering the registration fee and the cost of a standard hotel room for convention for all Executive Council members which includes Executive Officers;

BECAUSE the BC Federation of Labour has not had recent requests for any other expense reimbursement from Executive Officers or Council;

BECAUSE the BCFED is not in the financial position to take on such expenses;

BECAUSE the President and Secretary-Treasurer will continue to be reimbursed for any work-related expenses;

THE FEDERATION WILL update the Constitution as follows:

Delete Article 5, Section 8. and Article 9, Section 11.;

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

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

Renumber Article 4, Section 10. to become Article 4, Section 10. a); create a new Article 4, Section 10. subsection b), and then renumber remaining subsections of Articles 5 and 9 accordingly; and rename Article 8 and add a new Article 8, Section 3.

Article 4, Section 10.

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

b) Members of the Executive Council shall not be charged for a convention registration fee and shall be provided with a standard hotel room during Convention.

Article 8 – ~~Officers~~ President and Secretary–Treasurer Remuneration

Section 3. The President and the Secretary-Treasurer of the Federation, while engaged in business of the Federation, shall be reimbursed for transportation, hotel accommodation, meals and other necessary approved expenses while out of town, upon submission of receipts.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26114

Submitted by: Executive Officers *Committee recommends:* Support

BECAUSE the BC Federation of Labour Holding Society was formed in 1980;

BECAUSE the Holding Society is the incorporated entity under which property is held;

BECAUSE the Holding Society does not currently own property but may do so in the future;

BECAUSE the conveying of property requires the ability to be responsive to changing markets;

THE FEDERATION WILL update the Constitution by moving Article 5, Section 6. to Article 9, new Section 10, amend as follows and then renumber the remaining sections of Article 5 accordingly:

Section 10. *The ~~Executive Council~~ BC Federation of Labour shall hold title to any real estate or associated assets of the Federation through the Holding Society. ~~as Trustees for the Federation.~~ The Board of Directors for the Holding Society shall be the President, Secretary-Treasurer and five members of the Executive Officers appointed by the President. The Executive Council shall be the voting members of the Holding Society. Only the Holding Society ~~They~~ shall have ~~no~~ the rights to purchase, sell ~~convey~~ or encumber any real estate. ~~without first submitting the proposition to a Convention and such proposition is approved.~~*

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26116

Submitted by: Executive Officers *Committee recommends:* Support

BECAUSE the Oath of Office should be inspiring and focus on the values of the BCFED;

BECAUSE the language in the current Oath of Office is dated;

BECAUSE the CLC oath of office offers a model to draw from;

THE FEDERATION WILL amend the Constitution by replacing current Article 5, Section 3. a) with the following new oath of office:

~~a) The President and Secretary-Treasurer shall, upon election, come forward to the Convention platform and clearly affirm the following lines to the assembled delegates:~~

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

Resolution continues on following page

Resolution continued from previous page

Section 3.

a) *The President, Secretary Treasurer, Executive Officers and Executive Council members shall, before assuming their duties, affirm the following oath of office:*

I promise that I will truly and faithfully carry out my duties as a member of the BC Federation of Labour to the best of my abilities.

I promise that I will uphold the Constitution and principles of the Federation.

I commit that in good faith I will support and promote the policies of the Federation.

I will be guided by the Federation's purpose as outlined in the Constitution.

I will endeavour to build harmony and solidarity in the labour movement and in the Federation.

I pledge that I will support other affiliates of the Federation in their struggles and will not attempt to recruit their members.

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26117 *Amended*

Submitted by: Executive Officers *Committee recommends:* Support

BECAUSE trial affiliations are permitted under the CLC constitution;

BECAUSE trial affiliation is not described in the BCFED's constitution;

BECAUSE a provincial union interested in affiliation should be aware that trial affiliation is an option while exploring national affiliation through the CLC;

THE FEDERATION WILL amend Article 3 of the Constitution by adding under Section 2. new subsections a) and b)

Section 2.

a) *Subject to the provisions of Article 5 of the Canadian Labour Congress Constitution, the Executive Council may grant a provincial union a trial affiliation provided they pursue affiliation to the CLC. Trial affiliation will be granted for a period of one year and may be extended with the authorization of the Executive Council and in compliance with the CLC constitution.*

b) *Until confirmed by the CLC, the trial affiliate will have voice but no vote.*

c) *Trial affiliates are entitled to representation at Convention provided they meet the conditions of Article 4 of the BC Federation of Labour Constitution.*

CONVENTION ❑ Carried ❑ Defeated

PART 6

Human Rights Standing Committee

14 RESOLUTIONS: 2652 to 26150

RESOLUTION 2652A *Composite to cover 2652 and 2653*

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

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

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;

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.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26119A *Composite to cover 26119 and 26151*

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

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;

THE FEDERATION WILL work with the CLC, migrant justice, social justice and labour allies to advocate for access without fear policies in health care and public services;

THE FEDERATION WILL work with the CLC, migrant justice, social justice and labour allies to advocate for an end to employer-tied and closed work permits, permanent resident status for migrant workers on arrival and for migrants already here, and for the renewal of expiring work and study permits;

THE FEDERATION WILL work with the CLC, migrant justice, social justice and labour allies to advocate for public opposition to policies and practices that exploit migrant and undocumented workers or deny them labour and human rights.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26120A *Composite to cover 26120, 26121 and 26122*

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

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

THE FEDERATION WILL engage in campaigning and lobbying efforts to combat rising hate and misinformation against 2SLGBTQIA+ people in communities and workplaces, with particular focus put toward the rise and danger of transmisogyny;

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;

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;

THE FEDERATION WILL develop resources to help affiliates and members counter rising hate, disinformation and legislative attacks; and

THE FEDERATION WILL work with 2SLGBTQIA+ advocacy organizations, legal experts and allies to advance policies that protect and strengthen the rights of 2SLGBTQIA+ workers.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26123A *Composite to cover 26123 and 26124*

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

THE FEDERATION WILL work with affiliated unions and lobby the provincial government to expand the *Accessible British Columbia Act* to all employers in BC; and

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26125

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE workers with episodic disabilities experience fluctuating health conditions that impact their ability to work safely and consistently; and

BECAUSE episodic disabilities require flexible supports that protect workers' employment and well-being; and

BECAUSE the absence of formal recognition in workplace policies, collective agreements and health and safety systems leaves affected workers vulnerable to discrimination, unsafe workloads, and job insecurity; and

BECAUSE all workers deserve dignity, safety and the ability to disclose episodic disabilities without lost income, benefits, or employment;

THE FEDERATION WILL lobby the provincial government and the WCB to formally recognize episodic disabilities and require employers to provide flexible, safe and non-punitive accommodations; and

THE FEDERATION WILL advocate for mandatory collective agreement language ensuring job security, modified duties, flexible scheduling and confidential reporting pathways; and

THE FEDERATION WILL work with affiliated unions to develop education and training that promote inclusive, safe workplaces.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26127A *Composite to cover 26127, 26128 and 26129*

Submitted by: BCGEU *Committee recommends:* Support

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

THE FEDERATION WILL establish an advanced working group to ensure that all delegates' accommodations are fulfilled in all activities, and work with community advocates to create a path so there is adequate planning for events;

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

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

THE FEDERATION WILL prioritize room bookings for those with disabilities.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26130

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE the Government of British Columbia will end the individualized Autism Funding Program and School-Aged Extended Therapies benefit on March 31, 2027;

BECAUSE the replacement benefit requires a lifelong disability with significant or complex support needs, risking exclusion of children with milder autism, ADHD and learning disabilities;

BECAUSE the accompanying supplement is income-tested, leaving many working families without direct support and facing high out-of-pocket therapy costs; and

BECAUSE the expanded public community-hub system faces long waitlists, threatening continuity of care, with low-income, single-parent and rural families facing the steepest barriers;

THE FEDERATION WILL call on the Government of BC to extend the existing Autism Funding Program and School-Age Extended Therapies benefit beyond March 31, 2027, until no child currently receiving support will lose access; eliminate the income test for direct therapy funding; guarantee continuity of care; and ensure adequate public system capacity before withdrawing individualized funding.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26131

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE aging workers contribute decades of skill, experience and institutional knowledge, yet many face discrimination, stigma and pressure when age-related changes affect work pace or capacity; and

BECAUSE aging workers deserve accommodations that protect their dignity, safety and employment; and

BECAUSE the absence of clear protections in workplace policies, collective agreements and health and safety systems leaves aging workers vulnerable to discipline, unsafe workloads and job insecurity; and

BECAUSE all workers deserve equitable treatment and accommodations without fear of reprisal;

THE FEDERATION WILL lobby the provincial government and the WCB to establish enforceable protections recognizing aging-related work limitations and requiring employers to provide non-punitive accommodations; and

THE FEDERATION WILL advocate for mandatory collective agreement language ensuring job security, modified duties, flexible scheduling and fair performance expectations for aging workers; and

THE FEDERATION WILL work with affiliated unions to develop education and training that prevent age-based discrimination and promote respectful, inclusive workplaces.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26136A *Composite to cover 26136 and 26137*

Submitted by: HSA *Committee recommends:* Support

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; and

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.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26138A *Composite to cover 26138 and 26132*

Submitted by: BCGEU; BCUWU; CUPE 1091; HSA *Committee recommends:* Support

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;

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

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; and

THE FEDERATION WILL work with the CLC to develop and offer an annual leadership training program for BIPOC members, including leadership development, public speaking, organizing, mentorship, labour relations and equity-focused advocacy, developing the program in consultation with BIPOC members while promoting accessibility through outreach, funding support and mentorship opportunities.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26143

Submitted by: HSA *Committee recommends:* Support

BECAUSE implementing the *Name Amendment Act* in 2024 was not necessary to protect the public; and

BECAUSE the *Name Amendment Act* has led to barriers to the ability of trans and gender diverse people, Indigenous people and survivors of violence to legally change their names;

THE FEDERATION WILL lobby the BC Government to repeal the *Name Amendment Act*.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26144A *Composite to cover 26144 and 26145*

Submitted by: BCGEU; BCUWU; CUPE 1091; HSA *Committee recommends:* Support

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;

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

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26148

Submitted by: HSA *Committee recommends:* Support

BECAUSE according to the government of Canada's website, "Canada played a pivotal role in establishing the ICC and contributed to its development in a variety of important ways;" and

BECAUSE failures to uphold our international legal and governance systems sets a dangerous precedent that international law is applied inconsistently, and can result in geopolitical realignments that can severely harm Canadians;

THE FEDERATION WILL work with the CLC to lobby our government to: consistently uphold International Humanitarian Law; follow issues and actions from the ICC and International Court of Justice (ICJ); and advocates all nations that Canada has diplomatic ties with, and/or who are signatories of the Rome Statute, do the same.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26150

Submitted by: HSA *Committee recommends:* Support

BECAUSE Palestinians, as do all people, deserve the right to live with dignity, in peace and security; and

BECAUSE as trade unionists, our core values are to stand in solidarity and support those who face injustices, no matter where they occur; and

BECAUSE the right to speak out against oppression, advocate for justice, and to show solidarity with those suffering is fundamental to the principles of the labour movement;

THE FEDERATION WILL take a firm stand against the attacks on Palestinian solidarity, so that no worker faces discrimination for their advocacy for human rights.

CONVENTION ❑ Carried ❑ Defeated

PART 7

Indigenous Rights & Reconciliation Standing Committee

6 RESOLUTIONS: 26152A to 26161

RESOLUTION 26152A *Composite to cover 26152 and 26153*

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

THE FEDERATION WILL call on the CLC to call on the federal government to adopt a plan to implement the remaining TRC-CTAs and the MMIWG;

THE FEDERATION WILL call on the CLC to advocate funding and legislative reform for child welfare, education, health care, justice, Indigenous languages and cultures;

THE FEDERATION WILL support Indigenous-led groups advancing reconciliation, justice, self-determination and hold governments accountable;

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

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26154

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the threat of, and damage from forest fires in British Columbia has increased greatly in recent years, and is expected to continue growing in years to come; and

BECAUSE First Nations in regions impacted by forest fires have stewarded their traditional territories for countless generations and have a vested interest in the preservation and health of those lands;

THE FEDERATION WILL advocate to the provincial government and call on the CLC to advocate to the federal government to direct the relevant authorities to proactively consult with the First Nations in high-risk regions of the province on matters related to traditional methods of land management, forest fire mitigation and risk management, in order to incorporate those approaches, where possible, in forest fire and risk mitigation.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26155

Submitted by: HSA *Committee recommends:* Support

BECAUSE a version of the "We are the union" chant, using the words "We are the missions," appears in survivor Phyllis Webstad's The Orange Shirt Story, based on her experience at St. Joseph's Mission Indian Residential School ("the Mission");

BECAUSE the Federation recognizes that this chant may evoke harm for residential school survivors, their families and Indigenous communities, and reconciliACTION requires advocacy and actions that create genuine repair;

THE FEDERATION WILL share the historical context and the basis for reconciliACTION with the broader labour movement; and

THE FEDERATION WILL submit a resolution to the CLC calling on affiliated unions to discontinue the "We are the union" chant in union spaces and adopt alternative chants that affirm solidarity without harm.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26156

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- Denialism that minimizes or denies the harms of residential schools and other colonial violence undermines truth, reconciliation and public accountability;
- Hate speech and anti-Indigenous misinformation fuels racism, discrimination, harassment and violence against Indigenous Peoples in workplaces, public services and communities;
- Governments and public institutions have a responsibility to promote truth, protect community safety and act against public events and rhetoric that spread denialism or anti-Indigenous hate;

THE FEDERATION WILL:

- Lobby the provincial government and will call on the CLC to lobby the federal government to take meaningful action against denialism, misinformation and hate speech directed toward Indigenous Peoples, including denial or minimization of the documented harms of residential schools; and
- Support Indigenous-led organizations, survivors and communities working to advance truth, reconciliation, public education accountability and safety from anti-Indigenous hate.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26157A *Composite to cover 26157, 26158 and 26159*

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

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;

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 *Declaration on the Rights of Indigenous Peoples Act* (*DR*IPA) adequate, sustained and dedicated funding and accountability;

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;

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 DRIPA and meet the objectives in the UN Declaration.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26160A *Composite to cover 26160 and 26161*

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

THE FEDERATION WILL work with the Canadian Labour Congress and Indigenous partners to support implementation of a Red Dress Alert system in British Columbia; and

THE FEDERATION WILL urge the Government of British Columbia to enter a formal partnership with the Government of Canada and Indigenous partners, similar to the Manitoba initiative, and ensure the system is Indigenous-led and sustainably funded.

CONVENTION ❑ Carried ❑ Defeated

PART 8

Occupational Health and Safety Standing Committee

18 RESOLUTIONS: 26162 to 26188

RESOLUTION 26162

Submitted by: BCGEU; PEA; VLC *Committee recommends:* Support

BECAUSE the Federation's campaign on chronic pain demonstrates that compensation systems continue to rely on outdated assumptions about recovery and disability, resulting in unjust treatment of injured workers;

BECAUSE evidence shows gradual return to work (GRTW) processes can cause more harm than good for some injured workers, especially for those with chronic conditions;

BECAUSE GRTW as the goal is based on the medical model of disability that is outdated, ignores social barriers and can be dehumanizing;

BECAUSE workers deserve a system rooted in well-being and a comprehensive model of disability;

THE FEDERATION WILL lobby the government and the WCB for comprehensive law and policy reform to shift the compensation model from returning to work to supporting worker wellbeing and resilience;

THE FEDERATION WILL lobby the WCB to embrace the bio-psycho-social model of disability and principles of disability justice in service delivery.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26165

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- Climate change is creating new and escalating workplace hazards, including extreme heat, wildfire smoke, floods, severe weather, evacuation pressures and increased risks for workers delivering essential public services;
- Many occupational health and safety standards were not designed to address climate-related hazards or the growing frequency and severity of climate-driven emergencies;
- Indigenous Peoples are disproportionately impacted by climate change and have deep knowledge of land, water and environmental stewardship that must be respected in climate adaptation and emergency planning;

THE FEDERATION WILL lobby provincial and territorial governments and work with the CLC to lobby the federal government to strengthen occupational health and safety regulations requiring employers to assess, prevent and respond to extreme weather and climate-related hazards through comprehensive workplace programs developed in consultation with workers, joint health and safety committees, unions and Indigenous Peoples.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26166

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE British Columbia wildfire workers are continuously subjected to poor fire camp conditions which are hazardous to worker health. Workers are constantly exposed to hazardous air quality during their rest periods which does not allow them rest time in uncontaminated air, unacceptable noise exposure when forced to camp next to railways/highways, etc., not enough and inadequate toilet/wash facilities that breed sickness, food that is insufficient and frequently unsafe for consumption;

THE FEDERATION WILL lobby the provincial government to invest in improving fire camp conditions for workers in British Columbia; and

THE FEDERATION WILL advocate for improvements to fire camp conditions through meetings with agencies including but not limited to the WCB, provincial public health agencies, Ministry of Health and the Ministry of Forests.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26167

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- Health care workers continue to experience preventable workplace injuries, including musculoskeletal injuries, exposure to hazardous substances and violence, contributing to burnout, staffing shortages and lost workdays;
- Unsafe conditions often remain unresolved even after a worker has been injured, allowing the same hazards to cause repeated harm; and
- The Workers' Compensation Board must strengthen prevention by closing the loop between injury claims, employer accountability, worker engagement, inspections, investigations, corrective action and enforcement;

THE FEDERATION WILL:

- Lobby the WCB and the provincial government to strengthen injury prevention and enforcement by requiring that workplace hazards identified through injury claims, inspections, worker reports, and joint health and safety committees are investigated, corrected and prevented from happening again;
- Ensure employers with repeated violations or recurring hazards face stronger enforcement; and
- Ensure workers are directly engaged in:
  - identifying unsafe conditions;
  - confirming corrective actions have been taken; and
  - ensuring corrective actions are effective to prevent further injuries.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26168

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- The precautionary principle is a strategy for decision-making and risk management that advises taking preventive action against potential harm, even when scientific evidence is incomplete or uncertain;
- Workers can be exposed to biological and chemical agents, including non-prescribed opioids and other unregulated substances, in hospital and community settings;
- Exposure can cause immediate health impacts while the long-term health effects of some substances remain uncertain; and
- Protective action should be required before full scientific certainty or proof of harm when workers face serious or emerging workplace hazards;

THE FEDERATION WILL:

- Lobby the provincial government and the WCB to review Parts 5 and 6 of the *Occupational Health and Safety Regulation* and strengthen exposure control requirements for chemical and biological agents by applying the precautionary principle; and
- Require proactive measures to eliminate exposure to non-prescribed opioids and other unregulated substances wherever possible and ensure the highest level of protection where exposure risk may remain.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26169

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- Personal protective equipment is often designed around male body types and may not fit workers of different genders, body sizes and body shapes safely or effectively;
- Poorly fitting respirators, eye protection, face shields, protective vests, duty belts and other PPE can create gaps in protection, discomfort and increased exposure to workplace hazards;
- Workers need PPE regulations, purchasing practices and fit standards that reflect the realities of a diverse workforce;

THE FEDERATION WILL:

- Call on the WCB and the provincial government to apply a gender-based and intersectional analysis to PPE regulations, standards, purchasing and employer obligations, including respirators, eye protection, face shields, protective vests, duty belts and other protective equipment; and
- Ensure all workers have access to properly fitting PPE that provides effective protection from exposure, injury and illness.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26170A *Composite to cover 26170 and 26171*

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

THE FEDERATION WILL:

- Advocate for stronger provincial standards to prevent and address workplace violence and harassment, including enhanced enforcement, employer penalties, prevention programs, training, adequate staffing, security measures, incident reporting, investigation processes and post-incident supports;
- Advocate for mental health supports, trauma-informed care, compensation and other appropriate supports for workers affected by workplace violence and harassment;
- Campaign for safe staffing levels in public-facing workplaces;
- Call on employers to develop, implement, and regularly review workplace violence and harassment prevention programs in collaboration with unions and joint health and safety committees;
- Work with affiliated unions to raise awareness, share best practices, promote collective agreement language that strengthens prevention, reporting, investigation and support measures, and support workers and unions seeking safer workplaces where employees are never expected to put themselves at unreasonable risk.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26172

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

BECAUSE BC has 27 proposed mining projects representing more than $41 billion in potential investment, and attracting workers requires credible safety protections; and

BECAUSE the Ministry for Mining and Critical Mineral regulates mine health and safety under the *Mines Act*; and

BECAUSE current mining rules do not require full-time worker health and safety representatives;

THE FEDERATION WILL urge the provincial government to amend the *Mines Act* and the *Health, Safety and Reclamation Code* for Mines in British Columbia to require full-time, worker-elected and employer-paid safety representatives at medium and large mines, with minimum numbers increasing with workforce size and operational hazards; and;

THE FEDERATION WILL call for paid, certified training, protection from employer reprisal and stop-work authority in cases of imminent risk, and for mine health and safety regulation and enforcement to be transferred to the WCB.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26173

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE between 2020 and 2025, there has been a 31 percent increase in WCB claims related to violence;

BECAUSE there has been an increase in the psychological hazards (such as bullying and harassment) that contribute to violence and psychological harm in the workplace, and an associated increase in related WCB claims;

BECAUSE the Canadian Standards Association (CSA) Group Z1003 is the accepted standard for addressing psychosocial hazards in the workplace, and should be the foundation for regulations, policies and guidelines; and

BECAUSE the disproportionate impact of violence and psychological hazards on new workers, young workers, workers from equity deserving groups, and workers in precarious employment requires urgent action; therefore,

THE FEDERATION WILL lobby the government of British Columbia to implement the CSA Group Z1003 standard and the accompanying Implementation Handbook to the *Occupational Health and Safety Regulations*, Policies, and Guidelines on violence, harassment and psychological health and safety.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26176A *Composite to cover 26174, 26175, 26176, 26177 and 26179*

Submitted by: BCGEU; CUPE BC; HEU; PEA; UFCW 1518; VLC *Committee recommends:* Support

THE FEDERATION WILL lobby the provincial government and the WCB to:

- Extend presumptive workers' compensation coverage for psychological injuries to all workers that experience a traumatic event in the workplace;
- Amend the *Workers Compensation Act*, including Section 135, to remove barriers to compensation for workers filing claims for psychological injury;
- Ensure all workers who experience work-related traumatic events have fair, timely and equitable access to compensation and support from the WCB that considers trauma's complexity; and
- 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.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26180 *Amended*

Submitted by: HEU *Committee recommends:* Support

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 *Workers Compensation Act* 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, including when 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."

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26181A *Composite to cover 26181 and 26174*

Submitted by: UFCW 1518; USW District 3 *Committee recommends:* Support

THE FEDERATION WILL:

- Adopt strong, enforceable psychological health and safety regulations without unnecessary delay, requiring employers to assess and control psychosocial hazards and provide education in consultation with workers and joint health and safety committees; and
- Work with affiliated unions to provide worker-informed feedback on proposed psychological health and safety regulations and advocate for their effective implementation and enforcement.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26183

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

BECAUSE access to safe, sanitary, private and accessible washrooms is a basic workplace right; and

BECAUSE a United Steelworkers report on Western Canadian workplaces found that 14% of respondents lacked washroom access, 38% rated their workplace washrooms unacceptable, and more than 30% reported no accessible workplace washrooms; and

BECAUSE workers in underground or mobile or other remote settings face limited or poorly maintained washrooms lacking privacy, safety and accessibility, with women, workers with disabilities and gender diverse workers facing added barriers;

THE FEDERATION WILL call on the BC government and the WCB to strengthen and enforce occupational health and safety requirements so every worker has timely access, without discipline or retaliation, to clean, safe, private, accessible and gender inclusive washrooms and necessary changing and shower facilities; and

THE FEDERATION WILL advocate for proactive inspections and worker participation in workplace washroom audits through joint health and safety committees.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26184

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

BECAUSE the Accident Fund is the foundational funding of the workers' compensation system and exists to pay compensation and system expenses; and

BECAUSE the WCB's 2025 Annual Report confirms that $564 million in surplus will keep 2026 employer premiums below system costs; and

BECAUSE this surplus has helped employers directly and substantially, while injured workers continue to face gaps in benefits, vocational rehabilitation and claims support;

THE FEDERATION WILL call on the Workers' Compensation Board and provincial government to prioritize Accident Fund surpluses for improving worker benefits, rehabilitation, claims services, prevention and enforcement before further subsidizing employer premiums; and

THE FEDERATION WILL advocate for labour and injured-worker representatives to participate meaningfully in decisions on the funding target and allocation of future surpluses.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26185

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE the purpose of occupational health and safety (OHS) legislation is to protect all workers in British Columbia from workplace illness and injury and provide support following such illness or injury; and

BECAUSE WCB workers are entitled to the same OHS protections as all other workers in British Columbia; and

BECAUSE WCB officers have authority to determine compliance with OHS provisions, while WCB has exclusive jurisdiction over workplace injury and illness claims; and

BECAUSE WCB is inherently conflicted when acting as both employer and regulator/insurer of its own workers;

THE FEDERATION WILL lobby the government of British Columbia for legislative changes to remove the WCB's regulatory and insurance responsibilities for its own workers and workplaces, and advocate for an independent third-party provider, developed in consultation with affected WCB workers, to ensure their fundamental OHS rights are upheld.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26186

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

BECAUSE 26 miners died in the preventable Westray Mine disaster, leading to *Criminal Code* amendments that hold corporations and those directing work criminally accountable for workplace deaths; and

BECAUSE the WCB reports 138 work-related deaths in 2025, including 41 from traumatic injuries and 18 from motor vehicle incidents; and

BECAUSE workplace fatalities are too often treated only as regulatory matters, while effective enforcement requires training and coordination among police, WCB investigators and Crown prosecutors;

THE FEDERATION WILL call on BC's ministers responsible for justice, policing and labour to establish a province-wide Westray enforcement protocol that:

- Requires workplace fatalities and serious injuries to be assessed for possible criminal negligence;
- Provides mandatory, funded joint training for police, WCB investigators and Crown prosecutors;
- Designates Crown prosecutors for workplace death and serious injury cases;
- Requires timely coordination and referrals among regulators, police and Crown counsel; and
- Publicly reports referrals, charges and outcomes.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26187

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- Worker representative participation in employer OHS investigations is critical to ensuring that investigations are thorough, unbiased, transparent and solution focused;
- Frontline workers possess the operational expertise needed to identify true root causes and ensure corrective actions are practical and effective at preventing further injury, illness or death; and
- Amendments to the Act and Regulations has eroded the historical intent of worker participation, facilitating a return to the counterproductive "Blame the worker," human error trope;

THE FEDERATION WILL:

- Lobby the Minister of Labour to amend the *Workers Compensation Act* to clarify worker representatives' right to co-lead incident investigations with the employer; and

Resolution continues on following page

Resolution continued from previous page

- Lobby the WCB Board to repeal the word "assisting" from the *OHS Regulation* section 3.28 and replace it with a legally binding framework for bipartite co-led investigations guaranteeing workers equal authority over evidence gathering, independent witness interviews, root-cause determination and the right to dissent to the employer's report.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26188

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE migrant and temporary workers face disproportionate health and safety risks due to precarious employment, unsafe conditions and fear of retaliation when reporting hazards or exploitation; and

BECAUSE barriers such as language, immigration status, employer-tied permits and isolation prevent workers from safely accessing protections or reporting unsafe conditions; and

BECAUSE all workers deserve equal protection, safe workplaces and the ability to report concerns without fear of reprisal;

THE FEDERATION WILL lobby the provincial government and the WCB to establish enforceable protections guaranteeing migrant and temporary workers safe reporting mechanisms, anti-retaliation safeguards and access to health and safety rights; and

THE FEDERATION WILL advocate for mandatory clauses in all collective agreements requiring employers to protect migrant and temporary workers from unsafe conditions, exploitation and reprisals, and to provide clear reporting pathways; and

THE FEDERATION WILL work with affiliated unions to strengthen job security, proactive safety inspections, culturally accessible training and coordinated enforcement.

CONVENTION ❑ Carried ❑ Defeated

PART 9

Organizing Standing Committee

17 RESOLUTIONS: 26189 to 26206

RESOLUTION 26189

Submitted by: USW 2009 *Committee recommends:* Non-support

BECAUSE Section 55 of the *Labour Relations Code* is intended to assist parties in concluding a first collective agreement when collective bargaining has failed; and

BECAUSE the current process may return parties to strike or lockout even after first-contract mediation has failed to produce an agreement; and

BECAUSE prolonged first-contract disputes can leave newly unionized workers without the protections of a collective agreement for years;

THE FEDERATION WILL call on the provincial Government of British Columbia to amend Section 55 of the *Labour Relations Code* so that where a first collective agreement is not concluded through the Section 55 mediation process, all unresolved issues are referred to binding interest arbitration, with clear statutory timelines for concluding the first collective agreement.

Rationale for non-support: The committee expressed concern that this change could limit a union's ability to choose to take job action after a failed mediation.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26190

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE workers represented by the same union across multiple employers in a common industry may be governed by a single master collective agreement establishing common wages, benefits and working conditions;

BECAUSE requiring separate ratification and strike votes at each signatory employer can fragment bargaining strength and allow individual employers to undermine coordinated bargaining by settling separately;

Resolution continues on following page

Resolution continued from previous page

BECAUSE aggregate voting across all signatory employers would better reflect the collective bargaining strength of the workers covered by the master agreement and prevent individual employers from weakening the bargaining position of the group;

BECAUSE a coordinated process for ratification and strike action would strengthen unions' ability to negotiate industry-wide improvements while maintaining meaningful democratic participation by all affected members;

THE FEDERATION WILL lobby to expressly permit unions bargaining under master collective agreements to conduct aggregate ratification and strike votes across all participating employers.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26191

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

BECAUSE unions and union members have been negatively impacted by the speed of processing disputes; and

BECAUSE the BCLRB was intended to support workers and worker organizations in finding timely resolves to collective agreement and employment disputes; and

BECAUSE without proper allocation, the BCLRB will become even slower than the court system as lawyers are now the de facto representatives for many organizations at proceedings;

THE FEDERATION WILL lobby the provincial government to:

- Allocate and support the expansion of the BC Labour Board (BCLRB) capacity to minimize wait times; and
- Create a transparent and publicly available acceptable timeline for processing disputes; and
- Create a succession plan for all positions so appointment delays don't negatively impact workers' rights and resolution speed; and
- Conduct a review of whether the BCLRB is meeting the intent of its formation and if it is not, lobby to fund or dissolve the BCLRB in favour of funding BC courts.

Rationale for non-support: The committee supports the overall sentiment of the resolution which aligns with existing BCFED policy. However, the committee expressed concern with the potential outcome of returning to using the BC Court system to resolve labour issues. They noted that the current structure allocates 50% of the vice-chairs to be from labour and there would be no such guarantee in the court system.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26192

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

BECAUSE workers at remote mines may be difficult to reach when employers control access to mine sites, transportation and camps; and

BECAUSE BC's *Labour Relations Code* allows the Labour Relations Board to order union access where workers reside on property with controlled entry, but does not expressly provide the same remedy for workers who do not live on site; and

BECAUSE workers need a fair opportunity to hear from a union and decide whether to join;

THE FEDERATION WILL urge the provincial government to amend BC's *Labour Relations Code* so the Board can order timely, meaningful organizer access with appropriate safety conditions to workers at remote, employer-controlled worksites, whether or not workers reside there; and

THE FEDERATION WILL advocate for unions to receive employee contact information when they demonstrate a reasonable level of support in a proposed bargaining unit.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26193

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE the current common employer protections do not adequately address corporate structures where a parent company owns both a unionized company and a separate non-union sister company performing the same or substantially similar work;

BECAUSE this corporate structure allows employers to maintain sufficient separation to avoid a common employer declaration;

BECAUSE workers and their unions should not be disadvantaged by corporate structures designed to circumvent the bargaining unit;

THE FEDERATION WILL advocate for the expansion of the criteria for common employer declarations, including consideration of parent companies owning both union and non-union companies along with consideration of non-union sister companies performing the same or substantially similar work.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26194

Submitted by: CUPE BC *Committee recommends:* Support

BECAUSE more than 3,200 graduate research assistants (GRAs) at the University of British Columbia applied at the BC Labour Relations Board (LRB) to join CUPE 2278 in 2023;

BECAUSE the ruling of the LRB accepted the claims of the employer that GRAs are not workers at face value, and disregarded evidence provided by the Union and student workers;

BECAUSE a review of the *Labour Relations Code* took place in 2024/2025, in which the BC Federation of Labour, CUPE BC and Local 2278 submitted recommendations about changing the definition of employee in the Code; and

BECAUSE no changes have yet been made to the Code, contributing to further delays in student workers' accessing their constitutional right to unionize, while facing exploitative workplaces, precarious conditions and usually below minimum wages; therefore,

THE FEDERATION WILL lobby the provincial government to change the *Labour Relations Code* to explicitly recognize that student workers are employees.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26195

Submitted by: IBEW 258 *Committee recommends:* Support

BECAUSE the *Labour Relations Code* provides a freeze period following certification to protect employees from changes to wages and working conditions while the union negotiates a first collective agreement; and

BECAUSE the building block approach to certification often results in the expansion of the initial certification to include previously excluded employees; and

BECAUSE the freeze period is not applicable to employees added to an existing bargaining unit while the union negotiates their inclusion in the collective agreement; and

BECAUSE the collective agreement is in force newly included employees cannot strike, creating an imbalance in bargaining power;

THE FEDERATION WILL lobby the Minister of Labour to introduce a bill amending the *Labour Relations Code* to establish a freeze period for employees added to an existing bargaining unit and to permit those employees to be able to strike until the union negotiates their inclusion in the collective agreement.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26196

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE newly certified bargaining units are particularly vulnerable while negotiating their first collective agreement, and employees should be protected from unilateral changes to their terms and conditions;

BECAUSE s45 of the BCLRC limits the post-certification statutory freeze on changes to terms and conditions to 12 months, subject to limited extensions for the first collective agreement process;

BECAUSE a fixed expiry date creates an incentive for employers to delay bargaining until the freeze expires, allowing them to alter working conditions and undermine the stability of a newly certified bargaining unit;

BECAUSE employers should not gain a strategic advantage through delay, nor should workers lose statutory protections; and

BECAUSE negotiations take longer than 12 months;

THE FEDERATION WILL lobby the provincial government to amend s45 of the *Labour Relations Code* to eliminate the time-limited post-certification freeze and require it to remain in effect until the parties conclude and execute a first collective agreement.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26198

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

BECAUSE the workplace by workplace bargaining model leaves many workers in fragmented and precarious sectors facing barriers to organizing; and

BECAUSE sectoral bargaining allows workers across multiple employers and workplaces to negotiate common standards, improving access to collective bargaining and preventing employers from competing by lowering wages and working conditions; and

BECAUSE BC has experience with broader-based bargaining in sectors including construction, film and television, forestry, health care and education;

THE FEDERATION WILL call on the provincial government to establish a tripartite commission of labour, employers and government to develop and oversee a made-in-BC sectoral bargaining pilot for low-wage workers in a defined sector, such as retail stores that form part of large corporate chains; and

THE FEDERATION WILL call for amendments to the *Labour Relations Code* that allow workers across a defined sector to organize and bargain common minimum standards while preserving the ability to negotiate better terms.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26199 *to cover 26197*

Submitted by: IBEW 258; USW 2009 *Committee recommends:* Support

BECAUSE the current model of enterprise-based collective bargaining can create significant disparities in wages, benefits, working conditions and union representation between employers performing the same or substantially similar work;

BECAUSE employers can gain a competitive advantage by maintaining non-union operations or restructuring work to avoid collective bargaining obligations, creating downward pressure on wages and working conditions and undermining organized labour;

BECAUSE sectoral certification can establish a level playing field by extending collective bargaining rights and minimum employment standards across an identified industry or sector, while reducing incentives for employers to compete by suppressing wages and working conditions;

BECAUSE sectoral bargaining has the potential to increase union density, improve working conditions, strengthen workers' bargaining power and provide greater stability within industries;

THE FEDERATION WILL advocate for legislative amendments establishing a framework for sectoral certification and sector-wide collective bargaining.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26200

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE highways have been privatized for almost 40 years and workers deserve stability in their careers; and

BECAUSE lack of successorship causes disruptions in the services and safety provided to the public;

THE FEDERATION WILL lobby the provincial government to amend the *Labour Relations Code* to include successorship rights for all highways and maintenance workers; and

THE FEDERATION WILL lobby the BC government to create one collective agreement for all highways workers in the province.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26201

Submitted by: LiUNA 1611 *Committee recommends:* Support

BECAUSE employer-dominated employee associations like the CLAC and the CISIWU bill themselves as real unions but prioritize employer interests over members' interests; and

BECAUSE employer domination and influence over unions undermines the collective bargaining process — the cornerstone of the labour movement — and suppresses wages and benefits; and

BECAUSE these associations are a real and existential threat to legitimate unions that fight for workers' rights; and

BECAUSE a threat to legitimate unions is a threat to union members, their families and the communities where we live; and

BECAUSE many non-union workers' and even unionized workers' failure to understand the difference between these associations and legitimate unions contributes to the expansion and growth of these associations;

THE FEDERATION WILL lobby the provincial government to strengthen legislation to prevent undue employer influence and require unions to be democratic through regular officer elections; and

THE FEDERATION WILL develop materials to educate workers about the differences between employer-dominated "unions" and legitimate unions.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26202

Submitted by: MoveUP *Committee recommends:* Support

BECAUSE BC's *Labour Relations Code* allows the Labour Relations Board to add employees to an existing bargaining unit through a variance; and

BECAUSE the Code provides protection when dependent contractors are added to an existing bargaining unit, including protecting existing rights, supporting integration, addressing seniority and applying the collective agreement; and

BECAUSE employees added through a variance should have similar protections; and

BECAUSE without these protections, there can be uncertainty and disputes about how the collective agreement applies;

THE FEDERATION WILL lobby the provincial government to amend BC's *Labour Relations Code* so that, when employees are added to an existing bargaining unit through a certification variance, the Labour Relations Board has the authority to protect rights, support integration and direct how the collective agreement applies until the next round of bargaining or direct the parties to interest arbitration.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26203

Submitted by: FPSE *Committee recommends:* Support

BECAUSE the provincial review of post-secondary sustainability is examining governance, institutional structures, program delivery, duplication and system-wide efficiencies, while the PSEA bargaining structure review separately canvasses legislated province-wide bargaining structures that could centralize bargaining and diminish locally certified bargaining units;

BECAUSE restructuring undertaken in the name of efficiency must not be used to weaken union certifications, collective bargaining, academic freedom, collegial governance, faculty control over curriculum and assessment, professional autonomy or workers' democratic voice in their workplaces;

THE FEDERATION WILL oppose any government, employer or legislative restructuring that alters, merges or overrides existing union certifications or collective bargaining structures without the free, prior and democratic consent of affected workers, and will demand that any reform of BC's public post-secondary system protect free collective bargaining, academic freedom, collegial governance, faculty participation in academic decision-making and the autonomy of workers and their unions to determine how their work and bargaining are organized.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26204

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE British Columbia has recognized the unique structure of platform work by establishing protections for app-based workers, including employment standards protections and access to unionization;

BECAUSE a mechanism for understanding and regulating the automated systems that govern platform work does not yet exist, creating fragmented responsibility among government institutions and a confusing system for workers to navigate;

BECAUSE specialized sectoral models for regulating non-traditional industries already exist in British Columbia, including the Office of the B.C. Container Trucking Commissioner;

BECAUSE platform workers are increasingly seeking to improve working conditions and representation through collective organizing efforts;

BECAUSE Uber drivers in Greater Victoria and BC's Interior are now part of the labour movement;

THE FEDERATION WILL lobby the Government of British Columbia to establish a BC Platform Work Commissioner to provide workers, government and industry with a clear regulatory body for platform work issues and automated workplace decisions.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26205 *Amended*

Submitted by: MoveUP *Committee recommends:* Support

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;

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 *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 change existing bargaining agents.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26206

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE during UFCW 1518's recent certification of precarious workers, membership cards were disqualified due to duplicate or incomplete names, and a union audit found workers with non-Anglo names were disproportionately represented among the disqualified cards;

BECAUSE the Labour Relations Board reported that no membership or payroll audit took place before these cards were disqualified;

BECAUSE the employer's employee list included records showing "First Name Unknown" for some employees, disproportionately impacting precarious workers with non-Anglo names; and

BECAUSE membership cards were disqualified without a membership audit to resolve discrepancies between membership evidence and employer records;

THE FEDERATION WILL urge the Government of British Columbia to amend section 3 of the *Labour Relations Code* to require the Labour Relations Board to examine membership evidence before disqualifying membership cards due to name discrepancies.

CONVENTION ❑ Carried ❑ Defeated

PART 10

Political Action Standing Committee

10 RESOLUTIONS: 26207 to 26232

RESOLUTION 26207

Submitted by: PEA *Committee recommends:* Support

BECAUSE provincial public sector unions face our employers separately but receive a single Public Sector Employers' Council (PSEC) compensation mandate; and

BECAUSE our employers attempt to divide the labour movement in order to weaken our solidarity and bargaining positions; and

BECAUSE open communication through the BCFED Public Sector Working Group has benefited outcomes in recent rounds of bargaining; and

BECAUSE a shared strategy helps frame issues as system-wide problems rather than isolated workplace concerns; and

BECAUSE we are stronger when we can take united collective action;

THE FEDERATION WILL call together members of the Public Sector Working Group before the end of 2027 to establish the framework for a Common Front which will coordinate actions and bargain the total compensation mandate and any other shared interests for contracts that expire in 2029.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26209A *Composite to cover 26208, 26209 and 26215*

Submitted by: BCGEU; Executive Officers; LiUNA 1611; MoveUP; VDLC; VLC *Committee recommends:* Support

THE FEDERATION WILL work to strengthen the case for rebuilding BC's shipbuilding industry, supporting good union jobs, local economic development and reliable ferry service; and

THE FEDERATION WILL lobby BC Ferries to:

- Commit to building its new and future vessels in British Columbia, maximizing domestic content and materials; and
- Set a long-term ferry purchasing timeline so industry can invest, scale capacity and plan bids; and

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26215A *Composite to cover 26215, 26216 and 26218*

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

THE FEDERATION WILL demand the halt 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 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.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26219

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

BECAUSE municipalities, regional districts and school boards are being forced to fund essential services through regressive property taxes and user fees while corporate wealth goes undertaxed; and

BECAUSE austerity, privatization and weak local democracy shift costs onto workers, tenants, seniors and families while enriching developers and contractors;

THE FEDERATION WILL launch a labour-community campaign for a New Financial Deal for Municipalities based on statutory, needs-based provincial and federal funding paid for by taxing corporate wealth; and

THE FEDERATION WILL work with affiliates and labour councils to oppose cost downloading, privatization, P3s, contracting out and regressive user fees in every municipal budget; and

THE FEDERATION WILL press governments at all levels to expand public, unionized municipal services, public transit, housing, childcare, libraries, recreation and infrastructure under democratic public control.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26220

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

BECAUSE the ability to strike is a fundamental cornerstone of the labour movement; and

BECAUSE workers should be supported in expressing their charter freedoms without fear of homelessness; and

BECAUSE the need for shelter should not be used as a weapon against workers;

THE FEDERATION WILL lobby the government to introduce legislation to mandate that banks, mortgage brokers and landlords allow for an abeyance in payments for shelter while workers are currently on strike, to be repaid when backpay is received.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26222

Submitted by: UFCW 1518 *Committee recommends:* Support

BECAUSE the BC NDP government has legislated five paid sick days for provincially regulated employees, yet gig workers, including app-based delivery drivers, ride-hail workers and other platform workers, remain excluded;

BECAUSE gig workers are among the most precarious workers in the province, often earning low wages with no access to benefits, protections or paid sick days;

BECAUSE the COVID-19 pandemic demonstrated the need for universal paid sick leave, and excluding gig workers leaves workers and the public vulnerable;

BECAUSE many gig workers work directly with the public, increasing exposure to illness;

BECAUSE app-based workers are actively fighting to improve working conditions, as demonstrated by recent unionization efforts with UFCW 1518;

THE FEDERATION WILL call on the Government of British Columbia to extend the legislated five paid sick days to all workers, regardless of employment classification, including gig and app-based workers.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26223A *Composite to cover 26223 and 26225*

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

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 to ensure the program remains affordable and accessible for low- and moderate-income seniors, people with disabilities and families with children who rely on it to maintain housing security; and

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

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26224

Submitted by: FVLC *Committee recommends:* Support

BECAUSE non-profit organizations provide essential social, cultural, environmental, and community services, often filling gaps in underfunded public systems;

BECAUSE short-term, project-based funding and burdensome reporting requirements limit non-profits' ability to plan, retain staff, and deliver sustained community impact;

THE FEDERATION WILL advocate for comprehensive reform of provincial non-profit funding making access to funding less cumbersome;

THE FEDERATION WILL advocate for stability, shift from short-term project grants toward sustainable, multi-year core operating funding;

THE FEDERATION WILL advocate for a more equitable, justice based and community-led initiatives serving marginalized communities; and

THE FEDERATION WILL support an independent Public Non-Profit Funding Review Body to promote equitable, sustainable funding; advance multi-year models; ensure funding keeps pace with inflation and rising costs; and support living wages, staff retention and organizational stability.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26227

Submitted by: BCGEU *Committee recommends:* Support

BECAUSE British Columbia Wildfire Service workers are unnecessarily exposed to carcinogenic contaminates in their workplace due to inadequate facilities. The current facilities do not separate contaminated equipment or allow for proper decontamination of workers post exposure; and

BECAUSE British Columbia Wildfire Service workers lack the necessary facilities to adequately support their work. Overcrowding, unsanitary conditions, and lack of facilities required by regulation is rampant;

THE FEDERATION WILL commit resources for lobbying of provincially elected officials and any appropriate offices to invest in the improvement of British Columbia Wildfire Service facilities within the province; and

THE FEDERATION WILL commit resources to the lobbying of provincially elected officials and any appropriate offices to adopt the National Fire Protection Association (NFPA) facilities standards for all the BC Wildfire Service facilities; and

THE FEDERATION WILL host an in-person lobby reception in Victoria with at least 20 Wildfire union workers.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26232

Submitted by: CUPE 1978 *Committee recommends:* Support

BECAUSE workers' rights, including the right to strike, face increasing government intervention; and

BECAUSE workers' rights are the foundation upon which all other civil, democratic and human rights are built; and

BECAUSE fundamental labour rights should be guaranteed equally across Canada, rather than left vulnerable to jurisdictional differences, repeated legislative attacks and the need to continually fight for the same basic protections;

THE FEDERATION WILL refer a resolution to the Canadian Labour Congress calling for a national campaign to constitutionally enshrine a Workers' Bill of Rights, guaranteeing enforceable rights to all workers regardless of jurisdiction, including:

- An unlimited, unqualified, irrevocable right to strike;
- A national ban on replacement workers (scabs) during strikes and lockouts;
- Card-check union certification upon demonstrated majority support;
- Equal rights regardless of employment status, citizenship or classification; and
- Improved employment standards, workplace health and safety and workers' compensation.

CONVENTION ❑ Carried ❑ Defeated

PART 11

Women and Gender Rights Standing Committee

2 RESOLUTIONS: 26233 and 26234

RESOLUTION 26233

Submitted by: FVLC *Committee recommends:* Support

BECAUSE workers experiencing intimate partner violence may require time away from work to access medical care, legal assistance, housing, counselling, childcare and essential supports;

BECAUSE financial insecurity and the risk of lost wages can prevent workers from leaving unsafe situations or accessing necessary services;

BECAUSE paid leave provides workers with greater economic security while supporting safer workplaces and communities;

BECAUSE the labour movement originally advocated for 10 paid days of leave, and the current entitlement of five paid days is insufficient to meet the needs of workers experiencing intimate partner violence;

THE FEDERATION WILL advocate the government to increase the statutory entitlement to an additional 10 paid days of leave for workers experiencing intimate partner violence, while ensuring confidentiality and minimizing unnecessary disclosure requirements; and

THE FEDERATION WILL support collective bargaining efforts to establish or expand paid intimate-partner-violence leave across all workplaces.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26234

Submitted by: HEU *Committee recommends:* Support

BECAUSE:

- Online harassment, hate, and gender-based abuse are increasing across digital platforms and disproportionately target women, 2SLGBTQIA+ people, racialized communities and public-facing workers;
- Emerging technologies, including AI tools, are being used to amplify harassment, misinformation, and technology-facilitated abuse, undermining safety, mental health, democratic participation and human rights;
- Existing laws have not kept pace with the scale and severity of online harms or the need for enforceable platform accountability;

THE FEDERATION WILL:

- Advocate for provincial, and call on the CLC to advocate for federal, laws and enforcement measures that address online harassment, gender-based violence and technology-facilitated abuse;
- Hold digital platforms accountable for preventing, responding to, and remedying online harm; and
- Support policies that protect workers and communities from hate, harassment, misinformation and abuse in digital spaces.

CONVENTION ❑ Carried ❑ Defeated

PART 12

Young Workers Standing Committee

2 RESOLUTIONS: 26236 to cover 26235; 26237A

RESOLUTION 26236 *to cover 26235*

Submitted by: HSA *Committee recommends:* Support

BECAUSE the province struggles to recruit and retain health and social service professionals working with underserved populations and in rural settings;

BECAUSE the Canada Student Loan Forgiveness Program includes a wide variety of essential health and social service professions, including but not limited to pharmacists, registered psych nurses, early childhood educators and personal support workers;

THE FEDERATION WILL lobby the BC government to expand the BC Student Loan Forgiveness Program to match the professions covered by the Canada Student Loan Forgiveness Program.

CONVENTION ❑ Carried ❑ Defeated

RESOLUTION 26237A *Composite to cover 26237 and 26238*

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

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; and

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.

CONVENTION ❑ Carried ❑ Defeated

UNION ACRONYMS OF BCFED AFFILIATES

ACTRA	Alliance of Canadian Cinema, Television & Radio Arts
ATU	Amalgamated Transit Union
BCTGM	Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
BCFMWU	BC Ferry & Marine Workers' Union
BCGEU	BC General Employees' Union
BC Insulators	BC Insulators Union (IAHFIAW Local 118)
BCTF	BC Teachers' Federation
BCIT FSA	British Columbia Institute of Technology Faculty and Staff Association
CRCDLC	Campbell River, Courtenay and District Labour Council
COPE	Canadian Office and Professional Employees Union
CUPW	Canadian Union of Postal Workers
CUPE	Canadian Union of Public Employees
CEU	Compensation Employees' Union
EKDLC	East Kootenay and District Labour Council
FPSE	Federation of Post-Secondary Educators of BC
FVLC	Fraser Valley Labour Council
GSU	Grain and General Services Union
GWU	Grain Workers' Union
HSA	Health Sciences Association of BC
HEU	Hospital Employees' Union
IBWU	Interior Brewery Workers' Union
IATSE	International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts
IW	International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
IAFF	International Association of Fire Fighters
IAMAW	International Association of Machinists and Aerospace Workers
IBB	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
IBEW	International Brotherhood of Electrical Workers
ILWU	International Longshore & Warehouse Union
IUOE	International Union of Operating Engineers
IUPAT	International Union of Painters and Allied Trades
IMA	Island Musicians Association, CFM Local 247
KDLC	Kamloops and District Labour Council
KTDLC	Kitimat, Terrace and District Labour Council

LiUNA	Laborers' International Union of North America
MFHIU	Machinists, Fitters and Helpers Industrial Union
MWBIU	Marine Workers' and Boilermakers' Industrial Union
MoveUP	Movement of United Professionals
NDDLC	Nanaimo, Duncan and District Labour Council
TNG/CANADA/CWA	National Guild of Canadian Media, Manufacturing, Professional & Service Workers
NWDLC	New Westminster and District Labour Council
NCLC	North Central Labour Council
NOLC	North Okanagan Labour Council
PADLC	Port Alberni and District Labour Council
PRLC	Prince Rupert Labour Council
PEA	Professional Employees Association
PEA-HESU	Professional Employees Association - Hospital Employees' Staff Union
PSAC	Public Service Alliance of Canada
RWU	Retail Wholesale Union
SEIU	Service Employees International Union
SJCIU	Shipwrights, Joiners and Caulkers Industrial Union
SDLC	Squamish and District Labour Council
SCLC	Sunshine Coast Labour Council
TWU USW	Telecommunications Workers' Union-United Steelworkers Local 1944
PIPSC	The Professional Institute of the Public Service of Canada
UBCP	Union of BC Performers
UNITE HERE!	UNITE HERE!
UFCW	United Food and Commercial Workers International Union
USW	United Steelworkers
UNBCFA	University of Northern BC Faculty Association
VDLC	Vancouver and District Labour Council
VMA	Vancouver Musicians' Association
VLC	Victoria Labour Council
WKLC	West Kootenay Labour Council
WVMEA	West Vancouver Municipal Employees' Association

Forms such as the travel pool claim form, alternate delegate form, or lost badge form, can be downloaded from the Convention website at **convention.bcfed.ca/2026/resources** or picked up in print at the registration area.

HEALTH & SAFETY CENTRE

PREVENTION THROUGH WORKER-CENTRIC EDUCATION



The BCFED Health and Safety Centre is the most comprehensive provider of occupational health and safety education for workers and employers, by workers. To help build a future worth fighting for:

- OHS training for all industries
- Curriculum that centres workers and worker agency
- Mental health programming that centres the psychological safety of all workers
- Community education programming for vulnerable workers delivered at no cost
- Skilled facilitators who have lived experience as workers navigating health and safety
- Inclusive courses that bring diverse learners together across sectors, industries, and regions
- Rights-based adult education that challenges the myth of the careless worker.

Visit **healthandsafetybc.ca** for courses and to request training

Scan the QR code to check out our courses!

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