

Resolutions submitted to the 2020 BC Federation of Labour Convention

Resolution #: 154 **Submitted by:** Health Sciences Association

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

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

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

Resolution #: 155 **Submitted by:** Vancouver & District Labour Council

BECAUSE there is nothing more important than clean water. We need it for drinking, sanitation and household uses. Communities need water for economic, social, cultural and spiritual purposes; and

BECAUSE water services and water resources are under growing pressure. Communities everywhere – including in Canada – are experiencing extreme weather, including record levels of drought, intense rain and flooding. At the same time, privatization, the bottling of water, and industrial projects are threatening our water services and sources;

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

- recognizing water and sanitation as human rights;
- banning or phasing out the sale of bottled water in municipal facilities and at municipal events; and
- promoting publicly-financed, owned and operated water and wastewater services.

Resolution #: 156

Submitted by: Professional Employees Association

BECAUSE almost two billion people around the world do not have access to clean drinking water;

BECAUSE Canadian Indigenous communities – First Nations, Métis and Inuit – have been disproportionately affected by lack of access to safe drinking water and sanitation services;

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

THE FEDERATION WILL call upon the federal government to allocate \$4.7 billion to water and wastewater infrastructure in First Nations, as called for by the National Engineering Assessment and to develop a national plan to implement human rights to water and sanitation;

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

THE FEDERATION WILL call on federal and provincial governments to enshrine water and sanitation as human rights in law.

Resolution #: 157

Submitted by: Professional Employees Association

BECAUSE most Canadian municipalities maintain a regulated water system that meets some of the most stringent water quality requirements in the world and tap water is safe, healthy and accessible;

BECAUSE the regulatory requirements for monitoring water quality contained in single-use, bottled water are not as stringent as those that must be met by municipal water sources;

BECAUSE single-use, bottled water is up to 3,000 times more expensive than water from the tap and packaging and distribution creates unnecessary air quality and climate change impacts, consumes unnecessary resources and creates unnecessary waste;

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

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

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

Resolution #: 158 **Submitted by:** BC Teachers' Federation, IBEW 258

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

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

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

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

Resolution #: 159 **Submitted by:** IBEW 258

BECAUSE free collective bargaining is a constitutional right and "me too" clauses prevent subsequent and smaller unions from having the ability to freely collective bargain;

THE FEDERATION WILL enforce affiliated unions to cease and desist the use of "me too" clauses or any such similar language that would inhibit other bargaining units from exercising their right to freely collective bargain during their respective bargaining.

Resolution #: 160 **Submitted by:** Vancouver & District Labour Council

BECAUSE the Employment Standards Branch has the statutory responsibility of enforcing the basic employment rights of workers as contained in the *Employment Standards Act* and the Employment Standards Regulation; and

BECAUSE the Employment Standards Branch has been undermined by years of underfunding, and policy shifts away from enforcement and worker protection under the former BC Liberal government; and

BECAUSE the BC Employment Standards Coalition, of which the Federation is a member, has called upon the BC Auditor General to conduct a "performance audit" of the Branch; and

BECAUSE the Coalition hopes that such an audit will bring public and legislative attention to this issue, and serve to encourage the minister of labour to act to bring further progressive change to the Branch;

THE FEDERATION WILL call upon the BC Auditor General to conduct a performance audit of the BC Employment Standards Branch.

Resolution #: 161

Submitted by: Vancouver & District Labour Council

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

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

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

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

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

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

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

Resolution #: 162

Submitted by: Hospital Employees' Union

BECAUSE

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

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

Resolution #: 163 **Submitted by:** Hospital Employees' Union

BECAUSE

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

THE FEDERATION WILL encourage affiliates to both join the BC Health Coalition as organizational members and contribute to the legal costs of its continued participation in legal proceedings as an intervenor.

Resolution #: 164 **Submitted by:** Vancouver & District Labour Council

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

THE FEDERATION WILL urge the provincial government to make good on the commitment made by Premier John Horgan and then-Green Party Leader Andrew Weaver, at the pre-election Metro Vancouver Alliance delegates assembly, to establish 20 new community health centres by 2020.

Resolution #: 165 **Submitted by:** Health Sciences Association

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

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

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

Resolution #: 166

Submitted by: Vancouver & District Labour Council

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

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

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

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

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

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

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

Resolution #: 167

Submitted by: Hospital Employees' Union

BECAUSE

- COVID-19 exposed a fragmented and highly privatized, long-term care system with wide gaps in wages and working conditions;
- many long-term workers hold jobs at multiple care homes to make ends meet;
- the BC NDP government levelled up wages across the sector to provide income security for workers and protect seniors as "single-site" orders were put in place to contain COVID-19; and
- the BC Liberal government of 2001-2017 dismantled the common standard agreement across funded, long-term care;

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

Resolution #: 168

Submitted by: Health Sciences Association

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

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

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

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

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

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

Resolution #: 169

Submitted by: Vancouver & District Labour Council

BECAUSE policies and legislation brought in by the former BC Liberal government resulted in widespread privatization and contracting out in the long-term care sector; and

BECAUSE this led to a wide range of wages in the long-term care sector, a discrepancy which resulted in a critical recruitment and retention crisis that undermined quality of care, and increased workloads to dangerous levels prior to COVID-19 pandemic; and

BECAUSE health care workers required multiple jobs to make ends meet, which became a significant challenge to preventing the spread of the virus. Recognizing this, the government agreed to level up the wages to minimize the economic impact on workers as the orders rolled out;

THE FEDERATION WILL call upon the provincial government to permanently restore wages and working conditions to a common standard across the government-funded, long-term care sector, and move toward public, not-for-profit ownership and operation of all long-term care facilities.

Resolution #: 170

Submitted by: Vancouver & District Labour Council

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

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

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

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

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

Resolution #: 171

Submitted by: BCGEU

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

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

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

Resolution #: 172

Submitted by: Professional Employees Association

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

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

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

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

Resolution #: 173

Submitted by: BC Teachers' Federation

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

BECAUSE many people are unemployed or underemployed; and

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

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

Resolution #: 174 **Submitted by:** Vancouver & District Labour Council

BECAUSE COVID-19 has left many tenants unable to pay their rents; and

BECAUSE the absence of rent control means that evictions will also mean reduction of affordable rental stock and a deepening of the housing crisis; and

BECAUSE the Vancouver Tenants Union petition NoRentDebt.ca calls for:

- immediately extending the ban on evictions and rent increases until end of the pandemic;
- laying out a plan to cancel existing eviction notices and rent debt accrued before and during the pandemic; and

BECAUSE the provincial government has lifted the ban on evictions, with the exception of evictions for non-payment of rent; and

BECAUSE the current situation also impacts many homeowners, who rely upon rental income to make their mortgage payments;

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

Resolution #: 175 **Submitted by:** Health Sciences Association

BECAUSE housing costs in British Columbia continue to be increasingly out of reach for many people across the province;

THE FEDERATION WILL lobby the BC government to address housing affordability.

Resolution #: 176 **Submitted by:** Professional Employees Association

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

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

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

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

THE FEDERATION WILL support efforts by the Professional Employees Association (PEA) to achieve wage parity for lawyers across the government legal services sector; and

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

Resolution #: 177

Submitted by: UFCW 1518

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

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

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

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

Resolution #: 178

Submitted by: Health Sciences Association

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

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

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

Resolution #: 179

Submitted by: Vancouver & District Labour Council

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

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

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

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

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

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

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

BECAUSE in a 2019 poll, 64% of British Columbians opposed funding to secular private schools, and up to 75% for private religious ones; and

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

THE FEDERATION WILL call for an end to public funding of private schools, and to their exemption from the *BC Human Rights Code*.

Resolution #: 181

Submitted by: Professional Employees Association

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

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

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

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

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

Resolution #: 182

Submitted by: Vancouver & District Labour Council

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

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

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

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

Resolution #: 183

Submitted by: PSAC Local 20729 UHEW

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

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

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

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

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

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

Resolution #: 184

Submitted by: UFCW 1518

BECAUSE Black Lives Matter and Indigenous community protests are winning promises of change; and

BECAUSE the labour movement cannot be silent about how racism hurts our members, divides our communities and weakens our movement; and

BECAUSE racism is a systemic feature of our socio-economic system with deep roots in its historical development; and

BECAUSE police violence continues to brutalize Black, Indigenous and other communities of colour; and

BECAUSE the violent repression of peaceful protest in North America threatens the democratic values of the labour movement; and

BECAUSE policing mental health crises, homelessness and addiction is ineffective;

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

Resolution #: 185

Submitted by: UFCW 1518

BECAUSE street checks are harmful and discriminatory for Indigenous, Black and low-income communities across unceded territories of the x^wməθk^wəyəm (Musqueam), Skwxwú7mesh (Squamish) and sə́lilwətaʔt (Tsleil-Waututh), territories; and

BECAUSE Indigenous, Black and low-income communities are over-policed and under protected; and

BECAUSE street checks are an arbitrary police practice that are authorized under the *Police Act* or common law;

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

Resolution #: 186

Submitted by: Canadian Federation of Musicians Local 247

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

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

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

Resolution #: 187

Submitted by: MoveUP

BECAUSE the COVID-19 pandemic of 2020 brought an increase in racially-fueled abuse, particularly towards Asians;

BECAUSE Canada's history is built on systemic racism including occupying stolen Indigenous land, bringing slaves from Africa in the 1600s, the Chinese head tax, Japanese internment during WWII, the Komagata Maru incident, residential schools and others;

BECAUSE the marginalized communities of our Indigenous, Black and other peoples of colour (BIPOC) continue to be targeted and treated different by primarily white policing authorities;

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

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

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

Resolution #: 188

Submitted by: MoveUP

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

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

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

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

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

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

Resolution #: 189

Submitted by: MoveUP

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

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

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

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

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

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

Resolution #: 190

Submitted by: MoveUP

BECAUSE of the financial impact within the most marginalized of our society, a sex worker is unable to access any financial help offered by the provincial and federal governments; and

BECAUSE the organizations and societies that help these marginalized sex workers are unable to provide adequate support, putting additional stress and strain on these workers;

THE FEDERATION WILL lobby government to improve safety and health of sex workers, help to support a comprehensive and coordinated approach to support health and safety around sex work issues and to increase societal support for the health, wellbeing of sex workers; and

THE FEDERATION WILL work with government to ensure the review and repeal of *Bill C-36* to ensure a committee has multi-stakeholder engagement and involvement.

Resolution #: 191

Submitted by: Vancouver & District Labour Council

BECAUSE "sex work" is defined by Amnesty International to mean the exchange of sexual services (involving sexual acts) between consenting adults for some form of remuneration, with the terms agreed between the seller and the buyer; and

BECAUSE while there is still a stigma that remains attached to sex workers, this is about human rights of workers to safety and protections under the law. What we want for ourselves, we desire for all; and

BECAUSE it is important for organizations like ours to step up to recognize the dangers that exist for these workers and the need to have protections available in order for them to have equal access to justice, health care, as well as to leave sex work if and when they choose to do so;

THE FEDERATION WILL publicly support the decriminalization of sex work.

Resolution #: 192

Submitted by: UFCW 1518

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

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

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

Resolution #: 193

Submitted by: UFCW 1518

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

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

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

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

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

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

Resolution #: 194

Submitted by: BCGEU

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

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

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

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

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

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

Resolution #: 195

Submitted by: Vancouver & District Labour Council

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

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

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

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

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

Resolution #: 196

Submitted by: MoveUP

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

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

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

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

Resolution #: 197

Submitted by: BCGEU

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

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

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

Resolution #: 198

Submitted by: BCGEU

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

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

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

THE FEDERATION WILL lobby the Workers' Compensation Board to strengthen regulations and policies related to workplace incident investigations, increase enforcement, and allocate more resources to support both workers and employers to conduct and act on high quality investigations.

Resolution #: 199

Submitted by: Health Sciences Association

BECAUSE the BC government has introduced the WCB presumptive coverage for select occupations, including nurses and health care aides, in an effort to streamline mental health claims for psychological injuries that result from a workplace traumatic event(s); and

BECAUSE there are a number of health care and community social services professionals currently not covered by the legislation who face ongoing workplace risks; and

BECAUSE for workers suffering from a psychological injury, presumptive coverage is an important pathway to help ease the complex maze of the workers' compensation system, a pathway that can reduce stress and stigma for workers in need;

THE FEDERATION WILL continue to lobby the BC government to expand presumptive coverage for mental health disorder claims that result from a workplace traumatic event(s) to include the whole team of health care and community social service workers in BC.

Resolution #: 200

Submitted by: BCGEU; HSA

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

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

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

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

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

Resolution #: 201

Submitted by: MoveUP

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

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

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

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

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

Resolution #: 202

Submitted by: BCGEU

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

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

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

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

Resolution #: 203 **Submitted by:** Vancouver & District Labour Council

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

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

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

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

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

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

Resolution #: 204 **Submitted by:** Vancouver & District Labour Council

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

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

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

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

BECAUSE the availability of publicly-funded contraception will have a significant impact on normalizing the conversation about sexual and reproductive health, and on increasing the likelihood that school sexual health curriculum includes comprehensive, factual and non-judgmental information on contraceptive use;

THE FEDERATION WILL endorse Access BC and its call for free prescription contraceptives.

Resolution #: 205 **Submitted by:** Health Sciences Association

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

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

Resolution #: 206

Submitted by: MoveUP

BECAUSE five days of paid leave is insufficient to deal with an issue as devastating as domestic violence; and

BECAUSE the stigma and shame that domestic violence survivors face continue to hinder them from seeking help or leaving violent relationships; and

BECAUSE British Columbia does not have an active awareness campaign, day or month dedicated to domestic violence survivors;

THE FEDERATION WILL continue their advocacy and campaign to bring the 10 paid days of domestic violence leave into legislation; and

THE FEDERATION WILL pursue the government to create a Domestic Violence Awareness Month for British Columbia; and

THE FEDERATION WILL work with affiliates to create a Domestic Violence Awareness campaign such as The Purple Scarf Project or The Purple Lights Project.

Resolution #: 207

Submitted by: Health Sciences Association

BECAUSE since its election, the BC NDP government has made critical improvements to the *Employment Standards Act*, including the elimination of the Self Help Kit; and

BECAUSE employment standards deteriorated over the 20 years of the BC Liberal government, significantly lowering minimum protections for workers; and

BECAUSE there is still ground to be made up to make employment standards adequate to protect low-waged workers against abuse and exploitation;

THE FEDERATION WILL continue to lobby the provincial government to strengthen the *BC Employment Standards Act* to ensure adequate protection for the most vulnerable workers in the province.

Resolution #: 208

Submitted by: Vancouver & District Labour Council

BECAUSE the international movement to lower the voting age is building rapidly; and

BECAUSE 20 governments around the world have already lowered the voting age; and

BECAUSE here in BC, the UBCM, BC NDP, BC Greens and BC School Board Trustees have voted in support of lowering the voting age; and

BECAUSE the #Vote16BC campaign has collected several thousand petition signatures in support of this cause;

THE FEDERATION WILL endorse the #Vote16BC campaign to reduce the voting age in British Columbia to 16.

Resolution #: 209

Submitted by: CUPW Pacific Region

BECAUSE digital technology has created a world of work where on-demand jobs could become the new normal for many working-class people; and

BECAUSE many app-based, on-demand firms make use of international tax loopholes and off-shore schemes to avoid their tax responsibilities;

THE FEDERATION WILL:

- ensure that new, app-based technologies do not lead to a denigration of working conditions for workers in this sector;
- support workers and unions to organise the gig economy, including through new methods;
- work to modernise labour codes and employment standards to reflect the realities of workers in the gig economy, ensuring that workers therein are legally defined as workers;
- ensure that workers in the gig economy enjoy the same rights as all workers, including collective bargaining; and
- work to modernize tax legislation, ensuring that employers in the gig economy pay their fair share in taxes.

Resolution #: 210

Submitted by: USW Locals 7619, 7884, 9346

BECAUSE Canadian mining operates under the world's best environmental, labour and health and safety standards. Hindering those operations will not decrease demand for mined products;

BECAUSE hindering Canadian mining will increase dependence on mined products from countries with poorer health and safety, environmental and labour laws;

BECAUSE demand for minerals and metals will rise long-term for use in sustainable energy and other advanced technologies. Canada can and should supply its own demand;

THE FEDERATION WILL, with the CLC, lobby all levels of government to implement:

- regulations and legislation that prioritize re-shoring supply chains in mining and manufacturing to supply sustainable development; and
- policies that support the reprocessing of mine waste to extract useful by-products; and

THE FEDERATION WILL encourage regulators to continue providing world leading environmental, labour, and health and safety standards for Canadian workers.

Resolution #: 211

Submitted by: USW District 3

BECAUSE four people died and over 40 were injured in two sawmill explosions in Northern British Columbia due to WCB's failure to regulate, and employer incompetence and mismanagement;

BECAUSE the 2019 Lisa Helps report reviewing the government's and WCB's actions following those two fatal sawmill explosions indicated change was needed;

BECAUSE only three of the 11 report recommendations have been implemented and there is still work to be done to strengthen worker safety, ensure that a criminal lens is applied to workplace death investigations, and get WCB to prioritize workers;

THE FEDERATION WILL lobby the provincial government to continue implementing the outstanding recommendations from the WCB and Government Action Review: Crossing the Rubicon report.