

## **#1 – From CUPE BC Skilled Trades Working Group**

### **CUPE BC WILL:**

Lobby local governments across the province to establish and support apprenticeships in CUPE locals where there are skilled trade workers, including a focus on First Nations workers and women in trades.

### **BECAUSE:**

- Public sector workplaces are losing skilled workers when positions are not filled after workers retire; and
- Skilled work is being contracted out to fill these vacancies; and
- Higher paying, skilled work should be available to all workers who are interested in doing it; and
- Apprenticeship programs result in lower public costs and higher worker retention.

## **#2 – From CUPE BC Skilled Trades Working Group**

### **CUPE BC WILL:**

- Take every opportunity to publicly highlight the broad impact of skilled trades on all sectors in CUPE; and
- Lobby CUPE National to include a skilled trades component or event at the 2016 National Sector Conference.

### **BECAUSE:**

- There are skilled CUPE workers in every sector of our union; and
- Skilled trades work is not being expanded or supported by our employers; and
- The erosion of skilled trades impacts everyone through poorly maintained workplaces, undervalued work and stagnation of wages.

## **#3 – From CUPE BC Skilled Trades Working Group**

### **CUPE BC WILL:**

Lobby CUPE National to do research in order to identify the numbers and types of skilled trades workers among the CUPE membership.

### **BECAUSE:**

- CUPE members know anecdotally that there are skilled trades workers in every sector of our union; and
- It is easier to fight against the loss of and promote the expansion of skilled trades when the statistics are available.

## **#4 – From VIDC Resolutions Committee**

### **CUPE BC WILL:**

- Demand the BC Liberal government end their secrecy and come clean by disclosing the cost to taxpayers of legal bills for the BC Liberals' former and current staff being investigated by the RCMP for secrecy and misuse of public money

### **BECAUSE:**

- Government documents show taxpayers have been fronting legal fees for at least six current and former Christy Clark staffers under ongoing RCMP investigation; and
- These current and former staffers are under investigation for secrecy and misuse of public money; and
- The cost to taxpayers of BC Liberal staffers' legal bills are being kept a secret, when asked how much is being spent and who is benefitting, the BC Liberals responded with more secrecy: 202 blank pages and the line that said Christy Clark's government "neither confirms or denies the existence of the records requested"; and
- BC Rail alone cost us \$6 million in legal fees for just two guilty defendants; how much are we paying for Christy Clark's insiders' lawyers this time?
- It's time for Christy Clark to end her government's secrecy – and start by coming clean on the cost to taxpayers of her insiders' legal bills; and
- British Columbians deserve to know how many BC Liberal staffers' legal bills are being paid from the public purse and the cost of the bill.

## **#5 – From VIDC Resolutions Committee**

### **CUPE BC WILL:**

Through CUPE National demand the federal government tackle the glaring injustice of income inequality in order to build a better Canada – starting with actions to ensure banks and profitable corporations are paying their fair share

### **BECAUSE:**

- In order to build a better Canada, we need a government to tackle inequality rather than compound it; and
- Front and centre is the issue of income inequality – one of the most glaring injustices in our society; and
- It's not enough to say that everyone has the same chance in a game that's rigged against the most vulnerable; that does nothing to help a child who lives in an overcrowded, unheated apartment and goes to school cold and hungry in the morning, or the pensioner whose income is slipping away; and
- In 2015, Canadian banks earned a record \$35 billion in profits and handed out \$12.5 billion in bonuses to their executives; meanwhile, those same banks eliminated 4,600 good-paying Canadian jobs last year alone; and
- Statistics show that 1.1 million Canadian children and half a million Canadian seniors live in poverty; and
- Many people working full-time still live below the poverty line; and
- The gap between the wealthy and everyone else is growing and many believe the economy is rigged against ordinary Canadians; and
- Equality, solidarity and fairness should be the foundation of CUPE's social democratic vision for a better Canada.

## **#6 – From VIDC Resolutions Committee**

### **CUPE BC WILL:**

- Demand the BC Liberal government revoke the permit given to South Island Aggregates (SIA), which allows them to deposit contaminated soils and other toxic substances in the sensitive Shawnigan watershed on SIA's Stebbings Road property; and
- Call upon the BC Ministries of Environment and Energy and Mines to act in the public's interest by enforcing their regulations and protecting Shawnigan residents from the unimaginable threat of 5 million tonnes of toxic contaminated soil being dumped in their watershed; and
- Support the Cowichan Valley Regional District (CVRD) and the Shawnigan Residents Association (SRA)'s fight in the courts; and
- Call on the BC Supreme Court to recognize the validity of the CVRD's land use bylaws that specifically disallow storage and treatment of contaminated soil in the F-1 Forest zoned land

### **BECAUSE:**

- The provincially approved contaminated soil dump located on Stebbings Road, at the top end of the Shawnigan watershed is five kilometres uphill from the principal drinking water supply for thousands of residents of Shawnigan Lake; and
- Sited in an old quarry 50 kilometres north of Victoria, the dump is to receive up to five million tonnes of contaminated soil from SIA over the next 50 years; and
- The contaminants listed in the permit include dioxins, furans, phenols, hydrocarbons, arsenic, lead, chlorides, and a myriad of other toxins and chemicals known to be harmful to human health; and
- Two surface streams drain from the site into Shawnigan Lake; and
- There has already been at least one breach of the containment on the waste treatment site after a heavy rainfall (more than 30 millimetres fell), resulting in the Vancouver Island Health Authority warning householders at the south end of Shawnigan Lake not to drink the water; and
- The SIA outfit is a classic example of greed driven capitalist without conscience, they have little if any concern for their neighbours, Shawnigan Lake, Creek or watershed; and
- The BC Government Ministries of Environment and Energy and Mines have permitted this assault to take place in spite of the local authorities land use bylaws forbidding it, if the courts allow this travesty to continue then each and every community will face the same threats

## **#7 – CUPE BC From Aboriginal Working Group**

### **CUPE BC will:**

- Develop materials, form partnerships and lobby the Provincial Government to bring awareness to the precarious nature of clean drinking water available to Aboriginal communities; and
- Work to ensure that all British Columbians have access to clean, safe drinking water.

### **BECAUSE:**

- 126 Reserves are under boil water advisory, with 93 Reserves under boil water advisory for more than two years.
- In 2015 Prime Minister Justin Trudeau promised to end boil water advisories on First Nation Reserves within five years.
- 39% of First Nations water systems are deemed high risk.
- Clean drinking water is a basic human requirement and clean water promotes health.
- CUPE BC is a strong advocate for clean public water.

## **#8 – CUPE BC Aboriginal Working Group**

### **CUPE BC WILL:**

- Develop materials and content, to facilitate education for CUPE BC members from the local level to CUPE BC Executive Board members around the truth and reconciliation recommendations.

### **BECAUSE:**

- To bring about an understanding of the history of Aboriginal Peoples.
- To build tolerance and understanding as we move forward in fulfilling the truth and reconciliation recommendations.
- To promote solidarity and respect within the workplace for Aboriginal Peoples.

## **#9 – CUPE BC Aboriginal Working Group**

### **CUPE BC WILL:**

- Develop materials, form partnerships and lobby Provincial Government to reverse Bill C-51

### **BECAUSE:**

- This Bill strips Canadians of our Charter of Rights and Freedoms
- Peaceful assembly is not terrorism
- The Bill is in direct opposition of the UN Declaration of Rights of Indigenous Peoples.

## **#10 – VIDC Resolution (Amber Leonard)**

### **CUPE BC WILL:**

- Lobby provincial and local governments to immediately introduce a moratorium on the cutting of old growth forests in British Columbia

### **BECAUSE:**

- The resource is more valuable on the ground as a living museum
- The Walbran Valley on Vancouver Island is a forest that has stood in place since the last ice age
- Companies that Log old growth produce the wood into shakes that last only 30 years
- The Clayquot sound debacle 25 years ago was an economic nightmare for British Columbia
- Better forest management practices must be enacted to ensure sustainability for our forests
- Adding value to second growth cut blocks is a better solution for export

## **#11 – CUPE BC Women's Committee**

### **CUPE BC WILL:**

- Continue to encourage CUPE BC locals to participate in and support the Native Women's Association of Canada (NWAC) Sisters In Spirit (SIS) vigils, held on or around October 4<sup>th</sup> of each year in their communities, to honour the lives of the missing and murdered Indigenous women and girls and call to action to end the high rates of violence against Aboriginal women and girls; and
- Through CUPE National, support the Native Women's Association of Canada (NWAC)'s strategies and participation in the Government of Canada's National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)
- Ensure CUPE BC Locals are provided with information regarding the Government of Canada's National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)
- Request that CUPE National through the National Aboriginal Working Group, provide input on the design, objectives, scope and format of the inquiry

### **BECAUSE:**

- Each year, family members, Aboriginal community members and concerned citizens gather for a vigil on or around October 4<sup>th</sup> to honour the memory of missing and murdered Indigenous women and girls; and
- Vigils take place in many communities across Canada as well as internationally; these gatherings serve to raise awareness and to provide support to families who have lost a loved one; and
- The October 4<sup>th</sup> Sisters In Spirit Vigils are a movement for social change; and
- The Native Women's Association of Canada (NWAC) is founded on the collective goal to enhance, promote, and foster the social, economic, cultural and political well-being of First Nations and Métis women within First Nation, Métis and Canadian societies with a mandate to achieve equality for all Aboriginal women in Canada; and
- For more than a decade, Indigenous families and communities, National Aboriginal Organizations and non-governmental and international organizations have asked the Government of Canada to take action on the high number of missing and murdered Indigenous women and girls; and
- Finally the Minister of Indigenous and Northern Affairs, the Minister of Justice and Attorney General of Canada, and the Minister of Status of Women are leading an engagement with survivors, family members and loved ones, front-line organizations, National Aboriginal Organizations and provinces/territories to seek input on the design, objectives, scope and format of the inquiry

## **#12 – CUPE BC International Solidarity Committee**

### **CUPE BC WILL:**

Through CUPE National, demand that the Federal Government reform the Temporary Foreign Migrant Worker Program and Live-in Caregiver Program legislation to enable all Foreign Migrant Workers to be granted Permanent resident immigration status upon arrival.

### **BECAUSE:**

- Temporary Foreign Migrant workers and Live-in Caregivers come to Canada under employer-specific or “tied” work permits which only authorizes them to work for the employer listed on the document. This precarious situation means if their basic rights are violated by their employer they often face deportation if they stand up to the employer and fight for their rights; and
- Foreign Migrant Workers and Live-in Caregivers deserve the same Employment Standards and rights that are afforded to Canadian workers.



## **#13 – CUPE BC International Solidarity Committee**

### **CUPE BC WILL:**

- Support the Indigenous Peoples (Lumad) in Mindanao by demanding the government of the Philippines to immediately pull out military troops from Lumad territories, to dismantle the paramilitary groups, to end the militarization of Lumad schools, to prosecute and convict the perpetrators of the killings of the Lumad Peoples as well as those in the chain of command, and to indemnify the victims of these atrocities; and
- Write a letter to CUPE National asking them to support an end to the atrocities being committed against the Indigenous Peoples in Mindanao by the Philippine Government which includes the suppression of the resistance of Indigenous Peoples (Lumads) in their territories and stop the clearing of their land for the entry of mining and other resource extraction companies, some of which are Canadian.

### **BECAUSE:**

- Humans Rights Watch reports that The Philippine armed forces and paramilitary groups are committing killings, torture, forced displacement and harassment of residents, students, and educators with impunity resulting in mass displacement and evacuation of approximately 40,000 Lumads; and
- These atrocities are being committed in order to clear the way for entry of mining and other resource extraction companies, including Canadian companies which are among those having mining exploration or applications in these Lumad villages which are now under severe military and paramilitary attack; and
- We support the rights of Lumad Peoples to struggle for social justice and self-determination within their ancestral territories, as embodied in the UN declaration on the Rights of Indigenous Peoples.

## **#14 – CUPE BC International Solidarity Committee**

### **CUPE BC WILL:**

Through CUPE National lobby the Government of Canada to demand the U.S. government to terminate the blockade against Cuba and that Canada formally defy the extraterritorial provisions and consequences imposed by the blockade and freely trade and engage in economic relations with Cuba.

### **BECAUSE:**

- It's been 24 years in a row that the United Nations adopted a resolution entitled "Necessity of ending the economic, commercial and financial blockade imposed by the United States of America against Cuba" which condemns the economic sanctions and other punitive measures of the blockade the United States government has imposed on the Republic of Cuba; and
- This U.S policy, which has extraterritorial effect in that it imposes severe penalties on entities that do business with Cuba, is recognized as a flagrant violation of the United Nations Charter and customary international law; and
- The blockade has serious negative effects on the people of Cuba and severely hampers Cuba in all fields of economic, social and cultural development.

## **#15 – CUPE BC International Solidarity Committee**

### **CUPE BC WILL:**

Endorse and support the Canadian Network on Corporate Accountability (CNCA) “Open for Justice” campaign that advocates for federal legislation to establish mandatory corporate accountability standards for Canadian extractive (mining) companies operating abroad.

### **BECAUSE:**

- Close to 60% of the world`s mining and mineral exploration companies are headquartered in Canada and 40% of exploration capital is raised on Canadian Stock Exchanges therefor it is Canada`s responsibility to ensure that these companies act in a way that respects human rights and the environment; and
- The CNCA unites environmental, human rights, Non-Governmental Organizations, faith groups, labour unions, research and solidarity groups across Canada who are advocating for federal legislation to establish mandatory corporate accountability standards for Canadian extractive companies operating abroad, especially in developing countries; and
- The network`s aim is to promote public awareness on these issues through information sharing, policy analysis and research, and to coordinate joint advocacy for legal and policy reform.

## **#16 – CUPE BC International Solidarity Committee**

### **CUPE BC WILL:**

- Support Migrante BC's work in outreach, advocacy and organizing migrant workers that are employed through the Temporary Foreign Workers Program; and
- Highlight migrant workers issues in our locals and communities around labour and employment standards and the right to organize, share information about issues, and to learn and support each other in the struggle for migrant rights and labour rights; and
- Through CUPE National call on Prime Minister Justin Trudeau to keep his campaign promise to move towards a single-tier immigration system based on permanency and family reunification to ensure decent working conditions for all.

### **BECAUSE:**

- Cheap labour for Canada is obtained through the Temporary Foreign Workers Program, and hundreds of thousands of workers mostly from Third World countries are vulnerable to employer abuse and exploitation; and
- Migrante BC is a community-based organization in British Columbia linking migrant Filipino workers through education and grassroots organizing to protect and promote the rights and welfare of immigrants and migrant workers; and
- CUPE members are impacted by many issues beyond their workplaces. To work in collaboration with community partners' affects progressive social change that enhances the quality of life in the communities and the lives of its citizens.

## **#17 – CUPE BC OH&S Committee**

### **CUPE BC Will:**

Encourage local governments to provide community urban gardens and promote the concepts of environmental sustainability and food security

### **BECAUSE:**

- Over 850,000 Canadians annually rely on food banks in order to be able to eat and;
- All Canadians should be allowed access to community land in order to provide food for their families and;
- Food Security should be a right in in the province of British Columbia where 25% of children live below the poverty line and;
- All Canadians should have reliable access to a sufficient quantity of affordable, nutritious food.

## **#18 – CUPE BC OH&S Committee**

### **CUPE BC Will:**

Lobby the British Columbia provincial government and Workers Compensation Board (WCB) to increase the annual education leave for joint Health and Safety committee members under part 3, Division 4, Section 135, of the Workers' Compensation Act from eight (8) hours to sixteen (16 hours)

### **BECAUSE:**

- Occupational Health and Safety legislation, standards and policies are changing constantly and;
- There are numerous Health and Safety training courses and the Joint Health and Safety committee members must be educated in all aspects of the Workers' Compensation Act and Regulations and;
- 8 hours is not an appropriate time frame for committee members to gain the knowledge needed to understand committee roles and responsibilities and act as an effective Health and Safety committee member and;
- One day of training per year does not adequately equip Occupational Health and Safety members with the tools to do the job.

## **#19 – CUPE BC OH&S Committee**

### **CUPE BC Will:**

Lobby CUPE National to institute a program to improve worker awareness of the health and safety hazards of shift work through creation of an information package for shift workers suggesting ways of coping with shiftwork, organizational or group approaches to redesigning the work schedule, redistribution of the workload, and other improvements to the work environment.

### **BECAUSE:**

- People who work night shifts are likely to have shorter sleeps and/or poorer sleep quality than regular day workers and;
- Night shift workers probably have a higher risk of breast cancer, as well as an elevated risk of other types of cancer and;
- Shift workers have an increased risk of heart disease and;
- Some studies indicate a higher risk of pre-term delivery, gastrointestinal disorders, and mental health problems among shift workers and;
- Night shift workers face a higher risk of workplace injury than morning or afternoon shift workers.

## **#20 – CUPE BC OH&S Committee**

### **CUPE BC Will:**

Initiate a campaign to fully reinstate 'Grant's Law'; and

Lobby the provincial British Columbia government for full reinstatement of said law

### **BECAUSE:**

- The British Columbia provincial government has repealed of WorkSafe BC regulations that were enacted as a direct result of Grant De Patie's workplace death and;
- Employers are using the changes to 'Grant's Law' to water down controls that protect workers working alone between the hours of 11 pm and 6 am and;
- Since the changes to Grant's Law, working alone protocols have become lax, thereby weakening workers' rights to protection in the workplace and;
- Working alone has become a greater hazard than it was prior to the 2005 death of Grant De Patie because Employers are utilizing the hierarchy of controls in reverse order rather than trying to first eliminate the hazard; and
- Assessments of a hazard should be based on what could be reasonably be anticipate for that workplace or work activity.

## **#21 – CUPE BC OH&S Committee**

### **CUPE BC WILL:**

Lobby the provincial government and WorkSafe BC to remove age 65 as the date of termination for anything related to WCB claims or appeals and Pension entitlements.

### **BECAUSE:**

- The British Columbia provincial government and WorkSafe British Columbia have not kept pace with the Federal government legislation which allows workers to work to age 70 and;
- All employees should have the right to full WorkSafe BC compensation benefits and pension entitlements until their chosen date of retirement and;
- Financial obligations of workers such as mortgage or other debts or financial planning activities may require a retirement date after age 65 and;
- Family commitments after age 65 continue, and may require a worker to work beyond age 65 and;
- Workers should not be penalized for the necessity of an aging workforce and;
- All workers must be treated equally.

## **#22 – CUPE BC OH&S Committee**

### **CUPE BC Will:**

- Support the residents of Shawnigan Lake, Cowichan Tribes, and the Cowichan Valley Regional District in calling on the Province of British Columbia to invoke the precautionary principle and respect the need for meaningful local government input by revoking the permit for the property at 460 Stebbings Road in Shawnigan Lake; and
- Forward this resolution to the Province of British Columbia, requesting that contaminated site regulations be amended to provide for thorough and appropriate consideration of local government input and land use regulations in the contaminated soils permitting process.

### **BECAUSE:**

- The Province of British Columbia has approved a contaminated soils facility that permits the dumping of five million tons of highly contaminated material near the headwaters of the Shawnigan Lake drinking water watershed, which supplies drinking water to 12,000 people and;
- The Cowichan Tribes, residents of Shawnigan Lake, and the Boards of the Cowichan Valley Regional District and Capital Regional District have expressed opposition to the dumping of contaminated material in drinking water watersheds and concern over the lack of meaningful local government input in the provincial permitting process and;
- There are significant conflicting hydrogeological and technical opinions about the risk the facility poses to the natural environment and to people's drinking water and;
- Access to clean drinking water should be considered a human right; we as citizen trade unionists express our support for the community to obtain such rights and be protected from toxic hazards in our drinking water.

## **#23 – CUPE BC OH&S Committee**

### **CUPE BC WILL:**

Lobby WorkSafe BC to ensure violence and threats in the workplace are taken seriously and required by employers to act upon immediately. This includes but is not limited to, biting, spitting, pinching, verbal abuse and physical intimidation.

### **BECAUSE:**

- Staff in every sector of CUPE are front line workers and should not expect to endure any of the above behaviours as a 'norm' in their workplace and;
- We need to encourage workers to complete violent incident report forms following EVERY incident and;
- Tools and training to deescalate violent situations are required, but not provided by employers and;
- Violence in the workplace impairs productivity and overall health and wellness of all employees.

## **#24 – CUPE BC Universities Committee**

### **CUPE BC WILL:**

Lobby the BC Provincial Government and urge CUPE National to lobby the Federal Government to protect academic freedom and collegiate decision-making at our Canadian Post Secondary Institutions and to ensure that corporate involvement at these institutions is transparent, especially with respect to their influence on curriculum development and the hiring of academic instructors and researchers.

### **BECAUSE:**

- Corporations are increasingly exerting unwarranted influence on the functioning of our Post Secondary Institutions.
- Academic freedom and collegiate decision-making are clearly under attack at our Canadian Post Secondary Institutions (see *Universities at Risk: How Politics, Special Interests and Corporatization Threaten Academic Integrity*) by neo-liberal, corporate-friendly policies.
- These policies are directly impacting the vast majority of Post secondary students in negative ways, for example, by a lowered quality of education, grade inflation, underemployment after graduation, and so on (see *Lowering Higher Education: The Rise of Corporate Universities and the Fall of Liberal Education*).



## **#25 –CUPE BC Universities Committee**

### **CUPE BC WILL:**

Lobby the BC Provincial Government and BC Post Secondary Institutions to ensure that adequate language, academic and cultural support systems are in place to serve the increasing number of international students admitted to BC Post Secondary Institutions.

### **BECAUSE:**

- The University of British Columbia has published the following statement: "Additional revenue is generated through full international student tuition which helps the university cover inflationary costs. UBC will increase the ratio of international students to 1 in 5 over the next five years. This will not impact domestic students as the number of places remains the same."
- The proposed increase in the number of international students admitted to the University of British Columbia (and suggested similar increases at other BC Post Secondary Institutions) puts additional demands on our Post Secondary educators and service providers.
- Current academic support systems in place for incoming international students rely in large part on Teaching Assistants and Support Staff working beyond the hours and expectations of their collective agreements while doing work they may or may not be necessarily qualified or trained for.
- Accepting foreign students into the BC Post Secondary Institutions constitutes a social contract to try and ensure they have the cultural, social and language support needed to succeed here, creating a generation of students who are prepared to stay and work in Canada or return home after their studies are completed.
- Increased funding and staff to assist with English language instruction, writing and speaking in English, and adapting to life in Canada will help ensure the success of all students attending BC Post Secondary Education Institutions from non-English speaking countries.

## **#26 – CUPE BC Anti-Contracting Out Committee**

### **CUPE BC WILL:**

Launch a campaign to urge municipalities and school districts to become Blue Communities and support the public ownership and operation of water and wastewater infrastructure

### **BECAUSE:**

- Public systems are known to be more cost-efficient, accountable, flexible and environmentally-sustainable; and
- The United Nations has recognized water as a human right; and
- The Union of British Columbia Municipalities passed a resolution in 2011 calling for the federal government to fulfill its commitment to replace and reinvest in public water and waste-water infrastructure.

## **#27 – CUPE BC Anti-Contracting Out Committee**

### **CUPE BC WILL:**

Continue to offer pilot projects to locals to bring work back in-house and will offer financial support for each approved project under the current process.

### **BECAUSE:**

- As public workers we must fight the privatization of our work; and
- Some CUPE members are unaware of CUPE BC's pilot project fund which was set up to bring previous bargaining unit work back in- house.

## **#28 – CUPE BC Anti-Contracting Out Committee**

### **CUPE BC WILL:**

- Study the implications of the Water Sustainability Act for the privatization of water resources in the Province of BC; and
- Participate in any future public consultations or requests for submissions from the Province on the implementation of the Act.

### **BECAUSE:**

- The Province has enacted the Water Sustainability Act to reform the regulation of water as a publicly owned resource; and
- The Water Sustainability Act and regulations will define the terms under which private corporations may access public water resources for commercial use; and
- The new regulatory scheme may have implications for the privatization of water, and
- This may trigger international trade agreements, such as NAFTA, to convert public water into a private commodity.

**#29 – VIDC Resolutions Committee (submitted in 2015, but didn't make it to the convention floor)**

**CUPE BC WILL:**

Demand the BC Provincial government create and implement an action plan to end bullying and harassment of students of all ages and workers that includes:

- Mandatory education programs to end bullying and harassment; and
- The enactment and enforcement of bullying and harassment legislation with strict accountability that goes beyond the current WorkSafe BC Bullying and Harassment at Work legislation, which does not go far enough to protect workers

**BECAUSE:**

- Too many students and workers of all ages are continuing to be bullied and harassed in the education system and at work with devastating results; and
- Targets need to feel safe in order to report the crimes of bullying and harassment; and
- WorkSafe BC recognizes that there is growing evidence that workplace bullying and harassment has serious outcomes for employers and workers; and
- The offenders need to be aware that there are severe consequences punishable by the courts; and
- The WorkSafe BC Bullying & Harassment at work legislation does not address the type of bullying that occurs between a supervisor or manager and an employee under the guise of supervision: i.e. actions relating to the management and direction of workers.

### **#30 – VIDC Resolutions Committee (revised from resolution submitted in 2015)**

#### **CUPE BC WILL:**

Demand the BC Provincial government:

- Commit to sustainable and affordable transportation connections for BC's island and coastal communities for future generations without adverse effects on BC residents; and
- Direct the BC Ferry Services Incorporated to:
  - Reverse all reductions to the three major routes between Vancouver Island and the Lower Mainland; and
  - Withdraw plans for future service reductions to these three major routes; and
  - Reverse service reductions on the minor (including Route 3) and Northern routes; and
  - Withdraw plans for further service reductions to these routes; and
  - Reverse the April 2014 changes to seniors' discounts for BC residents 65 and older and reinstate free passenger fares for Seniors Monday to Thursday

#### **BECAUSE:**

- Ferry service is a critical part of BC's transportation network and an essential social and commercial link to residents, their families and businesses in BC's island and coastal communities; and
- BC Ferry service should be an essential part of the provincial highway system and should be publically owned and funded; and
- BC Ferries fares must be affordable as unaffordable ferry fares have contributed to a decline of both vehicle and passenger ridership since the global economic downturn in 2008; and
- A commitment from the BC Provincial government to provide a sustainable and affordable transportation connection for BC's island and coastal communities for future generations is critical to the future and socio-economic well being of those communities
- Any measures intended to maintain sustainable and affordable ferry service must not have any adverse effect on BC's residents.

### **#31 – CUPE BC Committee Against Racism & Discrimination**

#### **CUPE BC WILL:**

Lobby the Provincial Government and the Minister of Education to make the Truth and Reconciliation Commission Report a mandatory part of the K-12 curriculum.

#### **BECAUSE:**

- To preserve in text, First Nations, Aboriginal and Inuit peoples oral histories for future generations; and
- Its already mandatory in Post-Secondary curriculum; and
- It's important to know and remember the history of the indignities suffered by First Nations, Aboriginal and Inuit peoples.

### **#32 – CUPE BC Committee Against Racism & Discrimination**

#### **CUPE BC WILL:**

Lobby the provincial government to allow persons with disabilities to work without any deductions to their benefits.

#### **BECAUSE:**

- People with disabilities can only earn up to \$9600 a year in British Columbia before they are penalized with deductions to their disability benefits; and
- People with episodic disabilities require additional funds in order to meet the challenges of daily living, integration into the workforce and to move towards greater independence.

### **#33 – CUPE BC Committee Against Racism & Discrimination**

#### **CUPE BC WILL:**

Continue to work with CUPE National to lobby for changes to legislation on Temporary Workers so that they are granted immediate and equal access to the Immigration stream so people can come to work and live in this country with the same rights and protections of all Canadian workers.

#### **BECAUSE:**

- Changes announced to the TFWP in June lift the moratorium on low wage sectors, opens the door for all sectors to apply to the program, and ignores the question of permanent citizenship for people who come to work and live in Canada; and
- Because Canadians believe in fair and equal treatment to all those who contribute to the Canadian Economy and society.

### **#34 – CUPE BC Committee Against Racism & Discrimination**

#### **CUPE BC WILL:**

Continue to work with CUPE National and like-minded organizations such as the BC Civil Liberties Association to ban the use of solitary confinement by the Canadian Border Services agencies.

#### **BECAUSE:**

- This practice contravenes the basic human rights of those who are forced to arrive on our shores to seek refuge;
- This is a practice that is contrary to Canadian ideals of fair treatment of all peoples.