



# **CUPE BC**

## **Policy Manual**

Updated: December 9, 2021

# CUPE BC POLICY MANUAL

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This policy book was created following a resolution passed at the 2017 Division convention to revise the prior Policy Manual. Positions taken in resolutions, whether referring specifically to supporting or opposing something or taking action to advocate for or against something, were put into consistent and clear language to either support or oppose an issue or encourage another body to do something.

This manual is only a reference guide and does not negate, delete or eliminate any prior resolutions passed at convention.

Resolutions that were completed, that had expired or were purely actions were not transferred into this policy manual. Resolutions that speak to how our Division functions will be transferred to the Operations Manual.

The policy statements in this book reflect positions that CUPE BC has taken in the past. The date listed reflects the year a resolution was passed at our Division convention reflecting a particular position.

## **Policy Book Maintenance**

Following each convention, the Resolutions Committee will submit a resolutions report to the Admin Committee who will review resolutions passed at the previous convention and make recommendations to the Executive Board for final approval.

If a resolution refers to a time specific event, an action that does not take a specific position on an issue or an action that is completed, it will not be transferred into this policy manual. Resolutions that create new policies will be included in the policy book as “support, oppose or encourage” on issues.

**Date of Creation:** April 4, 2018

**Date of Last Modification:** December 9, 2021

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## CONVENTION

**Constitutional Amendments:** When any changes to the constitution are made, the updated constitution shall be forwarded to locals within 60 days after approval of the National President.<sup>2001</sup>

**Elections:** A session will be provided, during election years, at CUPE BC Conventions for candidates to address the delegates and answer questions.<sup>1989</sup>

All candidates running for a position on the CUPE BC Executive Board, as Trustee or for any other elected position be limited to:

- election campaign materials (one button, one leaflet and one poster – all carrying a union bug) expenditures of \$2000; and
- hospitality room expenditures of \$1500.<sup>1998</sup>

CUPE BC will do one mail-out (per candidate) to all affiliated Locals and Councils on behalf of each candidate.<sup>1998</sup> A statement of expenses is to be submitted to the CUPE BC Executive Board on the morning of the election.<sup>1998</sup>

## CUPE BC

**Executive Board:** Provide anti-oppression training to CUPE BC Executive Board once per term.<sup>2021</sup>

## DISTRICT COUNCILS

**Affiliation:** We urge District Councils encourage the affiliation of all Locals in their respective areas both to the Council and CUPE BC.<sup>1995</sup>

**Coordination:** We encourage District Councils to coordinate the activities in their areas and assist the CUPE BC Executive and Officers in implementing CUPE BC programs and policies, including uniting to promote, organize or coordinate collective bargaining, communications, education, occupational health & safety, political action, women's, and other programs.<sup>1995</sup>

**Committees:** We encourage District Councils to create an Environment Committee,<sup>1997</sup> a Political Action committee,<sup>1979, 1996</sup> an Anti-Contracting Out Committee,<sup>1996</sup> a Committee Against Racism and Discrimination,<sup>1996</sup> a Women's Committee,<sup>1997</sup> and a Water Watch Committee.<sup>1999, 2000, 2001</sup>

**Labour Cultural Bursaries:** We encourage District Councils to establish Labour-oriented Cultural Bursaries.<sup>2003</sup>

**Purchasing:** We encourage District Councils to use union made goods and services.<sup>1995</sup> We encourage District Councils to promote initiatives that will strengthen local economies in the communities that we live and work in and forge alliances with local governments, other unions, small businesses and community groups to promote an agenda that includes investment in all of our communities and local buying.<sup>2010</sup>

**Retirees:** We encourage District Councils to establish a Retired Members Association.<sup>1978, 1985</sup>

**Union Education:** We encourage District Councils to schedule and participate in clear language

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workshops through CUPE Union Development.<sup>2005</sup> We encourage district councils to conduct an education needs assessment in order to create a strategic plan for union education.<sup>2004</sup> We encourage district councils establish scholarships for members to attend the CUPE weeklong schools.<sup>1980</sup>

## ENVIRONMENT

**Chemicals:** We support new legislation to require testing for the full range of chemicals known to affect human health and increased funding for water testing and monitoring and that the work remain public sector work.<sup>2001</sup>

**Climate Change:** We support green jobs.<sup>2001</sup> We support becoming a world leader in producing clean electricity and create the necessary jobs to accomplish this.<sup>2008</sup> We support increased funding to communities to support green initiatives.<sup>2008</sup> We support dedicating 10% of revenues collected from the carbon tax to a fund that will be available to municipalities to finance energy conservation and other programs to reduce their carbon footprints.<sup>2015</sup> We support efforts to shift towards the use of renewable energy and promote the just transition to a green economy that respects workers.<sup>2017</sup> We support the BC NDP's Climate Plan.<sup>2017</sup>

**Coal:** We oppose the development of coal-fired generators anywhere in the Province of British Columbia.<sup>2008</sup> We oppose the development of any commercial coalbed methane gases in Telkwa and other areas in the province of British Columbia.<sup>2007</sup>

**Fisheries:** We support the protection of BC's wild salmon and the establishment of a land based, environmentally sensitive fish farm industry. We also support the imposition of a moratorium on sea-based fish farms.<sup>2003, 2013</sup>

**Mining:** We support requiring proper environmental reviews before permitting any mining exploration activities in caribou habitat, and that no such activities be allowed between May 15 and June 15<sup>th</sup> under any circumstances as this is the peak calving season.<sup>2010</sup> We 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.<sup>2017</sup>

**Oil & Gas:** We support the Provincial Government taking responsibility for all environmental spills, including those defined as "low-risk" spills.<sup>2002</sup> We oppose allowing oil supertankers sailing in BC coastal waters.<sup>2011, 2013</sup> We oppose the expansion of the TransCanada pipeline from Alberta to the Westridge tanker terminal in Burnaby<sup>2012</sup> and the Enbridge Northern Gateway Pipelines Project.<sup>2012, 2016</sup> We oppose suspending the moratorium on off-shore drilling/exploration in BC coastal waters.<sup>2002, 2011, 2013</sup> We support a national policy based on developing and preserving our oil and gas resources to meet Canadian needs now and in the future and that the oil and gas industry be developed under public ownership and control.<sup>1978, 1980, 2004</sup> We support tougher safety standards for class 111 tank cars, dangerous goods tank car, and hazardous goods tank cars to prevent ruptures or other damage causing releases when accidents occur; and ensuring improved emergency response and assistance plans along routes with high volumes of oil or other flammable cargo.<sup>2016</sup> We oppose the expansion of the Kinder Morgan Trans Mountain Pipeline and support the work of First Nations communities, the BC NDP, the cities of Vancouver and Burnaby and other organizations who oppose the expansion of the Kinder Morgan Trans Mountain Pipeline.<sup>2017</sup> We oppose the expansion of tanker traffic in BC's coastal waters.<sup>2017</sup> We support refining bitumen from Alberta at the place of extraction.<sup>2018</sup>

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**Pesticides:** We oppose the use of toxic pesticides.<sup>2001</sup>

**Water and Wastewater:** We support declaring water as a human right in Canada.<sup>2010</sup> We support outlawing the sale of Canada's water for export.<sup>2002</sup> We also support creating a comprehensive national policy on water that includes far reaching environmental controls.<sup>2002</sup> We oppose the sale of water or waste water systems to the private corporations and the private sector<sup>2005</sup> and the bulk export of water.<sup>2001</sup> We support working with community groups, coalitions, and other organizations to secure guarantees that Canada's water be protected from all forms of commercialization and privatization, and that control remain within the public sector.<sup>2002</sup> We support an integrated "source to tap" management of water, and protection of health and safety of British Columbians.<sup>2002</sup> We support establishing a comprehensive national policy on water that includes far reaching environmental controls.<sup>2001</sup> We oppose run-of-river projects, until improvements to the water license application process can ensure that extensive consultation with First Nations, environmental groups and local communities occurs before these water licenses are approved.<sup>2008</sup> We support a boycott all Nestlé products.<sup>2018</sup>

## FEDERAL GOVERNMENT

**Airlines:** We support the airline crew complement of 1:40 flight attendant to passenger ratio.<sup>2014, 2015, 2016</sup> We oppose the aviation Safety Management Systems (SMS).<sup>2010</sup> We support Transport Canada establishing and implementing alcohol serving limitations onboard Canadian carriers that include a safe serving practice. We also support imposing transparent legislation that educates, exhibits and regulates the levels of cosmic radiation exposure on board Canadian aircrafts; and a legislated system that requires employers and/or airlines to establish and maintain a database that tracks the levels of cosmic radiation that employees and travelers are subjected to on a per flight basis.<sup>2018</sup>

**Canada Pension Plan:** We support increasing Canada Pension Plan Disability Benefits, including loss of earnings and lifetime pensions.<sup>2017</sup> We also support having child rearing and disability drop out provisions included in the expanded portion of the Canada Pension Plan (CPP).<sup>2017</sup> We oppose changes to the Canada Pension Plan unless previous drop out provisions that protect women and those with disabilities is included in the CPP expansion plans.<sup>2017</sup> We support ensuring Canadians who were either denied or underpaid as a result of the four-year oversight in Canada Pension Plan claims are informed of this.<sup>2017</sup> We oppose the discriminatory practice of clawing back other income of Persons with Disabilities (PWD), e.g. Canada Pension Plan (CPP), Canada Pension Plan Disability, workers compensation, veterans benefits, survivor benefits, and other non-exempt income, insurance and pensions.<sup>2017</sup> We support that the Canada Pension Plan Investment Board (CPPIB) divest itself of investments in military contractors and that the CPPIB place an outright ban on any investment corporations that produce banned landmines.<sup>2004</sup> We oppose any changes to the Canada Pension Plan which undermine benefit levels for retired Canadians<sup>1996</sup>. We oppose increasing the current qualifying age of 65 years for receiving maximum Canada Pension Plan payments.<sup>1997</sup>

**Child Poverty:** We support national standards requiring the provinces and territories to provide adequately funded and effective programs for poor children and their families.<sup>1997</sup>

**Constitution:** We support a new Canadian Constitution based on equal representation between the founding nations.<sup>1978</sup>

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**Employment Insurance (EI):** We oppose any changes that would take away the right of appeal the decision of a Board of Referees.<sup>1977</sup> We support reducing the waiting time for EI benefits be substantially reduced and that benefits be made more readily available to the unemployed.<sup>1977</sup> We support EI being available to all who have paid into the plan and are employable but cannot find work.<sup>1978, 1979</sup> We condemn Canadian economic policies which permit unrestrained capitalism to push the Federal Government toward policies that promote tight fiscal controls, privatization and deregulation and oppose changes in the Employment Insurance Programme. We support restoring equitable income support for all unemployed workers in Canada.<sup>1997</sup>

**Foreign Investment:** We support requiring Canadian investors in developing countries to respect all international standards, human rights, labour laws, environmental protections as well as the rights of indigenous people to self-government.<sup>2006</sup>

**Free Trade Negotiations:** We support the release of draft free trade documents in advance of discussions, and nationwide public hearings before participating any further in trade liberalization negotiations.<sup>2002</sup> We support that all future negotiations of any trade agreements be open to public record and subject to public debate.<sup>2001</sup> We oppose including public services such as health, education and social services, or rights regarding environmental protection, water and other natural resources, culture, food safety and management in trade negotiations.<sup>2001</sup>

**Gasoline Prices:** We support uniform gasoline prices on a Province wide basis and that this price be based on the lowest prices at the pumps.<sup>1981</sup>

**Genetically-altered Foods:** We support proper labelling of products which contain genetically altered foods and testing for long term health effects.<sup>2000</sup>

**International Free Trade Agreements:** We oppose including any public services in Free Trade agreements.<sup>2001</sup> We oppose free trade agreements that threaten our environment, water, culture, social programs, health care, education system, the rights of democratic governments and good paying jobs.<sup>2001</sup> We also specifically oppose the North America Free Trade Agreement (NAFTA),<sup>1988, 1993, 1995, 1997, 2002</sup> North American Agreement on Labour Cooperation (NAALC),<sup>1997</sup> the Multilateral Agreement on Investment (MAI),<sup>1998</sup> the Free Trade Area of the Americas (FTAA),<sup>2001, 2002</sup> the Agreement of Government Procurement (AGP),<sup>2002</sup> the World Bank (WB),<sup>2002</sup> the International Monetary Fund (IMF),<sup>2002</sup> the World Trade Organization (WTO) – including the General Agreement on Trade in Services (GATS).<sup>2001, 2002, 2003</sup> We oppose the expansion of the North American Free Trade Agreement to Latin and South American Nations.<sup>1995</sup> We support the use of civil disobedience in protest against trade deals being developed by the World Trade Organization (WTO).<sup>2001</sup>

**Patent Act:** We support repealing the Patent Act Amendment Act, 1992 (drug patent law) and the subsequent Bill S-17 (An Act to Amend the Patent Act) which have served to escalate costs in the health care system.<sup>2002</sup>

**Senate:** We support abolishing the Senate.<sup>1978</sup>

**Sex Trade:** We support changes to the Criminal Code that address the contradictory legal framework that surrounds the sex trade.<sup>2003</sup>

**Taxation:** We oppose Goods and Services Tax on books.<sup>1994</sup> We support exempting monies received as child support payments from taxation.<sup>1995</sup>

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**Temporary Foreign Workers:** We support the rights of migrant workers and making positive changes to the Temporary Foreign Workers Programs (TFWP) that would allow migrant workers access to permanent resident's status, open work permits, labour mobility; the Labour Relations Board all social benefits and ensure genuine enforcement of labour standards and basic human rights.

**Transfer Payments:** We oppose Canada Health and Social Transfer cuts, and support maintaining funding health care, social programs and post-secondary education.<sup>1996</sup>

## HEALTH CARE

We support protecting, strengthening and expanding our fully-funded universal public health care system operating on a non-profit basis by a public agency of the government that is delivered in a timely, accessible, comprehensive and portable fashion for all.<sup>1993, 2001, 2002, 2003, 2006, 2015</sup>

**Addictions:** We support the work done by Insite, establishing more supervised consumption sites and evidence-based harm-reduction measures proven to save lives; and moving more individuals into detox and addiction treatment.<sup>2016</sup> We support a fully-funded evidenced-based health care response to the opiate overdose crisis in communities across the province that includes:

- Increased staffing for projects that are responding to the Public Health Emergency; and
- Expanded Harm Reduction programs; and
- Detox and Treatment on demand, and
- Access to prescription opioids for individuals suffering from the disease of addiction.<sup>2017</sup>

**BC Ambulance Service:** We support adequate funding to ensure safe and proper levels of training, staffing, and response times for ambulance service in communities throughout BC.<sup>2000, 2002</sup>

**Blood Donations:** We support allowing gay men the right to donate blood, bone marrow and organs.<sup>2012</sup> We support banning for-profit private blood plasma collection clinics in British Columbia.<sup>2018</sup> We support the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies.<sup>2021</sup>

**Blood Testing:** We oppose mandatory testing of patients to identify blood-borne diseases.<sup>2002</sup>

**Community Health Centres:** We support Community Care and community health centers that provide necessary services while reducing acute care costs and using a multi-disciplinary team of salaried health care providers working to their full scope of practice.<sup>2002</sup>

**HIV:** We support fully funding HIV/AIDS social service and health care agencies that provide services to those living with HIV/AIDS and increasing the amount of foreign aid to developing nations for the treatment of HIV/AIDS.<sup>2003</sup> We also support legislation requiring that the insurance industry restore the ability of people living with HIV to qualify for all kinds of insurance coverage based on their individual health status rather than declaring them ineligible based upon HIV sero-conversion.<sup>2012</sup>

**Home Care:** We support the creation of a provincial home care program which sets high quality standards of care and adequate funding for the delivery of home care services.<sup>1999</sup>



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**Long-Term Care:** We support changing the Long-Term Care Act and other relevant legislations to ensure that there is a set of standards of care which must be adhered to through legislation with resources for enforcement.<sup>2002, 2010</sup>

**Pharmacare:** We support a national, publicly funded and controlled Pharmacare Program which would provide equal access to prescription drugs for all Canadians, regardless of their economic status and provide economies of scale achieved through bulk purchasing and reference-based pricing.<sup>2002, 2012</sup>

**Privatization:** We oppose the market-based two-tiered health care and the reduction and privatization of health services in British Columbia and privately operated for-profit hospitals.<sup>1995</sup> We support enforcing the spirit and intent of the Canada Health Act by preventing double billing and withdrawing all funding from provinces that allow for profit delivery of health care.<sup>2002</sup> We support removing all hospital privileges to doctor's who opt out of the Medicare system.<sup>1993</sup> We support returning privatized health care services to public control and reviewing new medical technologies to access health care outcomes and their appropriateness given escalating costs.<sup>2002</sup>

**User Fees:** We oppose user fees, the delisting of services or additional payments to Doctors over and above what is provided by the Provincial Medical Services Plan and the delisting of services.<sup>1985, 2002</sup> We oppose direct billing by the BC Medical Association.<sup>1981</sup>

**Workload:** We support sufficient funding to the community health sector to address issues of workload and emotional distress experienced by our members.<sup>2018</sup>

## HUMAN RIGHTS

We support the human rights of all people at the membership, provincial, federal, and international levels.<sup>2006</sup>

**Anti-Racism:** We support public anti-racism education.<sup>2006</sup>

**Child Labour:** We oppose child labour.<sup>1999</sup>

**Employment Equity:** We support employment equity legislation.<sup>2006</sup>

**Hate Crimes:** We support effective laws dealing with hate crimes, and tougher enforcement of hate crime laws.<sup>1997</sup> We also support banning racist organizations such as the Ku Klux Klan from our Province and condemn the despicable objectives and activities of the Ku Klux Klan.<sup>1981, 1982</sup>

**Hiring Practices:** We support employers adopting hiring and career advancement policies and practices that support members of equity seeking groups.<sup>2018</sup>

**Human Rights Code:** We support amending the Human Rights Code to include the concept of "work of equal value" in place of "similar or substantially similar work".<sup>1980</sup> We support a prohibition of general harassment within the Human Rights Code.<sup>1994, 2006</sup> We support instituting the recommendations presented by Bill Black for improving the B.C. Human Rights Code.<sup>1995</sup> We support ensuring that human rights complainants are supported with legal assistance when seeking redress under the Human Rights Code.<sup>2002</sup> We support increasing the amount of compensation awarded to victims of discrimination, such as to encourage the elimination of

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racism and discrimination in the workplace and in other areas.<sup>2006</sup>

**Human Rights Commission:** We support restoring the BC Human Rights Commission.<sup>2003, 2017, 2006</sup> We support more public funding for accessible public education around the issue of human rights and their enforcement.<sup>2006</sup>

**Human Rights Tribunal:** We support programs that will increase the accessibility of victims of racism and discrimination to the Canadian Human Rights Tribunal.<sup>2006</sup>

**Legion:** We support expelling branches of the Pacific and Dominion Commands of the Legion that persist in the racist policy of not allowing turbans to be worn.<sup>1994</sup>

**LGBTQ2+:** We support legislation that would entrench the rights of gay and lesbian families.<sup>1994, 2006</sup> We support amending the Federal Human Rights Code to include discrimination on the basis of gender identity as a prohibited ground.<sup>2012</sup> We support ensuring bisexual and Transgender and Gender-Variant Canadians have equal rights under the law.<sup>2006, 2017</sup> We support safeguarding against any changes to the legal recognition of equal marriage for gays and lesbians.<sup>2006</sup>

**Pornography:** We oppose pornography wherever it is found in the workplace or community.<sup>1985</sup>

**Violence Against Women:** We support a public inquiry into the failure of law enforcement agencies to properly investigate the disappearances and subsequent murders of the women of Vancouver's downtown eastside neighbourhood.<sup>2003</sup> We support providing education and information to our members to help address the crisis caused by violence against women in our society, improving laws that protect victims of violence, and increasing funding to provide comprehensive services for battered women, such as shelters, counselling and crisis lines.

**Women in Leadership:** We encourage and support women to be elected into leadership roles and continue a relationship of support afterward.<sup>2019</sup>

## INDIGENOUS PEOPLE

We stand in solidarity with Indigenous People<sup>1994</sup> and we support the inherent right of First Nations, Inuit, and Metis, to self-governance and recognize that such self-determination includes jurisdiction over lands and resources.<sup>2006</sup>

**Infrastructure:** We support providing adequate funding for water infrastructure improvements to First Nations, Inuit and Metis communities, to be delivered publicly.<sup>2006</sup>

**Land Claims and Treaty Settlements:** We support the speedy, fair, transparent and negotiated settlements of First Nations land claims as well as the concept of First Nations self-government in British Columbia.<sup>1994, 1995, 1996, 2002, 2006</sup> We oppose the use of referendums on the issues of land claims and treaty settlements but support public consultation and input.<sup>1995, 2001, 2002, 2006</sup>

**Poverty:** We support combating poverty in Indigenous communities.<sup>2006</sup>

**Residential Schools:** We support compensating victims of abuse suffered in Indian Residential Schools.<sup>2006</sup>

**Statutory Holiday for Recognition of Indigenous People:** We support making June 21 a statutory holiday in recognition of all indigenous peoples in the country, whether they be, First

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Nations, status, non-status, Metis or Inuit.<sup>2002, 2003, 2006, 2013, 2018</sup>

**Violence Against Indigenous Women:** We support developing programs to combat violence against Indigenous Women, particularly in urban area.<sup>2006</sup> We support the National task force on missing and murdered Aboriginal women and girls in Canada.<sup>2015, 2016</sup>

## INTERNATIONAL SOLIDARITY

We encourage international solidarity links between BC Unions and those in developing countries, particularly those that are struggling to achieve human rights and labour rights.<sup>2006</sup>

**Africa - Nigeria:** We condemn the activities of the Shell Oil Company in Nigeria and the support given to it by Shell Canada.<sup>1997</sup>

**Africa - South Africa:** We support the South African Congress of Trade Unions.<sup>1986</sup> We support developing stronger ties and communication with the South African Municipal Workers Union (SAMWU).<sup>2001</sup>

**Asia - Burma:** We condemn the Burmese military regime's actions, including its refusal to recognize the 1990 democratic election, its refusal to recognize trade unions, its serious violations of United Nations human and labour rights standards, and its continued use of forced labour. We condemn Canadian companies profiting from the use of forced labour in Burma. We support the National League for Democracy (NLD) and the Federation of Trade Unions of Burma (FTUB).<sup>2001</sup>

**Asia - Philippines:** We support the Confederation for Unity, Recognition and Advancement of Government Employees (COURAGE) Philippines.<sup>2014</sup>

**Caribbean - Cuba:** We oppose the U.S. blockade of Cuba.<sup>1995, 1996, 1997, 2016</sup> We support encouraging further International Solidarity links be created between BC and Cuban unions.<sup>1997</sup> We support establishing formal solidarity relations with the Cuban Trade Union Federation.<sup>1994</sup> We support the Caravans to Cuba.<sup>1995</sup>

**Central America:** We oppose actions against the people of Nicaragua by the Government of Nicaragua.<sup>2004</sup> We support cancelling the external debts of Honduras and Nicaragua to the Canadian Government and the International Monetary Fund.<sup>1999</sup> We oppose United States interference in El Salvador.<sup>1981</sup> We support the Trade Union Group coalition with CoDev and their project targeting Korean companies operating in the Maquilias Zones throughout Central America.<sup>1996</sup>

**Fair Trade:** We support the purchase of fair trade coffee, ensuring that coffee growers receive fair and decent compensation for their work.<sup>2002</sup>

**Indigenous Peoples:** We support the principle of including solidarity building with indigenous peoples into our international solidarity projects where possible.<sup>2002</sup>

**Middle East - Palestine:** We oppose the economic boycott of Gaza, the collective punishment of the Palestinian people, and support the end of the Israeli occupation and illegal settlement of the West Bank, Gaza and East Jerusalem, an end to the annexation of Palestinian territory to Israel, the immediate cessation of the Israeli armed attacks on a civilian people, the ending of the siege on villages, towns and cities and the development of a peace process based on equality between Israelis and Palestinians and is based on the implementation of UN resolutions.<sup>2001, 2008</sup> We

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support all parties respecting the human rights of civilians whether they be Palestinians or Israelis and imposing sanctions on Israel for its refusal to allow the United Nations access to investigate acts of genocide and war crimes in Palestine. We condemn the peace role of the USA between Israel and Palestine.<sup>2002</sup> We support the No Way to Treat a Child Campaign to expose the widespread and systematic ill-treatment of Palestinian children in the Israeli military detention system and oppose Israel violating international law by illegally detaining Palestinians and depriving them of their basic human, civil and political rights.<sup>2018</sup>

**South America:** We oppose CANDU sales to Argentina.<sup>1978</sup> We oppose American efforts to threaten and undermine the democratically elected Venezuelan government and to remove President Hugo Chavez.<sup>2002, 2006</sup>

**South America - Columbia:** We oppose threats, assaults, and assassinations of Colombian union members and denounce the Colombian government's assassination of trade unionists and other civilians.<sup>2004</sup> We support committing resources to Colombian civil society that seeks a lasting building of the social, economic and cultural rights of the Colombian people. We support a requirement that Canadian investors in Colombia respect all international standards on human rights, labour rights and environmental protection, as well as the rights of indigenous people to maintain their traditional societies.<sup>2001, 2002</sup> We support the SINTRAEMICALI (Sindicato de Trabajadores de Empresa Municipal de Cali) Public Sector Union of Columbia Solidarity Project.<sup>2002</sup> We oppose negotiating any free trade agreements with the Government of Colombia until the slaughter of human rights activists, trade union activists and other civil rights activists in Colombia is stopped.<sup>2008</sup> We support the important work of our partner organization in Colombia, Nomadesc, to implement genuine peace in the country.<sup>2018</sup>

**Sweatshop Labour:** We support “No Sweat” purchasing policies and the Maquila Solidarity Network, Oxfam Canada, and Students Against Sweatshops-Canada work in this area.<sup>2002</sup>

**Weapons of War:** We support a ban on all nuclear and other weapons of mass destruction, to move for a complete and general worldwide disarmament.<sup>1977, 1978</sup> We oppose National Missile Defense (NMD).<sup>2001</sup>

## K-12

We support a fully accessible, fully-funded, accountable, public education system in BC.<sup>1997, 2001, 2003, 2006, 2018</sup>

**Amalgamation:** We support an adequate funding system for Amalgamated School Districts.<sup>1997, 1999, 2001</sup> Where amalgamation occurs, we support proper funding from the provincial government to help offset the union’s expenses caused by the school amalgamation legislation<sup>1997</sup> and labour adjustment funding to schools impacted by restructuring on amalgamation.<sup>1996</sup>

**BC Teachers’ Federation:** We encourage all locals representing school workers to develop a formal liaison with the teacher local in their area.<sup>1989</sup> We support the British Columbia Teachers’ Federation advising their members to refuse to do the work of their CUPE sisters and brothers.<sup>1999</sup>

**Calendar:** We support a standard school year with a minimum number of instructional days in the School Act.<sup>2004, 2012</sup>

**Capital Expenditures:** We support revising school construction tender requirements to require

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that quality obtained for dollars spent should be the determining criterion in acceptance or rejection of a school construction project tender,<sup>1998</sup> as well as eliminating the \$50,000.00 tender limit or at least raising it to a realistic figure.<sup>1993</sup> We also support a provincial policy that would require School Districts to, wherever possible, contract in the capital projects.<sup>1993</sup> If contracting out must occur, then the project only be given to unionized BC companies.<sup>1993</sup>

**Community Schools:** We support succinct guidelines for the Community Schools and that support staff employees are placed within existing bargaining units.<sup>1997</sup>

**Corporate Sponsorship:** We oppose corporate sponsorship in education. We oppose undue corporate influence. Should corporate sponsorship be allowed to occur in the education system there must be strict and binding conditions adopted by government before any such projects are permitted, including the following:

- Any relationship between business and the education system must always put the broader public interest first.
- Business must have no additional influence on the curriculum or policy direction in education.
- Corporate sponsors should not receive tax deductions, free labour or product promotion for its sponsorship.
- Institution, educator and student participation in any sponsorship activity, from K-12 through post secondary, must be voluntary.
- All sponsorship support should go through a publicly administered foundation. No institution should deal directly with any business.
- Advertising and the presence of corporate logos is potentially exploitive of students and should not be allowed.
- Any sponsorships which promote preparation for work must include an understanding of employment standards, health and safety, workers compensation, the role of unions, and the rights of workers.<sup>1996</sup>

**Curriculum:** We support including Labour History,<sup>1999, 2003</sup> Trade Unionism,<sup>1993, 1999</sup> Labour Education,<sup>2001</sup> and a history of the Trade Union Movement within the BC School Curriculum.<sup>1979</sup> We also support making the Truth and Reconciliation Commission Report a mandatory part of the K-12 curriculum.<sup>2016</sup> We support providing health and safety education in grades four to six and ten to twelve.<sup>2001, 2008</sup> We support creating a curriculum to educate people on their role/responsibility in eradicating sexual violence.<sup>2018</sup>

**Custodial:** We support establishing minimum standards for cleanliness in schools.<sup>2008</sup> We support fully funding custodial staffing in the public school system to recognize demands posed by changes in recycling and garbage disposal laws, to deal with related pest control issues, and to provide proper cleaning support to counteract the spread of communicable diseases.<sup>2018</sup>

**Education Assistants:** We support the establishment of a Provincial standard of certification for Educational Assistants<sup>1997</sup>, and the implementation of a system of recognized credentials and qualifications to regulate training for education assistants in the K-12 sector.<sup>2019</sup> We support a targeted funding allocation to enable school districts to fund sufficient hours of work for educational assistants to do their jobs and fully discharge their designated work obligations within allocated and paid work time and amend the formula for funding public education to recognize directly in that formula the important role played by educational assistants in the education of BC school children.<sup>2008</sup> We also support amending the Employment Standards Act to include Education

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Assistants.<sup>1999</sup> We support having trained education assistants to be on school buses to look after Special Needs children.<sup>1993</sup> We support the government fully funding students with special needs in the public-school system to ensure proper special education services and supports are provided to all students who require them.<sup>2008, 2010, 2015, 2016</sup> We support the provincial government properly categorizing and fully funding students with special needs in the public school system to ensure proper special education services and supports are provided to all students who require them.<sup>2017</sup>

**Finances:** We support a comprehensive public review of the K-12 education funding formula and levels required to deliver quality public education in BC.<sup>2006, 2008, 2010, 2015</sup> We are opposed to the concept of 'School Based Budgeting'<sup>1984</sup> and the 'voucher type system' of public school financing.<sup>1985</sup> We support making targeted funding allocations to the facilities budget of School Districts be non-transferable.<sup>1993, 2010</sup> We support capping administrative costs in school districts.<sup>1994</sup> We support that all targeted funding designated for special needs students be spent in that area and that training courses, preparation time and professional development be a mandatory criteria in the funding process.<sup>1997</sup> We support additional funding for regional needs such as crossing guards for urban areas, snow clearing for northern areas, and bus transportation for students in outlying areas.<sup>1999</sup> We are opposed to government funding of private schools.<sup>1992</sup> We support a clearer and accountable reporting structure for School District finances than presently exists.<sup>1995</sup> We support requiring school boards across the province seek submissions from all stakeholders to be affected by any budgetary cutbacks and make public all suggestions given in submissions before the school board trustees make their final decisions on their budgets.<sup>1997, 1999, 2001</sup> We support protecting from budget cuts anything that directly impacts the delivery of education to students<sup>1997, 2001</sup> in a clean and safe environment.<sup>1996</sup>

**First Aid Attendants:** We support extra compensation for CUPE first aid attendants in schools for their increased responsibilities in attending to the student population, or that school districts provide another person of equal qualifications, to attend to the student population at those schools.<sup>1999</sup>

**LGBTQ+:** We support policies that ensure freedom from harassment and protection against physical violence for gay and lesbian students in our schools.<sup>1997</sup> We also support including CUPE members, teachers, peer youth councillors and gay and lesbian community groups in any program to rid the schools of discrimination.<sup>1997</sup>

**Libraries:** We support educating School Trustees and parents on the value of Library resources in schools which are supported by skilled and qualified library workers.<sup>1999, 2002</sup>

**Privatization & Regionalization:** We oppose regionalization and privatization of K-12 services, including support services.<sup>2005, 2006</sup> We support keeping K-12 services publicly operated and delivered, as well as ending the privatization process in all facets of public education.<sup>2006</sup>

**Right to Strike:** We support the fundamental right of workers to strike in the education sector.<sup>2001</sup>

**School Boards:** We oppose the concept of "superintendents of accountability" with powers to intervene in and overrule school district decisions.<sup>2007</sup>

**School Board Businesses:** We oppose the incorporation of School Board Businesses, until there has been an open, extensive consultation process involving all educational stakeholders, and a full canvassing and analysis of the implications of the commercialization of educational services.<sup>2003</sup>

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**Students:** We support protecting school children that are at risk from life threatening allergic reactions.<sup>2007</sup> We support Schools for All/sanctuary schools.<sup>2017</sup>

**Support Staff:** We support that School Board ratios be set at one unionized full time equivalent support staff member to 25 students.<sup>2001</sup>

**Transportation:** We oppose teachers driving school buses. We support government regulation and funding of the safe transport of students.<sup>1977, 1980, 1981, 1998</sup> We support amending the Employment Standards Act to include bus drivers in School Districts.<sup>1999</sup> We support installing cameras on all school buses in order to identify violators who disregard current laws requiring them to stop.<sup>2017</sup>

**Violence Intervention:** We support proper and full resources for violence intervention to ensure K-12 support staff have the skills to prevent injuries on the job.<sup>2015, 2016</sup> We support the development of an effective framework for dealing with violence in the workplace for education workers that protects all workers in our education system.<sup>2018</sup>

**Wages:** We support a wage parity fund to address the inequities of wage disparity by means of a phased-in compensation package such as the multi-year pay equity fund and the necessary funding for province wide comparable job descriptions for school district employees in order that graduated pay increases over a set period of time can provide a standard wage grid for provincial school districts where any negotiated wage increment will not adversely affect other above average wages in other school districts.<sup>2005</sup>

## LABOUR MOVEMENT

**BC Federation of Labour Convention:** We support holding five-day annual Federation conventions.<sup>1994, 1996</sup>

**Canadian Farmworkers Union:** We support the Canadian Farmworkers Union.<sup>1981</sup>

**Hospital Employees' Union:** We stand in solidarity with our CUPE Sisters and Brothers in the Hospital Employees' Union (HEU) – Health Services Division of CUPE, in opposing the privatization of health services in British Columbia.<sup>2006</sup>

**Labour Financial Institution:** We support the concept of a Federally Chartered financial institution formed and organized through the Canadian Labour Congress.<sup>1981</sup>

**Raiding & Jurisdictional Disputes:** We support having the Canadian Labour Congress constitution enforced and strengthened to put a halt to cross jurisdictional battles and raiding.<sup>2000</sup> We oppose the raiding of any legitimate unions.<sup>2001</sup>

**Union Education:** We support the Canadian Labour Congress' Winter School at Harrison.<sup>1977, 1978</sup> We support establishing a 'Labour College' in Western Canada.<sup>1980</sup> We support CUPE education courses being sponsored at the C.L.C. Winter School in Harrison.<sup>1978</sup>

## LABOUR RELATIONS

**Accreditation:** We oppose all forms of accreditation that are not consistent with CUPE National

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Policies on free collective bargaining and CUPE BC policies on coordinated bargaining.<sup>1988</sup>

**Anti-Union Activities:** We oppose anti-union, strike-breaking companies and activities. Also, educational facilities should not be used for anti-union, strike-breaking courses, exercises or studies.<sup>1979, 1980</sup>

**Arbitration:** We support the collaborative development of a workable arbitration system where arbitrations are heard and ruled upon in a timely manner.<sup>2003</sup>

**Attendance Management Programs:** We oppose attendance management policies and programs.<sup>2019</sup>

**Bad Employers:** We denounce employers who manage by a regime of terror, attack the dignity of workers and create a climate of favouritism and discrimination in the workplace as they are attacks on the mental wellbeing of workers.<sup>2001, 2002</sup>

**Bargaining:** We support the concept of coordinated bargaining and encourage locals to coordinate within their sector and/or region.<sup>1996, 1998, 2004</sup> We support free collective bargaining.<sup>1982, 1995, 2017</sup> We oppose courts' interference in the collective bargaining system and labour disputes and support legislation to prevent this interference.<sup>1981</sup>

**Bargaining Proposals:** We encourage locals to prioritize negotiation of the following proposals into their collective agreements:

- Improvements to marginalized, auxiliary, casual, on-call and part-time workers' wages, benefits and collective agreement provisions and eliminating two-tier structures.<sup>1995, 2003, 2006, 2010</sup>
- A requirement for the employer to be financially responsible for day care costs.<sup>1979</sup>
- A clear prohibition on sexual harassment, as well as penalties.<sup>1980</sup>
- Meaningful and effective language regarding protecting working faced with technological change.<sup>1994</sup>
- Meaningful contract language covering workplace health and safety committees.<sup>1996</sup>
- Reduce the work week without any reduction in income.<sup>1982</sup>
- A maternity/paternity/adoption leave clause.<sup>1980</sup>
- An Employee Assistance Program.<sup>1981, 1985</sup>
- Protecting members' benefit plans.<sup>2002</sup>
- "Environmental Protection" language including acknowledgement of the need to protect our environment; prohibition of environmentally unfriendly practices; commitments to reduce, re-use and recycle materials used in the workplace, and protection for employees exposing environmentally unfriendly practices by employers.<sup>1988</sup>
- Standardized protection from violence in the workplace.<sup>1996, 1997, 2007</sup>
- Pay equity.<sup>2000, 2002, 2003</sup>
- Leave of absence language for members elected to office and for political campaign work.<sup>1977</sup>
- Improve contracting-out provisions to prevent retirees from contracting back into the workforce.<sup>1983</sup>
- Paid Educational Leave<sup>1977, 1978, 1980, 1981</sup>
- First consideration to applicants who were CUPE members in good standing, when no one from within the bargaining unit is the successful applicant in a job posting.<sup>1981</sup>



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- A "union made" purchasing policy for locals whose members wear uniforms.<sup>2002</sup>
- Special protection to public service employees who, in good faith and on the basis of reasonable belief, disclose unlawful, negligent or improper public sector conduct or dangers to public health or the environment.<sup>2003</sup>
- Gender Neutral Job Evaluation Plans.<sup>2017</sup>
- Protection for members' jobs from volunteers; including joint union-management agreement on the use of any volunteers.<sup>1984</sup>
- Elimination of pension enrolment barriers for part-time and precarious workers.<sup>2019</sup>

**Benefits:** We support protecting our members' health benefit coverage and encourage locals to negotiate Pacific Blue Cross as the named carrier of their health and dental benefits.<sup>2002</sup> We support a requirement that all employers provide Long Term Disability plans.<sup>1995, 1996, 1997</sup>

**Benefit Governance:** We support provincial benefits programs only if we have equitable representation in any governance structure and only so long as it does not undermine the existing plans in any of our current collective agreements.<sup>1996</sup>

**Common Site Picketing:** We oppose the rules concerning Common Sites Picketing in the BC Labour Relations Code.<sup>2001</sup>

**Council of Unions:** We oppose mandatory joint Councils of Trade Unions within our jurisdiction.<sup>1978</sup>

**Drug Testing:** We oppose mandatory drug testing in the public sector, including random drug testing.<sup>2019</sup>

**Employer Bargaining Agents:** We oppose contracting out of negotiations by elected officials to professional negotiators, as this is an abrogation of their responsibility, and is a form of double taxation to the taxpayer. We endorse the concept that professional negotiators should be paid out of the salaries of the elected officials.<sup>1981</sup>

**Employer Bargaining Associations:** We oppose the Greater Vancouver Regional District bargaining association and support its dissolution.<sup>1995</sup> We oppose the Public-Sector Employers' Council and centralized or provincial bargaining and further support the dismantling of province-wide employer associations.<sup>1996, 1997, 1999, 2000, 2001, 2004, 2005, 2010</sup>

**Employment Standards Act:** We oppose excluding certain employees from the act and the loss of protection for employees when their employer goes bankrupt.<sup>2004</sup> We support reinstating the legal age of employment to be not younger than 15 years of age.<sup>2004</sup> We support greater job security, working hours and benefits, and working conditions for precarious workers.<sup>2015</sup>

**Employment Standards Act - Hours of Work:** We oppose the elimination of the eight-hour working day, overtime holiday pay only for certain employees, the reduction of the four-hour minimum to two hours. We support maintaining the two hours minimum for students in the Employment Standards Act for secondary school students only, and only on days when they attend school.<sup>2001</sup> We oppose Flexible Work Schedules unless requested by the employees, the schedule covers a minimum of at least 26 weeks, days at work and days off repeat over a period of up to 8 consecutive weeks, each employee affected by the schedule may only work during each shift cycle, a maximum of 32 hours with no reduction in pay, across all sectors and must be approved by a trade union representing the affected employees.<sup>2001, 2002</sup> We support the right to

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double time for overtime after 12 hours.<sup>2004</sup> We support requiring the consent of the employee to work beyond their regular daily or weekly hours.<sup>1979</sup>

**Employment Standards Act – Wages:** We support the living wage as is set by The Living Wage for Families Campaign in communities for all workers across BC.<sup>2017</sup> We support raising the minimum hourly wage<sup>2001</sup>, that it covers that all people, including people with disabilities, when required to work and/or do job training, work entry or re-entry programs, regardless of ability, job title or job duties and establishment of an indexing formula so that workers making the minimum wage can be assured of annual pay increases.<sup>2008</sup>

**Essential Services:** We support defining essential services as those services identified prior to the date when Anti-Scab Legislation was placed in the Labour Code.<sup>1996</sup> We oppose Essential Services provisions in the BC Labour Relations Code.<sup>2001</sup>

**Forced Affiliations:** We support development of a protocol agreement between BC Federation of Labour affiliates to determine the applicable union to represent the workers in forced affiliation conditions.<sup>1997</sup>

**Hours of Work:** We support establishing the same number of hours of work for all workers with the objective of achieving a 32-hour work week for all with no loss of pay.<sup>1978, 1980, 1982, 1997</sup>

**Job Sharing:** We support job sharing on the following basis:

- All job-sharing arrangements must be covered by the collective agreement.
- The position to be job shared is maintained as a permanent, full-time position.
- If a full-time position becomes vacant as a result of the job-sharing arrangement, that position is also maintained as a permanent, full time position.
- Job sharing should be initiated by the interested employee(s), not by the employer. The members involved should first discuss this with the union, and the local union, if agreeable would then approach the employer. Both the union and the employer must agree to the arrangement.
- A job sharing arrangement should be limited to existing permanent employees.
- Participants in a job sharing arrangement should be at the same job level.
- For each participant in a job sharing arrangement the employer must agree to maintain the Unemployment Insurance and Canada Pension Plan coverage.
- The collective agreement should set a time limit for the period over which a job sharing arrangement can be extended.
- As a minimum, employee benefits during job sharing should be determined by prorating the benefits of the full-time position.
- Service accumulation for pension purposes may be pro-rated, but the salary base for pension calculation should be the full-time salary of the position providing the member's pension plan provides this option.
- Participants in a job sharing arrangement should not be eligible to jointly apply for promotion to a higher-level position.
- The work schedule for a job shared position should remain the same as if the position were not shared.
- If the job sharing arrangement ends because one participant decides to opt out before the expiry of the arrangement, the collective agreement should contain a notice provision for the situation and ensure that, after notice, each employee may post in to a similar full-time position.

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- When the job-sharing arrangement expires according to the collective agreement, the participants will be entitled to similar full-time positions within the workplace.
- There shall be no reduction of the number of full time positions as a result of the establishment of a job sharing arrangement or job sharing arrangements.
- Any agreement with the employer must be by Letter of Understanding and should not be written into the Collective Agreement.<sup>1990</sup>

**Last Offer Votes:** We oppose last offer votes in the BC Labour Relations Code.<sup>1996, 2001</sup>

**Labour Code Reform:** We oppose attacks on workers' rights through the dismantling of the BC Labour Relations Code and support consultation with the labour and business community before any changes to the BC Labour Relations Code are made.<sup>2002</sup>

**Occupational Certification Process:** We support the following prerequisites for a certification process or strategy:

- Clear and unequivocal in its position that it has no intention, nor should any of its actions or recommendations be interpreted, to undermine or interfere with collective bargaining or collective agreements.
- The plan should strive to ensure representation and input along both service lines and geographic considerations. Also, ensure that any future structure which governs, initiates or monitors training have the same balance.
- Training and certification is not a vehicle of an employer or employer's association but, rather, an independent tool for developing training.
- There be a standardization of training to ensure that certification, in-service and other training be recognized equally across British Columbia.
- There be assurances that there will be framework for assessing and recognizing the experience and skill levels of existing employees in any certification process.
- There be support and resources to ensure that training opportunities are available to existing workers at the expense of the employers or government and not the workers.
- There be worker and union input into the development of specific training programs to ensure that those programs are grounded with the experience and expertise of direct line workers as to the needs and requirements for training.<sup>1996</sup>

**Organizing:** We support organizing into CUPE:

- school board employees<sup>1997</sup>
- municipal workers<sup>1997</sup>
- gaming sector workers<sup>1999</sup>
- bus drivers in the education sector<sup>2004</sup>
- recreation workers<sup>2005</sup>
- post-secondary workers<sup>2008</sup>
- Strong Start center workers<sup>2010</sup>

**Pay Equity:** We support the reinstatement of comprehensive provincial and federal pay equity legislation covering public and private sector workers, and that the provincial government provide adequate funding.<sup>1994, 1995, 1997, 1998, 2000, 2001, 2004, 2006, 2008, 2016</sup>

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**Pensions:** We encourage locals to bargain defined benefit (DB) pension plans and we encourage locals with money-purchase pension plans, Registered Savings Plans or without retirement plans to negotiate CUPE's Multi-Sector Pension Plan.<sup>2004</sup> We support pension reform, particularly national pension reforms utilizing defined benefit, low cost mandatory participation, universal access pension plans. We oppose the use of high cost and low return tax sheltering instruments such as Pooled Registered Pension Plan (PRPP) in lieu of true universal pension plans for all Canadians.<sup>2012</sup> We oppose CUPE members' pension funds being used to invest in any corporation that actively pursues, on any level, the contracting out of public sector work.<sup>2001</sup> We support improving the deferred wages of CUPE members by increasing the basic benefit formula in CUPE pension plans to 2.0%.<sup>2004</sup> We support that the retirement age be elective rather than mandatory; no individual be denied pension benefits to which they would otherwise be entitled should they elect to retire at other than "normal" retirement age and that all Canadians must have access to adequate indexed pensions within 40 years of entering the workforce.<sup>1983</sup> We support changing the Pension Benefits Standards Act (PBSA) by mandating BC Pension Plans de-integrate from the Yearly Maximum Pensionable Earnings (YMPE).<sup>2018</sup>

**Pensions - Municipal Pension Plan (MPP):** We support the principle that employer contributions to MPP are considered employee's money as deferred wages.<sup>1999</sup> We support improved service levels from the Municipal Pension Plan,<sup>1996</sup> improved basic pension benefits for CUPE members; ensuring the security of pension benefits for future members; improved Inflation Adjustment Account of the Municipal Pension Plan.<sup>2011</sup> We support increasing contributions to pre-fund the inflation adjustment account to fund the cost of benefits (Medical Services Plan, Dental, and Extended Health Benefits).<sup>2003</sup> We support having a cost of living allowance built into the Canada Pension Plan offset, that medical and extended health coverage be paid 100% by the plan and that an 80 formula be established.<sup>1993, 1996, 1997, 1998, 1999</sup> We support expanding the MPP to include employees of government contractors.<sup>1995</sup> We support providing improved benefit options to terminally ill plan members who require or desire funds to assist them during their illness.<sup>1995</sup> We support the MPP covering the cost of benefits of pensionable disabled employees.<sup>1997</sup> We support providing medical travel coverage for early retirees.<sup>1997</sup> We support allowing workers to be able to purchase any requested prior service time without restrictions.<sup>1997</sup>

**Picketing:** We encourage all affiliates strictly adhere to the BC Federation of Labour Picketing Policy and where extenuating circumstances may result in a Local having to grant permission for a person or persons to cross their picket line, that this action not be taken until contact has been made with the CUPE National Representative involved, the officers of the Division and the BC Federation of Labour.<sup>1981</sup>

**Privatization:** We oppose contracting out of any of work which was historically ours, currently is ours, or may yet come into our jurisdiction.<sup>1979, 1980</sup> We oppose privatization of all public services, including social services<sup>1984</sup>. We support continuing to work with our social justice partners to resist privatization of public services.<sup>2002</sup>

**Public-Private Partnerships:** We oppose public private partnerships being used to finance public facilities or services<sup>1996, 2010</sup> or that in any way threaten the wages, working conditions or job security of our members.<sup>1997</sup> We support requiring contractual guarantees, which protect all the jobs of public sector workers and all work traditionally done by the public sector, as a fundamental condition for approval of any public/private partnership.<sup>1997</sup> We also support requiring, in any exceptional circumstance where such a partnership is contemplated by government, that a full and public process, concerning its cost and social benefits, be conducted prior to approval.<sup>1996</sup> We oppose the adverse effects of Public-Private Partnerships (P3s) on the credit rating of the Municipal Finance Authority of British Columbia (MFABC) and changes that

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now allow financing for Public-Private Partnerships (P3s).<sup>2006</sup> We oppose any proposed requirement that federal infrastructure program projects proceed, or consider proceeding, by way of public-private-partnerships.<sup>2004</sup> We support effective, public and non-profit alternatives to public private partnerships.<sup>2002</sup>

**Right to Work:** We oppose `Right to Work' Legislation.<sup>1977, 1978, 1979</sup>

**Shared Services:** We oppose the use of "shared services" as a means of privatizing public services.<sup>2011</sup>

**Special Enterprise Zones:** We oppose the establishment of Special Enterprise Zones (Free Trade Zones) which supersede collective agreements and other legal contracts governing workers.<sup>1985</sup>

**Strikes:** We support the right to strike and oppose anti-strike legislation.<sup>1982, 2001</sup>

**Successorship Rights:** We support changes to the BC Labour Relations Code that would ensure that workers' rights are protected when contracts are lost or changed.<sup>1994</sup>

**Volunteers:** We oppose the encroachment by volunteers on our jobs, workplaces and job security.<sup>1984, 1997</sup> We support using the following criteria for the use of volunteers:

- Volunteers will not be used to replace or displace paid staff
- The number of paid staff is to be determined without consideration of volunteer contributions
- Volunteers are not to be providers of service, but rather only to add something extra; for instance, more personal contact
- Volunteers do not run programs
- If volunteer activity illustrates an ongoing need, then the work should be paid. Once the pioneering is over, the job should be permanent
- An essential job on a continuing basis should be paid
- No one should voluntarily do a job for which people normally get paid, or for which there is a job description
- Volunteers should only be used on a "by-need", "special occasion" basis, but should not supplement a program on an ongoing basis.<sup>1984</sup>

**Wages:** We support the principle of "across the board" increases rather than percentage settlements<sup>1979, 1980, 1982</sup> and that wage schedules should be calculated and expressed in terms of hourly rates of pay.<sup>1983</sup> We also support the concept of equalization of base rates for inside and outside workers.<sup>1979, 1980, 1981, 1982, 1984</sup> We oppose the increment system.<sup>1984</sup> We oppose all wage guidelines/controls imposed by the Provincial Government.<sup>1977, 1978, 1995, 1996, 1997, 1999, 2000, 2003, 2005, 2010</sup> We support applying a fair wage policy to all contracts tendered by government including the services of all public-sector employees.<sup>1992, 1994, 1997, 1998</sup>

**Whistle Blowers:** We support whistleblower legislation and collective agreement language that affords special protection for public service employees who, in good faith and on the basis of reasonable belief, disclose unlawful, negligent or improper public-sector conduct or dangers to public health or the environment.<sup>2003</sup>

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**Work Experience Programs:** We oppose Work Experience Programs which require students to work for no or substandard wages in order to graduate and enables employers to displace regular workers.<sup>1995</sup> We support the concept that any students hired under “Student Initiative Programmes” come under the jurisdiction of the CUPE Collective Agreement.<sup>1977</sup>

**Work from Home:** We oppose the concept of "Work at Home",<sup>1990</sup> but if the union is not able to negotiate a ban on working at home, it is important to include specific language which will protect the worker and the union, including:

- guarantee the amount of work which will be provided to a homemaker;
- guarantee that homework will not lead to the layoff of other workers;
- identify employer responsibility for all equipment and supplies necessary for the worker to perform their duties;
- establish that there be specific hours and days during which work will be performed and during which the employee's home will be considered a workplace;
- guarantee that homeworkers are covered by WCB; that homeworkers are paid wages and benefits, or additional pay in lieu of benefits, at the same rates as central workers;
- that homeworkers be appraised of and eligible as internal employees for any postings;
- that homeworkers not be permitted to enter into any agreements separate from the collective agreement;
- that the union be supplied with the names, addresses and phone numbers of all homeworkers on a monthly basis.<sup>1993</sup>

## LIBRARIES

We support a provincially-funded public library system in BC with a base-level funding model that ensures adequate funding and an equitable level of public library services to all British Columbians.<sup>1997, 1998, 1999, 2002, 2015</sup>

**Boards:** We support maintaining the current library board structure,<sup>2006</sup> except that appointments should be kept within the jurisdiction of local government;<sup>2014</sup> worker representatives should be added on the library board, to ensure balance; full disclosure should be provided to the union of all financial statements and budgetary considerations for the operation of the library, branches, services and staffing consideration; boards should be more responsible and accountable in the administration of the library;<sup>1998</sup> and the chief librarian’s role and limitations in relation to part 12 of the Act be more fully described.<sup>1998</sup>

**Indigenous Communities:** We support investing in infrastructure to enable the delivery of public library services in Indigenous communities, with additional investments targeted at providing training for Indigenous communities to deliver these services themselves.<sup>2018</sup>

**Library Act:** We oppose any attempt to change the *Library Act* if the changes have a negative impact on CUPE library workers.<sup>2006</sup> We support amending the Library Act to provide funding to Indigenous communities for access to public library services. We support amending the Library Act to add, or recognize, duly elected worker representatives to the regional boards or municipal boards, or be allowed to sit as a worker representative on a library board.<sup>2018</sup>

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**Provincial Budget:** We support restoring a provincial budget line for public libraries as separate from the general education line of the Ministry of Education.<sup>2015</sup>

**Regional Library Systems:** We are opposed to regional districts or municipalities withdrawing from a regional library system where it would negatively impact the level of service, or the rights and jobs of CUPE members.<sup>2003</sup>

**Services:** We support proper funding to ensure that free basic public library services include newer services, particularly electronic information (such as One Card and the AskAway virtual reference program) and internet access, to ensure all citizens across the province have free access to the full range of library services.<sup>1994, 1997, 1998, 2007, 2010</sup>

**User Fees:** We oppose user fees for library services.<sup>1991</sup>

## LOCAL UNIONS

**Affiliations:** We encourage locals to join and affiliate to the CUPE District Council in their area.<sup>1978</sup> We also encourage locals participate and affiliate to the BC Federation of Labour and the CLC Area Labour Council in their area.<sup>1980, 2001</sup> We encourage all locals to become members of Camp Jubilee.<sup>1983</sup> We encourage locals to join and participate in the Recycling Council of British Columbia.<sup>1997</sup>

**Childcare:** We encourage locals either provide dependent care at union meetings and/or develop a policy that provides for receipted reimbursement for dependent care costs incurred by members while participating in authorized union events or activities<sup>2007</sup> or amend their by-laws to provide child care expenses for union business<sup>1993</sup> and for day care costs to be reimbursed while parent participating in union schools, seminars, conventions, etc.<sup>1980, 1983</sup>

**CityWatch:** We encourage locals work to put a City Watch Campaign in place in their city or town.<sup>1999</sup>

**Domestic Violence:** We encourage locals to ensure domestic violence is included in any union or workplace sexualized violence policies.<sup>2018</sup>

**Environment:** We encourage locals to appoint and/or elect an Environmental Committee and/or contact person or representative.<sup>1996, 1997</sup> We also encourage locals to join an environmental coalition if one exists in their community<sup>1991</sup> and that they think locally and act globally.<sup>1997</sup> We encourage locals to pursue green jobs and just transition.<sup>2017</sup>

**Equity and Inclusion:** We encourage locals to establish their own committees against racism and discrimination,<sup>1996</sup> that they hold anti-discrimination courses<sup>1996</sup> and educate members from equity seeking groups about CUPE. We encourage locals to include members from equity-seeking groups as delegates to Convention whenever possible<sup>1996, 2018</sup> including younger members.<sup>2001</sup> We encourage locals to support youth involvement by mentoring young members in executive roles and union business.<sup>2001</sup> We encourage all Locals to provide a seat on their Executive Board for an Indigenous member.<sup>2021</sup>

**Health Care:** We encourage CUPE Locals in British Columbia to participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies.<sup>2021</sup>

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**Health & Safety:** We encourage locals, through their joint Health and Safety Committees, to establish working alone policies and procedures, conduct annual audits of the current or newly developed policies and procedures to monitor their effectiveness, improve policies and procedures if required and conduct semi-annual/annual tests on working alone emergency procedures as part of the auditing protocol.<sup>2006</sup> We encourage locals to require their worker representatives on OH&S committees to attend CUPE Basic OH&S courses; and that their member/worker representatives on joint OH&S committees choose a labour oriented 8 hour course if such is available in their region; and that they add a provision to their bylaws to ensure that OH&S representatives are accountable to their local union and membership when meeting with their employers.<sup>2000</sup> We encourage locals to establish Occupational Health & Safety Committees and take advantage of services offered by members of the Occupational Health & Safety Committees of National, Division and the B.C. Federation of Labour<sup>1981, 2002</sup> and ensure that health and safety reports are included on their agendas<sup>1996</sup> and that local union executives take an active role in the area of health and safety as mandated by the amended Workplace Act and the locals' bylaws.<sup>2001, 2002</sup> We encourage all locals to encourage their members to report all incidents of violence in the workplace to their employer and union<sup>1995</sup> and take an active role in educating their members on the issue of Violence in the Workplace.<sup>1996, 2007</sup> We encourage locals to investigate, initiate or participate in certified programs designed to teach standard first aid and CPR (Cardiac Pulmonary Resuscitation) to all members.<sup>1981</sup>

**Membership Lists:** We encourage locals provide the BC Division with a mailing list of their members and that this list be kept up-to-date.<sup>1984, 1992</sup>

**Native Women's Association of Canada Vigils:** We encourage locals to participate in and support the Native Women's Association of Canada 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 for action to end the high rates of violence against Indigenous women and girls.<sup>2015, 2016</sup>

**Political Action:** We encourage locals to affiliate to the New Democratic Party<sup>1978, 1996, 2015, 2016</sup> and play a full role in NDP Riding Associations and Conventions,<sup>1979</sup> as well as to form a Political Action Committee.<sup>1979, 1996</sup> We encourage locals to form a Council Watch committee to monitor Municipal Council and/or School Board meetings,<sup>2015, 2016</sup> and that locals report decisions that will negatively impact on CUPE members to CUPE BC.<sup>1994</sup> We encourage Locals to join with other progressive reform minded groups to elect mayors, municipal councils and school boards that will deal in a fair way with employees and their unions.<sup>1978, 1983</sup> We also encourage Locals to work within community coalitions to find and endorse candidates to run in provincial elections.<sup>2002</sup>

**Privatization:** We encourage all Locals to designate an Anti-Contracting Out person.<sup>1996</sup> We encourage Locals to establish a Water Watch Committee in their community.<sup>1999, 2000, 2001</sup>

**Precarious Work:** We encourage locals to inform and educate members about the nature and impact of precarious work in our Union and how to fight it.<sup>2016</sup>

**Purchasing:** We encourage locals to buy locally whenever possible, from producers and/or manufacturers who employ sustainable farming, production and manufacturing practices.<sup>2008</sup> We also encourage locals actively support buying Canadian union made garments.<sup>1997</sup> We also encourage locals to buy Co-Development Canada (Co-Dev) fair trade coffee called Cafe Etico.<sup>2002</sup> We encourage locals to promote initiatives that will strengthen local economies in the communities that we live and work in and forge alliances with local governments, other unions,



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small businesses and community groups to promote an agenda that includes investment in all of our communities and local buying.<sup>2010</sup>

**Retirees:** We encourage locals to entice retiring members to participate in the BC Federation of Retired Union Members (BC Forum) and to pay their 1<sup>st</sup> year membership fee.<sup>2002</sup> We encourage locals to establish a Retired Members Association.<sup>1985</sup>

**Sanctuary Cities:** We encourage Locals to adopt the Sanctuary City Principles so that undocumented persons remain safe in their respective cities.<sup>2017</sup>

**Sexual Violence:** We encourage all CUPE locals to educate their members on the issue of the lack of rape kits and properly trained medical professionals to administer them.<sup>2017</sup>

**Union Education:** We encourage locals to have a vibrant education committee representative of their diverse membership and that they set aside sufficient funds to ensure that a fully rounded union education program can be provided.<sup>2010</sup> We encourage locals to schedule and participate in clear language workshops through CUPE Union Development.<sup>2005</sup> We encourage locals to conduct an education needs assessment in order to create a strategic plan for union education.<sup>2004</sup> We encourage locals to send as many delegates as possible each year to the Canadian Labour Congress winter school.<sup>1977, 1978</sup> We encourage locals to include the Pay Equity Workshop in Pro-D education, local union meetings and as part of their general labour education agenda; and pay equity education for library workers, social service workers and other vulnerable or historically disadvantaged sectors of the membership.<sup>2003</sup> We encourage Locals seek out members from equity seeking groups and send them to CUPE courses on a variety of subjects; educate members from equity seeking groups about CUPE.<sup>2016</sup>

**Union Label:** We encourage locals to have all clerical workers who are responsible for typing correspondence or similar material in addition to reference initials add their union and local number as:

AB/ck  
CUPE 100<sup>1981</sup>

**Volunteers:** We encourage Locals to monitor their worksites for use of volunteers.<sup>1984</sup>

**Women's Committees:** We encourage locals to create or rejuvenate committees for women to support and face the battles placed before us.<sup>2001, 2002</sup> We support, where Locals are unable to form a Women's committee, to encourage that committees be formed by women joining together within their municipalities or regions.<sup>1997</sup>

**Workplace Training:** We encourage locals to educate members on the value of workplace training and learning opportunities that may lead to promotions.<sup>2017</sup> We encourage locals to either implement or improve apprenticeship training programmes.<sup>1982</sup>

## MUNICIPAL GOVERNMENT

**Core Service Reviews:** We oppose imposed service reviews conducted by outside consulting firms. We support ensuring evaluations of local services include the need for citizens to have more and improved services and that the cost of currently outsourced work be evaluated.<sup>2016</sup>

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**Community Charter & Municipal Act:** We oppose the Community Charter.<sup>2003</sup> We support including CUPE representatives in any discussions on changes or amendments to the Municipal Act.<sup>1997, 1999</sup> We support CUPE and the Provincial Government working together on a job security agreement for municipal and library workers in the province of British Columbia.<sup>1999</sup> We support changing the Municipal Act to guarantee Public Sector control of Municipal services and the deletion of Public Private Partnership.<sup>1999</sup>

**Elections:** We support seeking out progressive candidates for community elections.<sup>1997</sup> We support establishing a ward system of voting if the community has voted to establish such a system and a ceiling on campaign spending for civic candidates.<sup>1999</sup> We also support conflict of interest guidelines for those accepting donations from unions or businesses, etc.<sup>1999</sup> We support requiring the election of representatives for Regional Districts.<sup>1994</sup>

**Environment:** We encourage municipalities to start or expand community gardens,<sup>2008, 2017</sup> to increase recycling incentive programs, start or expand community composting and put in place other green initiatives<sup>2008</sup> such as implementing an environmental protection program and committee<sup>1996</sup> and promoting the concepts of environmental sustainability and food security.<sup>2017</sup> We encourage municipalities to pass a bylaw prohibiting the cosmetic use of pesticides in residential areas and on public properties, to restrict the use of pesticides when used to control infestations of pests on residential and public properties and simultaneously educate residents about ecological alternatives to pesticides.<sup>1999</sup>

**Finance:** We support local governments in their efforts to find additional revenue sources for the delivery of municipal services,<sup>2010</sup> such as those outlined in the 2013 Union of BC Municipalities report “Strong Futures: A Blueprint for Strengthening BC Local Governments’ Finance System.”<sup>2015</sup> We support maintaining the current level of grant funding to municipalities.<sup>1996</sup> We support that the Minister of Municipal Affairs work with CUPE to find ways to mitigate the effects of municipal grant cuts on CUPE workers.<sup>1999</sup> We oppose the position of Municipal Auditor General (MAG).<sup>2012</sup> We encourage municipalities to buy local and to support farmer’s markets.<sup>2008</sup> We support ensuring assessed industrial property taxes are actually paid.<sup>2010</sup> We oppose any effort by senior governments to reduce the autonomy of local municipal governments and their ability to determine the value of the services provided by their employees.<sup>2015</sup> We support requiring that the Provincial Government tie Infrastructure Grant funding to a requirement that the work be performed by Municipal workers.<sup>1999</sup>

**International Women’s Day:** We encourage civic governments/councils to proclaim March 8<sup>th</sup> International Women’s Day in their community.<sup>2002</sup>

**Living Wage:** We encourage municipal governments to support the “living wage for families campaign” in municipalities throughout BC.<sup>2017</sup>

**PNE/Playland:** We support keeping the PNE/Playland in the Lower Mainland.<sup>1995</sup>

**Sanctuary Cities:** We encourage municipal governments to create Sanctuary Cities that become safe havens for those who are undocumented or who are without legal immigrant status.<sup>2017</sup> We encourage municipalities to provide compulsory training programs in all city departments and agencies so that staff and volunteers understand the experiences, needs and their new roles with respect to undocumented workers.<sup>2017</sup> We support the Sanctuary City Principles.<sup>2017</sup>

**Significant Projects Streamlining Act:** We support the repeal of the Significant Projects Streamlining Act, due to its ability, without legislative consideration, to eliminate any provincial or

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local regulations, procedures, timetables, laws, bylaws or policies (including, for example, zoning or environmental standards and oversight), associated with projects it deems provincially significant. We also support any communities that have local government decisions overturned by the exercise of this Act.<sup>2004</sup>

**Translink:** We oppose the establishment of the Greater Vancouver Transit Authority.<sup>1998, 1999</sup> We support a democratically elected Translink board on the democratic principle that there should be no taxation without elected representation and oppose the privatization of the transportation system in the Lower Mainland.<sup>2007</sup> We oppose the privatization of the operations and maintenance of the Canada Line.<sup>2003</sup> We support a ratio of Transit Supervisors up to 1 transit/Field Supervisor for every 32 Transit Operators.<sup>2017</sup>

**Waste Collection:** We support establishing a provincial public utility or crown corporation to handle all aspects of the waste stream, including garbage, recycling and hazardous materials to ensure that waste revenues are captured for taxpayers through central marketing of recyclables, the environment can be protected through expanded recycling and waste can be reduced.<sup>1993, 1994, 1995, 1996, 2012</sup> We oppose the establishment of user fees for garbage collection.<sup>1992</sup>

**Water & Wastewater:** We encourage municipalities to become Blue Communities and support the public ownership and operation of water and wastewater infrastructure<sup>2015, 2016, 2017</sup> and ensuring that the Provincial Government provides the necessary resources to upgrade and maintain our water infrastructures so that all British Columbians have access to publicly owned and operated sources of clean, safe drinking water.<sup>2015</sup> We support ensuring integrated "source to tap" management of water, and protection of health and safety of British Columbians, by accepting and implementing all the recommendations of the Provincial Drinking Water Review Panel's Final Report, February 13, 2002.<sup>2002</sup> We oppose the privatization of water and wastewater treatment services, retaining these services in the public domain and support ensuring an adequate level of funding to expand and upgrade municipal water and wastewater systems.<sup>2001, 2015</sup> We support bringing all water and wastewater systems and any parts of them that have been privatized back under public control and operation.<sup>2000</sup> We oppose any form of public-private partnerships between for profit water companies and our municipal governments.<sup>2001</sup>

**User Fees:** We oppose the growing concept of "User Fees" for public services.<sup>1994</sup>

## NATIONAL UNION

**Bylaws:** We encourage CUPE National to develop Model By-Laws for multi-unit Locals.<sup>1995</sup>

**Committees:** We encourage the National Union to establish a National Transportation Committee.<sup>2017o</sup>

**Mergers:** We encourage CUPE National to consider three issues related to encouraging mergers of locals: costs of organizing and bargaining first agreements to be covered by National; develop a pilot program to facilitate mergers; realign locals in a region once numbers warrant stand-alone locals in a similar sector.<sup>1995</sup>

**National Executive Board:** We support a National Executive Board Structure as follows:

The National Executive Board shall be composed of: the National President, the National Secretary-Treasurer, ten (10) Regional Vice-Presidents (normally the Division Presidents) plus one (1) Vice-President representing Federal jurisdictions and additional Vice-

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Presidents for each Province for each 50,000 members, one for the first 50,000 and one for each additional 50,000 members or fraction therefore and an Executive Committee be elected from the members on the National Executive Board, by the National Executive Board, to replace the NEC.<sup>1977</sup>

**Per Capita:** We support the principle of an income related per capita structure for our National Union <sup>1983</sup> of no less than 0.9%.<sup>1997</sup>

**Policy Book:** We encourage CUPE National to publish a CUPE National Policy Book and update after each convention.<sup>1980</sup>

**Research:** We encourage CUPE National to do research and create training and bargaining tools in order to make real changes in the lives of precarious workers.<sup>2016</sup>

**Sexual Violence:** We encourage CUPE National to create a toolkit on the topic of sexual violence at work (similar to the domestic violence bargaining tool kit) to include language to bargain on the topic, training on the continuum of sexual violence, general education about the topic and a program to support stewards and union members in their support of others – to ensure that there are critical incident stress responders available especially in the absence of an Employee Assistance Program (EAP), as well as resource bystander training for all CUPE members and CUPE staff to create a culture of true respect in our union.<sup>2017</sup>

**Staffing:** We encourage CUPE National to send notices to all affiliates at least twice a year advising members of the procedure available to members who may wish to apply for any position with the National Union.<sup>1981</sup> We oppose salary increments in agreements with National Union Staff.<sup>1981</sup> We encourage CUPE National to increase servicing staff for BC that will bring BC to the national average number of members per representative.<sup>2000, 2001, 2002</sup> We encourage CUPE National to decentralize CUPE Regional Offices to provincial area offices to better serve CUPE members.<sup>2004</sup> We encourage CUPE National to make available trained staff with expertise in processing WCB appeals<sup>1997</sup> and ensure that CUPE specialists (Legal, Workers' Compensation Board and Research staff) be made available on a fair and equitable basis to all CUPE members through personal contact at the local area offices.<sup>2004</sup>

**Union Education:** We encourage CUPE National seek to join with the Canadian Labour Congress and BC Federation of Labour and all affiliated locals to explore and invest in building a union education centre.<sup>2016</sup> We support providing pre-retirement counselling for all our members.<sup>1983</sup> We encourage CUPE National to create a course to train union activists in Critical Incident Stress<sup>2015</sup> and Peer Support.<sup>2017</sup> We encourage CUPE National to educate our existing and newer members wherever possible about our rich labour history as a part of our bargaining strategies.<sup>1995</sup> We support holding CUPE education courses in local communities.<sup>2001</sup> We encourage CUPE National to develop a course to educate and mobilize Young Workers to become effective leaders within our union.<sup>1999, 2017, 2018</sup> We encourage union development to create a weeklong course for presidents and officers orientation, as well as produce a comprehensive binder for new and current presidents and officers, including template letters for day to day business.<sup>2017</sup> We encourage CUPE National review and update the CUPE Member Facilitator Program (recruitment, skills development and support of members facilitators) which was approved in December 2004.<sup>2016</sup> We encourage CUPE National expand the role of weeklong schools in BC to include the families of participants and that a family education module be designed by CUPE National and delivered at weeklong schools with a view to ease the negative impact of union activity on the family unit.<sup>1997</sup>

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## OCCUPATIONAL HEALTH & SAFETY

We support strong preventative occupational health and safety policies and practices that protect all workers.<sup>2002</sup>

**Bed Bugs:** We support requiring that WorkSafeBC recognize the infestation of bed bugs as a health and safety issue and develop regulations that support and train workers affected by this chronic concern, that compensation be made available both retroactively and moving forward to workers who have incurred excessive fumigation costs as a result of bringing bed bugs home with them and that Municipal authorities enforce existing bylaws regarding bed bugs infestation.<sup>2008, 2010</sup>

**Cancer:** We support more research funding to clarify and identify the environmental factors linked to breast cancer<sup>2010</sup>; a national campaign that informs the public about chemicals and products most commonly linked to breast cancer; applying precautionary regulation of chemicals as part of the Federal Chemicals Management Plan B; updating the list of hazardous materials and substances to the Federal Work Hazards Material Information list; and creating “The Right to Know” Hazard labeling legislation that would guarantee consumers the right to know what hazardous substances and ingredients may be included in the products they buy.<sup>2001</sup> We support that all measures be taken to prevent workers’ exposure to carcinogens via the elimination of, or substitution for, known cancer-causing agents and exposure circumstances.<sup>2001, 2002</sup>

**Contracting Out:** We support WorkSafeBC exposing Employers who are contracting out work because many of their employees are injured due to the Employer's work practices.<sup>1999, 2001</sup>

**Pesticides:** We oppose the use of toxic pesticides due to their adverse health effects.<sup>2001</sup>

**Precautionary Principle:** We support incorporating the Wingspread Precautionary Principle into all occupational health and safety legislation and regulations and to reviews of all health, safety and environmental hazards in CUPE BC workplaces.<sup>2006</sup>

**Recreation Services:** We support amending Section 81 of the Pool Regulations to include a mandatory requirement that pool operators hold a certificate of competency.<sup>1994</sup>

**Safety Education:** We support WorkSafeBC providing education and training to workers to deal with work related stress.<sup>1998</sup> We support an expansion of current WCB regulations governing risk assessment to include a mandatory provision of employer paid critical incident stress programs.<sup>1999</sup>

**Sick Buildings:** We support mandatory inspections of sick buildings and ensuring that measures are in place to force compliance with any directives that result from these inspections.<sup>2001, 2002</sup>

**Violence in the Workplace:** We support that WCB ensure that all employers provide pertinent information to their workers regarding the clients they support, on behalf of the agency, and their capacity for violent behaviour; ensure all employers provide adequate training to all members concerning dealing with violent behaviour and that special standards are created related to workplace violence.<sup>1997</sup> We support stiffer criminal code penalties for persons who assault on duty transportation workers such as (transit drivers, transit supervisors, Skytrain operators, and flight attendants).<sup>2012</sup> We support the the Provincial Government providing educational programs for our members and the public regarding violence in the workplace and that the Provincial

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Government take responsibility for providing post-traumatic counselling resources for CUPE members affected by violence in the workplace.<sup>1999</sup> We support that WorkSafeBC ensure violence and threats in the workplace are taken seriously and required by employers to act upon immediately. This includes, however is not limited to, biting, spitting, pinching, verbal abuse and physical intimidation.<sup>2018</sup>

**Workers' Advisors:** We support increasing the number of employees at Workers' Advisory Services to assist in the backlog of appeals.<sup>1997</sup> We support providing sufficient resources to ensure there are enough Worker Advisors to provide service to injured workers who require assistance in their claims and appeals so all injured workers get Workers' Advisory service.<sup>1998</sup>

**WorkSafeBC:** We support restoring staffing, programs and regional offices needed for the enforcement of health and safety of workers.<sup>2004</sup> We support the WCB hiring new inspectors with hands on Public Sector backgrounds and Equity considerations.<sup>1998</sup> We support ensuring at least 50% labour representatives on the WorkSafeBC Board of Directors.<sup>2014</sup>

**Workers' Compensation Act:** We support amendments that would ensure employers are fully responsible to provide reasonable, meaningful work for workers injured/disabled with guaranteed compensation for as long as earnings are impaired and that severe and enforceable penalties be contained under the Act to ensure compliance by employers.<sup>1997</sup> We support amendments that would recognize prevention as a compensable circumstance.<sup>1997</sup> We support Community Social Service workers being recognized as First Responders in their communities and receiving the same support and services as Firefighters and Paramedics.<sup>2018</sup>

**Worker Safety Committees:** We support requiring that Worker Safety Representatives be compensated by employers at appropriate rates of pay, including overtime rates of pay, for time spent involved in safety related duties or Safety Committee Meetings, when such time falls outside of the Worker Safety Representatives normal hours of work or days of work.<sup>2001, 2002</sup>

**Working Alone:** We are opposed to working alone<sup>1994</sup> and we support the restoration of the Working Alone regulations known as "Grant's Law" to the original 2008 requirements.<sup>2013</sup> We support safety protection for people working alone.<sup>1992</sup>

**WCB Compensation:** We support removing age 65 as the date of termination for anything related to WCB claims or appeals and Pension entitlements.<sup>2016, 2018</sup> We support developing a system of assessment of musculoskeletal injuries or conditions that is based on functional, as opposed to medical criteria and which prescribes compensation, re-training, pension, or other alternatives depending on the circumstances of the worker and the nature and extent of the disabling condition.<sup>1998</sup> We support requiring WCB compensate Unions for the cost of representing workers in their WCB Claims and Appeals.<sup>1998, 1999</sup> We support changing the Workers Compensation Act to require the employer at the time of injury to continue to employ rehabilitated workers.<sup>1999</sup> We support WorkSafeBC recognizing the following as workplace injuries or occupational diseases:

- repetitive strain<sup>1994</sup>
- workplace stress<sup>1998</sup>
- breast cancer acquired due to occupational hazards.<sup>2010</sup>
- the effects of bullying and mobbing over a period of time to be included as a post-traumatic stress disorder.<sup>2008</sup>
- post-traumatic stress disorder for first responders with a "Presumptive" clause.<sup>2016</sup>

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## POST-SECONDARY

We support a fully accessible, fully-funded public College and University system with facilities in every region of British Columbia<sup>1999, 2002, 2017</sup> that provide safe, healthy work environments with secure employment and appropriate staffing levels and workload expectations.<sup>2018</sup>

**Academic Freedom:** We support academic freedom and collegiate decision-making at our Canadian post-secondary Institutions.<sup>2016</sup>

**Adult Education:** We support government providing funding for the unemployed to upgrade their education and increasing funding levels to post-secondary institutions to ensure adequate space for adult learners.<sup>1994</sup>

**Ancillary Workers:** We recognize ancillary workers in the University Sector as public-sector employees who should be treated fairly with funding to provide pay equity for them.<sup>1999</sup>

**Boards:** We encourage CUPE members on college, university-college and university boards of governors to vote in favour of budgets that reduce tuition fees and increase funding for public post-secondary education.<sup>2007</sup> We encourage the Provincial Government appoint representatives from CUPE University locals on University Boards of Governors.<sup>1998</sup> We support changes in the composition of College and University Boards to increase the elected positions so that they hold a majority of the positions; and lifting any restrictions on union activists from sitting in elected positions on these Boards; and the appointment of appropriate, diverse and progressive thinking members of our communities to College and University Boards to the remaining appointed positions. We support amending the Universities Act to designate at least one seat for unionized support staff on the Board of Governors.<sup>2018</sup>

**Corporate Involvement:** We oppose any corporate involvement at post-secondary institutions that is not restricted or transparent, especially with respect to their influence on curriculum, research, hiring and operations.<sup>2016, 2017</sup>

**Finances:** We support increased funding to BC Universities to protect current programs and services, to reduce workloads and burnout of CUPE members and to meet future demand.<sup>1994, 1999</sup> We support for increased funding to support the additional enrolment into post-secondary institutions in British Columbia and funding to bring unionized staffing up to satisfactory levels.<sup>2001</sup>

**Indigenous Involvement:** We support continued funding of the Aboriginal Service Plan which is a plan for increasing Indigenous involvement in post-secondary education.<sup>2010</sup>

**International Students:** We support ensuring 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.<sup>2016</sup>

**Labour Studies:** We support establishing fully funded faculties, departments and programs of Labour Studies at post-secondary institutions on a scale and level of funding at least matching that for business studies.<sup>1988, 2016</sup>

**Literacy Essential Skills Training:** We support restoring funding to the Literacy Essential Skills Training programs for all.<sup>2015</sup>

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**Maintenance:** We support that University Minor Capital Certificates be expanded to 18 and 24 months.<sup>1999</sup> We support increasing public funding for deferred and cyclic maintenance, renovations, and upgrade projects for post-secondary institutions.<sup>2017</sup>

**Post-Secondary Act:** We support the adoption of the Post-Secondary Act.<sup>2017</sup>

**Privatization:** We oppose privatization in post-secondary, which promotes inequality of education and undermines the public education system.<sup>2005</sup> We oppose any government financial or other support of private for-profit post-secondary education and training institutions.<sup>1999</sup>

**Tuition:** We support the elimination of tuition fees<sup>2017</sup> for all public undergraduate post-secondary degrees, diplomas and certificates through a corporate education tax.<sup>2000, 2015</sup> We oppose tuition increases<sup>1999, 2002</sup> and differential tuition fees for out-of-province Canadian post-secondary students unless there is a very substantial and demonstrable net increase in the ratio of out-of-province students over BC students in other provinces.<sup>1999</sup> We support maintaining and expanding the BC grant component of the BC student financial assistance program.<sup>1999</sup>

## PROVINCIAL GOVERNMENT

**Assessment Authority:** We oppose the regionalization of property assessment services in British Columbia and support returning specialized property assessment services in all communities in British Columbia and keeping all current Authority locations full-service, full property-type offices.<sup>2007</sup>

**BC Arts Council:** We support maintaining, if not increasing, BC Arts Council operating grants for museums and galleries.<sup>2001</sup>

**BC Hydro:** We support protecting public ownership of BC Hydro.<sup>2008</sup> We oppose the privatization and break-up of BC Hydro; the back-door deal with Accenture to privatize BC Hydro and support repatriating privatized public sector jobs at BC Hydro.<sup>2003</sup> We support public ownership of BC Hydro and protecting BC consumers as well as ensuring renewed commitment to energy conservation.<sup>2001, 2002</sup>

**Community Benefit Agreements:** We support public infrastructure projects being built under Community Benefits Agreements.<sup>2019</sup>

**Elections:** We oppose the Single Transferable Vote system as proposed by the Citizen's Assembly.<sup>2005</sup>

**Forestry:** We support requiring all timber that is harvested in British Columbia to be processed in British Columbia.<sup>2008</sup> We support the boycott of American products and companies, until American forestry lobby groups stop their economic terrorist actions against the BC Forest Industry.<sup>2002</sup> We support a moratorium on the cutting of old growth forests in British Columbia.<sup>2017</sup>

**Gaming:** We support maintaining CUPE bingo hall jobs across BC as public-sector jobs.<sup>1999</sup>

**Heritage Day:** We support declaring the third Monday in February as a Statutory Holiday to be known as Heritage Day.<sup>1980</sup>



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**Housing:** We support a fully funded subsidized housing program for those people in need of shelter.<sup>2004</sup>

**Insurance Corporation of BC (ICBC):** We support changing Part 7 of the Insurance Corporation of British Columbia's Insurance (Motor Vehicle) Act to ensure that rates and provisions are in line with today's costs and expenses so that those injured in motor vehicle accidents and their families can get the services and support that they need.<sup>2010</sup> We encourage ICBC implement a Safe stop awareness campaign for media and public education purposes.<sup>2017</sup> We support substantially increased fines for motor vehicle violations in construction zones and encourage the Provincial Government to initiate a Province wide safety campaign designed to increase awareness of motorists while driving in construction zones.<sup>1997</sup>

**Income Assistance:** We support eliminating the current requirement of persons with disabilities that they receive regular income assistance for a period of one year before being eligible to apply for Persons With Disabilities (PWD) income assistance.<sup>2012</sup> We also oppose the three-week waiting period for all persons who apply for income assistance, particularly for persons with disabilities.<sup>2012</sup>

**Interprovincial Free Trade Agreements:** We oppose the Interprovincial Trade Agreement and the inclusion of the Municipal, Academic Institution, Social Service, Schools and Health Care sectors.<sup>1994, 1995, 1996</sup>

**Internet Access:** We support free and universal Internet access as a public infrastructure service through government funding.<sup>1997, 2017</sup>

**Legal Aid:** We support reinstating legal aid funding and eligibility criteria to levels in existence prior to any cuts made to Legal Aid to ensure everyone's right to legal representation in all family and child protection proceedings.<sup>2002, 2004</sup>

**Make-Work Projects:** We oppose government funding work projects that exclude workers hired for these projects from the wages and conditions of the collective agreement.<sup>1977, 1978, 1979, 1980</sup>

**Medical Services Premiums:** We support the provincial government fully funding the Medical Services Plan premiums.<sup>2017</sup>

**Partnerships BC:** We oppose the requirement that all capital projects, which they are contributing to and exceed \$20 million, be examined by Partnerships BC, who continue to put private greed ahead of public good by insisting that the overwhelming majority of projects be a public-private-partnership.<sup>2007, 2013</sup>

**Privacy:** We support that the BC government retain all personal information within the public provincial system to avoid any personal information being subject to release to US authorities as provided for under the USA PATRIOT Act.<sup>2005</sup>

**Sexual Violence:** We support improved access to rape kits for survivors of sexual assault by:

- Ensuring all British Columbia hospitals, including those at Universities such as University of British Columbia, have physicians with forensic training so that rape kits are administered by appropriately trained health professionals who can gather the forensic evidence without further traumatizing the survivor; and

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- Subsidizing forensic training for rural nurses, similar to the Nova Scotia ‘SANE’ program of specially trained nurses – ‘Sexual Assault Nurse Examiners’ to administer the kits; and
- Creating a mobile forensic nurse unit that can travel to far-flung areas of the province; and
- Purchasing freezers with locks for all health centres and hospitals in British Columbia to store completed rape kits to give the survivor time to decide whether or not to report the crime to the police and to preserve the ‘chain of custody’ by never allowing evidence to be left unattended.

**Taxation:** We support fairness in the provincial income tax system and oppose corporate tax cuts.<sup>2010</sup> We oppose a Harmonized Sales Tax.<sup>2010</sup>

**Technological Change:** We support the Provincial Government providing funding to assist unions in BC to research technological change in the workplace.<sup>1995</sup>

**Trades & Apprenticeships:** We support adequate funding for expanded apprenticeship programs in the public<sup>1981</sup> and private sector.<sup>1994, 1995</sup> We support apprentices being hired on a pro rata basis, based on the number of journeymen in their employment.<sup>1982</sup> We support fixed apprentice to journey person ratios for all apprenticeships.<sup>2017</sup> We support a properly funded apprenticeship and skills training system that has full and equal representation by labour and is organized by individual trade as opposed to industrial; that reinstates a system of “compulsory trades” to maintain high standards; that requires crown corporations that employ trades, to have a fixed ratio of apprentices to journey persons; that provides incentives to encourage public and private sectors to train apprentices; and that has a place within the post-secondary education system.<sup>2012</sup>

**Trades & Apprenticeships - Industry, Training and Apprenticeship Commission (ITAC):** We support providing ITAC sufficient funding to fulfill its mandate, including funding for publicly accountable bodies to maintain current curricula for new and standard trades; for institutional and work-based programs and that ITAC continue to have its place within the post-secondary education system.<sup>1999, 2001</sup> We support a practical assessments model for challenging certified trades to ensure that subject matter experts and Red Seal journeypersons validate not only the knowledge base of challengers and the required one-and-a-half times the hours at the trade, but the actual ability to perform the work and pass a defined practical assessment.<sup>2017</sup> We support establishing and supporting apprenticeships in CUPE workplaces where there are skilled trade workers, including a focus on Indigenous workers and women in trades.<sup>2018</sup>

**Women’s Issues:** We support full equality for women and including women’s equality in government economic policies.<sup>1988</sup> We support restoring funding, to at least the pre-2001 Budget levels, for all programs affecting the quality and safety of women’s lives.<sup>2002</sup> We support restoring core funding for the Province’s Women’s Centres such as in Vancouver’s downtown eastside neighbourhood<sup>2003</sup> for all programs affecting the quality and safety of women’s lives to at least the pre-2001 Budget levels.<sup>2002, 2004</sup> We support restoring the Violence Against Women in Intimate Relationships (VAWIR) Policy by eliminating the Crown Counsel Policy which introduced the encouraged use of alternative dispute resolution mechanism measures to the VAWIR Policy.<sup>2004</sup>

## SOCIAL SERVICES

We support properly funded, public community social services.<sup>2002, 2003, 2017</sup>

**Childcare:** We support a comprehensive, quality, national, properly funded public system of

# CUPE BC POLICY MANUAL

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Integrated Early Care and Learning and the \$10/day childcare plan which is accessible and affordable.<sup>1995, 1997, 2002, 2004</sup> We support reinstating Child care subsidy grants and revising the eligibility criteria for the child care subsidy.<sup>2002, 2004</sup> We support exempting child support payments from taxation.<sup>1995</sup> We also support decent wages, working conditions and benefits for all child care providers.<sup>2002</sup> We support proper funding and support for early childhood education programs throughout British Columbia and \$10/day childcare.<sup>2004, 2015, 2016</sup> We support centralizing the provision and regulation of child care services under the Ministry of Education.<sup>1981, 1983</sup> We support the Coalitions of Childcare Advocates of BC and the Common Vision and Agenda for Childcare in BC in their fight for a national childcare plan.<sup>2004</sup>

**Developmental Disabilities:** We support establishing an independent officer of the legislature to advocate for people with developmental disabilities and their families; a moratorium on cuts to group homes, day programs, and community inclusion services; and a government financed independent and thorough review of Community Living British Columbia, its budget, expenditures, and service-delivery model.<sup>2015</sup> We also support reinstating funding to maintain the present numbers of residents in group homes; maintaining necessary staffing levels to provide required services for those with physical, mental or behavioural disabilities, and ensuring a safe and healthy working environment.<sup>2002</sup> We oppose restructuring of Community Living Services and Children & Families Services into “authorities” and instead support engagement in open consultation with all stakeholders.<sup>2003</sup>

**Home Support:** We support restored and increased funding to Home Support Services.<sup>2017</sup>

**Privatization:** We oppose the practice of contracting out or privatization of services provided by Social Service workers.<sup>1984, 1997, 2002</sup> We oppose the increased use of small contracts in all sectors, and particularly in the Community Social Services and Childcare Sector.<sup>2017</sup> We support providing contracted social service workers with provincial benefit plans including Long Term Disability, Dental and Death Benefits.<sup>1997</sup>

**Social Assistance:** We support an increase in Social Assistance payments for all BC recipients.<sup>1999</sup> We support the Employment Insurance Program and the Social Assistance Program and opposed attempts to weaken the social safety net. We support increasing welfare levels for single parent families and allowing the single parent to remain at home under income assistance until their youngest child reaches seven years of age.<sup>2002</sup> We oppose workfare and support the Canadian Assistance Plan.<sup>1995, 1997</sup> We support the right to income when in need; the right to an amount of income that takes into account budgetary requirements; the right not to work or train for welfare; the right to appeal decisions about Income assistance and the right to income assistance regardless of what province you are from. We support the Canada Assistance Plan, amending the B.C. Benefits Plan to restore funding levels and removing the three-month residency requirement.<sup>1996</sup> We support income assistance programmes as essential for those workers who have lost their jobs through no fault of their own and for those young people who wish to enter the work force where no jobs are available and that the social and financial well-being of all unemployed workers must be guaranteed by the Federal and Provincial governments. This income assistance programme guarantees unemployed workers a minimum annual income that will sustain them with a decent, healthy and honourable standard of living.<sup>1997</sup> We support restoring welfare at pre-2001 levels to all citizens who need assistance.<sup>2004</sup>

**Wage Parity:** We support wage parity for CUPE Social Service Workers with Community Health Workers.<sup>1995, 1998, 2003</sup>