

OCTOBER 28-30, 2021

EXECUTIVE COUNCIL REPORT

Breaking Barriers Embracing Diversity

CONVENTION 2021



*move***up**
MOVEMENT OF UNITED PROFESSIONALS

Breaking Barriers Embracing Diversity

CONVENTION 2021

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PRESIDENT'S REPORT

DAVID BLACK

It is my great honour and pleasure to welcome delegates to our triennial Convention. Convention is always an exciting time for our union because it is a time of both reflection and renewal. This year's Convention is a time of renewal in more ways than one, with this event being one of the first for many of us to gather in-person.

To say these last three years have been a challenge for our union would be an understatement, but it has not been without its highlights. We have mounted successful campaigns such as our Driving Public campaign, which fought off a very strong push to privatize ICBC. Our efforts not only meant preserving 5,000 jobs for our members but also spurring the provincial government to implement a new model of insurance that has had the effect of dramatically lowering rates for everyday drivers.

The incredible work of our members, particularly those serving on their bargaining committee, as well as our staff have helped us secure strong collective agreements in many of our bargaining units, as well as weather the storm during a few labour disputes — such as at Kelowna Cabs, Westminster Savings and VantageOne Credit Union—to come out stronger on the other side. We were also proud to welcome members from new workplaces into our family, including at Nimbus School of Recording & Media, Surrey Metro Taxi, and PrairieCoast equipment Langley, as well as expanding our units at workplaces such as TST-CF Express, Lu'Ma Native Housing Society, Avis Budget Group, and VantageOne Credit Union.

For the better part of the last two years, however, it has unquestionably been the pandemic that has dominated our attention and forced us to do many things we had never done before or never expected to need to do. Our first and foremost attention was on the health and safety of our members, ensuring that employers were accountable and took all necessary steps to ensure the wellbeing of its employees.

We also campaigned to support our members in industries particularly hard hit by the pandemic, including public transit, casinos, and car rentals, talking to government and other stakeholders, and finding ways to avoid or reduce layoffs and getting those members back to work as quickly as possible in a safe manner.

Just as important as our work in our members' workplaces has been our work on the political front and on the social justice front. We are proud our members all mobilized to elect a BC NDP majority government in the fall of 2020, to put the federal NDP in a position of strength following the 2019 federal election by holding the balance of power in a minority government, as well as the work to elect progressive candidates municipally across BC.

Over these last three years, we continued our push to end the discriminatory ban on blood donations from men who have sex with men, as well as becoming the first Canadian union to declare our support to decriminalize sex work. As we watched events unfold both at home and abroad, we did our best to support our members and to be their voice to stand up against anti-Black violence, anti-Asian racism, and in support of Indigenous rights, and truth and reconciliation. All this is in addition to our continued activism for workers' rights, helping to fight for important gains such as paid sick leave, paid domestic violence leave, and reforms to the Employment Standards Act.

In these next three years, our work must continue to build on what we have done over these last three years. As the theme of our Convention expresses, however, we cannot simply rest on our laurels and continue doing everything the exact same way. We must embrace the diversity of opinions and thoughts from our members, and we must be willing to not only break down barriers to participation but also bring down barriers to any preconceived notions we have.

Now is the time for us to push for gains, both in our workplaces and within our union. If this pandemic has taught us anything, it is that there is no better investment that we can make than in people. Over the three days of this Convention, I hope all delegates take the time to consider the work that we have done, the work we have in front of us, and what we need to do to invest in ourselves, our members, and our union so that we can be the best possible representative for the rights and interests of our members across the country and be a leader and standard bearer in the labour movement.



David Black
PRESIDENT, MOVEUP



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RAPPORT DU PRÉSIDENT FRENCH

J'ai le grand honneur et privilège de vous accueillir en tant que délégués à notre congrès triennal. Cet événement est toujours un moment exaltant pour notre syndicat, car il nous convie à la réflexion et au renouvellement. Le congrès de cette année est un moment de renouveau à plus d'un titre, puisque c'est l'une des premières fois que bon nombre d'entre nous se réuniront en personne.

Dire que ces trois dernières années ont été un défi pour notre syndicat serait un euphémisme, mais elles n'ont pas été sans moments forts. Nous avons organisé des campagnes fructueuses, comme celle intitulée *Driving Public* qui a permis de contrer une forte pression en faveur de la privatisation de l'ICBC. Nos efforts ont d'abord permis de préserver 5 000 emplois pour nos membres. Ils ont aussi incité le gouvernement provincial à mettre en œuvre un nouveau modèle d'assurance qui a eu pour effet de réduire considérablement les tarifs pour les conducteurs au quotidien.

Je tiens à souligner l'incroyable travail de nos membres, en particulier ceux qui siègent à leur comité de négociation ainsi que notre personnel. Leur travail nous a permis de conclure de solides conventions collectives au sein de bon nombre de nos unités de négociation. Il nous a aussi permis d'affronter la tourmente au cours de certains conflits de travail comme chez Kelowna Cabs, Westminster Savings et VantageOne Credit Union et d'en ressortir plus forts. Nous sommes également fiers d'accueillir dans nos rangs les membres de trois nouvelles unités syndicales : Nimbus School of Recording & Media, Surrey Metro Taxi et PrairieCoast equipment à Langley. Nous sommes tout aussi fiers d'élargir nos unités au sein de TST-CF Express, Lu'Ma Native Housing Society, Avis Budget Group et VantageOne Credit Union.

Cependant, pendant la majeure partie des deux dernières années, c'est incontestablement la pandémie qui a dominé notre attention. Elle nous a obligés à agir dans bien des directions que nous ne nous attendions pas. Nous avons d'abord et avant tout mis l'accent sur la santé et la sécurité de nos membres. Nous avons ainsi veillé à ce que les employeurs rendent des comptes et prennent toutes les mesures nécessaires pour assurer le bien-être de leurs employés.

Nous avons également fait campagne pour soutenir nos membres dans les secteurs particulièrement touchés par la pandémie comme les transports en commun, les casinos ou la location de voitures. À cette fin, nous avons discuté avec le gouvernement et les autres parties prenantes, trouvé des moyens d'éviter ou de réduire les pertes d'emploi et permis aux membres concernés de reprendre le travail le plus rapidement possible et en toute sécurité.

Outre nos efforts investis dans les milieux de travail de nos membres, tout aussi importants furent ceux déployés sur le front politique et sur le front de la justice sociale. Nous sommes fiers de la mobilisation de nos membres pour avoir élu un gouvernement majoritaire néo-démocrate dans la province lors des élections de l'automne 2020. Cela a permis au NPDP fédéral de renforcer sa position à la suite des élections fédérales de 2019 en détenant la balance du pouvoir au sein d'un gouvernement minoritaire. Nous sommes également fiers de nos efforts pour élire des candidats progressistes au niveau municipal dans toute la C.-B.

Au cours de ces trois dernières années, nous avons continué d'exercer des pressions pour mettre fin à l'interdiction discriminatoire des dons de sang par des hommes ayant des relations sexuelles avec d'autres

hommes et nous sommes devenus le premier syndicat canadien à déclarer son soutien à la

décriminalisation du travail du sexe. Observant les événements qui se déroulaient au pays et à l'étranger, nous avons mis tout en œuvre pour soutenir nos membres et les représenter dans l'opposition à la violence contre les Noirs et au racisme contre les Asiatiques. Tout autant, nous avons soutenu les droits des Autochtones et le processus de vérité et de réconciliation. Tout cela s'ajoute à notre activisme continu pour les droits des travailleurs, en luttant pour des gains importants comme le congé de maladie payé, le congé payé pour cause de violence familiale et les réformes de la Loi sur les normes d'emploi (*Employment Standards Act*).

Au cours des trois années à venir, nous poursuivrons sur notre lancée des trois dernières années. Toutefois, comme le propose le thème de notre congrès, nous ne pouvons pas simplement nous reposer sur nos lauriers et continuer à tout faire exactement de la même manière. Nous devons nous ouvrir à la diversité des opinions et des idées de nos membres. Nous devons également être prêts non seulement à éliminer les obstacles à la participation, mais aussi ceux à l'égard des idées préconçues que nous entretenons.

Le moment est venu pour nous de faire pression pour obtenir des gains, tant dans nos milieux de travail qu'au sein de notre syndicat. Si cette pandémie nous a appris quelque chose, c'est qu'il n'y a pas de meilleur investissement que dans les humains. Au cours des trois journées que durera ce congrès, j'espère que tous les délégués prendront le temps de réfléchir au travail que nous avons accompli, à celui qui nous attend et aux décisions que nous devons prendre pour investir en nous-mêmes, en nos membres et en notre syndicat. Nous pourrions ainsi nous réclamer de représenter au mieux les droits et les intérêts de nos membres dans tout le pays et d'être un chef de file et un porte-étendard du mouvement syndical.

ULAT NG PANGULO TAGALOG

Isang malaking karangalan at kasiyahan para sa akin na tanggapin ang mga delegado sa ating triennial Convention. Ang Convention ay laging isang kapana-panabik na panahon para sa ating unyon dahil ito ang oras ng pagninilay at pagbabago. Ang Convention ngayong taon ay panahon ng pagbabago sa maraming paraan, at ito ang unang pagtitipon nang personal para sa karamihan sa atin.

Ang sabihin na ang nakalipas na tatlong taon ay naging pagsubok para sa ating unyon ay isang 'understatement', kung hindi babanggitin ang mga tampok na pangyayari. Naglunsad tayo ng matagumpay na mga kampanya tulad ng ating Driving Public campaign, na tinutulan ang isang napakalakas na panawagang i-privatize ang ICBC. Ang ating pagsisikap na ito ay hindi lamang para panatilihin ang 5,000 trabaho ng ating mga miyembro kundi para hikayatin din ang provincial government na magpatupad ng isang bagong modelo ng insurance na magreresulta sa mas mababang rates para sa mga karaniwang driver.

Ang kamangha-manghang pagsisikap ng ating mga miyembro, lalo na ang mga nasa bargaining committee, at saka mga staff natin ay nakatulong na makamit ang matatag na mga collective agreement sa maraming mga bargaining unit natin, gayundin ay nalutas ang ilang labor disputes — tulad ng sa Kelowna Cabs, Westminster Savings at VantageOne Credit Union na nakapagpatatag sa atin. Ipinagmamalaki din nating tanggapin ang mga miyembro mula sa mga bagong trabaho sa ating pamilya, tulad ng Nimbus School of Recording & Media, Surrey Metro Taxi, at PrairieCoast equipment Langley, pati na ang paglawak ng ating mga unit sa TST-CF Express, Lu'Ma Native Housing Society, Avis Budget Group, at VantageOne Credit Union.

Para sa mas mahalagang bahagi ng nakaraang dalawang taon, walang alinlangan na ang pandemya ang naging tuon ng ating pansin at napilitan tayong gumawa ng maraming mga bagay na hindi pa natin nagagawa o hindi natin inaasahan na kailangang gawin. Ang una at pinakamahalaga nating pinagtuunan ay ang kalusugan at kaligtasan ng ating mga miyembro, tiniyak na mananagot ang mga employer at ginagawa ang lahat ng kailangang hakbang upang masiguro ang kapakanan ng mga empleyado't manggagawa nito.

Nangampanya din tayo upang suportahan ang ating mga miyembro lalo na sa mga industriya na matinding naapektuhan ng pandemya,



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kabilang ang public transit, mga casino, at car rentals, nakipag-usap tayo sa pamahalaan at iba pang stakeholders, at naghanap ng mga solusyon upang maiwasan o mabawasan ang layoffs at mabilis na maibalik sa trabaho ang mga miyembrong ito hangga't maaari.

Kasinghalaga ng ating gawain sa mga pinagtatrabahuhan ng ating mga miyembro ay ang ating gawain sa larangan ng pulitika at hustisyang panlipunan. Ipinagmamalaki natin na ang ating mga miyembro'y nagkaisang ihahalal ang isang BC NDP majority government noong fall 2020, upang magkaroon ang federal NDP ng malakas na posisyon matapos ang 2019 federal election at upang panatilihin ang balance of power ng isang minority government, gayundin ang paghalal ng mga progresibong kandidato sa mga municipality sa buong BC.

Sa nakaraang tatlong taon, patuloy nating ipinaglalaman na wakasan ang diskriminasyon sa mga blood donation mula sa mga kalalakihang nakikipagtalik sa kapwa kalalakihan, kami rin ang kauna-unahang unyon sa Canada na nagpahayag ng suporta upang huwag gawing kasong kriminal ang sex work. Habang tinutunghayan natin ang mga nagaganap sa ating bansa at sa daigdig, ginawa natin ang lahat para suportahan ang ating mga miyembro at na maging tinig nila laban sa anti-Black violence, anti-Asian racism, at upang suportahan ang Indigenous rights, at truth and reconciliation. Lahat ng ito ay karagdagan sa ating patuloy na aktibismo para sa mga karapatan ng manggagawa, upang ipaglaban ang mahahalagang nakamit tulad ng paid sick leave, paid domestic violence leave, at mga reporma sa Employment Standards Act.

Sa susunod na tatlong taon, dapat pagtuunan ng ating gawain ang patuloy na pagpapatatag ng mga nakamit natin sa nakaraang tatlong taon. Gayunman, tulad ng tema ng ating Convention, hindi tayo basta-basta makapagpapahinga dahil sa ilang mga nakamit na tagumpay at patuloy na gawin ang mga ito sa parehong paraan. Dapat nating tanggapin ang pagkakaiba-iba ng mga opinyon at saloobin ng ating mga miyembro, at dapat tayong maging handa 'di lamang para buwagin ang mga hadlang sa kanilang paglahok kundi baguhin din ang anumang mga maling konsepto natin.

Panahon na upang anihin ang mga nakamit nating tagumpay, kapwa sa ating mga trabaho at sa ating unyon. Kung may anumang aral na naituro sa atin ang pandemyang ito, ito ay wala nang mas mainam na pamumuhunan kaysa para sa mga tao. Sa loob ng tatlong araw ng Convention na ito, umaasa ako na lahat ng delegado ay mag-uukol ng panahon na pag-isipan ang mga gawaing nagawa natin, at kung ano ang kailangan pa nating gawin, para sa ating mga miyembro, at sa ating unyon upang tayo ang maging pinakamahusay na posibleng kinatawan para sa mga karapatan at interes ng ating mga miyembro sa buong bansa at maging namumuno at pamantayan sa kilusang paggawa.

INFORME DEL PRESIDENTE SPANISH

Es un gran honor y placer para mí dar la bienvenida a los delegados a nuestra Convención trienal. La Convención es siempre un momento apasionante para nuestro sindicato porque nos brinda una oportunidad de reflexionar y renovarnos. La Convención de este año es un momento de regeneración en más de un aspecto, dado que este evento es uno de los primeros en que muchos de nosotros nos reunimos presencialmente.

Nos quedaríamos cortos si dijéramos que estos tres últimos años han sido desafiantes para nuestro sindicato, pero la verdad es que no han faltado hitos. Hemos montado varias campañas exitosas como nuestra campaña *Driving Public*, que rechazó una fortísima presión para privatizar ICBC. Nuestros esfuerzos no solamente significaron la preservación de 5,000 puestos de trabajo de nuestros miembros sino que también incentivaron al gobierno provincial a implementar un nuevo modelo de seguro que ha tenido el efecto de reducir dramáticamente los costos para los conductores comunes.

El increíble trabajo de nuestros miembros, en particular aquellos que sirven en su comité de negociación, así como nuestro personal,

nos han ayudado a asegurar fuertes convenios colectivos en muchas de nuestras unidades de negociación, así como también capear los temporales durante algunas disputas laborales — como por ejemplo en Kelowna Cabs, Westminster Savings y VantageOne Credit Unión — saliendo más fortalecidos de ellas. Nos enorgullecimos de dar la bienvenida a nuestra familia a miembros de nuevos lugares de trabajo, incluyendo Nimbus School of Recording & Media, Surrey Metro Taxi, y PrairieCoast Equipment en Langley, así como el haber ampliado nuestras unidades en lugares de trabajo como TST-CF Express, Lu'Ma Native Housing Society, Avis Budget Group, y VantageOne Credit Union.

Por la mayor parte de los dos últimos años, no obstante, lo que ha dominado nuestra atención ha sido indudablemente la pandemia, que nos ha forzado a hacer muchas cosas que nunca habíamos hecho o nunca pensamos que tendríamos que hacer. Nuestra prioridad primera y principal fue la salud y seguridad de nuestros miembros, asegurarnos de que los empleadores asumieran su responsabilidad tomando todos los pasos necesarios para asegurar el bienestar de sus empleados.

También hicimos campaña para apoyar a nuestros miembros en aquellas industrias afectadas particularmente fuerte por la pandemia, incluyendo el transporte público, casinos, y empresas de alquiler de vehículos, hablando con el gobierno y otros interesados, y buscando maneras de evitar o reducir los despidos y de reconstruir a esos miembros para que volvieran al trabajo lo más pronto posible y de una manera segura.

Igual de importante que nuestra labor en los lugares donde trabajan nuestros miembros ha sido nuestro trabajo en los frentes de la política y de la justicia social. Nos enorgullece que todos nuestros miembros se hayan movilizado en el otoño de 2020 para elegir a un gobierno mayoritario del NDP en BC, poner al NDP federal en una posición fuerte después de la elección federal de 2019 ya que sostienen el equilibrio de poder en un gobierno minoritario, así como también el trabajo para elegir a candidatos progresistas en muchos concejos municipales de toda la provincia.

Durante estos últimos tres años hemos continuado nuestra presión para dar fin a la prohibición discriminatoria a las donaciones de sangre de hombres que mantienen relaciones sexuales con hombres, y nos hemos convertido en el primer sindicato canadiense en declarar nuestro apoyo a la despenalización del trabajo sexual. Mientras que contemplamos el desarrollo de los acontecimientos tanto en Canadá como en el extranjero, hemos hecho nuestro mejor esfuerzo para apoyar a nuestros miembros y ser su voz para hacer frente a la violencia contra las personas negras, el racismo antisiaítico, y dar apoyo a los derechos indígenas y la verdad y reconciliación. Todo esto sumado a nuestro continuado activismo en pro de los derechos de los trabajadores, ayudando en la lucha por logros importantes como la licencia retribuida por enfermedad, licencia retribuida por violencia intrafamiliar, y reformas a la ley de normas de empleo (*Employment Standards Act*).

En estos tres siguientes años, nuestro trabajo debe continuar para reforzar nuestros logros de estos últimos tres años. Como bien lo dice el tema de nuestra Convención, sin embargo, no podemos simplemente dormirnos en los laureles y seguir haciendo todo exactamente de la misma manera. Tenemos que acoger la diversidad de opiniones y pensamientos de nuestros miembros, y tenemos que estar dispuestos a no solamente derribar las barreras a la participación sino que



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también debemos bajar aquellas barreras a las ideas preconcebidas que tengamos.

Este es el momento de hacer mayores ganancias tanto en nuestros lugares de trabajo como en nuestro sindicato. Si esta pandemia nos ha enseñado algo, es que no hay mejor inversión que la que hacemos en la gente. Durante los tres días de esta Convención, espero que todos los delegados se tomen el tiempo para considerar el trabajo que hemos hecho, el trabajo que tenemos por delante, y lo que tenemos que hacer para invertir en nosotros mismos, nuestros miembros, y nuestro sindicato para así poder ser el mejor representante posible de los derechos e intereses de nuestros miembros en todo el país y ser un líder y abanderado del movimiento sindicalista.

主席報告 CHINESE

本人很榮幸能歡迎各位代表來到我們三年一次的工會大會。對本工會來說，工會大會一直都是令人振奮的時間，因為它是反思和革新的時間。今年的工會大會很多方面是革新的時間，而這次是我們許多人最初能聚首一堂的活動之一。

說過去這三年是本工會經歷了的一段艱苦時期，那是太過輕淡寫了，不過這段時期也不沒有其精彩之處。我們發起了多項成功的運動，例如我們的Driving Public運動，擊退了大力推動將卑詩保險公司(ICBC)私營化的企圖。我們的努力不但意味著為我們的會員保存了5,000個職位，而且還促使了省政府落實一種新的保險模式，這種模式具備了為日常駕駛者大大降低保費的效果。

我們的會員，尤其是那些肩負談判委員會職務的會員，所做的出色工作，以及我們的職員，幫助了我們在許多談判單位取得強有力的集體協議，並且在數次勞資糾紛中渡過難關——例如在Kelowna Cabs、Westminster Savings及VantageOne Credit Union的勞資糾紛——之後變得更加堅強。我們也很自豪，能歡迎來自新的工作場所的會員，加入我們的大家庭，這些工作場所包括Nimbus School of Recording & Media、Surrey Metro Taxi和PrairieCoast equipment Langley，以及擴大我們在TST-CF Express、Lu'Ma Native Housing Society、Avis Budget Group及VantageOne Credit Union等工作場所的單位。

不過，在過去兩年的大部分時間，毫無疑問這場疫情大流行成為了我們注意力的焦點，迫使我們做許多我們以前從未做過或從不預期需要做的事情。我們首要關注的是我們會員的健康與安全，確保僱主有負起責任並採取一些必要措施去確保其僱員的福祉。

我們也發起運動，支持我們在尤其飽受這場疫情大流行打擊的行業的會員，包括公共交通、賭場及汽車租賃，與政府和其他持份者商談，並且尋找方法避免或減少裁員以及讓那些被裁的會員盡快安全地重返工作崗位。

我們在政治領域和社會公義領域等方面的工作，一直就與我們在會員的工作場所方面的工作同樣重要。我們很自豪，會員全部動員起來，使到在2019年聯邦大選中聯邦新民主黨得以在少數政府處處於舉足輕重的地位，之後在2020年秋季選出一個卑詩新民主黨多數政府，以及在卑詩省各地選出進步的城鎮候選人所做的工作。

在過去三年，我們繼續努力設法終止歧視性禁制男同性戀者捐血，以及成為加拿大首個宣布支持將性工作非刑事化的工會。隨著我們看到國內外的事態發展，我們竭盡所能支持我們的會員，並代表他們發聲，對抗反黑人暴力、反亞裔種族主義，並且支持原住民權益及真相與和解。除了繼續為勞工權益奮鬥之外，我們還肩負起全部這些工作，幫助爭取重要的成果，例如有薪病假、有薪處理家暴假，以及《僱用標準法》(Employment Standards Act)的改革。

在未來三年，我們的工作必須繼續以我們在過去三年所做的為基礎。不過，正如我們工會大會的主題表達出，我們不能只滿足於既得的成就，不思進取，事事一成不變。我們必須樂意採納我們會員的各種各樣意見和想法，另外我們必須願意不但掃除影響參與的障礙，而且還打破我們抱有的成見所造成的藩籬。

現在是我們在工作場所和工會之內爭取成果的時候了。如果這場疫情大流行讓我們得到了教訓，那就是將資源投放於人身上，是我們可以作出的最佳投資。在本屆工會大會的三天期間，本人希望所有代表都抽時間考慮一下我們做了的工作、在我們面前的工作，以及我們需要做什麼來投資於自己、我們的會員及我們的工會，好讓我們能成為全國各地會員的權益的最佳代表，並且成為勞工運動裏的領袖和翹楚。

ਪ੍ਰੈਜ਼ੀਡੈਂਟ ਦੀ ਰਿਪੋਰਟ PUNJABI

ਸਾਡੀ ਤਿੰਨ ਸਾਲਾਂ ਬਾਅਦ ਹੋਣ ਵਾਲੀ ਕਨਵੈਨਸ਼ਨ ਵਿਚ ਡੈਲੀਗੇਟਾਂ ਦਾ ਸੁਆਗਤ ਕਰਕੇ ਮੈਨੂੰ ਬਹੁਤ ਮਾਣ ਅਤੇ ਖੁਸ਼ੀ ਮਹਿਸੂਸ ਹੋ ਰਹੀ ਹੈ। ਕਨਵੈਨਸ਼ਨ

ਸਦਾ ਹੀ ਸਾਡੀ ਯੂਨੀਅਨ ਲਈ ਇਕ ਬਹੁਤ ਹੀ ਉਤਸ਼ਾਹ ਭਰਿਆ ਸਮਾਂ ਹੁੰਦਾ ਹੈ ਕਿਉਂਕਿ ਇਹ ਸਮਾਂ ਵਿਚਾਰ ਕਰਨ ਅਤੇ ਨਵੀਨੀਕਰਣ ਦੋਨਾਂ ਦਾ ਹੁੰਦਾ ਹੈ। ਇਸ ਸਾਲ ਦੀ ਕਨਵੈਨਸ਼ਨ ਇਕ ਨਾਲੋਂ ਜ਼ਿਆਦਾ ਤਰੀਕਿਆਂ ਨਾਲ ਨਵੀਨੀਕਰਣ ਦਾ ਸਮਾਂ ਹੈ ਕਿਉਂਕਿ ਇਹ ਨਿੱਜੀ ਤੌਰ 'ਤੇ ਇਕੱਠੇ ਹੋਣ ਲਈ ਸਾਡੇ ਬਹੁਤ ਸਾਰਿਆਂ ਲਈ ਪਹਿਲੇ ਸਮਿਆਂ ਵਿੱਚੋਂ ਇਕ ਹੈ।

ਇਹ ਕਹਿਣਾ ਕਿ ਪਿਛਲੇ ਤਿੰਨ ਸਾਲ ਸਾਡੀ ਯੂਨੀਅਨ ਲਈ ਇਕ ਚੁਣੌਤੀ ਰਹੇ ਹਨ, ਘਟਾ ਕੇ ਕਹੀ ਗੱਲ ਹੋਵੇਗੀ, ਪਰ ਇਹ ਆਪਣੀਆਂ ਵਿਸ਼ੇਸ਼ਤਾਵਾਂ ਤੋਂ ਬਿਨਾਂ ਵੀ ਨਹੀਂ ਹਨ। ਅਸੀਂ ਕਾਮਯਾਬ ਮੁਹਿੰਮਾਂ ਚਲਾਈਆਂ ਜਿਵੇਂ ਕਿ ਸਾਡੀ ਡਰਾਈਵਿੰਗ ਪਬਲਿਕ ਮੁਹਿੰਮ, ਜਿਸ ਨੇ ਆਈ ਸੀ ਬੀ ਸੀ ਦੇ ਪ੍ਰਾਈਵੇਟੀਕਰਨ ਲਈ ਲੱਗੇ ਬਹੁਤ ਸਾਰੇ ਜੋਰ ਦਾ ਮੁਕਾਬਲਾ ਕੀਤਾ। ਸਾਡੇ ਯਤਨਾਂ ਦਾ ਮਤਲਬ ਨਾ ਸਿਰਫ ਆਪਣੇ ਮੈਂਬਰਾਂ ਲਈ 5,000 ਜੋਬਾਂ ਨੂੰ ਕਾਇਮ ਰੱਖਣਾ ਸੀ ਸਗੋਂ ਸੂਬਾਈ ਸਰਕਾਰ ਨੂੰ ਇਨਸੋਰੈਂਸ ਦਾ ਇਕ ਨਵਾਂ ਮਾਡਲ ਲਾਗੂ ਕਰਨ ਲਈ ਵੀ ਉਤਸ਼ਾਹ ਦਿੱਤਾ ਜਿਸ ਦਾ ਅਸਰ ਰੈਜ਼ਮਰਾ ਦੇ ਡਰਾਈਵਰਾਂ ਲਈ ਰੋਟ ਨਾਟਕੀ ਢੰਗ ਨਾਲ ਘਟਾਉਣ ਵਜੋਂ ਹੋਇਆ ਹੈ।

ਸਾਡੇ ਮੈਂਬਰਾਂ ਦੇ ਨਾਕਾਬਲੇ ਯਕੀਨ ਕੰਮ ਨੇ, ਖਾਸ ਕਰਕੇ ਜਿਹੜੇ ਸਾਡੀ ਬਾਰਗੇਨਿੰਗ ਕਮੇਟੀ 'ਤੇ ਸੇਵਾ ਕਰ ਰਹੇ ਹਨ, ਅਤੇ ਇਸ ਦੇ ਨਾਲ ਨਾਲ ਸਾਡੇ ਸਟਾਫ ਦੇ ਕੰਮ ਨੇ ਸਾਡੇ ਬਹੁਤ ਸਾਰੇ ਬਾਰਗੇਨਿੰਗ ਯੂਨਿਟਾਂ ਵਿਚ ਤਕੜੇ ਕੋਲੈਕਟਿਵ ਐਗਰੀਮੈਂਟ ਹਾਸਲ ਕਰਨ ਵਿਚ ਮਦਦ ਕੀਤੀ ਹੈ ਅਤੇ ਇਸ ਦੇ ਨਾਲ ਨਾਲ ਲੋਬਰ ਦੇ ਕੁਝ ਝਗੜਿਆਂ ਦੌਰਾਨ ਅੱਖੀਆਂ ਹਾਲਤਾਂ ਨਾਲ ਵੀ ਸਿੱਝਿਆ ਹੈ - ਜਿਵੇਂ ਕਿ ਕਲੇਨਾ ਕੋਬਜ਼, ਵੈਸਟਮਿਨਸਟਰ ਸੇਵਿੰਗਜ਼ ਅਤੇ ਵੈਨਟੇਜ ਵਨ ਕਰੈਡਿਟ ਯੂਨੀਅਨ - ਅਤੇ ਅਸੀਂ ਇਸ ਵਿੱਚੋਂ ਤਕੜੇ ਹੋ ਕੇ ਨਿਕਲੇ ਹਾਂ। ਅਸੀਂ ਕੰਮਾਂ ਦੀਆਂ ਨਵੀਆਂ ਥਾਵਾਂ ਤੋਂ ਮੈਂਬਰਾਂ ਦਾ ਆਪਣੇ ਪਰਿਵਾਰ ਵਿਚ ਸੁਆਗਤ ਕਰਨ 'ਤੇ ਵੀ ਮਾਣ ਮਹਿਸੂਸ ਕਰਦੇ ਹਾਂ, ਜਿਸ ਵਿਚ ਨਿਮਬਸ ਸਕੂਲ ਐਂਡ ਰਿਕਾਰਡਿੰਗ ਐਂਡ ਮੀਡੀਆ, ਸਰੀ ਮੈਟਰੋ ਟੈਕਸੀ, ਅਤੇ ਪਰੈਰੀਕੋਸਟ ਇਕੁਇਟੀਮੈਂਟ ਲੈਂਗਲੀ ਸ਼ਾਮਲ ਹਨ, ਅਤੇ ਇਸ ਦੇ ਨਾਲ ਨਾਲ ਸਾਨੂੰ ਕੰਮਾਂ ਦੀਆਂ ਥਾਵਾਂ ਵਿਚ ਆਪਣੇ ਯੂਨਿਟ ਵਧਾਉਣ 'ਤੇ ਵੀ ਮਾਣ ਹੈ ਜਿਵੇਂ ਕਿ ਟੀ ਐੱਸ ਟੀ - ਸੀ ਐੱਫ ਐਕਸਪ੍ਰੈਸ, ਲੂ'ਮਾ ਨੇਟਿਵ ਹਾਊਜਿੰਗ ਸੁਸਾਇਟੀ, ਏਵੀਸ ਬਜਟ ਗਰੁੱਪ, ਅਤੇ ਵੈਨਟੇਜ ਵਨ ਕਰੈਡਿਟ ਯੂਨੀਅਨ।

ਪਿਛਲੇ ਦੋ ਸਾਲਾਂ ਦੇ ਵੱਡੇ ਹਿੱਸੇ ਲਈ, ਬਿਨਾਂ ਕਿਸੇ ਸੁਆਲ ਦੇ ਮਹਾਂਮਾਰੀ ਨੇ ਸਾਡਾ ਪਿਆਨ ਖਿੱਚੀ ਰੱਖਿਆ ਹੈ ਅਤੇ ਸਾਨੂੰ ਬਹੁਤ ਸਾਰੀਆਂ ਅਜਿਹੀਆਂ ਚੀਜ਼ਾਂ ਕਰਨ ਲਈ ਮਜ਼ਬੂਰ ਕੀਤਾ ਹੈ ਜਿਹੜੀਆਂ ਅਸੀਂ ਪਹਿਲਾਂ ਕਦੇ ਨਹੀਂ ਕੀਤੀਆਂ ਸਨ ਜਾਂ ਕਦੇ ਵੀ ਕਰਨ ਦੀ ਉਮੀਦ ਨਹੀਂ ਰੱਖੀ ਸੀ। ਸਾਡਾ ਸਭ ਤੋਂ ਪਹਿਲਾਂ ਅਤੇ ਮੁਢਲਾ ਪਿਆਨ ਸਾਡੇ ਮੈਂਬਰਾਂ ਦੀ ਸਿਹਤ ਅਤੇ ਸੇਫਟੀ ਉੱਪਰ ਸੀ, ਇਹ ਪੱਕਾ ਕਰਦੇ ਹੋਏ ਕਿ ਇਮਪਲੋਇਅਰ ਜਵਾਬਦੇਹ ਸਨ ਅਤੇ ਉਹ ਆਪਣੇ ਮੁਲਾਜ਼ਮਾਂ ਦੀ ਭਲਾਈ ਯਕੀਨੀ ਬਣਾਉਣ ਲਈ ਸਾਰੇ ਜ਼ਰੂਰੀ ਕਦਮ ਚੁੱਕਣ।

ਅਸੀਂ ਉਨ੍ਹਾਂ ਇੰਡਸਟਰੀਆਂ ਵਿਚਲੇ ਆਪਣੇ ਮੈਂਬਰਾਂ ਦੀ ਮਦਦ ਕਰਨ ਲਈ ਵੀ ਮੁਹਿੰਮ ਚਲਾਈ ਜਿਨ੍ਹਾਂ 'ਤੇ ਮਹਾਂਮਾਰੀ ਦਾ ਖਾਸ ਤੌਰ 'ਤੇ ਬਹੁਤ ਅਸਰ ਹੋਇਆ ਸੀ ਜਿਸ ਵਿਚ ਪਬਲਿਕ ਟ੍ਰਾਂਜਿਟ, ਕਾਸੀਨੋਜ਼ ਅਤੇ ਕਾਰ ਰੈਂਟਲਜ਼ ਵੀ ਸ਼ਾਮਲ ਹਨ ਅਤੇ ਸਰਕਾਰ ਅਤੇ ਹਿੰਤ ਰੱਖਣ ਵਾਲੀਆਂ ਹੋਰ ਧਿਰਾਂ ਨਾਲ ਗੱਲ ਕੀਤੀ ਅਤੇ ਲੇਆਐਂਡਾਂ ਤੋਂ ਬਚਣ ਜਾਂ ਘਟਾਉਣ ਦੇ ਅਤੇ ਉਨ੍ਹਾਂ ਮੈਂਬਰਾਂ ਨੂੰ ਜਿੰਨੀ ਵੀ ਛੇਤੀ ਸੰਭਵ ਹੋ ਸਕਦਾ ਹੋਵੇ ਸੁਰੱਖਿਅਤ ਤਰੀਕੇ ਨਾਲ ਕੰਮ 'ਤੇ ਵਾਪਸ ਲਿਆਉਣ ਲਈ ਤਰੀਕੇ ਲੱਭੇ।

ਸਾਡੇ ਮੈਂਬਰਾਂ ਦੇ ਕੰਮਾਂ ਦੀਆਂ ਥਾਵਾਂ ਵਿਚ ਸਾਡਾ ਕੰਮ ਜਿੰਨਾ ਮਹੱਤਵਪੂਰਨ ਹੈ, ਓਨਾ ਹੀ ਮਹੱਤਵਪੂਰਨ ਰਾਜਨੀਤਕ ਫਰੰਟ ਅਤੇ ਸਮਾਜਿਕ ਨਿਆਂ ਦੇ ਫਰੰਟ 'ਤੇ ਹੈ। ਸਾਨੂੰ ਮਾਣ ਹੈ ਕਿ ਸਾਡੇ ਮੈਂਬਰ 2020 ਦੀ ਫਾਲ ਵਿਚ ਬੀ ਸੀ ਐਨ ਡੀ ਪੀ ਦੀ ਬਹੁਗਿਣਤੀ ਸਰਕਾਰ ਚੁਣਨ ਲਈ, 2019 ਦੀ ਫੈਡਰਲ ਇਲੈਕਸ਼ਨ ਤੋਂ ਬਾਅਦ ਫੈਡਰਲ ਐਨ ਡੀ ਪੀ ਨੂੰ ਘੱਟਗਿਣਤੀ ਸਰਕਾਰ ਵਿਚ ਤਾਕਤ ਦਾ ਸੰਤੁਲਨ ਦਿਵਾਉਣ ਲਈ ਇਕੱਠੇ ਹੋਏ ਅਤੇ ਇਸ ਦੇ ਨਾਲ ਨਾਲ ਉਨ੍ਹਾਂ ਨੇ ਬੀ ਸੀ ਭਰ ਵਿਚ ਮਿਊਨਿਸਪਲ ਪੱਧਰ 'ਤੇ ਅਗਾਂਹਵਧੂ ਉਮੀਦਵਾਰਾਂ ਦੇ ਚੁਣੇ ਜਾਣ ਲਈ ਕੰਮ ਕੀਤਾ।

ਪਿਛਲੇ ਦੋ ਸਾਲਾਂ ਦੌਰਾਨ, ਅਸੀਂ ਮਰਦਾਂ ਨਾਲ ਸੈਕਸ ਕਰਨ ਵਾਲੇ ਮਰਦਾਂ ਤੋਂ ਖੂਨ ਦਾਨ 'ਤੇ ਲੱਗੀ ਵਿਤਕਰੇ ਵਾਲੀ ਪਾਬੰਦੀ ਨੂੰ ਖਤਮ ਕਰਨ ਲਈ ਜੋਰ ਪਾਉਣਾ ਜਾਰੀ ਰੱਖ ਰਹੇ ਹਾਂ, ਅਤੇ ਸੈਕਸ ਵਰਕ ਨੂੰ ਡੀਕ੍ਰਿਮੀਨਲਾਈਜ਼ ਕੀਤੇ ਜਾਣ ਦੀ ਮਦਦ ਦਾ ਐਲਾਨ ਕਰਨ ਵਾਲੀ ਪਹਿਲੀ ਕੈਨੇਡੀਅਨ ਯੂਨੀਅਨ ਬਣੇ ਹਾਂ। ਜਿਵੇਂ ਅਸੀਂ ਇੱਥੇ ਅਤੇ ਬਾਹਰ ਘਟਨਾਵਾਂ ਵਾਪਰਦੀਆਂ ਦੇਖੀਆਂ, ਅਸੀਂ ਆਪਣੇ ਮੈਂਬਰਾਂ ਦੀ ਮਦਦ ਕਰਨ ਅਤੇ ਬਲੈਕਸ ਪਿਲਾਫ ਹਿੱਸਾ, ਏਸ਼ੀਅਨ ਵਿਰੋਧੀ ਨਸਲਵਾਦ ਪਿਲਾਫ ਖਤਰੇ ਵਿਚ ਅਤੇ ਆਇਵਾਸੀ ਲੋਕਾਂ ਦੇ ਹੱਕਾਂ, ਅਤੇ ਟਰੰਬ ਐਂਡ ਰੀਕੋਨਸਿਲੇਸ਼ਨ ਦੇ ਹੱਕ ਵਿਚ ਉਨ੍ਹਾਂ ਦੀ ਆਵਾਜ਼ ਬਣਨ ਲਈ ਆਪਣੀ ਵਾਹ ਲਾਈ ਹੈ। ਇਹ ਸਭ ਕੁਝ ਵਰਕਰਾਂ ਦੇ ਹੱਕਾਂ ਲਈ ਸਰਗਰਮੀਆਂ ਜਾਰੀ ਰੱਖਣ, ਮਹੱਤਵਪੂਰਨ ਪ੍ਰਾਪਤੀਆਂ ਲਈ ਲੜਾਈ ਵਿਚ ਮਦਦ ਕਰਨ ਤੋਂ ਇਲਾਵਾ ਹੈ, ਜਿਵੇਂ ਕਿ ਤਨਖਾਹ ਸਮੇਤ ਬੀਮਾਰੀ ਦੀ ਛੁੱਟੀ, ਘਰੇਲੂ ਹਿੰਸਾ ਕਰਕੇ ਤਨਖਾਹ ਸਮੇਤ ਛੁੱਟੀ, ਅਤੇ ਇਮਪਲੋਇਮੈਂਟ ਸਟੈਂਡਰਡਜ਼ ਐਕਟ ਵਿਚ ਸੁਧਾਰ।

ਇਨ੍ਹਾਂ ਅਗਲੇ ਤਿੰਨ ਸਾਲਾਂ ਵਿਚ, ਸਾਡੇ ਲਈ ਉਸ ਕੰਮ ਨੂੰ ਵਧਾਉਣਾ ਜਾਰੀ ਰੱਖਣਾ ਜ਼ਰੂਰੀ ਹੈ ਜਿਹੜਾ ਅਸੀਂ ਇਨ੍ਹਾਂ ਪਿਛਲੇ ਤਿੰਨ ਸਾਲਾਂ ਦੌਰਾਨ ਕੀਤਾ ਹੈ। ਜਿਵੇਂ ਕਿ ਸਾਡੀ ਕਨਵੈਨਸ਼ਨ ਦਾ ਵਿਸ਼ਾ ਦੱਸਦਾ ਹੈ, ਫਿਰ ਵੀ, ਅਸੀਂ ਆਪਣੀਆਂ ਕਾਮਯਾਬੀਆਂ ਕਰਕੇ ਆਰਾਮ ਨਹੀਂ ਕਰ ਸਕਦੇ ਅਤੇ ਹਰ ਚੀਜ਼ ਉਸੇ ਤਰੀਕੇ ਨਾਲ ਕਰਨਾ ਜਾਰੀ ਨਹੀਂ ਰੱਖ ਸਕਦੇ। ਸਾਡੇ ਲਈ ਆਪਣੇ ਮੈਂਬਰਾਂ ਦੀ ਵੱਖ ਵੱਖ ਰਾਇ ਅਤੇ ਵਿਚਾਰਾਂ ਨੂੰ ਗ੍ਰਹਿਣ ਕਰਨਾ ਜ਼ਰੂਰੀ ਹੈ, ਅਤੇ ਸਾਡੇ ਲਈ ਨਾ ਸਿਰਫ ਹਿੱਸਾ ਲੈਣ ਦੇ ਰਾਹ ਵਿਚ ਆਉਂਦੀਆਂ ਰੁਕਾਵਟਾਂ ਨੂੰ ਹਟਾਉਣ ਦੇ ਖਾਹਸ਼ਮੰਦ ਹੋਣਾ ਜ਼ਰੂਰੀ ਹੈ ਸਗੋਂ ਕੋਈ ਵੀ ਕੱਟੜ ਧਾਰਣਾਵਾਂ ਨੂੰ ਹਟਾਉਣਾ ਵੀ ਜ਼ਰੂਰੀ ਹੈ।

ਸਾਡੇ ਲਈ ਹੁਣ ਇਹ ਸਮਾਂ ਪ੍ਰਾਪਤੀਆਂ ਕਰਨ ਲਈ ਅੱਗੇ ਵਧਣ ਦਾ ਹੈ, ਸਾਡੇ ਕੰਮਾਂ ਵਿਚ ਅਤੇ ਸਾਡੀ ਯੂਨੀਅਨ ਦੋਨਾਂ ਵਿਚ। ਜੇ ਇਸ ਮਹਾਂਮਾਰੀ ਨੇ ਸਾਨੂੰ ਕੋਈ ਚੀਜ਼ ਸਿਖਾਈ ਹੈ ਤਾਂ ਉਹ ਇਹ ਹੈ ਕਿ ਲੋਕਾਂ 'ਤੇ ਇਨਵੈਸਟਮੈਂਟ ਨਾਲੋਂ ਬਿਹਤਰ ਕੋਈ ਹੋਰ ਇਨਵੈਸਟਮੈਂਟ ਅਸੀਂ ਨਹੀਂ ਕਰ ਸਕਦੇ। ਇਸ ਕਨਵੈਨਸ਼ਨ ਦੇ ਤਿੰਨ ਦਿਨਾਂ ਦੌਰਾਨ, ਮੈਨੂੰ ਆਸ ਹੈ ਕਿ ਸਾਰੇ ਡੈਲੀਗੇਟ ਇਹ ਵਿਚਾਰ ਕਰਨ ਲਈ ਸਮਾਂ ਕੱਢਣਗੇ ਕਿ ਅਸੀਂ ਕੀ ਕੀਤਾ ਹੈ, ਕਿਹੜਾ ਕੰਮ ਸਾਡੇ ਅੱਗੇ ਹੈ, ਅਤੇ ਆਪਣੇ ਆਪ ਵਿਚ, ਸਾਡੇ ਮੈਂਬਰਾਂ ਵਿਚ, ਅਤੇ ਆਪਣੀ ਯੂਨੀਅਨ ਵਿਚ ਇਨਵੈਸਟ ਕਰਨ ਲਈ ਸਾਨੂੰ ਕੀ ਕਰਨ ਦੀ ਲੋੜ ਹੈ ਤਾਂ ਜੋ ਅਸੀਂ ਦੇਸ਼ ਭਰ ਵਿਚ ਆਪਣੇ ਮੈਂਬਰਾਂ ਦੇ ਹੱਕਾਂ ਅਤੇ ਹਿੱਤਾਂ ਲਈ ਸੰਭਵ ਸਭ ਤੋਂ ਬਿਹਤਰ ਨੁਮਾਇੰਦੇ ਬਣ ਸਕੀਏ ਅਤੇ ਲੋਬਰ ਮੂਵਮੈਂਟ ਵਿਚ ਇਕ ਲੀਡਰ ਅਤੇ ਮਿਆਰ ਕਾਇਮ ਰੱਖਣ ਵਾਲੇ ਬਣ ਸਕੀਏ।



2021 EXECUTIVE BOARD ELECTION RESULTS

■ **PRESIDENT**

David Black

■ **SECRETARY-TREASURER**

Lori Mayhew

■ **UTILITIES - BC HYDRO GROUP**

Anderson Charles
Calvin Jonas
Rysa Kronebusch

■ **UTILITIES - FORTIS GROUP**

Norm Stickelmann

■ **ICBC**

Brenda Chu
Bryan Finstad
Brian Martens
Dimitri Ossinsky
Gunter Seifert
Annette Toth

■ **COMBINED - FINANCE/INSURANCE**

Graeme Hutchison

■ **COMBINED - LABOUR**

Dawn Lentsch

■ **COMBINED - MISCELLANEOUS**

Christy Slusarenko

■ **COMBINED - SHIPPING/
TRANSPORTATION/
MANUFACTURING**

Hani Dakkak

■ **COMBINED - TRANSIT**

Safar Alikhani



AUDIT COMMITTEE REPORT

Committee members: Bryan Finstad (chair), Jeffrey Bryant, Anderson Charles, Norm Stickelmann, Nicole Williams

As per MoveUP Constitution Article 9.1, the Audit Committee is made up of five members, selected as follows: two members from the Executive Board (excluding the President, Secretary-Treasurer and Vice-Presidents) one of which will serve as the Chair. The other three committee members shall be elected by and from the Executive Council.

Article 9.2 outlines the duties of the Audit Committee. The committee meets at least quarterly to review the financial statements and processes of MoveUP. Reports of the committee meetings are forwarded and presented to the Executive Board and Council. The Secretary-Treasurer and appropriate staff are available to the Committee upon request, along with any requested financial information.

During this term, the Audit Committee has reviewed MoveUP's finances on a regular basis along with the annual audit report submitted by the auditors, MNP. We are pleased to report that at this time all financial activities are legitimate, accurate, and our finances are in a healthy state. ■





NATIONAL REPORT TO CONVENTION 2021

COPE-SEPBB REPORT

OFFICERS OF THE NATIONAL UNION

| | |
|------------------------------------|-----------------------------|
| President | David Black |
| Secretary-Treasurer | Pierrick Choinière-Lapointe |
| Vice-Presidents | |
| Region 1 (Quebec) | Loïc Breton |
| Region 2 (Ontario) | Casey Oraa |
| Region 3 (Prairies) | Kim Wilson |
| Region 4 (BC) | Annette Toth |
| Seat Reserved for Women | Patty Clancy |
| Canada Equity Council Chair | Kathia Narcisse |

The 2019 National Convention sparked discussions on how our national union needs to do more to reflect our commitment to diversity, equity, and inclusion. The starting point has been to update our constitution to gender-neutral language. Since our constitution is in both official languages, this work took time to ensure that the changes did not have an impact on the intent of the language from one version to another. The National Executive Board (NEB) also undertook anti-racism and anti-oppression training in response to feedback received at Convention.

In an effort to improve the NEB connection with, and commitment to, equity and diversity, the NEB resolved to provide a monthly stipend to the chair of the Canada Equity Council (CEC) and to have the chair attend all NEB meetings. The contributions of the CEC are critical and having the voice of the CEC Chair at the table has helped the NEB to better understand the desired goals of the CEC. Discussions will commence in earnest as we prepare for our 2022 National Convention on what further improvements our NEB can make in this area.

The structure of our national union provides maximum autonomy to each local and region. Although this allows for a significant amount of self-determination, it does create challenges for addressing barriers to diversity and inclusion at our National Executive Board (NEB). COPE-SEPBB locals and regions will be tested in the coming years on their commitment to our existing structure and how each balances their desire for autonomy with the goal to improve diversity, equity and inclusion at all levels of our union.

The pandemic, particularly the associated travel restrictions, resulted in reduced expenses for the national union than had been budgeted. The shift to meeting online had the impact of saving money for our national union. However, monetary savings came at a cost to the relationships built across the country. The NEB plans to meet in person in the fall of 2021 to re-establish the important bonds from region to region and province to province.

On a positive note, both our national union's finances and our national Strike and Lockout Benefit and Defence Fund remain healthy. It was due to the healthy finances of our national union, and specifically the Strike and Lockout Benefit and Defence Fund, that MoveUP was able to secure \$1 million toward the Driving Public campaign. As well, MoveUP continues to benefit from a \$160,000 annual subsidy to assist with our ongoing organizing efforts. ■



CONSTITUTION & BYLAWS COMMITTEE REPORT

Committee members: Brenda Chu (Co-Chair), Bryan Finstad (Co-Chair), Anderson Charles, Parneet Gandhi, John Hooker, Rikki-Lee Itterman, Tosha L'Heritier, Brian Martens, Vayia Platko, Christy Slusarenko, Stephanie Villeneuve

In the MoveUP Bylaws 1C: “The Constitution and Bylaws Committee shall constantly review the Constitution and Bylaws and make recommendations for changes where necessary. Deliberate and make recommendations on all relative matters referred to it by the Executive Board, Executive Council or Convention.”

Two important points must be understood regarding any proposed amendments:

- 1) Constitutional amendments, as per Article 13 of the MoveUP Constitution, may ONLY be made at Convention, with a 2/3 vote in favour of the proposed amendment.
- 2) Bylaw changes may be made at any time by Executive Council.

The Committee has been very active at the end of 2020 and throughout 2021 in preparation for Convention. Several meaningful, and lively debates have taken place at the committee level, as well as at the executive board and executive council levels. This led to several bylaw changes during the term and many proposed constitutional amendments to be discussed at this Convention.

One of the most important (and heavily debated) topics that the Committee worked on was a rewrite of Constitution Article 16 - Discipline. This article is plagued by ambiguities and inconsistencies which has led to confusion regarding the process for handling charges. The Committee has rewritten this article with the intention of providing clarity and consistency with respect to the disciplinary process.

Going forward, a new committee will be struck after Convention welcoming both new and returning members. If either, or both, of the current co-chairs return for the next term, the intention will be to hold regular quarterly meetings. The goal will be to do a full review of MoveUP's Constitution & Bylaws to determine if they are still relevant in the environment that MoveUP currently exists and operates in. ■



EDUCATION COMMITTEE REPORT

Committee members: Rysa Kronebusch (co-chair), Christy Slusarenko (co-chair), Annette Toth (co-chair), Tejbir Basi, Jeff Bryant, Kelly Cammack, Lucia Chan, Anderson Charles, Brenda Chu, Rhys Coulter, Cristie Estatopulos, Bryan Finstad, Parneet Gandhi, Vivian Ho, Rikki-Lee Itterman, Lynnette Lee, Brian Martens, Andrea McKenzie, Tiffany Rivers, Gunter Seifert, Addison Smith, Lana Topic, Stephanie Villeneuve, Dora Wong



The COVID-19 pandemic impacted every part of our union's activities. Our member and steward education was no exception. In 2019 and the first two months of 2020, the Education Committee continued to provide its high-quality education to stewards. Training was done in person at the MoveUP office in Burnaby and at the Job Steward Seminar in downtown Vancouver.

However, March 2020, the MoveUP office was closed to members and guests as the world came to grips with a worldwide pandemic. The impact of the COVID-19 pandemic was felt in every workplace. Most workers were required to work from home. Families were trying to cope with school closures and loss of day care facilities. Stress, fear, and worry were high amongst our members, especially in the early days of the pandemic. Our stewards jumped into action immediately. However, they required new tools and added support as they scrambled to help their coworkers navigate a time of unprecedented world chaos.

The Education Committee recognized they needed to adapt fast to help members and, especially, our job stewards. The first thing they did was implement webinars on how to be a steward online. They brought in stewards to tell their stories and share their personal techniques on how best to offer support to our members and to one another.

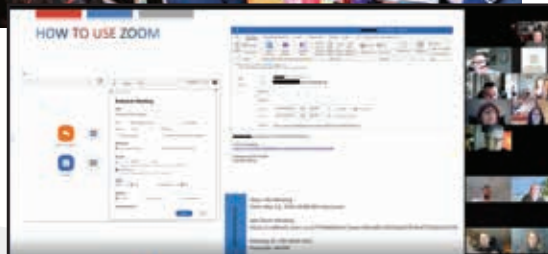
The early success of these webinars proved that member education could be done online. Job Steward Level One was the first full course offered on Zoom. It was a steep learning curve to adapt the material from

an in-person format to online, but the committee and team of facilitators got it done. This was similar for Job Steward Level Two. The tireless commitment of the MoveUP staff, committee members and facilitators resulted in MoveUP offering both courses to over 250 stewards in 2020-2021.

One casualty of the pandemic was the unfortunate cancellation of the Job Steward Seminar in both 2020 and 2021. The committee is very hopeful that the 2022 Seminar will proceed as planned and is looking forward to hosting stewards at Harrison Hot Springs next March.

The pandemic provided unanticipated educational opportunities as well. Since in-person training was out of the question, the Committee was able to offer several 90-minute webinars on topics not previously presented. Such webinars included Demystifying the Electoral Process at MoveUP, Understanding Territorial Land Acknowledgements, Stewarding Online, Connecting Job Stewards to Health and Safety, and an introduction to the MoveUP LTD and Wage Continuance Plans.

Finally, in conjunction with the Mission, Vision and Values developed by the Executive Board in 2019, the Education Committee contracted the services of labour educators from Simon Fraser University to help overhaul our Job Steward Level One and Level Two courses. These new courses will move us away from our old style of learning, which focused mainly on grievance handling, and toward developing a team of progressive activists and leaders. ■



ENVIRONMENT COMMITTEE REPORT

Committee members: Kelly Cammack (co-chair), Stephanie Villeneuve (co-chair), Jeff Bryant, Rhys Coulter, Cristie Estatopulos, Rikki-Lee Itterman, Calvin Jonas, Amelia Peterson, Bruce Sarvis, Rysa Kronebusch

A series of unexpected events figuratively turned our committee on its head. We left our last convention resolved to continue our focus on keeping our Local carbon neutral through continuing our Climate Smart membership, and on educating and empowering our membership to make environmentally friendly choices in their lives.

During the first part of our committee's term (in the "BC before COVID" period) we participated in several family-oriented educational events such as the Goldstream Salmon run in November 2020 and a visit to The Raptors Visitor Centre in September 2019. (The Raptors are a group of biologists and falconers on Vancouver Island whose goal is to educate about birds of prey).

Last February our chairperson, Melissa Maher, stepped down to pursue a career working for the government. We miss her leadership, but with Stephanie and Kelly having stepped in as co-chairs, we are confident in their leadership being the enthusiastic, passionate environmentalists that they are.

Stephanie and Kelly believe in total inclusivity, and along with Rysa are guiding the way. We hope to continue what we started this year.

During COVID many of us were working from home. We saw some environmental benefits coming from this.

CO2 levels decreased remarkably proving to the world that we can make a difference if we work together. More than ever, the last four months of extreme weather and wildfires have dramatically proved to us that our civilization must address climate change in a meaningful and substantial way. Our committee pledges to bring to our membership issues and events that support environmental initiatives.

We will continue to champion the bee. The bee is essential to life on our planet, and we recognize the environmental hazards that challenge the life of this necessary insect. We looked at many themes that were of immense importance to life and climate change, such as ocean clean-ups and shoreline clean-ups. We discussed how COVID has created a plethora of PPE waste and discussed how to deal with this new phenomenon.

With this in mind, we've adopted **"Clean Up Your Own Neighbourhood"** as our theme for the coming year!

We will challenge our membership to make neighbourhood clean-ups an event for their families and neighbours this year. Contact your local governments and find out how to safely dispose of used PPE. On that note, if you come across any fun family events you would like to bring to your Environment Committee, please do. For that matter, why not join us? ■





EVENTS & SOCIAL PLANNING COMMITTEE REPORT

Committee members: Annette Toth (chair), Jeff Bryant, Tania Busch, Bryan Finstad, Parneet Gandhi, Rikki-Lee Itterman, Shelly Johnston, Brian Martens, Kathryn Prinz, Christy Slusarenko, Stephanie Villeneuve, Dora Wong, Elizabeth Zlot

The Events & Social Planning Committee hit the ground running after the close of Convention in 2018. That December, we hosted four family-friendly breakfasts with Santa in the Lower Mainland, Okanagan, and Victoria.

Plans started in earnest shortly into 2019, where the committee created an ambitious list of events. The committee was determined to expand their network of volunteers, and therefore events, to engage with members outside the Lower Mainland. The committee sought ideas from stewards and leaders who live and work in smaller communities. The list of ideas was inspiring, and we started to plan how we could make these ideas a reality over the coming term.

In 2019 MoveUP offered events throughout the year, from snowshoeing at Cypress Mountain in February to hockey and baseball games, a day at Playland and another at the Hasting Racecourse, the annual Bob Derby Memorial Charity Golf Tournament, and the ever-popular Breakfasts with Santa. The committee also brought out the MoveUP trailer to help host a United Way fundraiser in Surrey.

By the end of 2019, the Events & Social Planning Committee was well on their way to planning new events for the summer of 2020, such as a day at Big Splash Water Park. This new idea was designed specifically so that members from Vancouver Island and the Gulf Islands could also join in. Ideally, members could have walked on the ferry and caught a shuttle to the water park, joining in with fellow members from the Lower Mainland.

Then, in March 2020, the world suddenly changed. As this province went into lockdown, offices closed, and sport events were cancelled, the Events & Social Planning Committee stopped their activities, too. Since the committee members are also job stewards, they turned their focus to supporting and helping members in their workplaces. Sadly, as 2020 wore on, it was clear that there would not be any in-person options that could be offered to our members and their families.

In November 2020, the committee came back together — on Zoom, of course — to discuss options for the holidays and start thinking about 2021. The increased

cases of COVID-19 meant that this committee had to shift its focus and think differently about social events for MoveUP. The world changed, and this committee had to change too.

Undeterred, the Events & Social Planning Committee launched some fun, at-home activities for December 2020, such as the very popular gingerbread house competition, holiday recipe share, and family celebration picture contest. In 2021, they continued to offer social events that connected MoveUP's members but kept them safe through the pandemic. These new innovations included a monthly recipe share with a common ingredient and a spring colouring contest for children.

As restrictions lift and life returns to normal, the Events & Social Planning Committee hopes to get back to in-person events. However, they will also continue with some of their new online ideas. The committee looks forward to seeing members again very soon! ■



HEALTH & SAFETY COMMITTEE REPORT

Committee members: Rysa Kronebusch (chair), Anderson Charles, Patrick Coghlan, Brian Martens, Andrea McKenzie, Vayia Platko, Annette Toth



The last three years saw significant work for MoveUP's Health and Safety Committee. In years past, this committee was a link between MoveUP and the BC Federation of Labour's Health & Safety Committee. It had not had a significant presence at MoveUP, having left most work on occupational health and safety to the individual joint worksite committees. The committee decided early on in its term that it needed to raise the profile of health and safety with the MoveUP membership, especially on issues that had a broad impact on working people.

In 2019, the committee continued to support the BC Hydro Safety Rodeo. That year it was held in Vernon. Attendance was excellent and plans for 2020 started shortly afterward. Little did anyone realize at the time they had attended the last Safety Rodeo of this term due to the pandemic situation. The committee is hopeful that there will be a 2022 Safety Rodeo and that they can participate fully as in years past.

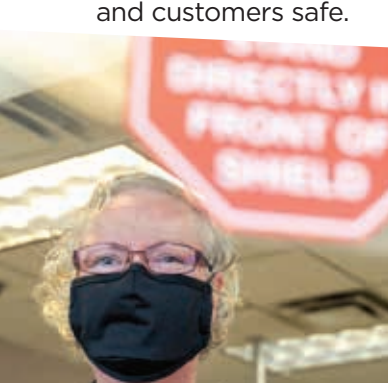
The Health & Safety Committee had also planned to provide a more robust training and support network for the Worker Representative across MoveUP. It was broadly recognized that MoveUP needed to bring the Worker Representatives together, regardless of workplace, to help build solidarity, promote networking opportunities, and to lend support in areas that were feeling overwhelmed and under-supported.

Unfortunately, on March 11, 2020, the World Health Organization declared the COVID-19 viral disease a worldwide pandemic. All focus shifted to ensuring our staff and members were safe and had the equipment needed to work from home. For those workers who could not work from home due to the nature of their job, the committee made sure that employers implemented robust safety plans that would keep staff and customers safe.

By 2021, the committee was about to return to its plan to train and support health and safety committees and members. However, it was clear that any plans to be in person could not occur. Instead, training shifted to online courses, including Connecting Job Stewards to Health and Safety, and a series of ninety-minute sessions on how to better support mental health in the workplace.

The Health & Safety Committee was able to put their support behind MoveUP's campaign to decriminalize sex work in Canada and to repeal bill C-36. Success of this campaign will ensure the rights of sex workers to health and safety, no different than any other workers. The committee is grateful to Randall Garrison, Member of Parliament for Esquimalt-Saanich-Sooke and member of the Federal New Democrats, for his support of the petition MoveUP sponsored on this issue. With his support and over 9,500 signatures, decriminalization of sex work has been raised again on the floor of the House Commons. The committee is hopeful that sex workers will soon enjoy the same rights as all other workers.

One of the goals of the committee is to push for better recognition of Activity-Related Soft Tissue Disorders (ASTD) by WorkSafe BC. Too often, workers with ASTD claims (previously known as repetitive strain injuries) are denied by WorkSafe BC. MoveUP has put this issue as one of its government relations issues for 2021. ASTDs need to be treated as legitimate workplace injuries; the same way that asbestosis and mesothelioma are treated due to asbestos exposure. All too often, though, ASTD injuries, due to their cumulative onset, are denied at the case manager, appeal and WCAT levels. Correcting this injustice will require focus from not just MoveUP but other unions, medical practitioners, injured worker groups and related stakeholders. ■



HUMAN RIGHTS & MULTICULTURAL COMMITTEE REPORT

Committee members: Gunter Seifert (co-chair), Christy Slusarenko (co-chair), Darshan Andrews, Anderson Charles, Surinder Cheema, Anny Chen, Brenda Chu, Tom David, Rowyn DeVito, Bryan Finstad, Vivian Ho, Jessica Hou, Rikki-Lee Itterman, Janice Krieger, Sheela Kumar, Tosha Lheritier, Kyle McNeil, Eddie Mishra, Judy Ng, Kathryn Prinz, Colleen Rayner, Nathan Schmidtke, Umie Shalma, Annette Toth, Stephanie Villeneuve, Mohammad Zahid, Elizabeth Zlot

The COVID-19 pandemic has shone a light on the systemic racism that has shaped our history since the first step colonizers took on what would become Canada.

Through the spread of the virus, the rumors and blame seemed to have spread at a faster rate, with world leaders being some of the worst culprits. The racism we have seen during this pandemic is some of the worst most of us have ever witnessed in our lifetimes. The Human Rights & Multicultural Committee decided that there was much more to do over the last two years to educate, advocate, and denounce any form of racism. With our committee unable to participate in the usual events such as Vaisakhi, the always-enjoyed mooncakes during Mid-Autumn Festival, Pride parades and many more, the committee needed to find ways to continue our advocacy while focusing on the social justice issues here in Canada and with our neighbours to the south.

Anti-Asian hate became the first issue we focused on through the pandemic. In the news, on social media, and almost everywhere you turned, we saw stories of many innocent people attacked and targeted based on their ethnic background as many thought the virus was the fault of the Chinese community. Sadly, even political figures were accosted, and rather than calling the virus by its true name, people chose to call it the “China virus” further feeding the hate. It was hard to believe that in a country like Canada that is so diverse, people were attacking others for no other reason but their backgrounds. Many Canadians believe that there isn’t racism in our country, however the Anti-Asian hate was just the tip of the iceberg.

On May 25, 2020 the world witnessed a brutal and senseless death when George Floyd, a black man, was murdered by a police officer. His death sparked protests, riots, and calls for “defunding” the police. The HRMC knew we needed to start conversations within our membership, covering topics that aren’t always easy to talk about and are somewhat controversial.

The committee reached out to members looking for speakers willing to talk about their lived experiences as part of BIPOC communities. Webinars on “Black Lives Matter,” “Why we do, and the importance of, Land Acknowledgements,” and “Defunding the police” were all very well attended. During these webinars, we had dialogs that were insightful and informative. While there were moments of disagreement, the committee ensured that the sessions provided a safe and respectful place for those who were sharing.

The HRMC is still committed to end the discriminatory blood ban against men who have sex with men and transgender women. While the federal government has again promised to put an end to this discrimination, until the law is changed we will continue the fight. The committee has joined the “All Blood is Equal” coalition so that we have a stronger voice that tells the government that enough is enough.

Your HRMC knows there is much more work to be done on these issues and is looking forward to the next three years of advocacy, allyship, and fighting for the rights of all. ■



POLITICAL ACTION COMMITTEE REPORT

Committee members: Rysa Kronebusch (co-chair), Lori Mayhew (co-chair), Angela Boscarior, Kelly Cammack, Deena Coles, Gavin Dhillon, Joyce Galuska, Gaganpreet Gill, Yvonne Hanson, Milena Kollay, Zachary Lucas, Andrea McKenzie, Bosco Misquitta, Gunter Seifert, Robin Smith, Andrea Stephens, Amy Turton, Susan Wills, Mohammad Zahid

Provincial News

In the fall of 2020, BC Premier John Horgan called a provincial election, saying that the agreement with the Green Party was no longer working and the citizens of BC deserved to have a say in who was going to lead them out of the COVID-19 pandemic. The BC NDP won a majority government, and John Horgan became the first NDP premier to win consecutive terms. The BC Liberals, led by a poor performance from their leader Andrew Wilkinson, as well as a series of missteps, were reduced to only 29 seats. The Green Party managed to hold two of their three seats.

In the fallout from the election, Wilkinson resigned as leader of the BC Liberals, and a leadership selection was set for February 2022. Shirley Bond, a long-serving MLA from the Prince George area, was selected as the party's interim leader. As of the writing of this report, there were five men and one woman in the leadership race.

The Federal Scene

The 2019 federal election resulted in the Liberals, led by Prime Minister Justin Trudeau, losing their majority but winning the most seats. The Conservatives continued as the Official Opposition with Andrew Scheer announcing his resignation, triggering a leadership election, where Erin O'Toole was elected party leader. The Bloc Québécois became the third party. The New Democrats lost seats but maintained official party status, and although the Greens increased their seats, they ultimately failed to achieve the required number of MPs—twelve—for official party status.

Following the 2019 election, Elizabeth May stepped down as the leader of the Green Party. Annamie Paul was elected in a quick leadership election. Turmoil and strife have dogged Paul since she was elected, and she narrowly avoided a leadership review in the summer of 2021.

On August 15, 2021 a snap election was triggered by Prime Minister Justin Trudeau, who was hoping to turn the Liberal minority government into a majority. The gamble did not pay off as voters, following the September 20 election,

sent the parties back to the House of Commons with nearly identical seat counts as prior to the election with Liberals retaining a minority government.

Despite positive polling results in the lead-up to the election, the NDP only managed to increase their overall seat count by one to 25. However, they were able to pick up several new seats in Western Canada – including adding two in BC and one in Alberta – while generating over 133,000 new votes compared to the 2019 election. By contrast, the Bloc Québécois, Liberal Party, Conservative Party, and Green Party all saw their overall vote count decrease. The Liberals and Conservatives, notably, both lost nearly half-a-million votes compared to their 2019 results. Green leader Annamie Paul announced she would step down as party leader a week following the general election.

Local Government

The next local government elections will be in November 2022, but in some cities in the Lower Mainland you would think they were this year! Several people in Vancouver have announced their intention to run for mayor, and Mayor McCallum in Surrey has already started his re-election bid.

Local government has the biggest impact on our lives—think garbage collection, housing zoning, and waste treatment for example. In 2018, we had several members who put their name forward as candidates. We hope to see the same again in 2022. If you are thinking of running for local government, please reach out and we can guide you through the process. ■



WOMEN & GENDER RIGHTS COMMITTEE REPORT

Committee members: Christy Slusarenko (chair), Cenen Bagon, Jennifer Bari, Carol Brown, Chika Buston, Antara Deb, Melanie Greenlaw, Vivian Ho, Natalie Hoedel, Kate Israelyan, Rikki-Lee Itterman, Deborah Johnson, Shelly Johnston, Patricia Kim, Milena Kollay, Janice Krieger, Rysa Kronebusch, Dawn Lentsch, Kimberley McInroy, Andrea McKenzie, Carrie Michels, Amelia Peterson, Colleen Rayner, Andrea Stephens, Alene Stolle, Lori Watt, Susan Wills, Dora Wong, April Young, Elizabeth Zlot, Marisha Zuckerman

The Women & Gender Rights Committee (WGRC) has had a very successful and busy three years. Even during a pandemic, this group of strong activists and advocates strived to create, and participate in, meaningful events and learning opportunities.

Very early on in this term, the committee decided to focus efforts on building a more inclusive committee with a focus on supporting local organizations and events, the MoveUP membership, making a difference in the communities where our members live. One of the biggest changes was to the name of the committee, changing from the “Women’s Rights Committee” to the “Women & Gender Rights Committee.”

By adding “Gender” to the committee’s name it shows that MoveUP and the committee are here to fight for the rights of all. It also falls in line with the BC NDP and the BC Federation of Labour, as they have both have adapted their committee names to include “gender.”

The committee is still very much focused on the issues that all women face within the workplace and society and will continue the work that others have done before. But it also allows for the committee and MoveUP to address the struggles of other equity-seeking genders and non-binary folks. A great way to think about this change is that the committee has just opened its umbrella a little bigger allowing a few more people to fit in.

The WGRC has been actively advocating and supporting campaigns to keep our women safe. Many members have worn or displayed the purple scarf pins created by committee members to show solidarity with survivors of domestic violence and worked with the affiliates in BC in the fight for paid domestic and intimate partner violence leave. There has been movement in those campaigns, but the work is not finished yet.

This term the committee wanted to engage with more of the members by celebrating together at International Women’s Day events not only in Vancouver but around the province, hosting movie nights, hosting a webinar on postpartum mental health for mothers and those who support them, as well taking a trip to Vancouver Island to participate in one of MoveUP’s own members’ workshop on Effective Activism and Leadership for Women.

MoveUP and the committee have always been strong supporters of the United Way British Columbia’s Period Promise campaign. We have seen this campaign grow from its original ‘Tampon Tuesday’ into a month-long event. The members of the WGRC not only collected products and cash donations but were able to volunteer with the UWBC in sorting and distributing thousands of tampons and pads to those who face period poverty every day. It is programs like this that give the committee strength to continue the work that they do, as well as inspire them to build upon and source new endeavors to really make changes to better the lives of women here and around the world. ■



YOUTH ACTION COMMITTEE REPORT

Committee members: Milena Kollay (co-chair), Eama Melland (co-chair), Romina Ambrosio, Gavin Berry, Muhammad Butt, Zachary Chipman, Rhys Coulter, Gavin Dhillon, Erik Grebliunas, Sheela Kumar, Natalia Larrain, Lynette Lee, Ophelia Lee, Kyle MacDonald, Brendan Morice, Meaghan Morrice, Natasha Nanka, Dimitri Ossinsky, Rayima Parhat, Brandon Reader Jessica Ross, Jaime Scott, Jorge Soares, Gina Tan, Alina Teymory

The last three years started out busier than ever as the Youth Action Committee met five times per year in the evenings at the MoveUP office. We planned courses, events, and thought of new ways to encourage young workers to get involved and why it is important to get involved in unions.

We participated in, or hosted, many events since the last Convention in 2018.

October 2018

Members from YAC spent evenings calling MoveUP members to come out and vote in the municipal election.

January 2019 & April 2019

YAC Members spent a day down at the picket line with Westminster Savings members on strike.

March 2019

YAC co-chairs Milena and Francis facilitated a Young Workers in Action course at the Job Steward Seminar. The course focused on rights in the workplace, the importance of unions, collective agreement basics, and an introduction to bargaining and campaigns. The class of young MoveUP members also had a field trip to the Westminster Savings picket line. It was the first time for most of the participants to have been on a picket line, really showing what solidarity means.

April 2019

Members of YAC laid flowers at the National Day of Mourning ceremonies around the Lower Mainland.

May 2019

YAC members participated in the annual Grant's Law sit-in, requesting signatures on a petition to get the law changed back to require two people working the overnight shift at gas stations or convenience stores. It was a successful 9 p.m. to 6 a.m. shift outside the Mac's convenience store on commercial drive. Unfortunately, we are still waiting for the government to change back the laws to its original strength after the BC Liberals slashed worker's protections in the late 2000's.

May 2019

MoveUP Young Workers Night at the Vancouver Whitecaps game. We had a great turnout from rank-and-file members around the city. For several of them, this was their first union event they had attended. Several even joined the committee afterwards.

June 2019

Four members of the Youth Action Committee had the opportunity to attend the National COPE/SEPBC Convention and represent the young workers from our region proudly.

June 2019

The Committee sent 12 participants to the BCFED Young Workers School at Camp Jubilee, where we had an opportunity to learn about the labour movement and meet 100+ other young workers from all different unions. We also had three MoveUP members facilitate courses at camp: Negotiations 101, Civil Disobedience, and Public Speaking.

September 2019

YAC held a young workers BBQ at the MoveUP office. We focused on trying to educate the new members on the importance of unions.

November 2019

Young Workers Games Night at Pizzeria Ludica. Once again, a great turnout! It seems like our members love playing board games! The Young Worker Games Nights have always been our most successful events, as they give an opportunity to chat with the other members in attendance. There are quite a few of our committee members who only got involved because they first came out to one of our games' nights.

February 2020

Young Workers Skating Night at Robson Square. One of the members that attended this event shortly afterwards got on executive council representing members at ICBC in North Vancouver.

March 2020-2021

Committee continued to meet online over Zoom but was having a hard time finding ways to engage new members online. The committee is very much looking forward to getting back to in-person events and we are excited to continue to engage our young workers from across the province! ■



SECRETARY-TREASURER REPORT FOR 2021 CONVENTION

LORI MAYHEW

If you've heard federal NDP leader Jagmeet Singh speak, chances are you've heard him talk about his mother and her attitude of 'chardi kala'. Through that story, he describes that outlook as one of rising spirits, particularly in the face of adversity. As a lifelong optimist, I can relate to that. Let's take a look at what's been going on since we last gathered at our convention, and you'll see why.

Going in to 2019, we knew that it would be a tough year as all of our public sector collective agreements were up for renewal. This represented about 75% of our members. Then, our members at Westminster Savings Credit Union went on strike. On top of that, we added in the Driving Public campaign in anticipation of a provincial election.

This was a lot of work, but we were making progress on these fronts. We were gaining members, and our dues revenue was going up. Unfortunately, there was not a good outcome at the Westminster Savings Credit Union strike, but we did the best we could to take care of those members. Chardi kala.

2020 started off well. We settled a couple of our big collective agreements. Our Driving Public campaign was well-received by government. Then... the pandemic stopped everything in its tracks. We had a number of members laid off. We scrambled to make sure those members were looked after. We set up our staff to work from home. And we carried on, bargaining better working conditions for our members, representing them in grievances and arbitrations. Most of our

members were able to keep their jobs. We worked to ensure our members and their employers knew about all the federal and provincial government supports that were available. I knew we would come through this. Chardi kala.

Throughout 2020, our finances held strong. While our revenue did drop somewhat from the budget projection, it remained strong overall. Our Defence Fund suffered from the drop in the markets at the start of the pandemic but did manage to recover by the end of the year. Our expenses dropped at the same time, and the two of these combined to improve our bottom line. We were going to be okay. Chardi kala.

In 2021, the pattern of steady income and reduced expenses continues. Mindful of the impact the volatility of the markets had on our Defence Fund, and thereby on our finances, we came up with a creative solution that we think will smooth out those market swings. At the time of writing this report, we were looking at recovery from the pandemic, and were seeing members who had been laid off being recalled to work.

And while the pandemic interrupted our implementation of some aspects of our strategic plan, we are picking up those threads too. Importantly, we have picked up the thread of our diversity, equity and inclusion work. I'm confident that we can make the changes that we need to make MoveUP even stronger that it already is.

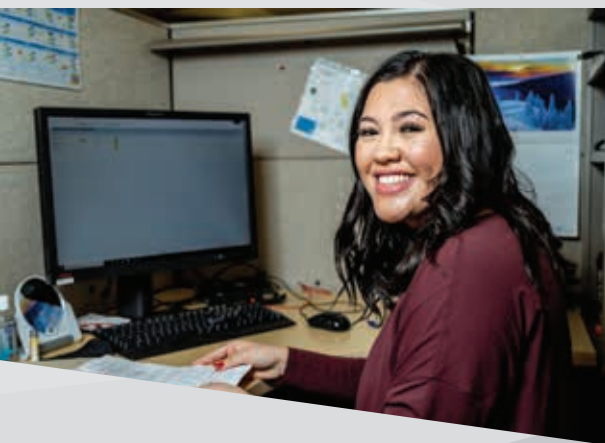
How am I feeling? Chardi kala. ■













Breaking Barriers **Embracing Diversity** | CONVENTION 2021



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