

**RESOLUTION:
Accessibility**

September 12 – 14, 2024

<p>HR-1</p>	<p>Whereas union meetings and events bring people together to share information, develop strategies, work toward common goals, and celebrate successes...</p> <p>Whereas the success of any event depends upon the ability of all attendees to actively participate as valued members of our union...</p> <p>Whereas MoveUP has committed to doing vital and necessary work towards equity and inclusion...</p> <p>Be it resolved that all MoveUP events including but not limited to meetings, conventions, and workshops whether online or in-person will provide real-time captioning.</p> <p>Be it further resolved that all in-person MoveUP events will provide or be held in locations with:</p> <ul style="list-style-type: none"> • Clear aisle access to microphones. • Ramp access to stages. • Meeting rooms and restrooms that meet or exceed CSA accessibility standards including doors that allow easy access. <p>Be it further resolved that MoveUP will also provide on request:</p> <ul style="list-style-type: none"> • Qualified ASL interpreter • Ergonomic seating • Cordless microphone to be brought to those with difficulty approaching the stationary mics. <p>Be it further resolved that all event invites will include the option to request accommodations, and those requests will not be unreasonably denied.</p> <p>Submitted by Leilah Thiel</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
Barriers**

September 12 – 14, 2024

<p>HR-2</p>	<p>Whereas even small attitudinal barriers inhibit the full participation of all people in public space; and</p> <p>Whereas these barriers can be mitigated through conscious practice.</p> <p>Therefore, be it resolved, MoveUP will make all efforts to research effective policies that discourage misgendering and other microaggressions against all protected classes, and to encourage the implementation of these policies into workplaces across British Columbia.</p> <p>Submitted by Molly Cernik, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
RCMP Community-Industry Response Group**

September 12 – 14, 2024

<p>HR-3</p>	<p>Whereas the RCMP Community-Industry Response Group has violated human rights and civil liberties in violent and racist attacks on First Nations, Inuit, & Métis persons, as well as journalists, and protesters...</p> <p>Whereas Canada, British Columbia, and the C-IRG have been rebuked by the UN Committee on the Elimination of Racial Discrimination and Amnesty International for these violations...</p> <p>Be it resolved that MoveUP will call on the BC Provincial Government to fully disband the C-IRG, to hold present and former members responsible for their human rights violations, to cease collusion with private security firms and Industry, and to require meaningful on-site Indigenous civilian oversight of all RCMP operations on Indigenous lands.</p> <p>Submitted by Leilah Thiel, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
Basic Human Rights for Trans & 2SLGBTQIA+ Community**

September 12 – 14, 2024

<p>HR-4</p>	<p>Whereas trans people of all ages have basic human rights to dignity, privacy, respect, and agency over their lives...</p> <p>Whereas other provinces have already made it difficult or impossible for youth to access gender-affirming care, to explore their gender safely at school, and to participate in sports...</p> <p>Whereas 2SLGBTQIA+ community members, allies, workers, local business owners and especially teachers are experiencing escalating harassment, threats, and violence...</p> <p>Therefore, be it resolved that MoveUP will oppose any government or local legislation that undermines 2SLGBTQIA+ rights...</p> <p>Therefore, be it further resolved that MoveUP shall stand in solidarity with trans members and the broader trans community to advocate for their rights and safety...</p> <p>Therefore, be it further resolved that MoveUP ensure its donations and investments do not support organizations that exclude or discriminate against trans people.</p> <p>Submitted by Leilah Thiel, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
TRC Calls to Action**

September 12 – 14, 2024

<p>HR-5</p>	<p>Whereas only 13 of the 94 Calls to Action by the Truth & Reconciliation Commission have been completed in the past nine years,</p> <p>Whereas not a single Call to Action was completed in 2023,</p> <p>Whereas at the current pace, we will not see action on all of the calls for another 58 years,</p> <p>Be it resolved that MoveUP will call upon the BC Provincial & Federal Governments to commit to either completing or having concrete, fully funded plans of action on the remaining 81 Calls to Action prior to the ten-year anniversary of their release.</p> <p>Submitted by Leilah Thiel, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
UNDRIP Implementation**

September 12 – 14, 2024

<p>HR-6</p>	<p>Whereas the BC Provincial government passed the Declaration on the Rights of Indigenous Peoples Act in 2019 to bring the province into line with the UN Declaration on the Rights of Indigenous Peoples within five years,</p> <p>Whereas their five-year action plan was released in 2022 and little substantive work has been completed,</p> <p>Be it resolved that MoveUP shall call on the BC Provincial Government to implement the principles of UNDRIP into Provincial legislation without further delay.</p> <p>Further be it resolved that all MoveUP discussions and lobbying of the provincial and federal governments be undertaken in line with the principles outlined in UNDRIP and the statements outlined in DRIPA.</p> <p>Submitted by Leilah Thiel, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
Disabled & Chronically Ill Employees**

September 12 – 14, 2024

<p>HR-7</p>	<p>Whereas disabled people including those with invisible and chronic conditions may require additional time away from work due to their disabilities...</p> <p>Whereas employers count this time as individual occurrences, inflating sick leave numbers to weaken sick leave provisions and to allow measures including loss of pay, disproportionately impacting disabled people...</p> <p>Be it resolved MoveUP shall fight to prevent employers from negatively impacting employees for use of their hard-fought sick leave.</p> <p>Be it further resolved that MoveUP shall work to enforce bridging of sick leave instances for members who require multiple sick leaves due to disabilities and chronic conditions.</p> <p>Submitted by Leilah Thiel, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
Gender Inclusive Washrooms**

September 12 – 14, 2024

<p>HR-8</p>	<p>Whereas infrastructural barriers also impede personal dignity and self-realization; and</p> <p>Whereas gender segregation can lead to anti-queer policing and harassment.</p> <p>Therefore, be it resolved, MoveUP will incorporate gender-inclusive washroom best practices into all of its facilities and will encourage the implementation of these best practices into workplaces across British Columbia.</p> <p>Submitted by Molly Cernik, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
Hybrid Meetings**
September 12 – 14, 2024

<p>HR-9</p>	<p>Whereas accessibility is critical to equity, and many members face barriers to attending meetings, training, and events in person...</p> <p>Whereas those barriers include cost, childcare access, disability, distance, illness, and caregiving...</p> <p>Be it resolved that MoveUP will provide hybrid in-person and online access to all meetings, trainings, and seminars, and provide recordings for those unable to attend.</p> <p>Submitted by Leilah Thiel, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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**RESOLUTION:
Universal Design for Learning**

September 12 – 14, 2024

<p>HR-10</p>	<p>Whereas people are frequently unaware of their own disabilities for much of their life; and</p> <p>Whereas accessibility works best when it is passive and does not require special initiative and action to be performed by disabled people.</p> <p>Therefore, be it resolved, MoveUP calls on public and private education to incorporate Universal Design for Learning into all K12 curricula.</p> <p>Therefore, be it further resolved, MoveUP will incorporate Universal Design principles into its facilities and will encourage the adoption of those same principles into workplaces across the province.</p> <p>Submitted by Molly Cernik, ICBC</p>	<p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p>
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