

Building Our Future Together
move**up** CONVENTION 2024

Executive Council Report

SEPTEMBER 12-14, 2024
VANCOUVER, BRITISH COLUMBIA

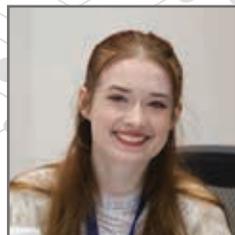


TABLE OF CONTENTS

President’s Report	3
President’s Report Translations	4
Secretary-Treasurer’s Report.....	9
National Executive Board Report.....	10
2024 Executive Board Election Results.....	11
Audit Committee Report.....	12
Community & Social Action Committee	13
Constitution & Bylaws Committee Report	14
Education Committee Report	15
Environment Committee Report	16
Events & Social Planning Committee Report.....	17
Health & Safety Committee Report	18
Human Rights & Multicultural Committee Report.....	19
Political Action Committee Report.....	21
Women & Gender Rights Committee Report.....	22
Youth Action Committee Report	23

PRESIDENT'S REPORT ANNETTE TOTH

It is with gratitude, excitement, and optimism that I welcome delegates to our 2024 Convention. It is also an incredible honour for me to be addressing Convention for the first time as our union's president.

Every three years, when our union holds Convention, it marks a fresh start and a time of renewed commitment. It provides an opportunity for reflection on all that has happened since the last time we gathered here back in October 2021. More importantly, it provides us with an opportunity to collectively have our say on where we want our union's direction to be in the next three years and to establish our priorities.

The keyword is collectively. Our union's strength comes from our solidarity, not only within our individual workplaces or sectors, but as a collective. Our strength is in our community. As leaders in our union, it is equally important that you represent those in your workplaces but also recognize that our union is not just about individual parts. We are stronger when we lift each other up.

We will need to come together quickly as soon as this Convention concludes. In October 2024, BC will face a critical provincial election, and I cannot stress how vital getting our members out to vote will be.

Over this past term, we were able to make tremendous gains for our public sector members who work at ICBC, BC Transit, BC Hydro, and Capilano University thanks in large part to having a BC NDP government in place. But if we fail to inspire our members to get out to vote this fall, we will be facing a tremendous fight not only when we go into bargaining, but in trying to ensure that our members don't lose their jobs.

The Conservatives have made it no secret they intend to dismantle our public services and privatize the industries that our members work in. If the Conservatives get into power, we're not going to be talking about wage increases at the bargaining table. We're going to be talking about how to prevent wage cuts, how to prevent job losses, and how to prevent the demise of the industries our members rely on to support their families.

A lot of the successes we managed to achieve this past term can be directly linked to the work we did two terms ago to help re-elect a progressive government.

Our members in the public sector saw cost-of-living wage increases linked to inflation because of this government.

We successfully organized several new workplaces into our union, including the Alpine Counselling Clinic, surveillance workers at Starlight Casino New Westminster, the Reach Gallery Museum, the Neighbourhood Housing Society, the Victoria Bug Zoo, and the BC Civil Liberties Association. Having card check certification made it easier for workers to unionize, and that was reflected in our success in unionizing new workplaces.

We know that when we come together and support one another, we win. We can continue to build and grow our community.

Our union—our community—isn't only our leadership team. Our community is more than just our executive board or executive council. Our community isn't only one workplace or one sector. Our community is about all of us coming together, taking pride in being part of our union, and making sure everyone feels welcome, included, and respected.

Let's build our future together.



PRESIDENT'S REPORT TRANSLATIONS

ANNETTE TOTH

FRENCH

C'est avec gratitude, enthousiasme et optimisme que j'accueille les délégués à notre Congrès 2024. C'est en même temps un honneur incroyable que de prendre la parole devant vous pour la toute première fois en tant que présidente de notre organisation.

Tous les trois ans, la tenue de notre congrès marque un nouveau départ et un engagement renouvelé. Il nous donne l'occasion de faire le bilan du temps écoulé depuis notre dernier Congrès en octobre 2021. Plus important encore, il nous permet de nous exprimer collectivement sur les orientations que nous souhaitons donner à notre organisation pour les trois prochaines années et de définir nos priorités.

Le mot clé est *collectivement*. La force de notre organisation tient de notre solidarité, non seulement dans nos milieux de travail ou nos secteurs respectifs, mais aussi en tant que communauté. Cette force y est bien enracinée. En tant que représentants syndicaux, il est essentiel de défendre les intérêts de vos camarades de travail et de reconnaître que notre organisation ne se limite pas à des composantes individuelles. Nous sommes plus forts lorsque nous nous soutenons mutuellement.

Dès l'issue du congrès, il nous faudra serrer les rangs rapidement. En octobre 2024, la Colombie-Britannique sera confrontée à une élection provinciale cruciale et je ne saurais trop insister sur l'importance de faire voter nos membres.

Au cours du présent mandat, nous avons obtenu des gains considérables pour nos membres du secteur public à l'emploi d'ICBC, de BC Transit, de BC Hydro et de l'Université de Capilano. Et cela est en grande partie grâce à la présence d'un gouvernement néo-démocrate en Colombie-Britannique. Mais si nous ne parvenons pas à persuader nos membres d'aller voter cet automne, nous devons mener une lutte acharnée non seulement lors des négociations, mais aussi pour éviter que nos membres perdent leur emploi.

Les conservateurs n'ont pas caché leur intention de démanteler nos services publics et de privatiser les secteurs dans lesquels nos membres occupent un emploi. S'ils prennent le pouvoir, nous ne pourrions pas discuter d'augmentations de salaire à la table de négociation. Nous nous limiterons à discuter des moyens d'empêcher les réductions de salaire, d'endiguer les pertes d'emplois et de contrecarrer la disparition de secteurs dont nos membres dépendent pour faire vivre leur famille.

Nous devons une grande partie du succès obtenu au cours du présent mandat au travail que nous avons mené tout au long des deux mandats précédents, favorisant la réélection d'un gouvernement progressiste.

Grâce à ce gouvernement, nos membres du secteur public ont connu une augmentation salariale correspondant au coût de la vie.

Nous avons réussi à syndicaliser plusieurs nouveaux lieux de travail, notamment l'Alpine Counselling Clinic, le personnel de surveillance du Starlight Casino de New Westminster, le Reach Gallery Museum, la Neighbourhood Housing Society, le Bug Zoo de Victoria et la BC Civil Liberties Association. L'accréditation par vérification des cartes a facilité l'adhésion des travailleurs, d'où le succès obtenu en ce sens.

Nous savons que lorsque nous faisons front commun et que nous nous soutenons mutuellement, nous gagnons. Nous pouvons continuer à construire et à développer notre communauté.

Notre organisation syndicale, à vrai dire notre communauté, ne se résume pas à notre équipe de direction. Elle ne se résume pas non plus à notre bureau ou notre conseil exécutif. Elle ne se limite pas à un lieu de travail ou à un secteur particulier. Notre communauté, c'est nous tous qui nous serrons les coudes, fiers d'en faire partie et vigilants pour ce que chacun s'y sent accueilli, inclus et respecté.

Travaillons ensemble à bâtir notre avenir.

TAGALOG

May pasasalamat, pananabik, at optimismo na binabati ko ang mga delegado sa ating 2024 Convention. Isang malaking karangalan din para sa akin na magsalita sa Convention sa unang pagkakataon bilang pangulo ng unyon.

Bawat tatlong taon, tuwing itinatanghal ng ating unyon ang Convention, nagmamarka ito ng isang bagong simula at isang panahon ng panibagong pangako. Nagbibigay ito ng oportunidad para sa pagmumuni-muni tungkol sa lahat ng naganap mula noong huling pagtitipon natin dito noong Oktubre 2021. Higit sa lahat, nagbibigay ito sa atin ng pagkakataon na sama-samang sabihin kung ano ang nais nating maging direksyon ng ating unyon sa susunod na tatlong taon at na maitatag ang ating mga priyoridad.

Ang keyword ay *sama-sama*. Ang lakas ng ating unyon ay nanggagaling sa ating pagkakaisa, hindi lamang sa loob ng ating mga indibidwal na lugar ng trabaho, o mga sektor, kundi bilang isang kolektibo. Ang lakas natin ay ang ating komunidad. Bilang mga pinuno ng ating unyon, patas na mahalaga na kinakatawan ninyo ang mga táong nasa inyong lugar ng trabaho at na kinikilala din ninyo na ang ating unyon ay di lamang tungkol sa mga bahaging indibidwal. Higit tayong malakas kapag sinusupportahan natin ang isa't isa.

Kailangang magsama-sama tayo kaagad sa sandaling matapos ang Convention na ito, Sa Oktubre 2024, magkakaroon ang BC ng isang mahalagang eleksyon sa province, at nais kong bigyang-diin kung gaano kahalaga ang paghihikayat sa ating mga miyembro na bumoto.

Sa nakalipas na term na ito, marami tayong nagawa para sa ating mga miyembro sa public sector na nagtatrabaho sa ICBC, BC Transit, BC Hydro, at Capilano University, salamat sa malaking bahagi sa pagkakaroon ng isang gobyernong BC NDP. Ngunit kung hindi natin mahihikayat ang ating mga miyembro na bumoto sa fall na ito, mapapaharap tayo sa isang matinding laban hindi lamang kapag tayo ay nakipag-bargaining, kundi pati na rin sa pagsisikap na matiyak na hindi mawawalan ng trabaho ang ating mga miyembro.

Hindi inililihim ng Conservatives na nilalayan nilang lansagin ang ating mga serbisyong pampubliko at i-privatize ang mga industriya na pinagtatrabahuhan ng ating mga miyembro. Kung malalagay sa kapangyarihan ang Conservatives, ang magiging usapan ay hindi tungkol sa pagtaas ng suweldo sa bargaining table. Ang pag-uusapan ay kung paano maiiwasan ang mga wage cut, kung paano maiiwasan ang pagkawala ng trabaho, at kung paano maiiwasan ang pagkamatay ng mga industriyang inaasahan ng ating mga miyembro para suportahan ang kanilang mga pamilya.

Ang karamihan ng mga tagumpay na natamo natin sa nakaraang term na ito ay maaaring tuwirang maiugnay sa trabahong ginawa natin dalawang term na ang nakalipas sa pagtulong upang muling mahalal ng isang progresibong gobyerno.

Dahil sa gobyernong ito, nakita ng ating mga miyembro sa public sector ang cost-of-living wage increases kaugnay ng inflation.

Matagumpay naming naorganisa ang ilang mga bagong lugar ng trabaho sa ating unyon, kabilang na ang Alpine Counselling Clinic, surveillance workers sa Starlight Casino New Westminster, ang Reach Gallery Museum, ang Neighbourhood Housing Society, ang Victoria Bug Zoo, at ang BC Liberties Association. Ang pagkakaroon ng card check certification ay nakapagpadali para sa mga manggagawa na mag-unionize, at ito ay makikita sa aming tagumpay sa pag-unionize sa mga bagong lugar ng trabaho.

Alam natin na kapag tayo ay nagsasama-sama at nagbibigay-suporta sa isa't isa, panalo tayo. Maipagpapatuloy natin ang pagbuo at pagpapalago sa ating komunidad.

Ang ating unyon — ang ating komunidad — ay hindi lamang ang ating leadership team. Ang ating komunidad ay higit pa sa ating executive board o executive council. Ang ating komunidad ay hindi lamang isang lugar ng trabaho o isang sektor. Ang ating komunidad ay tungkol sa pagsasama-sama nating lahat, pagmamalaki sa pagiging bahagi ng ating unyon, at pagtiyak na ang bawat isa ay nakadarama na siya'y tinatanggap, kasali, at nirerespeto.

Sama-sama nating bubuuin ang ating kinabukasan.

SPANISH

Con gratitud, emoción y optimismo doy la bienvenida a los delegados a nuestra Convención de 2024. Es también un honor increíble para mí hablar frente a la Convención por primera vez como presidenta de nuestro sindicato.

Cada tres años, cuando nuestro sindicato celebra la Convención, marcamos un nuevo comienzo y un momento de renovar nuestro compromiso. Nos da una oportunidad de reflejar sobre todo lo que ha pasado desde la última vez que nos reunimos aquí en octubre del 2021. Más importante, nos da una oportunidad para exponer nuestra voz colectivamente sobre lo que deseamos que sea la dirección de nuestro sindicato en los siguientes tres años y establecer nuestras prioridades.

La palabra clave es colectivamente. La fortaleza de nuestro sindicato proviene de nuestra solidaridad, no tan solo dentro de nuestros lugares individuales de trabajo, sino como un colectivo. Nuestra fortaleza está en nuestra comunidad. Como líderes de nuestro sindicato, es igualmente importante que ustedes representen a los trabajadores en sus lugares de trabajo y que también reconozcan que nuestro sindicato no es solamente una unión de partes individuales. Cuando cada uno de nosotros nos apoyamos mutuamente, esto nos hace más fuertes.

Tendremos que unirnos rápidamente apenas finalice esta Convención. En octubre de 2024, B.C. celebrará una elección provincial crítica, y no puedo dejar de hacer hincapié en la importancia de que nuestros miembros voten.

A lo largo de este periodo pasado, fuimos capaces de obtener tremendos avances para nuestros miembros en el sector público que trabajan en ICBC, BC Transit, BC Hydro y la Universidad Capilano gracias en buena parte al hecho de tener un gobierno del NPD en B.C. Pero si no somos capaces de inspirar a nuestros miembros a salir a votar este otoño, tendremos que enfrentar una lucha tremenda no solamente cuando pasemos a las negociaciones, sino también en intentar asegurar que nuestros miembros no pierdan sus empleos.

Los Conservadores no ocultan que es su intención dismantelar nuestros servicios públicos y privatizar las industrias en que trabajan nuestros miembros. Si los Conservadores toman el poder, no vamos a hablar de aumentos salariales en la mesa de negociación. Vamos a hablar de cómo prevenir cortes a los sueldos, cómo prevenir pérdidas de empleo, y cómo prevenir la desaparición de las industrias en las que nuestros miembros cuentan para sacar adelante a sus familias.

Muchos de los éxitos que hemos podido lograr en este periodo pasado pueden ser vinculados al trabajo que hicimos hace dos periodos para ayudar a elegir un gobierno progresista.

Nuestros miembros en el sector público se beneficiaron de aumentos salariales en función del costo de la vida vinculado a la inflación gracias a este gobierno.

Tuvimos éxito en traer varios nuevos lugares de trabajo a nuestro sindicato, incluyendo a Alpine Counselling Clinic, trabajadores de vigilancia en el Starlight Casino New Westminster, el Reach Gallery Museum, la Neighbourhood Housing Society, el Victoria Bug Zoo, y la BC Civil Liberties Association. El sistema de certificación de *card check* ha facilitado la adhesión de los trabajadores y esto quedó reflejado en nuestro éxito en la sindicalización de nuestros lugares de trabajo.

Sabemos que cuando nos juntamos y apoyamos mutuamente, salimos ganando. Podemos seguir construyendo y creciendo a nuestra comunidad.

Nuestro sindicato —nuestra comunidad— no es tan solo nuestro equipo de liderazgo. Nuestra comunidad es más que solamente nuestro directorio o consejo ejecutivo. Nuestra comunidad no es solamente un lugar de trabajo o un sector. Nuestra comunidad funciona cuando todos nosotros nos juntamos, mostrando nuestro orgullo en ser parte de nuestro sindicato, y asegurarnos de que todos se sientan bienvenidos, incluidos y respetados.

Construyamos nuestro futuro juntos.

CHINESE

我懷著感激、興奮和樂觀的心情，歡迎各位代表出席我們的2024年工會大會。我首次以本工會的主席的身分向工會大會致辭，也感到無上光榮。

每隔三年，當本工會舉行工會大會時，它標誌著一個新開始，並且是重新作出承諾的時候。它提供一個反思的機會，回想一下自2021年10月我們最近一次在此聚首一堂以來，所發生的一切事情。更重要的是，它讓我們有機會就我們希望本工會未來三年朝什麼方向發展，以及確立我們的優先事項，共同發表意見。

關鍵字是**共同**。本工會的力量來自團結一致，不僅是在我們的個別工作場所或界別之內，而且還是作為一個聯合組織。我們的力量在於我們的群體。作為本工會的領導者，您代表您的工作場所的人員，但也意識到本工會不只是關乎個別部分，這是同樣重要的。我們互相扶持，就會更強大。

今屆工會大會一結束，我們就需要迅速團結起來。2024年10月，卑詩省將要面對一場關鍵性的省選，我必須再三強調，動員我們的會員出來投票是多麼重要的。

在過去一屆，主要歸功於執政的是卑詩新民主黨，我們能夠為我們的公營界別會員爭取到極大收穫，這些會員任職於卑詩保險公司 (ICBC)、卑詩運輸局 (BC Transit)、卑詩水電公司 (BC Hydro)，以及 Capilano University。不過，如果我們未能激勵我們的會員在今年秋季出來投票，我們不僅在我們展開談判的時候，而且在設法確保我們的會員不會飯碗不保這方面，將要面對一場惡鬥。

保守黨已毫不諱言，他們打算逐漸廢除我們的公共服務，及將我們的會員所任職的行業私營化。如果保守黨上台，在談判桌上我

們就不是談論增加工資。我們將會談論的是如何防止工資被砍削、如何防止職位流失，以及如何防止我們的會員賴以養妻活兒的行業倒閉。

我們在過去一屆能夠取得的許多成功，可與我們在兩屆前為了幫助一個進步政府得以連任所做的工作，直接掛鉤。

由於現屆政府，我們在公營界別的會員獲得與通脹掛鉤的生活成本工資上調。

我們成功組織了好幾個新工作場所加入本工會，包括 Alpine Counselling Clinic、Starlight Casino New Westminster 的監察人員、Reach Gallery Museum、Neighbourhood Housing Society、Victoria Bug Zoo，以及卑詩省公民自由協會 (BC Civil Liberties Association)。有了簽署工會卡認證，可讓工人更容易加入工會，而這一點已在我們成功使到多個新工作場所加入工會中反映出來。

我們知道，我們團結起來互相支持就會贏。我們有能力繼續建設和發展我們的群體。

本工會 — 我們這個群體 — 不僅是我們的領導團隊。我們這個群體不只是我們的執行委員會或者執行理事會。我們這個群體不僅是一個工作場所或者一個界別。我們這個群體是關乎我們全部人團結起來，對於成為本工會的一分子而感到自豪，以及確保人人都覺得受到歡迎、包容和尊重。

我們一起來建設我們的未來。

PUNJABI

ਮੈਂ ਧੰਨਵਾਦ, ਉਤਸ਼ਾਹ ਅਤੇ ਆਸ ਨਾਲ ਸਾਡੀ 2024 ਦੀ ਕਨਵੈਨਸ਼ਨ ਵਿਚ ਡੈਲੀਗੇਟਾਂ ਦਾ ਸਵਾਗਤ ਕਰਦੀ ਹਾਂ। ਇਹ ਮੇਰੇ ਲਈ ਬਹੁਤ ਵੱਡਾ ਸਨਮਾਨ ਹੈ ਕਿ ਮੈਂ ਪਹਿਲੀ ਵਾਰ ਸਾਡੀ ਯੂਨੀਅਨ ਦੇ ਪ੍ਰੈਜ਼ੀਡੈਂਟ ਵਜੋਂ ਕਨਵੈਨਸ਼ਨ ਨੂੰ ਸੰਬੋਧਨ ਕਰ ਰਹੀ ਹਾਂ।

ਹਰ ਤਿੰਨ ਸਾਲਾਂ ਬਾਅਦ, ਜਦੋਂ ਸਾਡੀ ਯੂਨੀਅਨ ਕਨਵੈਨਸ਼ਨ ਕਰਦੀ ਹੈ, ਇਹ ਇਕ ਨਵੀਂ ਸ਼ੁਰੂਆਤ ਅਤੇ ਤਾਜ਼ਾ ਵਚਨਬੱਧਤਾ ਦਾ ਸਮਾਂ ਹੁੰਦਾ ਹੈ। ਇਹ ਅਕਤੂਬਰ 2021 ਵਿਚ ਸਾਡੇ ਆਖਰੀ ਇਕੱਠ ਤੋਂ ਲੈ ਕੇ ਹੁਣ ਤੱਕ ਵਾਪਰੀਆਂ ਸਾਰੀਆਂ ਘਟਨਾਵਾਂ 'ਤੇ ਸੋਚ-ਵਿਚਾਰ ਕਰਨ ਦਾ ਮੌਕਾ ਪ੍ਰਦਾਨ ਕਰਦਾ ਹੈ। ਇਸ ਤੋਂ ਵੀ ਮਹੱਤਵਪੂਰਨ, ਇਹ ਸਾਨੂੰ ਸਮੂਹਿਕ ਤੌਰ 'ਤੇ ਇਹ ਕਹਿਣ ਦਾ ਮੌਕਾ ਦਿੰਦਾ ਹੈ ਕਿ ਅਗਲੇ ਤਿੰਨ ਸਾਲਾਂ ਵਿਚ ਅਸੀਂ ਆਪਣੀ ਯੂਨੀਅਨ ਦੀ ਦਿਸ਼ਾ ਕਿੱਥੇ ਚਾਹੁੰਦੇ ਹਾਂ ਅਤੇ ਇਹ ਸਾਨੂੰ ਆਪਣੀਆਂ ਤਰਜੀਹਾਂ ਮਿੱਥਣ ਦਾ ਮੌਕਾ ਦਿੰਦਾ ਹੈ।

ਮੁੱਖ ਸ਼ਬਦ ਇਕੱਠੇ ਹੋ ਕੇ ਹੈ। ਸਾਡੀ ਯੂਨੀਅਨ ਦੀ ਤਾਕਤ ਸਾਡੀ ਏਕਤਾ ਤੋਂ ਆਉਂਦੀ ਹੈ, ਨਾ ਸਿਰਫ ਸਾਡੇ ਕੰਮ ਦੀਆਂ ਵਿਅਕਤੀਗਤ ਥਾਂਵਾਂ ਜਾਂ ਖੇਤਰਾਂ ਵਿਚ, ਸਗੋਂ ਇਕ ਇਕੱਠੇ ਵਜੋਂ। ਸਾਡੀ ਤਾਕਤ ਸਾਡੇ ਭਾਈਚਾਰੇ ਵਿਚ ਹੈ। ਸਾਡੀ ਯੂਨੀਅਨ ਵਿਚ ਆਗੂਆਂ ਵਜੋਂ, ਇਹ ਓਨਾ ਹੀ ਮਹੱਤਵਪੂਰਨ ਹੈ ਕਿ ਤੁਸੀਂ ਆਪਣੇ ਕੰਮ ਵਾਲੀਆਂ ਥਾਂਵਾਂ ਵਿਚ ਲੋਕਾਂ ਦੀ ਨੁਮਾਇੰਦਗੀ ਕਰੋ ਪਰ ਇਹ ਵੀ ਸਮਝੋ ਕਿ ਸਾਡੀ ਯੂਨੀਅਨ ਸਿਰਫ ਵਿਅਕਤੀਗਤ ਹਿੱਸਿਆਂ ਬਾਰੇ ਨਹੀਂ ਹੈ। ਜਦੋਂ ਅਸੀਂ ਇੱਕ ਦੂਜੇ ਨੂੰ ਉੱਪਰ ਚੁੱਕਦੇ ਹਾਂ ਤਾਂ ਅਸੀਂ ਮਜ਼ਬੂਤ ਹੁੰਦੇ ਹਾਂ।

ਸਾਨੂੰ ਇਸ ਕਨਵੈਨਸ਼ਨ ਦੇ ਖਤਮ ਹੋਣ ਤੋਂ ਤੁਰੰਤ ਬਾਅਦ ਇਕੱਠੇ ਹੋਣ ਦੀ ਲੋੜ ਹੋਵੇਗੀ। ਅਕਤੂਬਰ 2024 ਵਿਚ, ਬੀ.ਸੀ. ਨੂੰ ਇਕ ਮਹੱਤਵਪੂਰਨ ਸੁਭਾਈ ਇਲੈਕਸ਼ਨ ਦਾ

ਸਾਹਮਣਾ ਕਰਨਾ ਪਵੇਗਾ, ਅਤੇ ਸਾਡੇ ਮੈਂਬਰਾਂ ਨੂੰ ਵੋਟ ਪਾਉਣ ਲਈ ਬਾਹਰ ਲਿਆਉਣਾ ਬਹੁਤ ਹੀ ਜ਼ਰੂਰੀ ਹੋਵੇਗਾ।

ਇਸ ਪਿਛਲੇ ਕਾਰਜਕਾਲ ਦੌਰਾਨ, ਅਸੀਂ ਆਪਣੇ ਜਨਤਕ ਖੇਤਰ ਦੇ ਮੈਂਬਰਾਂ ਲਈ ਜੋ ਆਈ ਸੀ ਬੀ ਸੀ, ਬੀ ਸੀ ਟ੍ਰਾਂਜ਼ਿਟ, ਬੀ ਸੀ ਹਾਈਡਰੋ ਅਤੇ ਕੈਪੀਲਾਨੋ ਯੂਨੀਵਰਸਿਟੀ ਵਿਚ ਕੰਮ ਕਰਦੇ ਹਨ, ਵੱਡੀਆਂ ਪ੍ਰਾਪਤੀਆਂ ਕਰਨ ਦੇ ਯੋਗ ਹੋਏ ਹਾਂ, ਜੋ ਕਿ ਵੱਡੇ ਪੱਧਰ 'ਤੇ ਐਨ ਡੀ ਪੀ ਦੀ ਸਰਕਾਰ ਦੇ ਸੱਤਾ ਵਿਚ ਹੋਣ ਕਾਰਨ ਸੰਭਵ ਹੋਇਆ। ਪਰ ਜੇਕਰ ਅਸੀਂ ਇਸ ਪਤਝੜ ਵਿਚ ਆਪਣੇ ਮੈਂਬਰਾਂ ਨੂੰ ਵੋਟ ਪਾਉਣ ਲਈ ਪ੍ਰੇਰਿਤ ਕਰਨ ਵਿਚ ਅਸਫਲ ਰਹੇ ਤਾਂ ਸਾਨੂੰ ਨਾ ਸਿਰਫ਼ ਬਾਰਗੇਨਿੰਗ (ਸੋਦੇਬਾਜ਼ੀ) ਵਿਚ ਜਾਣ ਵੇਲੇ ਇਕ ਵੱਡੀ ਲੜਾਈ ਦਾ ਸਾਹਮਣਾ ਕਰਨਾ ਪਵੇਗਾ, ਬਲਕਿ ਇਹ ਯਕੀਨੀ ਬਣਾਉਣ ਦੀ ਕੋਸ਼ਿਸ਼ ਕਰਨੀ ਪਵੇਗੀ ਕਿ ਸਾਡੇ ਮੈਂਬਰ ਆਪਣੀਆਂ ਜੱਬਾਂ (ਨੌਕਰੀਆਂ) ਨਾ ਗੁਆਉਣ।

ਕਨਜ਼ਰਵੇਟਿਵਾਂ ਨੇ ਇਸ ਗੱਲ ਨੂੰ ਕੋਈ ਭੇਤ ਨਹੀਂ ਰੱਖਿਆ ਕਿ ਉਹ ਸਾਡੀਆਂ ਜਨਤਕ ਸੇਵਾਵਾਂ ਨੂੰ ਖਤਮ ਕਰਨਾ ਅਤੇ ਉਨ੍ਹਾਂ ਇੰਡਸਟਰੀਆਂ ਨੂੰ ਨਿੱਜੀ ਹੱਥਾਂ ਵਿਚ ਦੇਣਾ ਚਾਹੁੰਦੇ ਹਨ ਜਿੱਥੇ ਸਾਡੇ ਮੈਂਬਰ ਕੰਮ ਕਰਦੇ ਹਨ। ਜੇਕਰ ਕਨਜ਼ਰਵੇਟਿਵ ਸੱਤਾ ਵਿਚ ਆ ਜਾਂਦੇ ਹਨ ਤਾਂ ਅਸੀਂ ਬਾਰਗੇਨਿੰਗ ਦੀ ਮੇਜ਼ 'ਤੇ ਤਨਖਾਹ ਵਿਚ ਵਾਧੇ ਬਾਰੇ ਗੱਲ ਨਹੀਂ ਕਰ ਰਹੇ ਹੋਵਾਂਗੇ। ਅਸੀਂ ਇਸ ਬਾਰੇ ਗੱਲ ਕਰ ਰਹੇ ਹੋਵਾਂਗੇ ਕਿ ਤਨਖਾਹ ਵਿਚ ਕਟੌਤੀਆਂ ਨੂੰ ਕਿਵੇਂ ਰੋਕਣਾ ਹੈ, ਜੱਬਾਂ ਦੇ ਨੁਕਸਾਨ ਨੂੰ ਕਿਵੇਂ ਰੋਕਣਾ ਹੈ, ਅਤੇ ਉਨ੍ਹਾਂ ਇੰਡਸਟਰੀਆਂ ਦੇ ਖਤਮ ਹੋਣ ਨੂੰ ਕਿਵੇਂ ਰੋਕਣਾ ਹੈ ਜਿਨ੍ਹਾਂ 'ਤੇ ਸਾਡੇ ਮੈਂਬਰ ਆਪਣੇ ਪਰਿਵਾਰਾਂ ਦੀ ਸਹਾਇਤਾ ਲਈ ਨਿਰਭਰ ਕਰਦੇ ਹਨ।

ਇਸ ਪਿਛਲੇ ਕਾਰਜਕਾਲ ਵਿਚ ਅਸੀਂ ਜੋ ਸਫਲਤਾਵਾਂ ਹਾਸਲ ਕੀਤੀਆਂ ਹਨ, ਉਨ੍ਹਾਂ ਵਿੱਚੋਂ ਬਹੁਤ ਸਾਰੀਆਂ ਨੂੰ ਸਿੱਧੇ ਤੌਰ 'ਤੇ ਉਸ ਕੰਮ ਨਾਲ ਜੋੜਿਆ ਜਾ ਸਕਦਾ ਹੈ ਜੋ ਅਸੀਂ ਦੇ ਕਾਰਜਕਾਲ ਪਹਿਲਾਂ ਇਕ ਪ੍ਰਗਤੀਸ਼ੀਲ ਸਰਕਾਰ ਨੂੰ ਮੁੜ ਚੁਣਨ ਵਿਚ ਮਦਦ ਕਰਨ ਲਈ ਕੀਤਾ ਸੀ।

ਜਨਤਕ ਖੇਤਰ ਵਿਚ ਸਾਡੇ ਮੈਂਬਰਾਂ ਨੇ ਇਸ ਸਰਕਾਰ ਕਾਰਨ ਮਹਿੰਗਾਈ ਨਾਲ ਜੁੜੇ ਜੀਵਨ-ਨਿਰਬਾਹ ਖਰਚ ਨਾਲ ਸੰਬੰਧਿਤ ਤਨਖਾਹ ਵਿਚ ਵਾਧੇ ਦੇਖੇ।

ਅਸੀਂ ਕਈ ਨਵੀਆਂ ਕੰਮ ਦੀਆਂ ਥਾਂਵਾਂ ਨੂੰ ਸਫਲਤਾ ਨਾਲ ਆਪਣੇ ਵਿਚ ਸੰਗਠਿਤ ਕੀਤਾ, ਜਿਸ ਵਿਚ ਐਲਪਾਈਨ ਕੌਂਸਲਿੰਗ ਕਲੀਨਿਕ, ਸਟਾਰਲਾਈਟ ਕੈਸੀਨੋ ਨਿਊ ਵੈਸਟਮਿਨਸਟਰ ਵਿਖੇ ਨਿਗਰਾਨੀ ਕਰਨ ਵਾਲੇ ਵਰਕਰ, ਰੀਚ ਗੈਲਰੀ ਮਿਊਜ਼ੀਅਮ, ਨੇਬਰਹੁੱਡ ਹਾਊਸਿੰਗ ਸੋਸਾਇਟੀ, ਵਿਕਟੋਰੀਆ ਬੱਗ ਜੂਅ, ਅਤੇ ਬੀ.ਸੀ. ਸਿਵਲ ਲਿਬਰਟੀਜ਼ ਐਸੋਸੀਏਸ਼ਨ ਸ਼ਾਮਲ ਹਨ। ਕਾਰਡ ਚੈੱਕ ਸਰਟੀਫਿਕੇਸ਼ਨ ਹੋਣ ਨਾਲ ਵਰਕਰਾਂ ਲਈ ਯੂਨੀਅਨ ਬਣਾਉਣਾ ਸੌਖਾ ਹੋ ਗਿਆ, ਅਤੇ ਇਹ ਸਾਡੀਆਂ ਕੰਮ ਦੀਆਂ ਨਵੀਆਂ ਥਾਂਵਾਂ ਵਿਚ ਯੂਨੀਅਨ ਬਣਾਉਣ ਦੀ ਸਫਲਤਾ ਵਿਚ ਝਲਕਦਾ ਸੀ।

ਅਸੀਂ ਜਾਣਦੇ ਹਾਂ ਕਿ ਜਦੋਂ ਅਸੀਂ ਇਕੱਠੇ ਹੁੰਦੇ ਹਾਂ ਅਤੇ ਇਕ ਦੂਜੇ ਦੀ ਮਦਦ ਕਰਦੇ ਤਾਂ ਅਸੀਂ ਜਿੱਤਦੇ ਹਾਂ। ਅਸੀਂ ਆਪਣੇ ਭਾਈਚਾਰੇ ਨੂੰ ਬਣਾਉਣਾ ਅਤੇ ਵਧਾਉਣਾ ਜਾਰੀ ਰੱਖ ਸਕਦੇ ਹਾਂ।

ਸਾਡੀ ਯੂਨੀਅਨ - ਸਾਡਾ ਭਾਈਚਾਰਾ - ਸਿਰਫ਼ ਸਾਡੀ ਲੀਡਰਸ਼ਿਪ ਟੀਮ ਨਹੀਂ ਹੈ। ਸਾਡਾ ਭਾਈਚਾਰਾ ਸਿਰਫ਼ ਸਾਡੇ ਕਾਰਜਕਾਰੀ ਬੋਰਡ ਜਾਂ ਕਾਰਜਕਾਰੀ ਕੌਂਸਲ ਤੋਂ ਵੱਧ ਹੈ। ਸਾਡਾ ਭਾਈਚਾਰਾ ਸਿਰਫ਼ ਇਕ ਕੰਮ ਦੀ ਥਾਂ ਜਾਂ ਇਕ ਸੈਕਟਰ ਨਹੀਂ ਹੈ। ਸਾਡਾ ਭਾਈਚਾਰਾ ਸਾਡੇ ਸਾਰਿਆਂ ਦੇ ਇਕੱਠੇ ਹੋਣ, ਸਾਡੀ ਯੂਨੀਅਨ ਦਾ ਹਿੱਸਾ ਹੋਣ 'ਤੇ ਮਾਣ ਕਰਨ, ਅਤੇ ਇਹ ਯਕੀਨੀ ਬਣਾਉਣ ਬਾਰੇ ਹੈ ਕਿ ਹਰ ਕੋਈ ਸੁਆਗਤ ਹੁੰਦਾ, ਸ਼ਾਮਲ ਹੁੰਦਾ ਅਤੇ ਆਦਰ ਹੁੰਦਾ ਮਹਿਸੂਸ ਕਰਦਾ ਹੈ।

ਆਓ ਆਪਣਾ ਭਵਿੱਖ ਰਲ ਕੇ ਬਣਾਈਏ।

HINDI

ਮੈਂ 2024 ਸਮੇਲਨ ਮੇਂ ਆਏ ਹਮਾਰੇ ਪ੍ਰਤਿਨਿਧਿਯੋਂ ਕਾ ਸਵਾਗਤ ਕ੍ਰਤਜ਼ਤਾ, ਉਤਸਾਹ ਔਰ ਆਸ਼ਾ ਕੇ ਸਾਥ ਕਰਤੀ ਹੂੰ। ਹਮਾਰੇ ਸੰਘ ਕੇ ਅਧਯਕਸ਼ ਕੇ ਰੂਪ ਮੇਂ ਪਹਲੀ ਬਾਰ ਸਮੇਲਨ ਕੀ ਸੰਬੋਧਿਤ ਕਰਨਾ ਮੇਰੇ ਲਿਏ ਭੀ ਏਕ ਅਨੂਠਾ ਸਮਮਾਨ ਹੈ।

ਹਰ ਤੀਨ ਸਾਲ ਮੇਂ, ਜਬ ਹਮਾਰਾ ਸੰਘ ਸਮੇਲਨ ਆਯੋਜਿਤ ਕਰਤਾ ਹੈ, ਤੀ ਯਹ ਏਕ ਨਵੀਂ ਸ਼ੁਰੂਆਤ ਔਰ ਨਏ ਸਿਰੇ ਸੇ ਪ੍ਰਤਿਬਫ਼ੁਤਾ ਕੇ ਸਮਯ ਕਾ ਸੰਕੇਤ ਹੋਤਾ ਹੈ। ਪਿਛਲੀ ਬਾਰ ਅਕਟੂਬਰ 2021 ਮੇਂ ਯਹਾਂ ਏਕਤ੍ਰ ਹੀਨੇ ਕੇ ਪਯਚਾਤ ਜੀ ਕੁਛ ਭੀ ਹੁਆ ਹੈ, ਯਹ ਸਮੇਲਨ ਤਨ ਸਾਭੀ ਪਰ ਚਿੰਤਨ ਕਾ ਅਵਸਰ ਪ੍ਰਦਾਨ ਕਰਤਾ ਹੈ। ਏਸੇ ਭੀ ਮਹਤਵਪੂਰਨ ਬਾਤ ਯਹ ਹੈ ਕਿ ਯਹ ਹਮੇਂ ਸਾਮੂਹਿਕ ਰੂਪ ਸੇ ਅਪਨੀ ਬਾਤ ਕਹਨੇ ਕਾ ਅਵਸਰ ਪ੍ਰਦਾਨ ਕਰਤਾ ਹੈ ਕਿ ਹਮ ਅਗਲੇ ਤੀਨ ਵਰਸ਼ੋਂ ਮੇਂ ਅਪਨੇ ਸੰਘ ਕੀ ਦਿਸ਼ਾ ਕਹਾਂ ਚਾਹਤੇ ਹੈਂ ਔਰ ਹਮਾਰੀ ਪ੍ਰਾਥਮਿਕਤਾਏਂ ਕਯਾ ਹੋਗੀ।

ਮੁਖਯ ਬਾਤ ਸਾਮੂਹਿਕ ਰੂਪ ਸੇ ਹੈ। ਹਮਾਰੇ ਸੰਘ ਕੀ ਤਾਕਤ ਨ ਕੇਵਲ ਹਮਾਰੇ ਵਯਕਤਿਗਤ ਕਾਰਯਥਲੋਂ ਯਾ ਖ਼ੇਤ੍ਰੋਂ ਕੇ ਭੀਤਰ, ਬਲਕਿ ਏਕ ਸਾਮੂਹਿਕ ਕੇ ਰੂਪ ਮੇਂ ਹਮਾਰੀ ਏਕਜੁਟਤਾ ਸੇ ਆਤੀ ਹੈ। ਹਮਾਰੀ ਤਾਕਤ ਹਮਾਰੀ ਸਾਮੁਦਾਯਿਕਤਾ ਮੇਂ ਹੈ। ਹਮਾਰੇ ਸੰਘ ਮੇਂ ਨੇਤਾਓਂ ਕੇ ਰੂਪ ਮੇਂ, ਯਹ ਭੀ ਤਨਾ ਹੀ ਮਹਤਵਪੂਰਨ ਹੈ ਕਿ ਆਪ ਅਪਨੇ ਕਾਰਯਥਲੋਂ ਮੇਂ ਤਨ ਲੋਗੋਂ ਕਾ ਪ੍ਰਤਿਨਿਧਿਤਵ ਕਰਤੇ ਹੈਂ, ਲੇਕਿਨ ਯਹ ਭੀ ਪਹਚਾਨਤੇ ਹੈਂ ਕਿ ਹਮਾਰਾ ਸੰਘ ਕੇਵਲ ਵਯਕਤਿਗਤ ਭਾਗੋਂ ਕੇ ਬਾਰੇ ਮੇਂ ਨਹੀਂ ਹੈ। ਜਬ ਹਮ ਏਕ-ਦੂਸਰੇ ਕੀ ਊਪਰ ਤਹਾਤੇ ਹੈਂ ਤੀ ਹਮ ਮਜਬੂਤ ਹੋਤੇ ਹੈਂ।

ਯੈਸੇ ਹੀ ਯਹ ਸਮੇਲਨ ਸਮਾਪਤ ਹੋਗਾ, ਹਮੇਂ ਸ਼ੀਘ੍ਰ ਹੀ ਏਕ ਸਾਥ ਆਨਾ ਹੋਗਾ। ਅਕਟੂਬਰ 2024 ਮੇਂ, ਬੀ.ਸੀ. ਕੀ ਏਕ ਮਹਤਵਪੂਰਨ ਪ੍ਰਾਂਤੀਯ ਚੁਨਾਵ ਕਾ ਸਾਮਨਾ ਕਰਨਾ ਪਏਗਾ, ਔਰ ਮੈਂ ਏਸ ਬਾਤ ਪਰ ਜੋਰ ਨਹੀਂ ਦੇ ਸਕਤੀ ਕਿ ਮਤਦਾਨ ਕੇ ਲਿਏ ਜਾਨਾ ਹਮਾਰੇ ਸਦਥਯੋਂ ਕੇ ਲਿਏ ਕਿਤਨਾ ਮਹਤਵਪੂਰਨ ਹੈ।

ਏਸ ਪਿਛਲੇ ਕਾਰਯਕਾਲ ਮੇਂ, ਹਮ ਅਪਨੇ ਸਾਰਵਜਨਿਕ ਖ਼ੇਤ੍ਰ ਕੇ ਸਦਥਯੋਂ ਕੇ ਲਿਏ ਜਬਰਦਸਤ ਲਾਭ ਕਮਾਨੇ ਮੇਂ ਸਖ਼ਮ ਰਹੇ ਜੀ ਆਈਸੀਬੀਸੀ, ਬੀਸੀ ਟ੍ਰਾਂਜਿਟ, ਬੀਸੀ ਹਾਊਡੀ ਔਰ ਕੈਪਿਲਾਨੋ ਵਿਸ਼ਵਵਿਦਯਾਲਯ ਮੇਂ ਕਾਮ ਕਰਤੇ ਹੈਂ, ਔਰ ਏਸਕੇ ਲਿਏ ਬੀਸੀ ਏਨਡੀਪੀ ਸਰਕਾਰ ਕੀ ਖਥਯਵਾਦ ਜਾਤਾ ਹੈ। ਲੇਕਿਨ ਅਗਰ ਪਤਝੜ ਕੇ ਏਸ ਮੌਸਮ ਮੇਂ ਹਮ ਅਪਨੇ ਸਦਥਯੋਂ ਕੀ ਮਤਦਾਨ ਕੇ ਲਿਏ ਜਾਨੇ ਮੇਂ ਪ੍ਰੇਰਿਤ ਕਰਨੇ ਮੇਂ ਵਿਫਲ ਰਹਤੇ ਹੈਂ, ਤੀ ਜਬ ਹਮੇਂ ਅਪਨੀ ਮਾਂਗੋਂ ਮਨਵਾਨੇ ਕੇ ਲਿਏ ਬਾਤਚੀਤ ਕੇ ਸਾਥ ਸਾਥ ਯਹ ਸੁਨਿਸ਼ਚਿਤ ਕਰਨੇ ਕੇ ਲਿਏ ਕੜੀ ਲੜਾਈ ਲੜਨੀ ਹੋਗੀ ਤਾਕਿ ਹਮਾਰੇ ਸਦਥਯੋਂ ਕੀ ਨੌਕਰਿਯਾਂ ਸਮਾਪਤ ਨ ਹੀ ਜਾਏਂ।

ਕਨਜ਼ਰਵੇਟਿਵਸ ਨੇ ਏਸੇ ਕਤਏਂ ਛਿਪਾਕਰ ਨਹੀਂ ਰਖਾ ਹੈ ਕਿ ਵੇ ਹਮਾਰੀ ਸਾਰਵਜਨਿਕ ਸੇਵਾਓਂ ਕੀ ਖਥਮ ਕਰਨੇ ਔਰ ਤਨ ਤਬੋਗੋਂ ਕਾ ਨਿਜੀਕਰਨ ਕਰਨੇ ਕਾ ਏਰਾਦਾ ਰਖਤੇ ਹੈਂ ਜਿਨਮੇਂ ਹਮਾਰੇ ਸਦਥਯ ਕਾਮ ਕਰਤੇ ਹੈਂ। ਯਦਿ ਕੰਜ਼ਰਵੇਟਿਵ ਸਥਾ ਮੇਂ ਆਤੇ ਹੈਂ, ਤੀ ਹਮ ਸੌਦੇਬਾਜ਼ੀ ਕੀ ਮੇਜ ਪਰ ਵੇਤਨ ਵ੍ਰੁਢਿ ਕੇ ਬਾਰੇ ਮੇਂ ਬਾਤ ਨਹੀਂ ਕਰ ਪਾਏਂਗੇ। ਹਮ ਏਸ ਬਾਰੇ ਮੇਂ ਬਾਤ ਕਰਨੇ ਜਾ ਰਹੇ ਹੈਂ ਕਿ ਵੇਤਨ ਕਟੌਤੀ ਕੀ ਕੈਸੇ ਰੋਕਾ ਜਾਏ, ਨੌਕਰਿਯੋਂ ਕੀ ਕੈਸੇ ਬਨਾਏ ਰਖਾ ਜਾਏ, ਔਰ ਤਨ ਤਬੋਗੋਂ ਕੇ ਬੰਦ ਹੀਨੇ ਸੇ ਕੈਸੇ ਰੋਕਾ ਜਾਏ ਜਿਨ ਪਰ ਹਮਾਰੇ ਸਦਥਯ ਅਪਨੇ ਪਰਿਵਾਰੋਂ ਕਾ ਭਰਨ ਪੋਭਯ ਕਰਨੇ ਕੇ ਲਿਏ ਭਰੋਸਾ ਕਰਤੇ ਹੈਂ।

ਏਸ ਪਿਛਲੇ ਕਾਰਯਕਾਲ ਮੇਂ ਹਮ ਜੀ ਸਫਲਤਾਏਂ ਹਾਸਿਲ ਕਰਨੇ ਮੇਂ ਕਾਮਯਾਬ ਰਹੇ, ਤਨਮੇਂ ਸੇ ਬਹੁਤ ਸੀ ਸਫਲਤਾਓਂ ਕੀ ਸੀਧੇ ਤੌਰ ਪਰ ਤਸ ਕਾਮ ਸੇ ਜੋੜਾ ਜਾ ਸਕਤਾ ਹੈ ਜੀ ਹਮਨੇ ਦੋ ਕਾਰਯਕਾਲ ਪਹਲੇ ਏਕ ਪ੍ਰਗਤਿਸ਼ੀਲ ਸਰਕਾਰ ਕੀ ਫਿਰ ਸੇ ਚੁਨਨੇ ਮੇਂ ਮਦਦ ਕਰਨੇ ਕੇ ਲਿਏ ਕਿਯਾ ਥਾ।

ਸਾਰਵਜਨਿਕ ਖ਼ੇਤ੍ਰ ਮੇਂ ਹਮਾਰੇ ਸਦਥਯੋਂ ਨੇ ਏਸ ਸਰਕਾਰ ਕੇ ਕਾਰਨ ਮੁਦ੍ਰਾਸਫ਼ੀਤਿ ਸੇ ਜੁੜੀ ਲਾਗਤ ਮੇਂ ਵੇਤਨ ਵ੍ਰੁਢਿ ਦੇਖੀ।

हमने अपने संघ में कई नए कार्यस्थलों का सफलतापूर्वक आयोजन किया, जिसमें अल्पाइन काउंसिलिंग क्लिनिक, स्टारलाईट कैसीनो न्यू वेस्टमिंस्टर में निगरानी कार्यकर्ता, रीच गैलरी संग्रहालय, नेबरहुड हाउसिंग सोसाइटी, विक्टोरिया बग चिड़ियाघर और बीसी सिविल लिबर्टीज एसोसिएशन शामिल हैं। कार्ड जांच प्रमाणन होने से श्रमिकों के लिए संघ बनाना आसान हो गया, और यह नए कार्यस्थलों में संघ बनाने में हमारी सफलता में परिलक्षित हुआ।

हम जानते हैं कि जब हम एक साथ आते हैं और एक दूसरे की मदद करते हैं, तो हम जीतते हैं। हम अपने समुदाय का निर्माण और विकास जारी रख सकते हैं।

हमारा संघ-हमारा समुदाय-केवल हमारी नेतृत्व टीम ही नहीं है। हमारा समुदाय सिर्फ हमारे कार्यकारी बोर्ड या कार्यकारी परिषद से कहीं आगे है। हमारा समुदाय केवल एक कार्यस्थल या क्षेत्र नहीं है। हमारा समुदाय हम सभी के एक साथ आने के बारे में है, हमारे संघ का हिस्सा होने पर गर्व के बारे में है, और यह सुनिश्चित करने में है कि सभी को यह महसूस हो कि उनका स्वागत किया जा रहा है, उनकी बात सुनी जा रही है और उनका सम्मान किया जा रहा है।

आइए, हम सब मिलकर अपने भविष्य का निर्माण करें।

ARABIC

أرحب بالمندوبين المشاركين في مؤتمر عام 2024 بكل امتنان وابتهاج وتفان. إنه لشرف لا يُصدق لي أن أخطب المؤتمر لأول مرة كرئيسة للنقابة.

كل ثلاث سنوات عندما تقوم نقابتنا بانعقاد المؤتمر، فإنها تمثل بداية جديدة ووقتاً لتجديد الالتزام. وإنها توفر فرصة للتفكير في كل ما حدث منذ آخر مرة اجتمعنا فيها هنا في تشرين الأول/أكتوبر 2021. والأهم من ذلك، فإنها توفر لنا فرصة لنقول كلمتنا بشكل جماعي في الاتجاه الذي نريده لنقابتنا على مدى السنوات الثلاث القادمة وتحديد أولوياتنا.

الكلمة الرئيسية هي بشكل جماعي. تأتي قوة نقابتنا من تضامنا، ليس فقط داخل أماكن عملنا وقطاعاتنا الفردية، ولكن كمجموعة. قوتنا في مجتمعنا. كقادة في نقابتنا، من المهم بنفس القدر أن تمثل هؤلاء الأشخاص في أماكن عملكم، بل عليكم أيضاً أن تدركوا أن نقابتنا لا تتعلق فقط بالأجزاء الفردية. نحن أقوياء عندما نرفع بعضنا البعض.

سوف نحتاج أن نجتمع معاً بسرعة في أقرب وقت بعد انتهاء مؤتمرنا. في تشرين الأول/أكتوبر 2024، ستواجه مقاطعة بريتش كولومبيا انتخابات إقليمية حاسمة، ولا يمكنني التأكيد على مدى أهمية خروج أعضائنا للتصويت.

خلال الفترة الماضية، تمكنا من تحقيق مكاسب هائلة لأعضاء قطاعنا العام العاملين في أي سي بي سي (ICBC)، بي سي ترانزيت (BC Transit)، بي سي هايدرو (BC Hydro) وجامعة كيبيلانو ويرجع الفضل في ذلك إلى حد كبير إلى وجود حكومة في بريتش كولومبيا يقودها حزب الديمقراطيين الجدد في بريتش كولومبيا (BC NDP). ولكن إذا فشلنا في إلهام أعضائنا للخروج للتصويت هذا الخريف، سنواجه معركة هائلة ليس فقط عندما نتفاوض، ولكن عندما نحاول ضمان عدم فقدان أعضائنا لوظائفهم.

لم يخف حزب المحافظين إنه يعتزم تفكيك خدماتنا العامة وخصخصة الصناعات التي يعمل فيها أعضاؤنا. إذا وصل حزب المحافظين إلى السلطة،

سوف لن نتحدث عن زيادة الرواتب على طاولة المفاوضات. سوف نتحدث عن كيفية منع خفض الأجور، كيفية منع فقدان الوظائف، وكيفية منع زوال الصناعات التي يعتمد عليها أعضاؤنا لدعم عائلاتهم.

يمكن ربط الكثير من النجاحات التي تمكنا من تحقيقها في الدورة الماضية إلى العمل الذي قمنا به في الدورتين الماضيتين للمساعدة في إعادة انتخاب حكومة تقدمية.

شهد أعضاؤنا في القطاع العام زيادات في الأجور الملائمة للمعيشة المرتبطة بالتضخم بسبب هذه الحكومة.

لقد انضم بنجاح العديد من أماكن العمل الجديدة إلى نقابتنا، بما في ذلك عبادة ألباين الاستشارية، عمال المراقبة في كازينو ستارلايت في نيو ويستمنستر، متحف ومعرض ريتش، جمعية إسكان الحي، حديقة حيوانات باغ في فكتوريا، وجمعية الحريات المدنية في بريتش كولومبيا. جعل من السهل على العمال تكوين نقابات بسبب حصولهم على ترخيص فحص البطاقة، وانعكس ذلك في نجاحنا في انضمام أماكن عمل جديدة إلى النقابة.

نحن نعلم أننا نفوز عندما نجتمع وندعم بعضنا البعض. يمكننا الاستمرار في بناء وتنمية مجتمعنا.

نقابتنا - مجتمعنا - هو ليس فقط فريقنا القيادي. مجتمعنا هو أكثر من مجرد هيئتنا التنفيذية أو مجلسنا التنفيذي. مجتمعنا هو ليس فقط مكان عمل واحد أو قطاع واحد. مجتمعنا هو أن نجتمع جميعنا، وأن نشعر بالفخر كوننا جزء من نقابتنا، وأن نتأكد من أن الجميع يشعر بالترحيب والشمولية والاحترام. هيا لنبني مستقبلنا معاً.



SECRETARY-TREASURER'S REPORT BRENDA CHU

It is with both excitement and optimism that I begin my term as secretary-treasurer of our union. I must first acknowledge the incredible work and devotion of Lori Mayhew, my predecessor in this position. Lori's service and devotion to our union for the past 25 years is the reason why our union is in the strong and stable financial position that we find ourselves in presently.

On a personal level, Lori was a role model for me. She was one of the first people who welcomed me into this union when I first became a job steward, and over the years she has provided me with advice and support in my involvement as a labour activist, including helping me be successfully elected as a trustee with the BC Federation of Labour responsible for examining their finances.

If there is one key takeaway from all the wisdom that Lori imparted upon me, it is that while the secretary-treasurer deals with numbers and dollar amounts, the job is really about people.

It is about taking care of people, our members. It is about making wise investments not just in the markets, but in our members. It is about ensuring we have a strong and healthy defence fund, but not sitting on our hands and waiting to the point when we're fighting an uphill battle before we make use of it.

We must make prudent, but bold and forward-looking decisions. We must invest in our education. We must invest in our staff. We must invest in our resources. We must invest in our members.

Over the last three-year term, we saw several job actions impact our members, most notably the strike at Capilano University which lasted over several months in the summer of 2023. Even with that strike and the financial support we delivered to our members on the picket line, we still concluded the year in a better position with our defence fund than we were at the same point the previous year. That is thanks to the way we have managed that fund.

There are many factors, including stock market performance, that will affect the ongoing health of our defence fund. As secretary-treasurer, it is my responsibility to ensure our fund remains stable, so our members have it when they need it. But it is never the wrong idea to support our members.

This job is not about spreadsheets. This job is about people. This job is about our members. This job is about you. My aim is to lead with heart, and to make sure that we always focus on people. I first became involved in MoveUP because I was fascinated by what our union did and how they protected our members. It is that passion for helping, fighting for, and protecting our members that made me get involved.

I pledge to maintain a positive and open environment so our members can have a clear understanding of how we work to support them, and to also foster strong relationships with our staff at MoveUP. Our staff are a tremendous resource and strength for our union. By ensuring a positive working environment for our staff at our MoveUP office we will set a positive example for all our bargaining units and ensure they have all the resources they need to continue the great work they do on behalf of our members.

I am looking forward to working for you, and with all of you.



NATIONAL EXECUTIVE BOARD REPORT

OFFICERS OF THE NATIONAL UNION

PRESIDENT:

Annette Toth

SECRETARY-TREASURER:

Pierrick Choinière-Lapointe

VICE-PRESIDENTS:

Region 1 (Québec): Loïc Breton, Maryeve Boyer

Region 2 (Ontario): Lorrie Vandersluis,
Tanya La Rush

**Region 3 (Alberta, Saskatchewan, Manitoba,
Nunavut and the Northwest Territories):**

Stephanie Kerr, Jason Hicks (interim)

Region 4 (BC and the Yukon Territory):

Christy Slusarenko, Anderson Charles

CANADA EQUITY COUNCIL CHAIR:

Kathia Narcisse

Since our COPE SEPB national convention in 2022, your National Executive Board (NEB) and the Canada Equity Council have made great strides in our commitment to equity, diversity, and inclusion (EDI). Most notably, as part of that commitment, we changed the structure of our NEB to now have all regions represented by two vice-presidents. As stated in our national constitution, article 7.2.1:

As a commitment to diversity, equity and inclusion, each Region's Vice-Presidents shall include:

- At least one person who is not a cis man, and
- At least one person who identifies as a member of one of the following equity-seeking groups:

First Nations, Métis, Inuit, women, racialized people, Two Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, people living with a disability, or young workers.

A Region will be deemed to have met the above criteria if one of their Vice Presidents meets both criteria.

By increasing the size our NEB, we are ensuring more voices are heard. It also allows our members to see themselves reflected in our leadership team.

Our NEB is also ensuring that we are continuously following our own EDI educational pathway during our biannual meetings. As we rotate the regions where we host meetings, we plan learning opportunities within the communities we are visiting. During this term, we were honoured to visit historical sites such as Amherstburg Freedom Museum in Ontario, where we learned of the upwards of 50,000 men, women and children fled slavery through the Underground Railway.

In Winnipeg, the NEB visited the Canadian Museum for Human Rights, and in Vancouver, the NEB toured the Chinese Canadian Museum. We also visited the Musée Huron-Wendat (Huron-Wendat Museum) in Qubec.

Another exciting resolution from our 2022 national convention was the creation of the Equity Education Learning Fund. One million dollars from COPE SEPB was set aside for the four regions to provide additional and enhanced EDI education opportunities.

In Region 4 (BC and the Yukon Territory), we sent delegates to the 2023 Coalition of Black Trade Unionists Convention in conjunction with the CBTU Ontario Chapter. It is our hope to create a CBTU chapter here in Vancouver.

MoveUP's Women & Gender Rights Committee was also able to host a week of activism by hosting the Canadian Labour Congress' Women in Leadership course and, by the time of MoveUP's Convention, six delegates will have attended the first ever Queer Rights Summit in Vancouver created by Canada Pride.

Over the last few years, we have seen a rise in job action undertaken by members not only in our own bargaining units, but also among members of unions affiliated with the CLC across our regions.

Last winter in Québec, we had 7,000 members working in the education sector join other unions in job action that was affectionately named "Common Front".

We also joined in the fight to ensure that 55,000 education workers, represented by CUPE in Ontario, would be able to keep their right to bargain a fair and equitable collective agreement, and maintain their right to strike as the Doug Ford government fast-tracked Bill 28. Unions across the country came together to support that cause by donating money for that campaign. Our national president, Annette Toth, also joined an emergency press conference demanding the immediate repeal of Bill 28 standing in solidarity with workers on behalf of our members across the country.

Thankfully, Doug Ford got the message that unions would not back down during the multi-union press conference and, collectively, we were able to force him to fully repeal Bill 28, putting a stop to this attempted assault on our Charter rights.



2024 EXECUTIVE BOARD ELECTION RESULTS

PRESIDENT

Annette Toth

SECRETARY-TREASURER

Brenda Chu

UTILITIES – BC HYDRO GROUP

Anderson Charles

Rysa Kronebusch

Kim McInroy

Andrea McKenna

UTILITIES – FORTIS GROUP

Norm Stickelmann

ICBC

Jeff Bryant

Brian Martens

Ahmad Naqvi

Dimitri Ossinsky

Leilah Thiel

Lana Topic

COMBINED – FINANCE/ INSURANCE

Natalie Hoedel

COMBINED – LABOUR

Dawn Lentsch

COMBINED – MISCELLANEOUS

Christy Slusarenko

COMBINED – SHIPPING/ TRANSPORTATION/ MANUFACTURING

Gurinder Dhandwal

COMBINED – TRANSIT

Safar Alikhani

CONGRATULATIONS!

AUDIT COMMITTEE REPORT

COMMITTEE MEMBERS: BRYAN FINSTAD (CHAIR), MARCY MARKO,
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.

MEMBERS ACROSS OUR UNION



COMMUNITY & SOCIAL ACTION COMMITTEE

COMMITTEE MEMBERS: RYSA KRONEBUSCH (CO-CHAIR), ECHO SUMMERVILLE (CO-CHAIR), CAROL BROWN, KELLY CAMMACK, KATE ISRAELYAN, SHELLY JOHNSTON, CALVIN JONAS, KALYA LAHERSTORFER, OPHELIA LEE, ANDREA MCKENNA, DIMITRI OSSINSKY, SHARON THOMAS



At our last convention in 2021, the Community & Social Action Committee was assigned two resolutions to address:

R4 – Food Insecurity

The Community and Social Action Committee is working to address children’s food insecurity and the systemic issues contributing to it. Supporting initiatives like Backpack Buddies can make a significant impact in ensuring children have access to meals, especially during weekends when resources might be scarce. This initiative was started by a parent who learned that some children who depend on the weekday meal program were going hungry on the weekend.

In 2022-23, with support from donors and volunteers, over 1.25 million meals were delivered to children in 63 communities in BC. Expanding the program to communities without pre-existing set-ups demonstrates a proactive approach to addressing gaps in support systems. By reaching out and potentially organizing in those areas, we are extending the reach of our impact to ensure more children receive the assistance they need.

Our involvement with the BC Poverty Reduction Coalition and the submission of poverty reduction plans to the government highlight a commitment to tackling broader systemic issues. Addressing the root causes of poverty through initiatives like increasing minimum wage, improving income assistance, providing affordable housing, and ensuring food security are crucial steps toward creating more equitable communities.

HS3 – Decriminalize Sex Work

Work done so far

- Two articles published in the *Local Voice*: In the Spring 2022 edition, the Canadian Alliance of Sex worker Law reform contributed an article. In the Winter 2022 edition, Rysa wrote an article from a different perspective.
- Worked with Living in Community to ensure our language for the letter writing and postcard writing campaigns was correct. The letter writing campaign called on all levels of government to take specific actions, whereas the postcards called on the Trudeau (federal) government to live up to their campaign promises. All 400 postcards were filled in and mailed.

- We submitted resolutions to the BC Federation of Labour Convention which passed.
- We submitted a resolution to the Canadian Labour Congress Convention, a composite resolution which their committee recommended concurrence. This resolution is one of the best so far as it asks the CLC to not only publicly support and promote full decriminalization of sex work, but to also lobby government to repeal Bill C36, to lobby government for the elimination of the immigration and refugee protection regulation, and to also support sex workers who are trying to mobilize, organize, and unionize!
- While the federal government did engage with workers to provide a report, the organizations we worked with criticized it feeling it did not go far enough. This will be included in the Canadian Alliance for Sex Work Law Reform (CASWLR) appeal once the constitutional challenge decision is made.

Work to do

- The constitutional challenge that was presented in October 2023 by the CASWLR legal council was denied by the judge.
 - Going forward, our next step is to accept the offer from the company that helped with the letter writing campaign of a free month of writing of letters to the editor.
- The decision with the CLC Executive on the resolution submitted and recommendation by committee of concurrence.
 - Now we are planning to meet with all the labour councils, explain the movement in detail, give out some information packages with our call-to-action and instructions on next steps to apply pressure to the government. This will allow labour council delegates to take that information back to their unions so we can all collectively organize with the direction and support from those impacted.

CONSTITUTION & BYLAWS COMMITTEE REPORT

COMMITTEE MEMBERS: BRYAN FINSTAD (CHAIR), ANDERSON CHARLES, BRENDA CHU, DIANA COMEAU, CINDY CRESSMAN, CRISTIE ESTATOPULOS, GRIMMSLEY FENG, MANJINDER GARCHA, RYAN HOLLOWAY, BRIDGET HUGHES, PHILIP LI, ALVIN LIU, MARCY MARKO, BRIAN MARTENS, KIMBERLEY MCINROY, ANDREA MCKENNA, AHMAD NAQVI, DIMITRI OSSINSKY, CINDY PAQUETTE, COLIN SANDERSON, NORMAN STICKELMANN, JESSE TAYLOR, JAN WEST

In the MoveUP Bylaws 1C: “The Constitution and Bylaws Committee shall constantly review the Constitution and Bylaws and make recommendations for changes where necessary. The Committee will also 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 re-formed after Convention 2021 and added many new members, almost tripling in size from the previous term. Having completed all business from the previous term, it was not until September 2022 before the committee held its first meeting: two days, in-person, and has been active ever since.

Some of the major topics discussed included: strike pay amounts; general election rules and processes, a revamp of how Vice-Presidents are elected; handling absences of Table Officers (when and how to determine replacements); and revamping how Executive Board size is determined and creating a limit on its size.

A committee as large as this one has both advantages and disadvantages. The members brought a great deal of passion and enthusiasm to meetings, which complemented their various experiences and perspectives. The discussions were detailed, fulsome, and always lively. However, while smaller-sized committees are able to debate topics informally, this committee, due to its size, had to utilize formal meeting process (speaker’s lists, voting, etc.) in order to be able to function in an orderly manner. At times, this led to some topics taking longer to work through or develop a consensus.

Another challenge was that it could be difficult to research specific topics or develop specific language wording for Constitution and/or Bylaw changes. The solution to these challenges was to split into smaller “working groups” to work on specific topics then report back to the larger committee for further discussion and decision on how to proceed further. This strategy proved to be both effective and efficient and allowed the committee to accomplish a great deal over the term.

Going forward, a new committee will be struck after Convention. With a good blend of new and returning members, I feel confident that this committee will continue to do good work and keep MoveUP operating effectively now and into the future. It has been an honour to serve as chair for this committee and I would like to thank each and every member for their contribution.

EDUCATION COMMITTEE REPORT

COMMITTEE MEMBERS: RYSA KRONEBUSCH (CO-CHAIR), CHRISTY SLUSARENKO (CO-CHAIR), ANNETTE TOTH (CO-CHAIR), HELEN BOBBITT, JEFF BRYANT, ADRIAN BYRNES, KELLY CAMMACK, ANDERSON CHARLES, BRENDA CHU, CRISTIE ESTATOPULOS, ANDREA MCKENNA, BRIAN MARTENS, DIMITRI OSSINSKY, EDGAR RUIZ-AMBROSY, EMILY SOLOMON, KIM MCINROY, LYNETTE LEE, MARCY MARKO, MEGAN BILN, TIFFANY RIVERS, VANESSA SHARMA, VAYIA VASSIOUS, ADDISON SMITH, YVONNE THOMPSON, LORA YOUNG

Since our 2021 Convention we, as a committee, have been extremely busy!

Job Steward Seminar

2022 and 2023 were very exciting years. Once again, we could have our Job Steward Seminar in-person! We took every precaution and followed the Provincial Health Officer's directive for public gatherings, including smaller class sizes, providing masks and hand sanitizer, and we had COVID-19 test kits available for participants. Everyone was a little nervous to all be together, but it didn't take long to hear the chatter and laughter. We were so happy to all be together again, meeting friends and making new ones.

In 2021, we hired John Henry Harter, lecturer in History and Labour Studies at Simon Fraser University, to review and update our training materials for Job Steward Level 1, 2 and 3 courses to ensure these courses were current and pertinent. Throughout the year, we showcased the JS 1 and JS 2 courses to our new stewards. Even some of our more experienced stewards took this training.

In 2022, during the Job Steward Seminar, we showcase our newly developed JS 3. Here are some courses we offered for the first time over the two years: *How the Labour Movement can work toward Allyship and Reconciliation*, created and facilitated by Shelly Saje Ricci; *Psychologically Healthy and Safe Workplaces through the CSA Standard*, facilitated by Brenda Moores and Brian Martens; *Solidarity for Everyone*, facilitated by Adrienne Smith; *Member Journalism*, facilitated by Norman Gludovatz; *Navigating the WCB – From Prevention to Compensation*, facilitated by Barb Gibson and Sara Collis; and *Labour History*, facilitated by John Henry Harter.

During our Job Steward Seminars, we were also proud to announce the Ardell Brophy Award winners. Congratulations to the following recipients: Bryan Finstad from ICBC in 2022, Tejbir Basi from Coast Mountain Bus Company in 2023, and Shelly Johnston from BC Hydro in 2024.

Job steward training

The Education Committee contemplated for some time about how to offer online training. With COVID-19, it forced us to just get it done and provide online training for our stewards. This worked so well that online education for stewards is still offered as an option. Over these past two years, we have offered courses online and in-person, reaching so many more stewards in various locations across this province. As mentioned, we revamped our Job Steward Level 1, 2 and 3 course materials as we always strive to continue educating our members to the best of our ability. We will be reviewing the materials next year to make sure they are current and up to date.



ENVIRONMENT COMMITTEE REPORT

COMMITTEE MEMBERS: KELLY CAMMACK (CO-CHAIR), ALCYIA GUILÉ (CO-CHAIR), ANGELA BOSCARIOL, JEFFREY BRYANT, LIN-CHUAN CHANG, SHONA DION, CRISTIE ESTATOPULOS, JILL FORSYTHE, ALBERTO GUZMAN, TIMO HESS, MELISSA IERACI, JANICE KRIEGER (RETIRED), RYSA KRONEBUSCH, CHARLES LATIMER, KIM MCINROY, ALYSHA MORRIS, AMELIA PETERSON, JAIME SCOTT

Our presentation at the last convention in 2021 was meant as a call to action for our membership. It concentrated on some of the biggest issues of the day. We had just gone through a horrible heat dome and the worst wildfire season that decimated the town of Lytton and much of the province, and we were starting to see more and more atmospheric rivers that would flood the lower part of the province. The committee felt that a wakeup call was needed, and we were successful.

At our swag table, we had a substantial amount of interest from the membership. They loved the environmentally favourable swag we brought with us. After the convention, we continued to have many inquiries on how to join our committee. Following the convention, we added many new members, and we continue to grow our committee.

Kelly Cammack and Rysa Kronebusch were co-chairing the committee and last summer we asked for an expression of interest to select a new co-chair. Rysa decided, with regret, to step back from the co-chair position. We are so lucky that she is staying on as our board liaison and is guiding us through so many processes that we didn't feel ready to navigate on our own.

We had serious interest from some of our youngest and most active members. Ultimately, Alycia Guile was selected, and she has been a breath of fresh air. Alycia brings a wealth of knowledge about the environmental movement, infectious enthusiasm, and substantial energy.

We held several meetings in the last three years during which we committed to sending news articles regularly to the Communications Department through both the weekly newsletters and *Local Voice*. We have successfully fulfilled our commitment. There is no shortage of environmental issues and events that we are bringing to the attention of our membership.

This year, we decided to put out a more positive message. You should be seeing articles that describe the issue, but they also include a solution that members can action on. As we educate ourselves, we will bring our knowledge to the membership. We are reaching across the bargaining units and engaging our members and their families through contests and family-friendly events. We are seeing this come to fruition as evidenced by the event organized at Jericho Beach on World Oceans Day where it wasn't just committee members showing up. As we are writing this, we don't actually know what kind of summer we face. We hope that, at convention, we can applaud the environmental movement for making a difference and we can take pride in our part of it.

As always, we will continue to champion the bee. We have added elimination of single-use plastic to our commitments to you, our members. Saving our oceans is no longer just a wish. It must become a reality.



EVENTS & SOCIAL PLANNING COMMITTEE REPORT

COMMITTEE MEMBERS: ANNETTE TOTH (CHAIR), JEFFREY BRYANT, ZACHARY CHIPMAN, BRENDA CHU, ALCYIA GUILLE, SHAVANDA HANNA, ALEXANDRA JABBOUR, SHELLY JOHNSTON, MARCY MARKO, BRIAN MARTENS, KIMBERLEY MCINROY, ALYSHA MORRIS, CHRISTY SLUSARENKO, ECHO SOMERVILLE, JING WANG, DORA WONG, MILLY YEE, ELIZABETH ZLOT

The Events & Social Planning Committee hit the ground running after the conclusion of our 2021 Convention. It is hard to believe that, at the time, we were still dealing with the effects of the COVID-19 pandemic which led to our popular in-person events being curtailed. The committee was optimistic that we would once again be able to offer in-person events and get back to seeing our members and their families. However, it wasn't until the spring and summer of 2022 that we hit our stride, offering some of our most sought-after events once again.

The gaming industry was hit hard by the pandemic, being one of the first areas shut down and one of the last to reopen. It was a relief for our members at Hastings Entertainment when their operation was reopened. To show our support for their industry, we made our day at the racetrack at Hastings Entertainment our first in-person event of 2022. Later that summer, we got back to the ballpark with a spectacular night at Nat Bailey Stadium to cheer on the Vancouver Canadians. By August, we were also welcoming back all our dedicated golfers and sponsors to the Bob Derby Memorial Charity Golf Tournament.

Once we got started, there was no stopping us! We not only offered many of our usual favourite events – like the Vancouver Whitecaps and BC Lions games – we also added in new events such as the Vancouver Bandits and Abbotsford Canucks, ensuring we met the needs of our members out in the Fraser Valley.

We provided many fun nights of hockey with the Victoria Royals, Vernon Vipers, and Kelowna Rockets and, in the Okanagan, we enjoyed some paint and sip nights where members and guests channeled their inner artists and shared some laughs along the way. We also attended worksites with the MoveUP trailer and barbeque, including supporting the striking workers at Capilano University in 2023.

December is always a busy time for the committee and the last three years were no different. After years of offering a family breakfast with Santa, we were notified that our regular location was closing and we

were left scrambling to find another venue. It quickly became apparent that we would have to change our routine, and our movie mornings with Santa and his friends were created as a result! After two seasons, and hundreds of buckets of popcorn, we can safely say this is our new favourite holiday event!

After a two-year hiatus, we were pleased to get back to planning and co-hosting the Bob Derby Memorial Charity Golf Tournament. We are proud to co-host this prestigious event with the United Steelworkers Local 2009, the union that represents our staff at MoveUP.

Over the years, our tournament has become a must-attend event, especially within the labour movement, and we are grateful for the support of our repeat players and generous donors. Each year this tournament gets better and better and our donation to the Union Protein Project gets bigger and bigger! In 2023, we proudly donated over \$68,000 to the Union Protein Project, helping this grassroots charity provide much needed protein products to food banks across British Columbia. We are hoping that 2024 will be just as successful.

MoveUP has members right across Canada, from Victoria to Montreal, and as far north as Fort St. John and Dawson Creek. The lesson we learned during the pandemic was that we could offer engaging events online that allowed our members and their families to connect with MoveUP on their time and at their own pace. We were proud to continue with the colouring contests, recipe shares, scavenger hunts, and crafting contests, and we were able to share the entries via our social media accounts so they could be enjoyed by our entire membership. It is our hope to continue these great events that connect members and their families to their union.

It has been our honour and privilege to host events for our members and their families and friends. We are anxious to get started and are already making plans for the 2024-2027 term!



HEALTH & SAFETY COMMITTEE REPORT

COMMITTEE MEMBERS: RYSA KRONEBUSCH (CHAIR), TASHA BRUCE, PATRICK COGLAN, MARCY MARKO, BRIAN MARTENS, ANDREA MCKENNA, KATHRYN PRINZ, JAIME SCOTT, ANN SOUCIE, VAYIA VASSIOUS

At our last convention in 2021, the Health & Safety Committee submitted two resolutions:

HS 1 Psychological Trauma

HS 2 Lack of Mental Health & Rehabilitation Services

Work done so far

We had two articles published in the Local Voice, one addressing Mental Health and Presumptive Coverage and the other talking about working from home safety and responsibility, also addressing the issue of isolation.

We submitted a resolution to the BC Federation of Labour Convention on presumptive coverage, which was referred to the Occupational Health & Safety Committee. Since then, we have worked with the BCFED's OH&S Committee and its affiliates on the issue. WorkSafeBC held a public consultation on October 6, 2023, and we attended and participated in that process by providing feedback.

The government announced an amendment to the regulation to extend the mental health disorder presumption to the following occupations:

- community-integration specialist
- coroner
- harm-reduction worker
- parole officer
- probation officer
- respiratory therapist
- shelter worker
- social worker
- transition house worker
- victim service worker
- withdrawal-management worker

In 2023, BC Hydro once again had their safety rodeo in Vernon. It was a great day, the sun was shining, and the smiles were huge! It is always great to attend this event. Unfortunately, BC Hydro decided not to have the safety rodeo this year.

Work still to do!

We still have a lot of work to do on the health and safety front, not only the continued work we do with the BCFED OH&S Committee lobbying government and meeting with WorkSafeBC, but we have a responsibility to our members who sit on Joint Health & Safety committees. It is important for us to provide the tools, to ensure our JH&S committee members understand their responsibilities. Currently, we have over 500 members representing workers at the various worksites around the province. Fiscally, we could not justify spending that much money, so the plan is to have regional OH&S meetings at the start of the year annually.

We will be inviting members who are on these committees to participate in a half-day session. The first will include the Northern region and the Kootenay region, which has approximately 90 members.



HUMAN RIGHTS & MULTICULTURAL COMMITTEE REPORT

COMMITTEE MEMBERS: ANDERSON CHARLES (CO-CHAIR), CHRISTY SLUSARENKO (CO-CHAIR), DARSHAN ANDREWS, VICKI BARTA, SHELLY BEAGLE, BILAL BUTT, CHELSEA CAHOON, SURINDER CHEEMA, ZACHARY CHIPMAN, BRENDA CHU, DEENA COLES, CINDY CRESSMAN, TOM DAVID, SHONA DION, LORELEI DOURNOVO, ANGEL FIGUEROA, BRYAN FINSTAD, KEMI FOWLER, SHAVANDA HANNA, VIVIAN HO, JESSICA HOU, MELISSA IERACI, ALEXANDRA JABBOUR, JEFFREY JIA, GREGORY KING, ALEXANDER KULAKOV, PAT LA VAC, CRYSTAL MASON, MYRA MCINTOSH, JUDY NG, COLLEEN RAYNER, TARA RAZMYAR, FARREN SAHAY, COLIN SANDERSON, NATHAN SCHMIDTKE, JAIME SCOTT, SHEELA SHARMA, ECHO SOMERVILLE, YVONNE THOMPSON, ANNETTE TOTH, JAN WEST

Since Convention 2021, your Human Rights & Multicultural Committee has continued to build our presence at events celebrating the diverse membership of MoveUP. As well, we have worked to support the social justice issues that contribute to building more just communities and societies as a whole.

We continued to support campaigns such as *Ending the Blood Ban*, which saw MoveUP take a leadership role in the labour movement by launching an online petition to the House of Commons advocating for an end to the outdated and discriminatory blood ban policy. It was a policy that banned men who have sex with men, or trans women, from donating blood unless they had been celibate for five years. They have taken a step forward by moving to a behavior-based approach and we applaud them for that. As well, they issued an official apology on May 10, 2024. But sadly, they continue with other policies that ban participation from the 2SLGBTQIA+ community. We have had a victory, but there is still more work to do.

In the last two years our province, and other provinces, witnessed an upsurge of anti-SOGI (Sexual Orientation & Gender Identity) protests which targeted the safety of transgender youth. Specifically, in September 2023, we saw the rise of hate groups forming so-called “protests” with approximately 25 of them happening in BC. While these groups masked themselves as being concerned for children, make no mistake that these were hate protests intending to spread fear and misinformation about SOGI and make transgender people feel unsafe in their own skin.

On Wednesday, September 20, members of MoveUP’s Human Rights & Multicultural Committee, including elected officers, stood their ground to support transgender children and youth. The message we were sending was that children should have safe access to attend school and other public events or services regardless of their sexual orientation or identity. The tensions were high during these counterprotests, and we even saw some physical altercations. However, our activists were not deterred, and we sent a message that we will be ready to stand in support whenever it is needed.

MoveUP’s Human Rights & Multicultural Committee also continued to raise awareness about the abuse Indigenous people and communities faced with residential schools and the continued effects of that trauma.

With our country continuing to mourn the children who were lost during the residential school era after discovering the unmarked graves on, or just off, the former school properties throughout the country, your committee felt the need to continue bringing awareness of the trauma and injustices these innocent souls endured.

One of the ideas we came up with was to do a fundraiser. For the first time ever, the committee requested a \$10 donation in return for MoveUP orange shirts with the message: “Every Child Matters.” Through the generosity of our members and a matching donation from the Executive Board, we proudly donated a total of \$8,360 to the Indian Residential School Survivors Society (IRSSS).

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HUMAN RIGHTS & MULTICULTURAL COMMITTEE REPORT (CONT.)

This term saw our committee attending new events and continuing to participate in those which had to pause during the COVID-19 pandemic. We returned to participating in Vancouver and Victoria Pride parades, celebrated National Indigenous Peoples Day, Vaisakhi, Asian Heritage Month, Mid-Autumn Festival, National Truth and Reconciliation Day, and Black History Month. We had the honour of working with the faculty of Capilano University to sponsor a Black History Month art installation in 2024 which we hope to bring forward next year in a larger venue.

MoveUP members Pall Beesla and Vanessa Sharma worked with other members in their community to bring back, and introduce MoveUP members to, the renewed Punjabi Market. It was a great day filled with music, celebration and, of course, great food.

We look forward to what our next term will bring and thank those who attended or volunteered for any of our events.



POLITICAL ACTION COMMITTEE REPORT

COMMITTEE MEMBERS: RYSA KRONEBUSCH (CO-CHAIR), ANNETTE TOTH (CO-CHAIR), ALBERTO GUZMAN, AL JUMA, CALVIN JONAS, DAWN LENTSCH, ANDREA MCKENNA, BOSCO MISQUITTA, KAMAL NARAINA, VAYIA VASSIOUS



At our last convention in 2021, the Political Action Committee was assigned to action the following:

W5 - Supporting Women in Politics

Therefore, MoveUP will encourage and sponsor members to participate in educational opportunities such as “Our Future, Your Path” and the “Feminist Campaign School”

Therefore, MoveUP will endorse female and self-identifying female candidates when appropriate and continue to be supporting them in their leadership roles.

FYI – Currently, there are 37 women who serve as Member of the Legislative Assembly in British Columbia. They represent 42.5% of the 87 seats.

In 1972, Rosemary Brown became the first Black woman elected to a provincial legislature in Canada. It took until 2016 for there to be a First Nations woman elected to the legislative assembly when Melanie Mark achieved the accomplishment.

Work we have done so far

We sent people to *PowHerhouse*. This program helps women to determine and flush their leadership style, provides campaign tips, and to help them formulate their platform if they have any political aspirations.

We supported one of our members to once again run for the position of secretary-Treasurer with the BC NDP’s Women & Gender Rights Committee, and to also be the women’s BC representative on the executive for Canada’s NDP.

We endorsed Joan Phillip in the Vancouver-Mount Pleasant by-election and communicated that to our membership. We endorsed candidates in the BC municipal elections and communicated that to our membership. During the Canadian Labour Congress Convention, we supported and campaigned for one of our members to be on the CLC as one of two vice-presidents representing the Equity Caucus.

We sent our members to various training sessions to prepare for the upcoming BC provincial election, and we sent members to attend the BC NDP Forward Conference. This year, the amount of participation really showed how engaged our members are becoming in politics.

Work still to do

The awareness of membership is paramount. If we have a change in government come October, the BC United Party at their convention passed a resolution to break ICBC down and privatize the organization. This move will impact over 5,000 members and will have a direct impact on this union. They will not stop there. The BC Liberals decimated BC Hydro years ago and, with the electrification plan and the call for power with private companies bidding, this could set the stage to once again try and privatize BC Hydro.

Provincial Election: Having a labour-friendly government cannot be understated. For example, this government, thanks to the lobbying efforts of the labour movement, has provided five days of paid leave for domestic violence, five days of paid sick leave, certification for asbestos removal, keeping a cap on tuition fees, improved ICBC and cut rates, and card check certification just to name a few. The BC Conservatives and the BC United Party have stated they will undo all the good the BC NDP government has accomplished. This will have a direct impact on you, as a member of this union, and on society as a whole.

Federal Election: This is a scary time. Depending on which party is successful with forming our next government, they will have a big impact on our society and, in particular, on our rainbow communities. The efforts of the federal NDP in their confidence-and-supply agreement with the Liberal Party has meant we have made some very important gains for workers and people, such as anti-scab legislation, pharmacare, and dental care, just to name a few. If we have a Conservative government, we can be certain these gains will be lost. We will see women’s rights being rolled back as we have seen in the United States with abortion rights being threatened by the far-right. Our rainbow communities, particularly transgender rights, will be a target.

WOMEN & GENDER RIGHTS COMMITTEE

COMMITTEE MEMBERS: CHRISTY SLUSARENKO (CHAIR), VICKI BARTA, KAMILA BENNETT, MEGAN BILN, CHIKA BUSTON, KELLY CAMMACK, VIVIAN HO, MELISSA IERACI, NORA IVAN, ALEXANDRA JABBOUR, DOMINIQUE JEAN, PATRICIA KIM, MILENA KOLLAY, RYSA KRONEBUSCH, DAWN LENTSCH, CRYSTAL MASON, KIMBERLEY MCINROY, MYRA MCINTOSH, ANDREA MCKENNA, ALYSHA MORRIS, AMELIA PETERSON, RIKKI-LEE PIATOCHA, COLLEEN RAYNER, JAIME SCOTT, VANESSA SHARMA, ECHO SOMERVILLE, SUSAN WILLS, DORA WONG, ELIZABETH ZLOT

Over the last three years, our Women & Gender Rights Committee continued our plans to increase our involvement in our own communities.

Period Promise

As usual, the committee participated in the month-long Period Promise campaign in conjunction with the United Way of British Columbia. We were the second-highest donors two years in a row, only slightly behind IATSE 891. Participating in the campaign has given us the skills and confidence to talk about menstruation and explain to people what exactly period poverty is.

So many people unfortunately don't understand the financial impact of period poverty. For those living below the poverty line, they face a decision each month between buying menstrual products or putting food on their table.

Women in Leadership

Being part of the labour movement, we know how vital it is to have not only women leaders in elected positions within our unions but also in political office provincially and federally political offices.

Over the last term, we were able to have five members participate in a PowHERhouse co-hort. These sessions are for women and non-binary people to explore and receive candidate training or teach them how to support candidates running for office.

The PowHERhouse programs are expanding and offering other courses for those looking to enhance their skills such as public speaking. We will be looking to offer opportunities for this dynamic program in our next term.

Our committee also sends two members each year to the Canadian Labour Congress' Winter School to take the Women in Leadership course. In 2023, with help from COPE SEPB, our national union's Equity Education and Learning Fund, we were able to provide 10 members from all over the province with the opportunity to attend a weeklong session for Women's Week of Activism.

The week began with an all-day planning session on where we would like to focus for 2024 and beyond. Part of the planning session was brainstorming on how we could best create a campaign to help union affiliates and non-union workplaces include menstrual and menopause leave in collective agreements. Having this as part of collective agreements means those who menstruate won't need to take sick days.

Periods happen every month and should someone have additional medical concerns directly related to menstruating, they have opportunities to save sick or vacation days for when needed.

Currently, MoveUP has four collective agreements with varying days per year for menstrual and menopause leave. This is an exciting first step for the committee and we are very hopeful to continue this work during the next three years.

Domestic Violence

During the COVID-19 pandemic, we saw a rise in domestic violence in our society. Sadly, in the span of one month, we saw two union members from one of the BCFED affiliate unions lose their lives to domestic violence. Our committee continues to support and bring awareness to the Purple Scarf campaign, supporting survivors of gender-based violence. We still have purple scarf pins representing a hug wrapped around a survivor available.

The work we would like to continue through the next term surrounds the Missing and Murdered Indigenous Women, Girls, and Two-Spirit People (MMIWG2S) and the need for an emergency alert like the Amber Alert. Manitoba is currently in a pilot project with funding from the federal government. Our hope is to lobby our provincial government to create and implement a similar system as we are still seeing those in vulnerable situations lost and it's time to say enough is enough!



YOUTH ACTION COMMITTEE REPORT

COMMITTEE MEMBERS: ALYSHA MORRIS (CO-CHAIR), DIMITRI OSSINSKY (CO-CHAIR), RASHA ABUYERES, MICHELLE BAILLET, HARPINDER BASSI, KAMILA BENNETT, JASMINE BHINDER, BILAL BUTT, HANNA CALAYAN, LIN-CHUAN CHANG, WINSTON CHAU, DYLAN CHENATTE, ZACHARY CHIPMAN, AVNI CHIRKOOTSINGH, BRIENNA CONDIE, CLEMENTINE DE BATZ, LAURA DEGRANDE, ALEX DURHAM, AHMAD EHSANI, ALEXANDER ENGELS, JONATHAN ESPENA, GRIMMSLEY FENG, ERIK GELOWITZ-GREBLIUNAS, KENT GRAY, ALCIA GUILLE, ALBERTO GUZMAN, JUSTIN HAYER, AJAY HEER, NATHANIEL HILTON, EMILY HUANG, ALEXANDRA JABBOUR, LILLIAN JOSEPH, JACQUILE KAMBO, ANISSA KOKOT, DOROTA KUSMIEREK, KALYA LAHERSTORFER, HEIDI LEUNG, JASMINE LINDQUIST, KYLE MACDONALD, KELSEA NADEAU-BRISARD, PRITPAL NAGRA, AVERY NISHIDA, JACOB PARNELL, AADILA PATEL, JOSHUA PAZCOGUIN, FRANCES QUESADA, KEERAT RANDHAWA, ISABEL ROWE-CODNER, BRAHMJIT SANDHU, JAIME SCOTT, MAYANKA SHARMA, VANESSA SHARMA, ANDREW SHEH, NAVJOT SINGH, RAMINDER SINGH, ANGELIE SUAREZ, GURKARN SULL, AZEEM SUTAR, TRINA TAM, FRASER THORBURN, SHARMAINE VALENTIN, TYLER WALTERS, CLAUDIA WONG, ERIQ WONG, FREDERICK WONG, FELIX YAN



The last three years have been a time for growth, renewal, and innovation for MoveUP's Youth Action Committee. We grew our membership from 25 to over 70 members since the last convention. We are proud of the diversity of our committee, spanning different bargaining units, geographic borders, and personal backgrounds. This success can be attributed to our expanding the definition of a young worker from 30-and-under to 35-and-under within MoveUP.

We did this to better align with other labour unions across Canada and to acknowledge many young workers come into the workplace in their late 20s or even early 30s. This change required approval from our Executive Board and two-thirds support from our Executive Council. We are grateful for the support we received and the support we can now offer to so many more of our members who want to engage within the labour movement.

We have focused on providing educational opportunities to our young workers including sending members to attend Vancouver & District Labour Council education courses. These courses have allowed our young workers to gain valuable knowledge and bring it back to their workplaces on topics such as: Promotion and Selection Grievances, Privacy Rights in the Workplace, and Duty to Accommodate & Return to Work. We have also provided other educational opportunities through the Canadian Labour Congress' Winter School and the BC Federation of Labour's Young Workers Leadership Retreat.

We are proud to have established a Committee Terms of Reference, one of three MoveUP committees to have one. This helps establish an election process for our committee's chair(s) as well highlighting the

responsibilities of the chair(s). We also established the objectives of our committee which include prioritizing education, inclusivity, and engagement.

We have made big strides coming out of the COVID-19 pandemic and bringing our committee back together through social events and attending community events like New Westminster & District Labour Council's Indigenous Standing Committee – Indigenous Educational Event. We look forward to coming together for more events soon including volunteering for an amazing community organization like the Jr. Black Achievement Society at their upcoming 2024 Summer Picnic.

“Young people are the future” is a cliché saying, but seeing the dedication, passion, innovation and community our committee has shown leaves no doubt that the labour movement is in good hands. We aren't the future, we are the present with our committee members serving our union in multiple capacities including as job stewards, executive councillors, board members and, most importantly, as activists.

We want to thank our wonderful administrative staff person, Kathryn Prinz, who has been invaluable in allowing our committee to flourish, stay organized, and keep building momentum into the future. Both current committee co-chairs, Dimitri Ossinsky and Alysha Morris, were elected mid-term and we want to take this moment to thank the previous co-chairs Rhys Coulter & Sheela Kumar for their efforts.

As well, we thank the guidance and mentorship of Milena Kollay who was a former MoveUP board member and co-chair of the Youth Action Committee.

Building Our Future Together

moveUP CONVENTION 2024



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