



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

Resolutions



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**RESOLUTION:
Committee Terms of Reference**

September 12 – 14, 2024

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| <p>CB-1</p> | <p>We believe that committees are at their most responsible when they have clear guidelines that govern them. By requiring all committees to have Terms and References each committee will be held accountable for their actions during their terms both to the committee and the union. We believe this will create better engagement and make sure all committees are functioning to their full potential.</p> <p><u>Bylaws:</u> Art. 1 Definition and Duties of Standing Committees.</p> <p>OLD LANGUAGE</p> <p>Standing committees should be balanced, comprising members from different Vice-Presidents' components and reflect the variety of workers MoveUP represents.</p> <p>NEW LANGUAGE</p> <p>Standing committees should be balanced, comprising members from different Vice-Presidents' components and reflect the variety of workers MoveUP represents. Each Standing Committee will create Terms and References that help govern their committees. Each committee will review their Terms and References at the start of each term, at minimum. Terms and References should include the process of acquiring chair(s) as well as the goals of the committee.</p> <p>Submitted by the Youth Action Committee (<i>Dimitri Ossinsky, Alysha Morris, Rasha Abuyeres, Michelle Baillet, Harpinder Bassi, Kamila Bennett, Jasmine Bhinder, Bilal Butt, Hanna Calayan, Sabrina Chang, Winston Chau, Dylan Chenatte, Zach Chipman, Brienna Condie, Clementine de Batz, Laura DeGrande, Alex Durham, Ahmad Ehsani, Alexander Engels, Jonathan Espena, Grimmsley Feng, Kent Gray, Alycia Guile, Alberto Guzman, Justin Hayer, Ajay Heer, Nathaniel Hilton, Emily Huang, Lexi 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, Trina Tam, Fraser Thorburn, Sharmaine Valentin, Tyler Walters, Eriq Wong, Frederick Wong, Claudia Wong, Felix Yan</i>)</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-2</p> | <p>4.43 Election of Vice-Presidents</p> <p>A Executive Board Member shall be elected Vice-President shall be by secret ballot by delegates at the Convention elected at-large by and from the general membership of their respective component at MoveUP. There shall be 3 Vice-Presidents elected and each shall represent at least 20% of the total membership. There shall be no more than one Vice-President from any single bargaining unit. The Constituencies shall be recommended by the Electoral Committee subject to the approval of the Executive Council. Only Executive Board Members, Councillors and Stewards for the Constituencies to be represented can vote for a Vice-President.</p> <p>Notwithstanding the above, if one unit <u>component</u> has more than 60% of the members, there shall only be 2 Vice-Presidents, one from the largest unit <u>component</u> and one from the remaining combined <u>components</u>.</p> <p><u>The incoming Vice-Presidents shall be installed and assume office immediately after being declared elected.</u></p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-3</p> | <p><u>4.34</u> Election of Executive Board</p> <p>Executive Board Members shall be elected by and from the membership in each Employer Bargaining Unit component and the electorate shall vote for the required number of Executive Board Members. as follows: <u>The Executive Board shall consist of no more than 12 seats, as determined by the Electoral Committee in accordance with Bylaw 1E.</u></p> <p><u>A proportional representative system will be used. The number of Executive Board seats will be determined by the rounded percentage of membership held by each component.</u></p> <p><u>For example, using 2024 membership numbers, ICBC had 5201 members (40.37%), Utilities had 3784 members (29.37%), and Combined had 3897 (30.25%). Using rounding, ICBC would have 4 seats, Utilities would have 3 seats, and Combined would have 3 seats.</u></p> <p><u>The total membership numbers used will reflect a twelve (12) month period, ending six (6) months prior to the first day nominations open.</u></p> <p><u>The composition of the Executive Board will remain the same until the next general election.</u></p> <p>a) Each Employer Bargaining Unit whose monthly membership average for the 12 month period ending 6 months prior to the last day the ballots are to be received for election confirmed at 501 or more Members will elect Executive Board Members from among their respective unit as per subsection (b).</p> <p>b) Monthly membership average entitlement: 1 – 500 Members – 0 Executive Board Member(s) 501 – 1000 Members – 1 Executive Board Member(s) 1001 – 1500 Members – 2 Executive Board Member(s) 1501 – 2500 Members – 3 Executive Board Member(s) 2501 – 3500 Members – 4 Executive Board Member(s) 3501 – 4500 Members – 5 Executive Board Member(s) And so forth.</p> <p>c) Employer Bargaining Units whose monthly membership average for the 12 month period ending 6 months prior to the last day the ballots are to be received for election is less than 501 Members each, will have their membership combined into one or more component groups and will elect Executive Board Members from among their combined memberships as per subsection (b), except that if the combined total is less than a monthly membership</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| | <p>average of 501, but not less than 401, the combined membership shall nevertheless be entitled to one (1) Executive Board Member.</p> | |
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RESOLUTIONS: Constitution & Bylaws Committee

September 12 – 14, 2024

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| CB-4 | <p>5.1 c) In the event of the inability <u>unavailability</u> of the President to fulfill the duties of office, the Secretary-Treasurer, a Vice-President, or other an <u>an Executive Board Member, Councillor or Job Steward</u> in that order, shall act on the President's behalf <u>for any absence expected to be less than 90 days.</u></p> <p>New - addition:</p> <p>5.1 c) <u>In the event of an absence expected to be greater than ninety (90) days the Executive Council may elect an interim President, from Executive Board and Council members, at the next Executive Council meeting. The interim President will fulfill the duties of office until the President returns. The Executive Board will recommend to Executive Council if an election should be held.</u></p> <p>New - addition:</p> <p>5.2 i) <u>In the event of the unavailability of the Secretary-Treasurer to fulfill the duties of office, a Vice-President, or an Executive Board member, in that order, shall be appointed by the Executive Board to act on the Secretary-Treasurer's behalf for any absence expected to be greater than thirty (30) days but less than ninety (90) days.</u></p> <p><u>In the event of an absence expected to be greater than ninety (90) days, the Executive Council may elect an interim Secretary-Treasurer, from Executive Board and Council members, at the next Executive Council meeting. The interim Secretary-Treasurer will fulfill the duties of office until the Secretary-Treasurer returns. The Executive Board will recommend to Executive Council if an election should be held.</u></p> <p>5.3 j) <u>In the event of the unavailability of the Vice-President to fulfill the duties of office, an Executive Board member from the same unit component may act on the Vice-President's behalf for any absence expected to be greater than thirty (30) days but less than ninety (90) days. The interim Vice-President selection process will be determined by the Executive Board.</u></p> <p><u>In the event of an absence expected to be greater than ninety (90) days, the Executive Council members for the affected unit-component may elect an interim Vice-President from Executive Board and Council members for the affected unit, at the next Executive Council meeting. The interim Vice-President will fulfill the duties of office until the Vice-President returns. The Executive Board will recommend to Executive Council if an election should be held.</u></p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-5</p> | <p>9.11 Petty Cash Fund</p> <p>MoveUP shall establish a Petty Cash Fund in the amount of five hundred dollars (\$500.00) in order to pay necessary and immediate expenses.</p> <p>Renumber remainder of article.</p> <p>9.12 Signatories</p> <p>All cheques issued against the funds of MoveUP, other than for petty cash, shall be signed by the Secretary-Treasurer and President or if either is unavailable a Vice-President may be substituted for the signature of the President or the Secretary-Treasurer. All persons exercising signing authority may be covered by a suitable bond provided by MoveUP. Payment may also be made electronically as long as it is secured and approved as if it were a cheque.</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-6</p> | <p>10.1 General Elections</p> <p>a) There shall be a general election of officers: President, Secretary-Treasurer, Executive Board, and Executive Council every three <u>(3)</u> years. <u>For reference, 2021 was an election year.</u></p> <p>b) Executive Council elections, referred to as the Executive Council Election, shall be counted and announced on or before May 1st of the election year. In conjunction with the Executive Council Election, Job Stewards shall be required to reaffirm their desire to remain a Job Steward. <u>For reference, 2022 was an election year.</u></p> <p>c) Executive Board Voting will begin twenty-one (21) <u>fourteen (14)</u> days after the closing of nominations.</p> <p>d) Voting shall remain open for twenty-one (21) <u>fourteen (14) days.</u> Should the 21st <u>14th</u> day fall on a non-business day, the next business day shall be used.</p> <p>e) <u>Votes shall be counted on the next business day immediately after voting closes.</u></p> <p>i) Nominations for Executive Board will be called one hundred and twenty two (122) days prior to Convention. Should the 122nd day fall on a non-work day, the last business day will be used. Nominations shall remain open for 21 days.</p> <p>ii) Voting for Executive Board will begin twenty-one (21) days after the closing of nominations.</p> <p>iii) Voting shall remain open for twenty-one (21) days. Should the 21st day fall on a non-business day, the next business day shall be used. Votes shall be counted on the next business day after voting closes.</p> <p>d) For reference, 2005 is an election year.</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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RESOLUTIONS: Constitution & Bylaws Committee

September 12 – 14, 2024

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| CB-7 | <p>10.5 Nominations</p> <p>a) In a year where Elections are to be held for Executive Officers, nominations shall be conducted as outlined in Article 10.5 b) through g f) below.</p> <p>b) Nominations of those Executive Officers who are elected at large shall be made by a minimum of five (5) Members in good standing of MoveUP who shall sign the nomination form and attach it to the written consent of the nominees. <u>President, Secretary-Treasurer and Vice-Presidents.</u></p> <p style="padding-left: 40px;">i) <u>Nominations for President, Secretary-Treasurer and Vice-Presidents will be called one-hundred and twenty-two days prior to Convention. Should the 122nd day fall on a non-workday, the last business day will be used. Nominations shall remain open for twenty-one (21) fourteen (14) days.</u></p> <p style="padding-left: 40px;">ii) <u>Nominations shall be made by a minimum of five (5) members, in good standing of MoveUP, who shall sign the nomination form and attach it to the written consent of the nominee.</u></p> <p>c) Nominations for Executive Board Members shall be made by a minimum of five (5) Members in good standing, of the Employer Bargaining Unit(s) from which the Executive Board Member is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee. <u>Executive Board</u></p> <p style="padding-left: 40px;">i) <u>Nominations for Executive Board will be called one-hundred and twenty-two (122) days prior to Convention. Should the 122nd day fall on a non-workday, the last business day will be used. Nominations shall remain open for twenty-one (21) fourteen (14) days.</u></p> <p style="padding-left: 40px;">ii) <u>Nominations for Executive Board Members shall be made by a minimum of five (5) members, in good standing of MoveUP and of the Employer Bargaining Unit(s) from which the Executive Board Member is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee.</u></p> <p>d) Nominations for Vice-President shall be open for two weeks starting from one month from the start of Convention and shall be made by a minimum of two Job Stewards, Executive</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| | <p>Councillors, or Board Members from the relevant Vice-Presidential area. <u>Executive Council</u></p> <p>i) <u>Nominations for Executive Council will be called forty-two (42) days prior to the Executive Council Election as stated in Article 10.1 b). Should the 42nd day fall on a non-workday, the last business day will be used. Nominations shall remain open for twenty-one (21) days.</u></p> <p>ii) <u>Nominations for Executive Councillors shall be made by a minimum of two (2) members, in good standing of MoveUP and within the Executive Council area from which the Executive Councillor is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee.</u></p> <p>e) Nominations for the Councillors shall be by a minimum of two (2) Members in good standing, within the Councillor area of the Employer Bargaining Unit(s) from which the Councillor is to be elected, who shall sign the nomination form and attach it to the written consent of the nominee. <u>Nomination forms must be received by the Returning Officer at the MoveUP office not later than 4:30pm three (3) two (2) weeks prior to the date determined for the conduction of the election. In the event this date falls on a weekend, it shall be the Friday preceding the weekend that all nominations are closed.</u></p> <p>f) Nomination forms for the Councillors must be received by the Returning Officer at the MoveUP office not later than 4:30pm six (6) weeks prior to the date determined for the conduction of the election. In the event this date falls on a weekend it shall be the Friday preceding the weekend that all nominations are closed. <u>No member may be nominated for more than one (1) elected position. No member shall hold more than one (1) elected position at any one time except that a member of the Executive Board shall nevertheless be a member of the Executive Council and as per the provisions in Article 5.</u></p> <p>g) No member may be nominated for more than one elected position. No Member shall hold more than (1) elected position at any one time except that a Member of the Executive Board shall nevertheless be a Member of the Executive Council.</p> | |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-8</p> | <p>10.7 Vacancies</p> <p>d) Secretary-Treasurer</p> <p>A Vice-President shall be appointed by the Executive Board as an acting Secretary-Treasurer until a replacement is elected.</p> <ul style="list-style-type: none"> i) If the next election is more than 12 months away, a replacement shall be elected as per Article 4. ii) If the next election is 6-12 months away, at the next meeting of the Executive Council, a Secretary-Treasurer shall be elected from amongst the Executive Council to serve out the term. <u>At the next meeting of the Executive Council, a notice of election shall be provided and nominations from the Executive Council shall take place. Nominations shall close at that meeting and the election process, including access to contact information of voters, shall commence at the adjournment of the Executive Council meeting. A special Executive Council meeting shall be called within 10 business days of the adjournment of the Executive Council meeting with the only agenda item to be the execution of the election. The special Executive Council meeting will be the forum for candidate speeches, a question-and-answer session if requested by the Executive Council, and voting. This meeting could be done online or in-person and will be at the discretion of the chair of the meeting. If there is only one candidate nominated at the Executive Council meeting, the acclamation of the candidate can be declared, and no special Executive Council meeting shall be required.</u> iii) If there are less than six months left in the term, the Vice-President appointed by the Executive Board shall serve out the term. | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
| | <p>e) President</p> <p>A Vice-President shall be appointed by the Executive Board as an acting President.</p> <ul style="list-style-type: none"> i) If the next election is more than 12 months away, a replacement shall be elected as per Article 4. ii) If the next election is 6-12 months away, at the next meeting of the Executive Council, a President shall be elected from amongst the Executive Council to serve out | |

**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| | <p>the term. <u>At the next meeting of the Executive Council, a notice of election shall be provided and nominations from the Executive Council shall take place. Nominations shall close at that meeting and the election process, including access to contact information of voters, shall commence at the adjournment of the Executive Council meeting. A special Executive Council meeting shall be called within 10 business days of the adjournment of the Executive Council meeting with the only agenda item to be the execution of the election. The special Executive Council meeting will be the forum for candidate speeches, a question-and-answer session if requested by the Executive Council, and voting. This meeting could be done online or in-person and will be at the discretion of the chair of the meeting. If there is only one candidate nominated at the Executive Council meeting, the acclamation of the candidate can be declared, and no special Executive Council meeting shall be required.</u></p> <p>iii) If there are less than six months left in the term, the Vice-President appointed by the Executive Board shall serve out the term.</p> | |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-9</p> | <p>14.1 Standing Committees</p> <p>Following the Executive Council election Convention, standing committees shall be constituted as required by the bylaws of MoveUP. The members and chair of each standing committee shall be appointed by the president in consultation and with the approval of the executive board and with the approval of the executive council. The duties of standing committees shall be as defined by the bylaws and as assigned by the executive board and executive council.</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-10</p> | <p>16.3 Disposition of Complaint</p> <p><u>Reasonable notice by MoveUP shall include, but not be limited to, email (with a delivered and read receipt notification) and/or registered mail.</u></p> <p>a) Any proceedings shall commence with a complaint filed with the President in writing who shall then submit it to the Executive Board. The President shall also notify, by mail, the Respondent that a complaint has been filed and the reasons thereof, unless adequate disposition of the complaint requires that the Respondent not be informed of the filing of the complaint. To that effect, the President shall consider the seriousness of the prejudice the complaint may cause to MoveUP notably when an allegation is made with regards to the finances, fraud or falsification of documents or books. In the event the President is named in the complaint filed, the Secretary-Treasurer shall replace them for the purpose of application of these procedures. These procedures apply only to Members and Officers.</p> <p>b) The Respondent shall have the right to contest such complaint in writing by transmitting their statement to the President within fifteen (15) working days of the <u>Respondent being notified of the complaint being mailed to the Respondent.</u> The President shall transmit such statement to the Executive Board <u>and the complainant.</u></p> <p>c) It is within the power of the Executive Board to decide, at its next meeting, to:</p> <p>i) Pursue the filed complaint by appointing a Trial Committee; or</p> <p>ii) Appoint an Investigator(s) to investigate the complaint and to recommend to the Executive Board whether or not to pursue the complaint; or</p> <p>iii) <u>Designate a mediator to try to settle the complaint;</u></p> <p><u>iv) Dismiss the complaint as unwarranted; or</u></p> <p><u>v) Any combination of these 4 options.</u></p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-11</p> | <p>16.4 Trial</p> <p><u>Reasonable notice by MoveUP shall include, but not be limited to, email (with a delivered and read receipt notification) and/or registered mail.</u></p> <p>b) iv) Members and persons bringing the complaint will have the right to call evidence, introduce documents, cross-examine witnesses and make submission;</p> <p><i>Renumber remainder of article accordingly.</i></p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-12</p> | <p>16.5 Decision</p> <p><u>Reasonable notice by MoveUP shall include, but not be limited to, email (with a delivered and read receipt notification) and/or registered mail.</u></p> <p><i>Remainder of sub-article remains the same.</i></p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-13</p> | <p>16.6 Appeals</p> <p>b) Appeal of the Trial Committee’s Decision</p> <p>i) Within fifteen (15) working days of the date the decision is received, either party may appeal to the Executive Board in writing to the President setting forth the grounds for appeal, with copy to the other party. The opposing party has fifteen (15) working days, <u>from receipt of the appeal</u> to present their views in writing to the President, with copy to the appealing party.</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTIONS:
Constitution & Bylaws Committee**

September 12 – 14, 2024

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| <p>CB-14</p> | <p>16 Prohibited Activities</p> <p>In any case involving disciplinary action, there shall be no resort to a court of law until such recourse within MoveUP under its Constitution and within the National Union under its Constitution has been exhausted.</p> <p>The following procedures are inapplicable to any matter involving delinquency or failure to pay dues. MoveUP may provide in its Bylaws for automatic suspension of any Member who is delinquent a minimum of one (1) month in their dues, but in any event any Member of MoveUP who becomes three (3) months delinquent in their dues shall be automatically suspended.</p> <p><u>If a member has witnessed or been in receipt of actions that they believe are in relation to bullying and/or harassment, MoveUP's Bullying and Harassment policy shall be followed.</u></p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTION:
Decriminalization of Sex Work Campaign**

September 12 – 14, 2024

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| <p>CS-1</p> | <p>Whereas. At the 2023 CLC convention the resolution committee recommended concurrence to a compilation resolution stating as follows:</p> <ul style="list-style-type: none"> • The CLC will work with sex workers and sex-worker-led organizations, and international labour movement where appropriate, to support federal changes necessary to fully decriminalize sex work allowing sex workers to access full rights and protections as workers to improve their working conditions and make their work safer including but not limited to: • lobbying for the elimination of provisions in the Immigration and Refugee Protection Regulation (IRPR) that prohibits anyone with temporary immigration status in Canada from working with an employer who, on a regular basis, offers striptease, erotic dance, escort services or erotic massages; and • the repeal of laws around sex work introduced through Bill C-36; • Because the decriminalization of sex work will combat stigma and discrimination against sex workers; and • Because sex work is work and sex workers should have all the rights and protections afforded to any worker in B.C <p>Therefore, be it resolved that MoveUP ramp up our campaign, have another letter writing and letters to the editor.</p> <p>Therefore, be it further resolved that the community and social action committee (CSAC) working in conjunction with communications create information/campaign materials.</p> <p>Therefore, be it further resolved the members of CSAC will attend various council meetings, asking for support to participate in this campaign and providing materials that they can take back to their unions,</p> <p>Submitted on behalf of the committee, Andrea McKenna, Calvin Jonas, Carol Brown, Dimitri Ossinsky, Kalya Laherstorfer, Kate Israelyan, Kelly Cammack, Ophelia Lee, Sharon Thomas, Shelly Johnston, Rysa Kronebusch and Echo Summerville Co-Chairs</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTION:
Poverty**

September 12 – 14, 2024

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| <p>CS-2</p> | <p>Whereas with the high cost of living in British Columbia.</p> <p>Whereas those on income assistance base rate for a single person \$1,060, for two 1,650, single parent with a child, 1,405 and two persons with a child, 1,845.</p> <p>Whereas BC is ranked as the least affordable province and Vancouver the least affordable city. Average studios are on average 1,949, one bedroom 2,379 and two bedrooms, 2, 857.</p> <p>Whereas food costs have increased, gas prices have increased, bus fares, these are just a few examples that further marginalizing those on income assistance keeping them well below the poverty line and further impacts the mental wellbeing of our children.</p> <p>Therefore, be it resolved that MoveUP will continue to educate and advocate for an increase to income assistance and those on disability.</p> <p>Therefore, be it further resolved the community and social action committee (CSAC) continue to work on their agreed mandate to educate the members on food insecurity and bring forward any initiatives they support.</p> <p>Submitted on behalf of the committee, Andrea McKenna, Calvin Jonas, Carol Brown, Dimitri Ossinsky, Kalya Laherstorfer, Kate Israelyan, Kelly Cammack, Ophelia Lee, Sharon Thomas, Shelly Johnston, Rysa Kronebusch and Echo Summerville Co-Chairs</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTION:
Accessibility**

September 12 – 14, 2024

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| <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

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| <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

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| <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

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| <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

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| <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

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| <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

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| <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

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| <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

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| <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

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| <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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RESOLUTION:
**American Society of Heating, Refrigerating & Air Conditioning
 Engineers (ASHRAE)**
 September 12 – 14, 2024

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| <p>HS-1</p> | <p>Whereas illness and disability are often preventable; and</p> <p>Whereas the possibility of pandemics has risen alongside the reality of ecological catastrophe.</p> <p>Therefore, be it resolved, MoveUP calls on the B.C. government to provide incentives that promote the installation of copper and brass to doorknobs, light switches, and other high-touch places in all workplaces and other public buildings.</p> <p>Therefore, be it further resolved, MoveUP calls on the B.C. government to mandate ASHRAE Core Recommendations for Reducing Airborne Infectious Aerosol Exposure in all workplaces and other public buildings.</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:
End Sexual Harassment and Violence**

September 12 – 14, 2024

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| <p>HS-2</p> | <p>Whereas, with over 60% of our membership being non-male.</p> <p>Whereas these members still experience inappropriate comments, sexual advances, bullying and harassment and intimidation.</p> <p>Whereas some of these members work in male dominated jobs and to compound the issue they also work in remote areas and are impacted by these comments and intimidations on a daily basis.</p> <p>Therefore, be it resolved the Health and Safety committee in conjunction with communications will create a survey to all members who identify as non – male, asking specific question around sexual advances, discrimination and intimidation.</p> <p>Therefore, be it further resolved from this survey we can ask for volunteers to create a task force to brainstorm on ways to address this issue.</p> <p>Therefore, be it further resolved leading this task force may be selected from Women and Gender Rights committee and the Health and Safety committee chairs respectively</p> <p>Submitted on behalf of the Health and Safety Committee - Rysa Kronebusch, Andrea McKenna, Ann Soucie, Brian Martens, Jaime Scott, Marcy Marko, Patrick Coghlan, Tasha Bruce and Vayia Vassious</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTION:
Chronic Pain**

September 12 – 14, 2024

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| <p>HS-3</p> | <p>Whereas the opioid crisis and chronic pain sufferers can be linked together. At times the wait to see a pain specialist can take years, chronic pain sufferers will look to self-medicate.</p> <p>Whereas chronic pain doesn't just impact the brain, it impacts every aspect of life, physical activity levels, social life, relationships, identity, mental health and everyday tasks.</p> <p>Therefore, be it resolved MoveUP educate members on how to mitigate chronic pain and the contribution chronic pain has to mental health.</p> <p>Therefore, be it further resolved MoveUP submit resolutions to the BC Federation of labour asking the OH&S committee to lobby local government to increase funding for pain clinics, encourage government to create independent unionized treatment facilities, which can help with the physical and emotional impacts of chronic pain.</p> <p>Therefore, be it further resolved working with the BC Federation of Labor's OH&S committee to advocate for increased compensation for those with chronic pain due to a workplace injury which results in a functional pension award.</p> <p>Submitted on behalf of the Health and Safety Committee - Rysa Kronebusch, Andrea McKenna, Ann Soucie, Brian Martens, Jaime Scott, Marcy Marko, Patrick Coghlan, Tasha Bruce and Vayia Vassious</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTION:
Women in Politics**

September 12 – 14, 2024

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| <p>P-1</p> | <p>Whereas over 60% of our membership does not identify as male,</p> <p>Whereas in the 1970s the first racialized woman elected was Rosemary Brown,</p> <p>Whereas it was not until 2016 the first Indigenous woman elected was Melanie Mark,</p> <p>Whereas it's not just about gender equity, we need to support more diversity in politics, encouraging and educating our member to dispel the myth and stigma when getting involved within the political spectrum,</p> <p>Whereas with our member spotlight we can show others it can be done, and they may also lean in</p> <p>Therefore, be it resolved that MoveUP work to encourage and educate our marginalized members to participate in either running as a candidate or volunteering.</p> <p>Therefore, be it further resolved if we have candidates successfully running and elected be it municipal provincial or federally, we highlight their achievements. And not just during election campaigns, we ask them to speak at events be it an executive council meeting, executive board meeting or at our job steward seminar.</p> <p>Submitted by the Political Action Committee (<i>Annette Toth, Rysa Kronebusch, Alberto Guzman, Calvin Jonas, Al Juma, Dawn Lentsch, Andrea McKenna, Bosco Misquitta, Kamal Naraina, Vayia Vassious</i>)</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTION:
BC Public Health Resources**

September 12 – 14, 2024

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| <p>R-2</p> | <p>Whereas employers requesting medical documentation for short term sick leave is a serious burden on our public health care system...</p> <p>Whereas employers treat sick leave as a weakness rather than an entitlement that benefits the health and well-being of all employees...</p> <p>Be it resolved that MoveUP shall work to remove language from our collective agreements that allows employers to require medical documentation for short-term sick leave,</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:
Education**

September 12 – 14, 2024

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| <p>R-3</p> | <p>Whereas youth workers are over 20% of our membership and growing we must strive to provide them with the most adequate tools to better represent our membership and progress in the labour movement. Improvements to access to educational opportunities will provide young workers with the necessary skill set for success for our union's development.</p> <p>Whereas the development of young workers is fundamental in securing the prosperity and longevity of the labour movement.</p> <p>Therefore, be it resolved MoveUP will make all reasonable efforts to afford educational opportunities to equity priority groups, including but not limited to youth.</p> <p>Submitted by the Youth Action Committee (<i>Dimitri Ossinsky, Alysha Morris, Rasha Abuyeres, Michelle Baillet, Harpinder Bassi, Kamila Bennett, Jasmine Bhinder, Bilal Butt, Hanna Calayan, Sabrina Chang, Winston Chau, Dylan Chenatte, Zach Chipman, Brienna Condie, Clementine de Batz, Laura DeGrande, Alex Durham, Ahmad Ehsani, Alexander Engels, Jonathan Espena, Grimmsley Feng, Kent Gray, Alycia Guile, Alberto Guzman, Justin Hayer, Ajay Heer, Nathaniel Hilton, Emily Huang, Lexi 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, Gurbarn Sull, Trina Tam, Fraser Thorburn, Sharmaine Valentin, Tyler Walters, Eriq Wong, Frederick Wong, Claudia Wong, Felix Yan</i>)</p> | <p>Carried <input type="checkbox"/></p> <p>Defeated <input type="checkbox"/></p> |
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**RESOLUTION:
Government Cap on Rent**

September 12 – 14, 2024

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| <p>R-4</p> | <p>Whereas there is an affordability crisis that has been widely reported;</p> <p>Whereas human needs must outweigh the rights accorded to property and property owners;</p> <p>Whereas people should not be financially coerced into cohabitation arrangements; and</p> <p>Whereas people should not be financially coerced to uproot themselves from their community.</p> <p>Therefore, be it resolved, MoveUP calls on the B.C. government to institute a cap on residential rent equal to 30% of what a single person who works the equivalent of full-time hours per week at minimum wage would be expected to earn in the rental period.</p> <p>Therefore, be it further resolved, MoveUP calls on the B.C. government to apply this cap to both existing and future rental agreements.</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:
Minimum Wage**
September 12 – 14, 2024

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| <p>R-6</p> | <p>Whereas all work is skilled work; and</p> <p>Whereas raising wages has consistently been proven to benefit the economy.</p> <p>Therefore, be it resolved, MoveUP calls on the B.C. government to set the minimum wage to 80% of the provincial median income, indexed annually.</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:
MSP**

September 12 – 14, 2024

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| <p>R-7</p> | <p>Whereas access to medical care should not depend on one's employer or on one's ability to make money.</p> <p>Therefore, be it resolved that MoveUP calls on the B.C. government to incorporate all necessary healthcare, including vision, dental, psychological, gender-affirming, and all other benefits found in extended healthcare plans offered by ICBC, WorkSafeBC, and other major health benefit carriers, into MSP.</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:
Public Insurance Options**

September 12 – 14, 2024

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| <p>R-8</p> | <p>Whereas one's home is at least as critical to one's life and general wellbeing as one's car.</p> <p>Therefore, be it resolved MoveUP calls on the B.C. Government to create a public option for home insurance, renter's insurance, strata insurance, and other major types of insurance.</p> <p>Therefore, be it further resolved, that the BC government directs the sale of condo insurance to be issued via ICBC and regulated by BCUC.</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:
Harm Mitigation**
September 12 – 14, 2024

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| <p>R-11</p> | <p>Whereas self-medication is an understandable response to stress and deprivation;</p> <p>Whereas the B.C. government is failing to protect many of its most vulnerable community members; and</p> <p>Whereas basic human needs such as food, shelter, and dignity have been tied to one's ability to work.</p> <p>Therefore, be it resolved, MoveUP will adopt harm mitigation principles to create safe supply and supervised drug use sites in all of its facilities and will encourage the adoption of these same principles in 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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