

ANTI-CONTRACTING OUT AND PRIVATIZATION COMMITTEE

Terms of Reference

STRUCTURE OF COMMITTEE

- Chairperson to be appointed by CUPE BC Executive Board.
- Wherever possible members shall be from each area of the Province and shall be appointed by the Chairperson subject to approval of the CUPE BC Executive Board.
- There shall be at least three members of the committee including chairperson plus staff advisors.
- Meetings shall be consistent with the priorities of the committee. In an effort to limit costs where possible, meetings shall coincide with other events such as conferences, conventions, etc., and shall be held on Fridays to accommodate members who have to travel long distance.

OBJECTIVES OF COMMITTEE

- To monitor any attempts to contract out and privatize CUPE jobs.
- To raise awareness and to educate locals and the public about privatization and contracting out and trade agreements and government initiatives that are designed to privatize public services.
- To encourage locals to negotiate protection language for contracting out and to bring and/or retain services in house.
- To encourage locals to establish their own Anti-Contracting Out and Privatization committees and to provide them the necessary tools and resources.

RESPONSIBILITIES

- Report on a regular basis to CUPE B.C. Division Executive
- Deal with resolutions concerning Contracting Out/ Privatization
- Work in conjunction with other committees where activities may overlap, example: Political Action, Municipal, etc.
- Provide support to locals who need assistance facing privatization and contracting out/in services.

COLLEGE & INSTITUTE COMMITTEE

Terms of Reference

Goals: The CUPE B.C. College & Institute Committee will promote retention of publicly funded college and institute education systems in British Columbia and develop strategies to deal with issues facing workers in that sector.

STRUCTURE OF COMMITTEE

The Committee will, where possible, be made up of members from Colleges and Institutes representing all regions of the Province.

OBJECTIVES

1. Informing and advising the CUPE B.C. Executive on matters affecting CUPE workers in the college and institute sector.
2. Encouraging communication and liaison between workers in the sector, with other CUPE B.C. Committees, with District Councils and promoting awareness of college and institute issues at local, regional and provincial levels.
3. In conjunction with CUPE B.C. be responsible for making presentations to government and other bodies on issues affecting college and institute members.
4. Encouraging and supporting, where appropriate, coordinated bargaining initiatives for college and institute locals.
5. Developing strategies for supporting CUPE members elected or appointed to governance roles in colleges and institutes.
6. Assisting CUPE B.C. with developing and mounting campaigns within locals, regions and throughout the province, to generate support for public funded colleges and institutes.

COMMITTEE AGAINST RACISM AND DISCRIMINATION

Terms of Reference

It is the goal of the Committee to encourage and promote the participation of and representation of all equity seeking groups in our union and that this participation be reflected throughout CUPE.

Structure

The Co-Chairpersons are appointed by the CUPE B.C. Executive Board. CUPE BC will work to reflect all equity seeking groups in our union. CUPE BC will work to have the committee membership reflect all equity seeking groups, as well as regional and occupational diversity of the CUPE membership.

Objectives

The objectives of the committee are to work towards equality and fairness in the workplace, our union, and society at large by the elimination of racism and discrimination of all types and the promotion of employment equity principles.

The committee will pursue the following:

Education:

Promoting awareness of equity issues in publications and newsletters.
Encouraging the offering of CUPE conferences and courses on discrimination and equity issues and promoting attendance at such courses.

Bargaining:

Advocating that employment equity programs and anti-discrimination issues are addressed through bargaining.

Participation:

Encourage and promote the participation and representation of all equity seeking groups' participation at every level of local union and Division activities.

Legislation:

Lobby appropriate government to strengthen human rights legislation and to introduce mandatory pay equity legislation and mandatory employment equity legislation, as well as a variety of employment equity programs.

Community Outreach

Develop relationships with community organizations to ensure a CUPE presence in community events covered by the CUPE BC Strong Communities and other campaigns.

CUPE BC Community Social Services Committee

Terms of Reference

Goal:

The CUPE B.C. Community Social Services Committee will develop strategies to address issues affecting Community Social Service workers throughout B.C.

Structure of Committee:

Will be comprised of Presidents of Community Social Service Locals or their designate.

Objectives:

1. Inform and advise the CUPE B.C. Executive on matters affecting workers in the C.S.S. Sector.
2. Encourage communication and liaison between workers in the sector, with other CUPE B.C. Committees, CUPE District Councils and promote Community Social Service Issues at local, regional and provincial levels.
3. In conjunction with CUPE B.C. make presentations to government and other bodies on issues affecting C.S.S. members, where required.
4. Assist CUPE B.C. with the development and implementation of campaigns within locals, regions, and throughout the province, to generate support for the Community Social Services Sector and to protect Community Social Services workers and their jobs.
5. In conjunction with CUPE B.C. and other staff monitor provincial legislation affecting community social services and inform Locals and CUPE District Councils about the changes and how these changes affect our locals.

CUPE BC EDUCATION COMMITTEE

Terms of Reference

PURPOSE OF COMMITTEE:

1. Promote the education of CUPE members in BC and encourage them to be active in all phases of the union. Encourage all activists to participate and encourage locals to send new activists to workshops.
2. Advocate for broader education goals and skills building for CUPE members in BC. Look for opportunities to promote apprenticeship programs, workplace based literacy programs and clear language and include new communication methods within the division.
3. Liaison with CUPE BC and CUPE National's Union Development:
 - o In conjunction with CUPE BC plan Division courses and programs
 - o Reviewing and reporting on scholarships promoting scholarships so that locals apply
 - o Assisting with planning and administration of spring and fall week-long schools
 - o Assisting the Education Representative in any way possible
 - o Acting as Social Convenors for spring and fall week-long schools
4. The committee, through the Chairperson, will make regular reports to the CUPE BC Executive Board.
5. The committee shall prepare a report on an annual basis to the CUPE BC Convention.

ENVIRONMENT COMMITTEE

Terms of Reference

STRUCTURE OF COMMITTEE:

- Chairperson appointed by CUPE B.C. Executive Board
- Committee should have one member from each area of the Province and should include at least one young worker.

OBJECTIVES:

- To develop awareness among CUPE members of environmental issues, their impact on climate change and the health of our members, communities and our planet.
- To propose and implement initiatives and activities that protect and enhance the environment for both our members in the workplace and for the community as a whole.

CUPE BC HEALTH COMMITTEE

Terms of Reference

Goal:

The CUPE BC Health Committee will develop strategies to address issues affecting health care workers throughout BC including privatization.

Structure of Committee:

Locals: 3495, 15, 1978, 3403-01, 4816, 873

Objectives:

1. Develop coordinated strategies to fight back against the continued pressure to privatize health care and to contract out health care work to private, health care providers.
- 2.
3. To promote the interest of CUPE health care workers within CUPE BC
4. To develop a communications plan through a possible brochure that contains profiles of CUPE health workers on the front line.
5. Work with other CUPE BC committees where possible on issues of commonality, to promote issues affecting CUPE health care workers.
6. Work with allies on common issues to improve health care in British Columbia.
7. To fight the BCNU raid on licensed practical nurses (LPN) in BC
8. To educate CUPE members on Canada Health Accord discussions

INTERNATIONAL SOLIDARITY COMMITTEE

Terms of Reference

STRUCTURE OF COMMITTEE

- Chairperson appointed by the CUPE B.C. Executive Board.
- One representative to be named by each Area Council and subsequently recommended by the Executive Board.
- CUPE B.C. Representative to work with like minded committees and groups.

OBJECTIVES

The primary objective of the Committee is to raise awareness within the membership of international issues and relate to them the common interests of workers around the world, through membership education.

To achieve this goal the following guidelines will be followed:

1. Make recommendations and assist with the administration of the CUPE B.C. Colleen Jordan Humanity Fund in accordance with its purposes.
2. Our role will be to provide information and motivation for Area Councils and Locals for actions and programs they may embark upon related to the mandate of the committee.
3. Commitment to worker to worker solidarity and long term partnerships on international level.
4. Advocate for international human rights and social justice issues including workers rights, environment and peace.
5. Previously #3 Assist CUPE B.C. with determining the credibility and accountability of organizations or individuals soliciting union endorsement.

K-12 COMMITTEE

Terms of Reference

GOALS

To promote "Quality Public Education" as a real part of a strong community and to promote CUPE BC programs.

STRUCTURE OF COMMITTEE:

- Chairperson appointed by CUPE B.C. Executive Board
- Committee should have one member from each area of the Province.

OBJECTIVES:

- Develop a strong and cohesive membership with the K-12 sector.
- Gather and distribute information to the broad membership and specific information to local union leaders and District Councils.

LIBRARY COMMITTEE

Terms of Reference

STRUCTURE OF COMMITTEE

The Committee, wherever possible will be made up of one member from each area of the Province and in as much as possible be representative of all types of libraries (public, university, schools, colleges) and all types of Library workers (clerical, librarian, technical, etc).

GOALS & OBJECTIVES

To provide a focus for CUPE library workers in BC:

1. To exchange information amongst CUPE organized libraries in BC.
2. To ensure library workers concerns and issues are raised and discussed at all levels of our union.
3. To promote the participation of library workers in all CUPE BC and National Union functions.

RESPONSIBILITIES OF COMMITTEE

1. To organize a library workers caucus at all appropriate CUPE functions.
2. To gather and circulate information relevant to library workers in the Province of BC, including publishing a semi-annual newsletter.
3. To assist in planning and organizing Library Workers Conferences.
4. To promote the organization of non-unionized Library workers in B.C.
5. Move towards achieving Pay Equity for all Library workers in B.C.

CUPE BC Municipal Committee

Terms of Reference

Structure of Committee

- Chairperson appointed by the CUPE BC Executive Board.
- Wherever possible members shall be from each area of the Province.
- The committee will be comprised of members working in the Municipal Sector. In addition one member will be from the Library Sector.

Objectives of Committee

- To assist monitoring Provincial and Federal Legislation with the Local Government Liaison affecting Municipalities and inform Locals and District Councils about changes and how these changes may affect our Locals.
- To assist CUPE BC with developing and mounting fight-back campaign within Locals and Regions to protect Public Services, Municipal Employees and their jobs.
- To encourage communication and liaison between workers in the Sector, with other CUPE BC Committees, with District Councils and promoting awareness of Municipal Issues.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Terms of Reference

1. **Health and Safety is defined as ...**
 - The promotion and maintenance of the highest degree of physical, mental and social well being of workers in all occupations;
 - The prevention among workers of departures from health caused by their working conditions;
 - The protection of workers in their employment from risk resulting from factors adverse to health;
 - The placing and maintenance of the workers in an occupational environment adapted to his/her physiological and psychological condition.

2. **Objectives of CUPE B.C. O.H. & S. Committee:**
 - (i) To monitor, maintain and report on CUPE workplace health and safety programs to ensure adherence to International Labour Organization definition of health and safety.
 - (ii) To ensure adherence to ILO definition by proposing measures for education, collective bargaining and legislation and policy.
 - (iii) To recommend to CUPE B.C. and through CUPE B.C. to the National Union measures, programs and campaigns to address health and safety concerns.
 - (iv) To monitor and report to the CUPE B.C. Executive Board the effectiveness of such measures, programs and campaigns on a regular basis.
 - (v) Plan and coordinate bi-annual CUPE B.C. Health and Safety Conferences.
 - (vi) To report and to make recommendations to the CUPE B.C. Convention to help ensure a safe and healthy workplace for all CUPE members.
 - (vii) To review, evaluate and develop health and safety programs and to determine their effectiveness, and in consultation with the appropriate departments, recommend changes as required.
 - (viii) To develop health and safety policies for the provincial union.
 - (ix) To provide assistance and guidance in implementing provincial and national O.H. & S. Campaigns.

CUPE BC PENSION COMMITTEE

TERMS OF REFERENCE

Structure:

1. The CUPE BC Executive Board shall appoint a retiree, a young worker, and a non-Municipal Pension Plan member to the committee.
2. To advocate for, improve and protect defined benefit pensions for all members.
3. To actively participate on the Municipal Employees Pension Advisory Committee.
4. To encourage the participation of members in other advisory committees and joint trustee structures.
5. To identify pensions plans and deficiencies in those plans through education sessions.

Objectives:

1. To promote pension education and advocate for defined benefit pensions for all members.
2. To actively participate on the Municipal Employees Pension Advisory Committee.
3. To identify pension plans and deficiencies in those plans through membership surveys and educational sessions.

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POLITICAL ACTION COMMITTEE

Terms of Reference

STRUCTURE OF COMMITTEE

Where possible the committee should include a minimum of 1 member from each area of the Province. The members selected for this committee should have previously demonstrated they are politically committed. Given that CUPE BC is affiliated to the NDP, the members selected for this committee should have previously demonstrated they are politically active in the Party or progressive politics and are committed to participating in issue and election campaigns, as well as in the work of the NDP.

Committee members will work with CUPE BC Regional Vice Presidents to provide updated information about political activities in their regions to each committee meeting.

GOALS

1. To inform CUPE members about basic political choices in our society, and to participate in the political process through activities such as (but not limited to): election and issue campaigns; zone coordinator roles; member-to-member contact; rallies and protests; council and school board watch; lobbying and other political activities.
2. To work to get progressive candidates elected at the federal, provincial and community levels, as well as to boards, agencies and societies that employ CUPE members, including the recruitment and screening of political candidates.
3. To assist in providing political action training for CUPE members. Committee members will also participate in training opportunities to increase their own political and campaign skills.
4. Work with the CUPE BC Executive Board and staff to ensure CUPE is prepared for all Elections, including a plan for member engagement and working with our locals to ensure membership lists are up-to-date.
5. Encourage affiliation of CUPE locals to the NDP. Conduct a campaign to encourage CUPE members in BC to join the NDP and become involved in the party at the constituency and riding level.
6. Prepare a detailed written area report of outstanding issues, campaigns, and victories to each committee meeting. Matters arising at Committee and from area reports will be conveyed to other CUPE BC committees as appropriate, and opportunities to work with other Committees will be explored.

TECHNOLOGY AND COMMUNICATIONS COMMITTEE

Terms of Reference

PURPOSE:

- (1) To report to the CUPE BC Executive Board on a regular basis.
- (2) To work in conjunction with other division committees as required.
- (3) To provide support to locals as required.

STRUCTURE OF COMMITTEE:

There should be at least four members plus a staff advisor. The Chair will be appointed by the Executive Board of CUPE BC.

OBJECTIVES:

- (1) To continue to raise the awareness level of our members of the impact of technological change in their workplace.
- (2) To develop a plan to make effective and economical use of technology in communicating with our members.
- (3) To raise the profile of CUPE BC through social networking.
- (4) To advocate the use of technology for promotion of social justice.

TRANSPORTATION COMMITTEE

Terms of Reference

GOAL:

1. Inform and educate CUPE members of development and issues in the transportation sector, and
2. To continue coordinated activities in bargaining as part of strengthening our bargaining, avoiding concessions, developing fight back campaigns, coordinated awareness programs, and exchanging information; and
3. Countering privatization of the services we provide.
4. Promote organizing in the private sector.

STRUCTURE OF COMMITTEE:

The committee should be made up of CUPE members from (private and public transportation) operations and consist of representation from all facets of transportation.

CUPE BC UNIVERSITIES COMMITTEE

Terms of Reference

Goals: CUPE Universities Committee will advocate, educate and coordinate on issues of importance to CUPE workers at B.C. Universities and liaise with CUPE workers at Universities in the other Provinces.

STRUCTURE OF COMMITTEE

This Committee will be made up of the Presidents, or designate, of each CUPE Local organized at BC Universities.

Chair to be appointed by CUPE B.C. Executive Board.

Co-Chairperson to be selected by the Committee.

OBJECTIVES

1. Coordinate and develop strategies to deal with issues affecting CUPE University Locals in B.C.
2. Inform and advise CUPE B.C. Executive and CUPE National Board on matters affecting CUPE workers in the University sectors.
3. Encourage communication and liaison between all workers in the Education sector and with other CUPE BC Committees and promote awareness of issues at local, regional, provincial and national levels.
4. In conjunction with CUPE B.C. lobby government and other bodies on issues affecting CUPE University workers
5. In conjunction with CUPE B.C. and the Regional Office, continue to develop strategies to improve coordination between the B.C. University Locals and CUPE Staff on common issues such as bargaining and pay equity, and work together on fightback campaigns against privatization and cuts to education funding.
6. Work with CUPE to identify unorganized University workers and, where appropriate, assist in organizing campaigns.
7. Develop strategies to protect and promote quality, accessible post secondary education.

WOMEN'S COMMITTEE

Terms of Reference

STRUCTURE OF COMMITTEE:

Members of the Women's Committee are elected through District Councils. Each area will have one representative on the committee.

In addition, the CUPE BC Executive Board may appoint additional representatives from young workers and equity seeking groups.

The Chairperson is appointed by the CUPE BC Executive Board.

PURPOSE OF COMMITTEE:

- Develop policies on Women's issues.
- To promote educationals sponsored by our National Union.
- Help educate local members on Women's Issues
- To keep the CUPE B.C. Executive Board aware of the Issues affecting women members.
- Work with other CUPE B.C. Committees where possible on issues of commonality to promote issues affecting women.
- Continue the important work of eliminating barriers and encouraging the participation of women in our union.
- Coordinate with other unions, labour bodies and community organizations on actions necessary to defend the rights of women as members of a democratic society.

CUPE BC YOUNG WORKERS' TASK FORCE

Terms of Reference

Goals:

- Run Young Leaders training, "Know Your Rights"
- Coalition
- On-going training and education for young workers ie. WCB young workers safety certificate program
- Distribute "Know Your Rights" brochure
- Support bargaining priorities re: Young workers issues, ie. Part time seniority
- Provide information to help and protect young workers

Objectives:

1. To strengthen our locals and communities by educating, involving and reaching out to young workers.
2. To develop capable young leaders.
3. To build a base to allow CUPE to continue to thrive in the future.

ABORIGINAL WORKING GROUP

TERMS OF REFERENCE

1. COMPOSITION OF THE ABORIGINAL WORKING GROUP

- (a) CUPE BC shall appoint members of the Working Group so as to include:
 - i) The Diversity Vice-President (Aboriginal) and alternate of the CUPE BC Executive Board;
 - ii) All CARD members of the Aboriginal Working Group to be of Aboriginal ancestry;
 - iii) Such other Council members as are necessary to insure that the Regions of the province as indicated in Article 7(b) below are represented.

2. DUTIES OF THE ABORIGINAL WORKING GROUP

The duties of the Working Group shall include:

- i) establish the Terms of Reference for the Council;
- ii) establish an Action Plan for the 2004-2006 period which reflects the priorities established at the 2004 Provincial Aboriginal Gathering;
- iii) keep all Council members within their region informed as indicated below;
- iv) provide feedback and advice to CUPE BC, through the CARD Committee, regarding all issues of interest to CUPE's Aboriginal members.

3. MEETINGS OF THE ABORIGINAL WORKING GROUP

- a) The Aboriginal Working Group, which operates as the steering committee of the Aboriginal Council, will hold meetings from time to time as is necessary to carry out its mandate. It shall abide by the decisions of the CUPE BC Executive Board with regard to the number of meetings per year and their location. However, in order to establish networks and coalitions and to maximize the impacts of meetings, the Working Group shall recommend to the CUPE BC Executive Board, through CARD, that some meetings be held in more geographically and politically isolated centers.
- b) For purposes of carrying out the Aboriginal Council's business, the regions used for the establishment of CUPE District Councils, shall be

used as the model for the determination of the composition of the Working Group. In addition, in recognition of the density of the Aboriginal population in the Northern Area of the province, that area shall be entitled to two (2) additional representatives.

Thus, the composition of the Aboriginal Working Group shall be as follows:

1. Metro Vancouver – one (1) person, one (1) alternate
2. Fraser Valley - one (1) person, one (1) alternate
3. Vancouver Island - one (1) person, one (1) alternate
4. Kootenays - one (1) person, one (1) alternate
5. Okanagan - one (1) person, one (1) alternate
6. Northern Area – three (3) persons, one (1) alternate

In making appointments to the Aboriginal Working Group, CUPE BC will consider the recommendations of Council members which those members have made known to the Working Group. These appointments are in addition to the Diversity Vice-President (Aboriginal) and alternate of CUPE BC Executive as well as any Diversity/Aboriginal positions on District Councils.

- c) Each member of the Aboriginal Working Group is responsible for keeping the Aboriginal Council members in his/her region informed of CUPE events and, particularly, those events of particular relevance to Aboriginal Council members. To facilitate this access, each Aboriginal Working Group member will be provided with the contact list of all Council members in their region.

Each Aboriginal Working Group member must insure that he/she is available as a contact person for those members in his/her region and shall provide those members with his/her contact information to facilitate communication.

PERSON WITH DISABILITIES WORKING GROUP
(A sub committee of CARD)

TERMS OF REFERENCE

1. NAME AND HEADQUARTERS

This Working Group shall be known as the "CUPE BC Persons with Disabilities Working Group". In this document, the "CUPE BC Persons With Disabilities Working Group" will be referred to by the term "Working Group" or by the acronym "PDDWG".

2. PURPOSES OF THE WORKING GROUP

This Working Group has the mandate to:

- a) Promote and defend the rights of all persons with disabilities;
- b) Promote and defend the principles of the Canadian Union of Public Employees;
- c) Work toward the improvement of the working conditions of persons with disabilities in the workplace;
- d) Work toward improving the conditions of Union events and activities so as to facilitate an understanding among CUPE members of the barriers faced by persons with disabilities, and to encourage the active participation in CUPE of members with disabilities;
- e) Promote and demystify the reality of persons with disabilities among workers and employers, through education;
- f) Actively participate in coalitions, lobbies and any other political and/or organizing activities that contribute to the above, recognizing the need to build links with other people and organizations within and outside of the labour movement;
- g) Support and cooperate with other CUPE equity-seeking groups in achieving our common goals.
- h) Work to increase the visibility and representativeness of CUPE members with disabilities at all levels of the Union.

3. COMPOSITION OF THE WORKING GROUP

- a) The members of this Working Group include:
 - i. CUPE members who are activists in the area of disability rights and/or CUPE members recommended to the President of CUPE BC by Local or District Council;
 - ii. The CUPE National Equality Representative;
 - iii. Other CUPE National Staff as assigned.
- b) The Working Group shall select two Co-chairpersons from its members. At least one of the Co-chairs will be a member of the CARD.

4. DUTIES OF THE MEMBERS OF THE WORKING GROUP

- a) Co-Chairpersons:
 - i) ensure the leadership and the coordination of the affairs of the Working Group;
 - ii) carry out any tasks entrusted to them by the Working Group;
 - iii) act as the liaison between individual group members and the Committee Against Racism and Discrimination, and CUPE BC.
- b) The Equality Representative:
 - i) acts as the liaison between the Working Group and other relevant bodies;
 - ii) coordinates the organization of the business of the Working Group;
 - iii) shares his/her expertise in order to assist the Working Group reach its goals;
 - iv) carries out any tasks entrusted to him/her by the Working Group, that has been approved by CUPE BC;
 - v) facilitates communication between all members of the Working Group to carry out the business of the Working Group;
 - vi) recommends to CUPE the endorsement of expenditures related to the affairs of the Working Group.

- c) The members:
- i) act as a liaison between the Working Group and the CUPE members with disabilities whom they represent;
 - ii) share their expertise in order to reach the goals of the Working Group;
 - iii) carry out any tasks entrusted to them by the Working Group, which have been approved by CUPE BC;

5. ORGANIZATION OF THE WORKING GROUP

Committee meetings will be chaired by the two Co-Chairs on a rotating basis, or by other means as agreed by consensus of the group.

6. ACTION PLAN

- a) Annually, for inclusion in the report of the Committee Against Racism and Discrimination to the CUPE BC Convention, the Working Group shall prepare a report, reporting on the activities of the Working Group during the previous year and defining the planned goals and activities of the Working Group for the upcoming year.
- b) The Working Group's Action Plan will include details of the following:
 - Goals
 - Activities/projects
 - Persons responsible for activities/projects
 - Timetable/calendar for completion or deadlines for projects in conjunction with CUPE BC.
- c) The Co-Chairs will be responsible for following up on the Action Plan, by preparing progress reports as required. Each Working Group member will submit a report to the Co-Chairs, in a timely fashion, for inclusion in this report.

7. MEETINGS

The Working Group shall operate within the framework of the Committee Against Racism and Discrimination and shall hold their meetings at a time adjacent to the CARD meetings, or where otherwise agreed by CUPE BC.

Pink Triangle Working Group

Terms of Reference

It is the goal of the working group to encourage and promote the participation of Lesbian, Gay, Bi-Sexual, Transsexual, Transgender, Questioning and Intersex (LGBTQT) and other equity seeking groups in our union and that this participation be reflected throughout CUPE.

Structure

The Chair is appointed by the CUPE B.C. Executive Board. Committee membership will attempt to reflect multiple-genders, multiple sexual orientations; the committee will also attempt to reflect regional and occupational diversity of the CUPE membership.

Objectives

The objectives of the committee are to work towards equality and fairness in the workplace, our union and society at large by the elimination of stigmatism and discrimination of all types and the promotion of employment equity principles.

The committee will pursue the following:

Education

Promoting awareness of (LGBTQT) equity issues in publications and newsletters, encouraging the offering of CUPE conferences and courses on stigmatism, discrimination and (LGBTQT) equity issues and promoting (LGBTQT) attendance at such courses.

Bargaining

Advocating that (LGBTQT) employment equity programs and (LGBTQT) discrimination issue are addressed through bargaining .

Participation.

Encourage and promote (LGBTQT) participation at every level of local union and Division activities.

Legislation:

Lobby appropriate government to strengthen human rights legislation as well as a variety of employment equity initiatives.

CUPE BC Skilled Trades Working Group

Terms of Reference

Composition

The Chairperson shall be appointed by the CUPE BC Executive Board. Where possible, the Committee members will reflect regional and occupational diversity of the skilled trades within the CUPE membership.

Purpose

The purpose of the Committee is to raise the profile and awareness of the working trades in British Columbia. The Working Group would be tasked with creating direction and focus in addressing solutions to concerns and assist in networking within CUPE BC.

The working group will liaise and coordinate with the efforts of the British Columbia Federation of Labour Apprenticeship and Skills Training Working Group. The Working Group will address issues arising from trade agreements such as TILMA, deregulation and de-skilling of trades, apprenticeship barriers.

Objective

- Tracking of Trade positions in CUPE locals to identify increases and decreases in compliment
- Identify examples where there has been success's of bringing work back in-house.
- Development of Contract language that promoted apprenticeships.
- Address wage disparity using CUPE sectors Public sector, and private sector as comparators.
- Promote Trades Partnership Agreements to address contracting out and barriers in apprenticeships.
- Regain trades that were formally Red Sealed.
- Strengthen the Red Seal recognition.
- Promote ways of removing barriers that Woman and other Equity seeking groups face in skilled trades work opportunities.
- Promote a BC Trades conference
- To identify and promote trades issues within CUPE BC Locals.
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Responsibilities

The group will meet as often as possible and report to the CUPE BC Division Executive. The group will work in conjunction with other committees where activities may overlap, as well as provide guidance to the CUPE BC representatives on the BC Federation of labour Apprenticeship and Skills Training Working Group.