



BCFED CONSTITUTION & STRUCTURE STANDING COMMITTEE Minutes

Date of meeting: October 13, 2022

To: Committee Members

From: Jaime Matten, Executive Director

Present: Mark Braithwaite, IWLU; Trevor Davies, CUPE BC; Talitha Dekker, HEU; Walter Gerlach, IAMAW; Orion Irvine CLC; Jim Lofty, IBEW; Lori Mayhew, MoveUP; Jamey Mills, PSAC (Co-chair); Justin Schmid, CUPE BC; Stephanie Smith, BCGEU (Co-chair); Michael Thompson, BCITFSA; Kane Tse, HSA; Thom Yachin, BCGEU; Jaime Matten (BCFED)

The meeting was called to order at 3:30 pm.

1) Territorial acknowledgement

2) Resolutions submitted to BCFED Constitution and Structure Standing Committee

Jaime provided committee members with all the resolutions that were sent to the committee from the Resolutions Committee.

There were six in total.

Four of the resolution were submitted via the committee, through the BCFED Executive Council: Resolutions 2254, 2250, 2252 and 2253.

It was **M/S/C** to support all four resolutions submitted by the Executive Council.

The committee discussed resolution 2251.

It was **M/S/C** to have resolution 2253 cover 2251.

The committee discussed resolution 2255.

It was suggested that the resolution does not belong to the Constitution and Structure Standing Committee as it doesn't propose a change to the constitution.

It was **M/S/C** to refer resolution 2255 back to the Resolutions Committee.

Committee discussed priority order for convention floor.

It was **M/S/C** to address resolutions on convention floor in the following order: 2254, 2250, 2252 and 2253 to cover 2251.

The [BCFED statement on harassment](#) applies to all our events.

Committee members discussed the need for affiliates to highlight these resolutions with delegations and be ready to speak to them on the floor.

Committee members requested clean versions of the final resolutions be emailed to them (attached below).

3) Role of BCFED Constitution and Structure Standing Committee at convention

Jaime outlined the expectation for the committee time on stage and the process for debate on the resolutions. Committee members were told to be ready when the committee will be called up. And even if a committee member is not attending convention as a delegate, they can still join the committee on stage for our report time.

4) Motion to adjourn: M/S/C

1330-22min jm csc oct 13/km 

CSC Resolutions listed in priority order:

Resolution #: 2254 **Priority 1**
Submitted by: BCFED Executive Council
Committee: CS
Committee recommends: Support

BECAUSE terms used to refer to equity groups and issues are constantly evolving, and the constitution of the Federation needs to be updated to ensure current and inclusive language;

THE FEDERATION WILL replace all gender specific language in the constitution from “he/his” and “she/hers” to “they/theirs;” and

THE FEDERATION WILL also replace all references of “workers of colour” to “racialized workers;” and

THE FEDERATION WILL ALSO replace all references of “LGBTQ” to “2SLGBTQIA+;” and

THE FEDERATION WILL also replace all references of “affirmative action” to “equity.”

Resolution #: 2250 **Priority 2**
Submitted by: BCFED Executive Council
Committee: CS
Committee recommends: Support

BECAUSE the Federation strives towards gender equity in all aspects of our work and the constitution should exemplify meaningful gender inclusive practices;

THE FEDERATION WILL amend Article 5 section 1(b) to say: *“At least seven (7) of the Vice-Presidents shall ~~be women~~ identify with a gender other than cisgender men. In the event that less than seven (7) ~~women~~ non cisgender men are designated by the affiliated organizations, the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional ~~women~~ non cisgender men Vice-Presidents to meet this requirement.”*

THE FEDERATION WILL also amend Article 9 section 1(a)(i) and Article 10 section 8 (a) to replace “women” with “a worker who identifies with a gender other than cisgender men.”

Resolution #: 2252 **Priority 3**
Submitted by: BCFED Executive Council
Committee: CS
Committee recommends: Support

BECAUSE the Federation wants to ensure Racialized, Indigenous, 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus), and Workers with Disabilities’ voices are included at every level of decision making;

THE FEDERATION WILL amend Article 5 to include Section 1(c):

“At least four (4) of the Vice-Presidents as designated from Section 1(a) and (b) must identify as a member of one of the following equity groups (1 each): racialized worker, Indigenous worker, 2SLGBTQIA+ worker, and a worker with a disability. In the event there is no representation from one or more of these equity groups, then the Executive Council shall elect from among themselves, by majority vote among all its members, sufficient additional Vice-Presidents to meet this requirement.”

Resolution #: 2253 to cover 2251 **Priority 4**
Submitted by: BCFED Executive Council
Committee: CS
Committee recommends: Support

BECAUSE the Federation wants to avoid interruption of the work of equity caucuses in the event a representative is not able to complete their term;

THE FEDERATION WILL amend Article 9 section 1 (a)(iii) to say:

“~~Four (4)~~ Five (5) members of affiliates selected in accordance with Article 10, who shall each self-identify and represent one (1) of the following groups of Federation members:

- 1. ~~Workers of Colour~~ Racialized Workers;*
- 2. Indigenous ~~Peoples~~ Workers (2);*
- 3. People ~~Workers~~ with Disabilities; and*
- 4. ~~LGBTQ persons~~ 2SLGBTQIA+ (Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Plus) Workers*

Upon election, each of the ~~four~~ five (5) representatives shall be appointed to the Human Rights Standing Committee.

Each group shall elect one alternate each, except for the Indigenous Workers Caucus which shall elect two (2) alternates. The alternates will serve on the Executive Council if the elected representatives are not able to complete their term.”