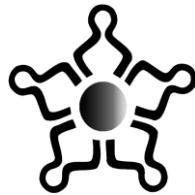


**B.C. GOVERNMENT AND SERVICE
EMPLOYEES' UNION**



**CONSTITUTION
and
BYLAWS**

**(as amended at the BCGEU's 48th Convention
June 15 – 18, 2011)**

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Structure of the BCGEU

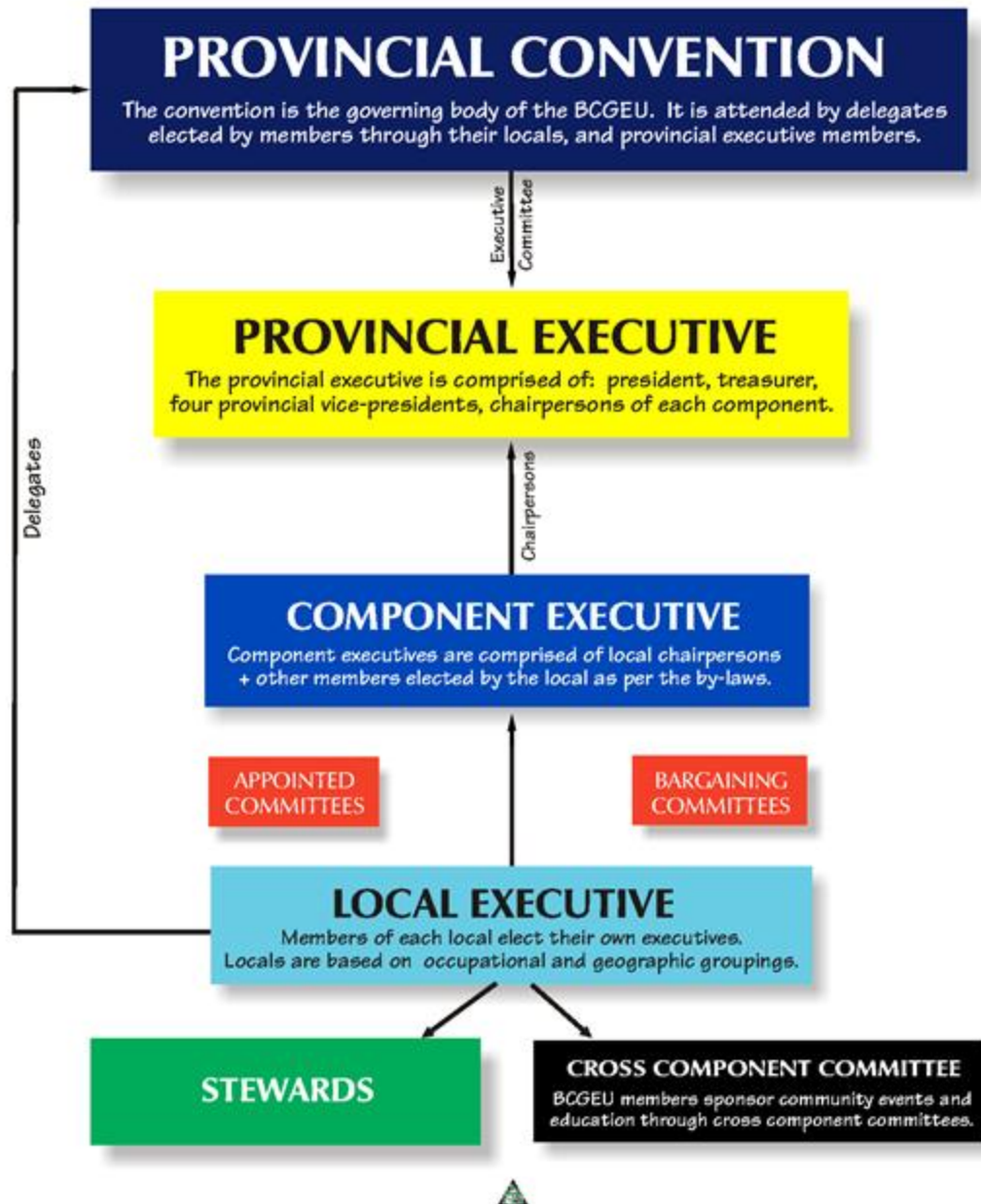


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PREAMBLE

The BCGEU is a democratic union whose foundation is the strength of solidarity and respect amongst workers. We encourage full participation of members through creation of a learning environment that helps develop skills and understanding. The BCGEU believes that every worker is entitled to union representation and free collective bargaining without discrimination. Collective bargaining rights are human rights.

We strive to eliminate barriers to members' involvement and inclusion in union activity. All people are entitled to enjoy human rights, political freedom, quality public services, democratic government and a sustainable environment, in a just society. The BCGEU commits to social justice, equality, workplace safety, decent wages and working conditions. We will pursue social, economic and political justice as those are the goals upon which the labour movement was founded.

ARTICLE 1 - NAME

- (a) This organization is known as the B.C. Government and Service Employees' Union (BCGEU), and is referred to as the union.
- (b) The union is an affiliate of the National Union of Public & General Employees, the Canadian Labour Congress and the B.C. Federation of Labour.

ARTICLE 2 - HEADQUARTERS

The headquarters is in the greater Vancouver area, British Columbia.

ARTICLE 3 - OBJECTS

The objects of the union are to:

- (a) To unite all employees in B.C. in a democratic organization that acts on their behalf.
- (b) Achieve the best possible standards of compensation and working conditions for members.
- (c) Represent and negotiate on behalf of members for the purposes of negotiating with their employers conditions of employment and to represent members on matters concerning their general welfare.
- (d) Promote the interests of members and working people everywhere, directly or indirectly, through social, cultural, economic, financial and educational activities.
- (e) To organize the unorganized.
- (f) Affiliate locals of the union to labour councils.
- (g) The union shall not affiliate to any political party.

ARTICLE 4 - MEMBERSHIP

4.1 Eligibility

- (a) People who:
 - work directly for the British Columbia government; or
 - work for boards, agencies, commissions and crown corporations; or

- work in the broader public sector; or
- work in the private sector,

are eligible to become members of the union by filling out an application for membership card supplied by the union.

(b) Members on layoff who have recall rights under their collective agreements are eligible for full membership in the union.

4.2 Membership application review

(a) The component executive can refuse membership for reasonable cause, including:

- crossing a picket line of the BCGEU or another union; or
- doing the work of someone not at work due to a strike or lockout, or
- trying to prevent a union from obtaining or maintaining certification for a group of employees.

(b) Where membership is denied, the component executive shall:

- provide the applicant with written reasons for denying the membership;
- give the applicant at least seven days' notice of the time and place to provide information and make submissions supporting their membership application.

(c) The component executive shall either refuse, accept, or accept with conditions the membership application and inform the applicant.

(d) Any applicant refused membership by a component has the right to appeal to the provincial executive. The appeal procedure set out in Articles 7.14 and 7.15 shall apply.

4.3 Associate membership

(a) Upon application a member may be granted an associate membership without payment of dues for up to two years (renewable), for:

- leave of absence without pay; or
- retirement; or
- termination if they were a member in good standing of the union for at least three months prior to termination date; or
- sick leave, short or long-term disability or wage loss benefits for the duration of the disability.

(b) The member is given an associate membership card and is entitled to all the privileges of membership other than voting on union affairs, except as outlined in (c) below.

(c) An associate member can run for or hold union office with full privileges and responsibilities of the position if they are on:

- maternity/parental/adoption leave; or
- leave of absence without pay; or
- sick leave, short or long-term disability or wage loss benefits; or
- termination of employment where a grievance is in process.

(d) The provincial executive can cancel an associate membership by providing 30 days' notice to the associate member and their local.

(e) A union employee, or a member who becomes a full-time employee of an affiliate, can apply for membership. They are entitled to all the privileges of membership except voting on union affairs, running for or holding union office and attending the union's conventions as a delegate. The member can attend conventions of sister unions or affiliated organizations as a delegate and can hold office in affiliated labour organizations.

4.4 Special associate membership

Upon application a worker who wants to participate in the union and the labour movement and has no short term prospect for unionization can be granted a special associate membership. The provincial executive may designate certain basic services the special associate member is entitled to and if there is a fee to cover these services. The provincial executive can cancel a special associate membership with 30 days' notice to that person.

4.5 Life membership

The triennial constitutional convention can grant life membership without voting rights to a member for meritorious service.

4.6 Change of information

A member must notify the union when they change their residence.

4.7 Suspension or termination of membership

The provincial executive can suspend or terminate the membership of any member for breach of duty under the constitution and bylaws (see Article 7).

ARTICLE 5 - COMPONENTS, LOCALS, CROSS-COMPONENT COMMITTEES & AFFILIATES

5.1 Structure

The union is made up of components, locals, cross-component committees and affiliates.

(a) *Definitions:*

(i) *Component* – a group of members established pursuant to the *Public Service Labour Relations Act* in the Master Agreement; or a bargaining unit or groups of bargaining units certified pursuant to labour legislation

(ii) *Local* - a group of members within a component in a geographic area (see Articles 5.3 and 5.5).

(iii) *Area* - a geographic location (see Article 5.5).

(iv) *Affiliate* - a group or groups of members established by Article 5.7.

(b) The provincial executive can:

- establish new components, locals, areas or affiliates; or
- determine the appropriate membership of components or locals; or
- determine the jurisdiction of an affiliate; or
- blend or divide existing components, locals, areas or affiliates.

5.2 Components

Components are established according to Article 5.1.

5.3 Locals

- (a) Locals are established on the following basis:
 - (i) A local is established where there are 50 or more members of a component in an area.
 - (ii) Where there are less than 50 members of a component in an area, they become members of the nearest local in their component.
- (b) Each local elects at least one member to serve on the component executive.

5.4 Cross-component committees

- (a) There is a cross-component committee in each area.
- (b)
 - (i) Local chairpersons (or designates) are the cross-component committee. Locals can appoint member activists with voice but no vote. The component approves their expenses.
 - (ii) Cross-component committees elect a chairperson and treasurer, both of whom shall be a financial signing officer along with the president's staff designate(s). The committee is funded on an imprest account. All cheques issued from the imprest account shall be signed by any two signatories.
 - (iii) Cross-component committees address general membership education, community action, morale of membership, community membership meetings, and union campaigns.
- (c) Cross-component committees do not make policy decisions as these are the responsibility of locals, components, provincial executive, committees, or convention.

5.5 Areas

The union uses 12 administrative areas:

(a) **Region 1 - Vancouver Island**

Area 01: *Victoria and vicinity*, consisting of part of Vancouver Island from Chemainus south including the lower Gulf Islands of Saltspring, Mayne, Galiano, Saturna and Pender.

Area 02: *Courtenay and vicinity*, consisting of the remainder of Vancouver Island and the mainland coast north of Jervis Inlet as far as Owikeno Lakes.

(b) **Region 2 - Lower Mainland/Fraser Valley**

Area 03: *Vancouver and vicinity*, consisting of the area north of the south arm of the Fraser River inland as far as Golden Ears Park and north to Jervis Inlet and Pemberton.

Area 04: *Langley and vicinity*, consisting of the area south of the south arm of the Fraser River to the Pitt River and the Fraser Valley and Canyon to include Lytton. Eastward the area includes Manning Park.

(c) **Region 3 - Southern Interior**

Area 05 *Kamloops and vicinity*, which includes the area centred at Kamloops and includes Lillooet, the North Thompson to Blue River and east to Revelstoke.

- Area 07* Kelowna and vicinity, which includes the Okanagan Valley from Enderby to the U.S. border and also includes Princeton.
- Area 08* Cranbrook and vicinity, which includes the Kootenays east of the Rogers Pass and the Salmo-Creston summit.
- Area 09:* Nelson and vicinity, which includes the West Kootenays from Midway and Galena Bay and includes the area east of the Monashee Pass and Crawford Bay.

(d) **Region 4 - Northern**

- Area 06* Williams Lake and vicinity, which includes the large central plateau centred at Williams Lake and including Clinton, Ocean Falls, Quesnel and the Bowron Lakes.
- Area 10* Fort St. John and vicinity, which centres at Dawson Creek, includes the Peace River country east of Pine Pass and the Alaska Highway to Lower Post.
- Area 11* Prince George and vicinity, including that area west to Fraser Lake.
- Area 12* Terrace and vicinity, including the northwest part of the province to Burns Lake and the Queen Charlotte Islands.

The geographic boundaries of these areas are shown on a map in Appendix A.

5.6 Numbering

- (a) Locals are numbered on the following basis:
 - (i) The first number is the component
 - (ii) The second two numbers are the area, as shown here:
 - 01 Victoria and vicinity
 - 02 Courtenay and vicinity
 - 03 Vancouver and vicinity
 - 04 Langley and vicinity
 - 05 Kamloops and vicinity
 - 06 Williams Lake and vicinity
 - 07 Kelowna and vicinity
 - 08 Cranbrook and vicinity
 - 09 Nelson and vicinity
 - 10 Fort St. John and vicinity
 - 11 Prince George and vicinity
 - 12 Terrace and vicinity
- (b) The provincial executive decides which component members are in.

5.7 Affiliations and mergers

- (a) The provincial executive decides how workers are affiliated to the BCGEU and sets the terms and conditions. Considerations include (but not restricted to) the jurisdiction under the relevant labour legislation of the affiliate, authority to negotiate collective agreements, affiliation fees, strike policy, defence fund, provision of technical and administrative service, and representation to conventions or executives.
- (b) The provincial executive may decide if a union or group of workers can merge with the BCGEU, and may decide the terms and conditions. Where those terms and conditions are inconsistent with

the constitution or bylaws, the provincial executive may vary the constitution or bylaws in order to facilitate the merger. If the variance is on-going in nature, it is subject to ratification by the delegates to the next triennial constitutional convention.

5.8 Negotiations

- (a) Negotiating committees in the public service are established on the following basis:
- (i) The public service master bargaining committee represents and negotiates on behalf of members in the provincial public service. This committee consists of:
 - president (chairperson);
 - component chairpersons (or designates) of each public service component. Public service components with more than 7,500 members who have a second representative on the provincial executive can have a second representative (or designate) on the committee with full voice and vote;
 - member(s) of the executive committee as assigned by the president and with the agreement of the bargaining committee; and
 - union staff as assigned.
 - (ii) Sub-committees may be established consisting of the president (or designate) with additional members elected by the committee. They report back to the committee.
 - (iii) Component bargaining committees represent and negotiate on behalf of members of their component. The president is a member of each component bargaining committee.
- (b) Negotiating committees in the broader public and private sectors are established by bargaining units, bargaining associations or components.
- (c) Each eligible member of the bargaining unit or component has the right to vote by secret ballot administered by the provincial executive (or designate) before a strike can be called.
- (d) Components, locals or bargaining units cannot enter into a binding agreement unless it is in writing and signed on behalf of a component, local or bargaining unit by authorized signing officers and the president (or designate).

5.9 Representations

Members, groups of members, locals, components or cross-component committees cannot represent the union on policy matters to the provincial government or its authorized representatives, or to any outside organization without the approval of the president.

5.10 Appointment of administrator

- (a) The provincial executive (or designate) can investigate any situation where it believes a component, local or cross-component committee is acting in way that is not in keeping with the principles and policies of the union. The component, local or cross-component committee may request a hearing before the provincial executive. Once the investigation is completed, the provincial executive, with two-thirds vote, can decide a course of action that may include placing the component or local under the supervision of an administrator, trustee or in suspension. Any action of the provincial executive under this article may be appealed to the next convention
- (b) An administrator appointed under Article 5.10(a) shall have full authority to conduct the affairs of the component or local, receive or pay out its funds, and in general carry out the duties which would otherwise be done by officers of the component or local. Pay out of funds must only be for regular and necessary business of the component or local. The administrator shall call membership

meetings in the normal fashion and keep members fully informed of the details concerning the administration. The administrator reports to the provincial executive.

(c) An administrator is appointed up to a maximum of 12 months. After this period, the component or local must hold new elections within 30 days, unless the provincial executive, by a two-thirds majority vote, approves an extension of administration.

(d) These sections are meant to protect components, locals and members, not take away from their rights under the constitution nor should they be construed as affecting the autonomy of the components or locals provided for in the rest of the constitution.

These sections shall be interpreted in the strictest legal sense and any action taken under them are subject to appeal to convention.

5.11 List of officers and financial report

(a) The secretary of every local or component forwards the president a list of their officers and executive as soon as possible and no more than 30 days after their annual meetings.

(b) Each local forwards a verified annual local financial statement to the treasurer and the component treasurer within three months of the end of the fiscal year.

(c) Each component forwards an audited annual component financial statement to the treasurer within nine months of the end of the fiscal year.

5.12 Bylaws

Each component and local operates under its own bylaws. These must be consistent with BCGEU policies, constitution and bylaws.

5.13 Bylaw approval

Each component and local must submit its bylaws and any amendments to the provincial executive for prior approval before they can take effect. Components and locals do not have to do this if the changes made to the bylaws result from changes made to the model bylaws by the provincial executive.

5.14 Errors and omissions

An error or omission in the meeting notice will not affect the status or validity of a meeting.

ARTICLE 6 - GOVERNING AUTHORITY

6.1 Convention

The provincial executive and triennial constitutional convention are the governing body of the union. The triennial constitutional convention is the source of all authority in the union.

6.2 Provincial executive

The provincial executive is the governing body of the union between triennial constitutional conventions, subject to the constitution and bylaws.

6.3 Constitutional interpretation

The president has authority to interpret the constitution. That interpretation stands unless reversed or changed by the provincial executive or the triennial constitutional convention.

ARTICLE 7 - DISCIPLINE

7.1

Each member has the duty to be faithful to the constitution and bylaws, uphold their pledge of obligation to the union and, in the case of officers, uphold their oath of office.

7.2

Every member is free to express their opinions within the processes established by the constitution and bylaws. No member can be disciplined except for breach of duty under the constitution and bylaws.

7.3

The provincial executive, or a hearing panel made up of at least three members of the provincial executive, can penalize a member for breach of duty. A member commits a breach of duty when they:

- (a) violate the constitution or bylaws;
- (b) obtain membership, or help someone else obtain membership, fraudulently or by misrepresentation;
- (c) communicate or reveal confidential information, without proper authorization, about the business, membership, proceedings or other affairs of the union to someone not entitled to it;
- (d) remove or keep any money or property of the union or destroy, mutilate, or erase any books, records, bills, receipts, vouchers or other property of the union without proper authorization;
- (e) bring charges under this article without reasonable grounds for believing the charges are true;
- (f) cross a picket line of the BCGEU or another union;
- (g) work behind a picket line or during a work stoppage when under no legal duty to do so, unless authorized by the union;
- (h) fail to pay dues, fees, assessments, or fines placed on them under the constitution or bylaws;
- (i) commit a fraud in a union election or interfere, or attempt to interfere, with the democratic rights of members under this constitution;
- (j) take legal action, or encourage a member to take legal action, against the union, its officers or members (unless it is over the right to fair representation) before trying to resolve the matter through the internal processes in this constitution;
- (k) while holding elected office, deliberately cause a member to withdraw from the union except for as provided by the *Labour Relations Code* of British Columbia or *Canada Labour Code*;
- (l) publish or circulate, by mouth or some other means, false reports or deliberate misrepresentations concerning the union or any member on a union matter;
- (m) while holding elected office, help another organization seeking to represent or negotiate on behalf of BCGEU members;
- (n) disrupt the democratic process of a meeting or don't follow the rules of order when directed to do so by the chairperson;
- (o) coerce, intimidate or wrongfully keep a member, officer or accredited representative of the union from carrying out their obligations or duties or exercising their rights under the constitution and bylaws;

- (p) use the name of the union or local for money or advertising without proper authority;
- (q) violate the pledge of obligation or oath of office;
- (r) while holding elected office in the Union, fails to perform the duties or obligations of their office in good faith, in accordance with union policy or in a way that could reasonably be understood to breach the Union's duty of fair representation.

7.4 Procedure

- (a) A member, members, or component ("the complainant") can charge a member ("the respondent") for breach of duty under Article 7.3.
- (b) The complainant provides a written statement (the "written statement") to their local chairperson within 30 days of the alleged incident(s). The written statement must include the following information: name of respondent; specific actions and dates; names of witnesses; an explanation as to why the allegation should be considered a breach of the constitution; and the remedy the complainant is looking for.
- (c) The complainant's local chairperson provides a copy of the written statement to the respondent within seven days after receiving it.
- (d) The local chairperson, in consultation with an area staff representative, then investigates the allegations within 21 days (where possible). This investigation includes interviewing both the complainant and respondent. The local chairperson forwards a written report (the "written report") to the president.
- (e) The written report must include:
 - a copy of the written statement;
 - a brief description of the investigation; and
 - a recommendation with reasons as to whether or not the charges should go to a hearing before the hearing panel.
- (f) If the local chairperson is the respondent, the complainant directs the written statement to the complainant's component chairperson who names someone else to carry out the functions of the local chairperson under this section. If the local chairperson is the component chairperson, the complaint may be directed to the president who has the authority to appoint another elected officer to carry out the functions of this section.

7.5 Mediation

- (a) The executive committee, president, complainant's and respondent's component chairperson, or local chairperson can recommend a mediated resolution of the issues at any stage of the process if both the complainant and respondent agree.
- (b) The provincial executive may decide on the mediation process.
- (c) If the issues proceed to mediation, the time lines under Article 7 are suspended.
- (d) If the issues are not resolved through mediation, the process set out in Article 7 will resume at the stage it was suspended.

7.6

The president, upon receiving the written report, will provide a copy of the report to the complainant, respondent, complainant and respondent's component chairpersons [or president's designate under 7.4(f)] and the executive committee within 10 days, along with:

- a copy of the constitution and bylaws, including relevant component and local bylaws; and
- a letter referring to the discipline article of the constitution procedures and possible penalties.

7.7

(a) The executive committee, once it receives the written report and additional information as outlined in Article 7.6, may:

(i) temporarily suspend the member from being an officer or steward while the hearing process is taking place. This hearing must start within 60 days of the date of the suspension if a member has been temporarily suspended and the executive committee has referred the charge to the president for a hearing.

(ii) appoint one or more members or staff to conduct any further appropriate investigation and provide a further written report. This written report must be provided to the complainant, respondent, complainant's chairperson [or the president's designate under 7.4(f)] and the respondent's chairperson within seven days of the executive committee receiving it.

(b) The executive committee either dismisses the allegations, refers the issues to mediation, or refers them to the president for a hearing once it has enough available information to make a decision.

7.8

If the allegations are referred to hearing, the president will:

(a) Draw by lottery the names of three members of the provincial executive to act as the hearing panel (excluding the president and provincial executive members from the same component as the complainant and the respondent);

(b) appoint a time and place for the hearing as soon as possible and let both the complainant and respondent know in writing who is on the hearing panel, the date, time and place of the hearing, and possible penalties (see Article 7.12);

(c) Members of the provincial executive will excuse themselves from being on the hearing panel if they think they have a conflict of interest or bias.

7.9

The respondent may challenge provincial executive members appointed to the hearing panel, for reasonable cause. The respondent must submit any written challenge to the president within seven days of receiving notice of the hearing under Article 7.7(b). If the president considers the challenge valid, the president will disqualify the person challenged and select by lottery an additional provincial executive member to sit on the hearing panel.

7.10

The provincial executive will name another table officer to carry out the functions of the president under Article 7 if the president (or in the president's absence, the treasurer) is unavailable.

7.11

At the hearing:

- (a) The hearing panel decides its own procedures and makes sure hearings are conducted in a fair and impartial manner.
- (b) The complainant has to prove the allegation is true.
- (c) Both the complainant and the respondent have the right to call witnesses, cross-examine opposing witnesses, and make submissions.
- (d) Both the complainant and the respondent have the right to be represented by counsel and the hearing panel may have board counsel.
- (e) Following the hearing, the hearing panel weighs the information and decides by a majority whether to dismiss or to agree with the charges alleging a breach of duty. The hearing panel produces a written decision within 30 days and provides it right away to the complainant and the respondent.

7.12

If the charges are sustained, the hearing panel may impose a penalty that fits with the breach of duty, after giving the complainant and respondent a chance to say in writing what they think the penalty should be. A penalty could include temporarily suspending or ending the respondent's membership, imposing terms of membership, placing conditions on the member's ability to hold office, fine, or some other form of discipline.

7.13

The hearing panel communicates its decision of penalty in writing to the complainant, respondent, president and the executive committee.

The union pays for any reasonable costs to the complainant, respondent or witnesses who have to be at the hearing, except for counsel fees and related costs, according to the financial policies outlined in the BCGEU financial manual. The provincial executive may reimburse the complainant and/or the respondent all or part of the counsel fees and related costs if appropriate.

7.14 Appeal

- (a) The respondent has the right to appeal the hearing panel's decision. That appeal must be in writing to the provincial executive within 30 days of receiving the hearing panel decision.
- (b) The president then selects by lottery an appeal panel of three members of the provincial executive, excluding:
 - the members of the original hearing panel;
 - the president; and
 - provincial executive committee members from the same components as the complainant and the respondent.
- (c) The appeal panel reviews the written appeal and may set aside the decision of the hearing panel or substitute its own remedy for the remedy imposed by the hearing panel (see Article 7.11).

7.15

The appeal panel may decide to hear new evidence and establish procedures to resolve the appeal fairly and effectively. The decision of the appeal panel is final and binding except as set out in Article 7.14.

7.16

- (a) The procedures in this article are intended to effectively and fairly address and resolve charges.
- (b) A disciplinary proceeding does not become ineffective if the procedures are not precisely followed.
- (c) The provincial executive may deviate from or vary the procedures set out in the appeal process where necessary to ensure a just, final and conclusive result provided the substitute procedures are consistent, fair and impartial.

ARTICLE 8 - CONVENTIONS

8.1 Triennial constitutional convention

- (a) The provincial executive and accredited delegates meet every three calendar years in a triennial constitutional convention.
- (b) The provincial executive decides the time and place of the triennial constitutional convention, which must be held not less than 32 months and no more than 39 months of the last constitutional convention, other than in extraordinary circumstance.

8.2 Delegates to triennial constitutional convention

Delegates to the triennial constitutional convention are determined on the following basis:

- (a) The members of the provincial executive are delegates.
- (b) The chairperson of each local within a component is the delegate for the first 100 members or part thereof of the local. The local may elect one additional delegate for each additional 200 members or major part thereof in the local.
- (c) Nominations may exceed the number of delegates to be elected by at least two. The unsuccessful candidates become alternate delegates and are ranked in order of the number of votes each received.
- (d) Despite any of the above, the delegate entitlement of affiliates is in accordance with Article 5.7.
- (e) The provincial executive determines what travel, salary and living expenses of delegates will be paid by the union.
- (f)
 - (i) Each component shall elect two equity delegates, except if a component has a bargaining council. If a component has a bargaining council, then one delegate will be from an equity group and one delegate will be from a bargaining council.
 - (ii) Components with 7,500 members or more shall elect an additional two delegates.

8.3 Credentials

- (a) Each local treasurer or local chairperson confirms in writing the names of the elected delegates from their local attending the triennial constitutional convention.

The BCGEU president and treasurer sign the delegates' credentials and a copy is given to each delegate to produce to the credentials committee at the convention.

(b) The union distributes delegate credentials. The credential states the number of members of the local in good standing at a date decided by the provincial executive.

BCGEU headquarters requires a copy of each delegate credential 30 days before a triennial constitutional. This does not apply to any special convention.

8.4 Resolutions

(a) Members bring matters before a triennial constitutional convention by resolutions submitted to and approved by their component.

(b) The provincial executive may submit its own resolutions to a triennial constitutional convention.

(c) BCGEU headquarters must receive all resolutions for submission to a triennial constitutional convention at least 60 days prior to the convention or they will not be considered. This does not apply to special conventions.

(d) The provincial executive ensures copies of resolutions submitted to a triennial constitutional convention are sent to all components and locals at least 30 days before the convention, except in the case of a special convention.

(e) The provincial executive ensures copies of all resolutions and reports submitted to the triennial constitutional convention are sent to all delegates to a triennial constitutional convention at least 14 days before the convention, except in the case of a special constitutional convention.

8.5 Voting on resolutions

A resolution presented to convention passes with a straight majority vote of the delegates present and voting.

8.6 Errors and omissions

An error or omission in a notice calling a convention will not affect the status or validity of business of the convention.

8.7 Special constitutional convention

(a) The president may, and must if at least 30 percent of the membership asks for it, hold a special convention at any time by providing 30 days prior notice of the date, time, place and purpose of such convention to the provincial executive, components and locals.

(b) Delegates to a special convention are elected by locals pursuant to Article 8.2. Credentials for a special convention must be forwarded to the president at least seven days before the convention.

8.8 Convention chairperson

The president (or, in the president's absence, a member of the executive committee) chairs every convention. If the president (or member of the executive committee) is absent, or refuses or fails to act, the convention elects a chairperson.

ARTICLE 9 - PROVINCIAL EXECUTIVE

9.1 Composition

The provincial executive consists of the president, treasurer, two provincial vice-president positions for women, two provincial vice-president positions for men, and the chairperson of each component and additional member pursuant to Article 9.3.

9.2 President, treasurer, provincial vice-presidents

- (a) Delegates at the triennial constitutional convention elect the president, treasurer and four provincial vice-presidents by majority vote of delegates present and voting, using a secret ballot.
- (b) A new president-elect and/or treasurer-elect takes office after a two-week transition period immediately following convention. During this period, the incumbent president and/or treasurer continues to hold office and assists with a smooth transition of the duties and responsibilities of office to the new president-elect and/or treasurer-elect.

9.3 Component executive members

- (a) The chairperson of each component is on the provincial executive.
 - (i) Components whose membership is more than 7,500 members are entitled to one additional provincial executive member.
- (b) Each component notifies BCGEU headquarters by July 15 every year the names of their provincial executive member(s).

9.4 Vacancy in office

The provincial executive elects by majority vote the president, treasurer or provincial vice-president if there is a vacancy between triennial constitutional conventions.

9.5 Duties of the president

- (a) The president is a full-time officer of the union.
- (b) The provincial executive decides the terms and conditions of employment of the president as required, but no later than April of the year of a triennial constitutional convention. A copy of the terms and conditions of employment, including the salary, is sent to triennial constitutional convention delegates [see Article 8.4(e)].
- (c) The president is the chief executive officer of the BCGEU. The president:
 - controls and supervises all staff;
 - delegates supervision of staff to senior staff members as required;
 - chairs the executive committee and on behalf of the committee makes recommendations to the provincial executive on general policy; and
 - reports to the provincial executive and triennial constitutional convention.

The treasurer acts on the president's behalf if the president is unable to carry out duties because of illness or other reason.

9.6 Duties of the treasurer

- (a) The treasurer is a full-time officer of the union.

(b) The provincial executive decides the terms and conditions of employment of the treasurer as required, but no later than April of the year of a triennial constitutional convention. A copy of the terms and conditions of employment, including the salary, is sent to triennial constitutional convention delegates [see Article 8.4(e)].

(c) The treasurer is the administrative officer and the chief financial officer of the BCGEU. The treasurer:

- reports to the president, provincial executive, and triennial constitutional convention;
- is on the executive and administrative committees, and chairs the finance committee;
- takes care of the business of the finance committee when not in session;
- assists the president and is responsible for administration as directed by the president; and
- acts on the president's behalf if the president is unable to carry out duties because of illness or other reason.

9.7 Duties of the provincial vice-presidents

The provincial vice-presidents:

- are on the executive committee and help develop recommendations on general policy and administration;
- chair committees as assigned by the president and provide a link between those committees and the executive committee;
- assist the president and carry out duties as directed by the president, including representing the BCGEU to members and others and providing support to bargaining;
- report to the president, provincial executive and convention;
- will be appointed to various committees and/or executive boards of our national union or labour centrals;
- liaise with members in consultation with the president and vice-presidents of components;
- communicate internally and externally as necessary;
- act as trustees with fiduciary responsibility to the union;
- participate in policy development and make recommendations to the provincial executive; and
- will lobby external parties on appropriate issues.

9.8 Staff of the union

(a) The president, after consulting with the administrative committee, hires staff.

(b) The provincial executive decides the payment of staff, subject to collective bargaining and contract provisions.

(c) The president (or designate) may suspend or dismiss for cause any staff, subject to appeal through the grievance procedure or, if there is no grievance procedure, to the provincial executive or convention.

9.9 Committees

(a) The president may appoint staff and members to committees. The president will consult with and consider recommendations from component chairpersons when appointing members. The following committees shall be established:

(i) *executive committee:*

- is the president, treasurer and four provincial vice-presidents;
- makes recommendations to the provincial executive on general policy;
- reports to the triennial constitutional convention on behalf of the provincial executive; and
- meets at least every two months with the administrative committee.

(ii) *administrative committee:*

- is the president (chairperson), treasurer and senior staff;
- is responsible for the ongoing operation of the union in keeping with policy;
- meets with the executive committee at least every two months;
- makes recommendations to the executive committee on operations;
- makes recommendations to the president and executive committee on staff; and
- reports to the triennial constitutional convention on administration.

(iii) *provincial grievance appeal committee*

A provincial grievance appeal committee of at least three members, chaired by a vice-president, hears appeals from members whose:

- (1) grievance was turned down by an area grievance committee and leave to appeal was granted pursuant to Article 11(g).
- (2) grievances, appeals, or claims referred to arbitration at full hearing or other dispute resolution procedure in the collective agreement were turned down.

BCGEU headquarters must receive appeals within 15 days of the written decision turning down the grievance, appeal or claim. If a member is appealing a decision of an area grievance appeal committee, the member must say why they believe the decision is incorrect. The decision of the provincial grievance appeal committee is final and binding.

(iv) *finance committee*

The finance committee, chaired by the treasurer, is made up of at least three members and authorizes the normal day-to-day expenses of the union. Assigned staff is also a member of the committee.

The finance committee is responsible for the union's finances and includes the power to:

- conduct an audit of the books of any component, local or cross-component committee;
- order any component, local or cross-component committee to have an audit done and a financial statement forwarded to the finance committee;
- decide if any officer, staff or other person who handles the union's money or property needs to be bonded;
- withhold money to any component, local or cross-component committee not following financial policies;
- freeze (with executive committee approval) the funds of any component, local or cross-component committee that violates financial policies;
- order any component, local or cross-component committee to pay any account run up by, or on behalf of, that component, local or cross-component committee;
- submit financial policies to the provincial executive for approval; and

- teach all elected treasurers about the union's financial policies and makes sure they are following them.

(v) *collective agreement review committee*

The collective agreement review committee is the president (or designate) as chairperson, the executive committee and the chairperson whose contract is being reviewed. The committee ensures proposed agreements are reviewed before bargaining, ensures that proposals do not contradict union policies, and may make recommendations for improved proposals.

The committee is responsible to the provincial executive.

(vi) *women's committee*

The women's committee consists of women appointed according to Clause 9.9(a). The committee advises the provincial executive on issues related to women in the workplace, union and society.

(vii) *equity and human rights committee*

The equity and human rights committee will consist of two members from each designated equity groups (aboriginal; workers of colour; gay, lesbian, bisexual or transgender; and workers with disabilities), who shall be elected at an Equity & Human Rights Conference.

(b) The provincial executive appoints the following committees of one delegate from each component (after consultation with the component chairperson and/or provincial executive members) no later than 15 days before a triennial constitutional convention:

(i) *resolutions committee*

The resolutions committee meets prior to the convention to consider resolutions. This requirement does not apply to special constitutional conventions.

(ii) *convention finance committee*

The convention finance committee meets prior to the convention to consider resolutions dealing with financial matters and the budget. This requirement does not apply to special constitutional conventions.

(c) The provincial executive may appoint temporary committees to deal with other convention business subject to approval by convention.

9.10 Provincial executive meetings

- (a) The provincial executive decides when and where it meets. The president can call a meeting.
- (b) A person is no longer a member of the provincial executive if they miss three consecutive or 50 percent of the provincial executive meetings in the first half of the union's fiscal year without good and sufficient reason.

9.11 Provincial executive quorum

A quorum (minimal number of members to do business) is 10 members of the provincial executive. If there is no quorum, members in attendance cannot conduct any business but can reschedule another meeting. The president must provide 10 days' notice of the new meeting to all members of the provincial executive.

9.12 Referrals

- (a) The provincial executive may, at any time, ask components and locals for their members' opinion or consideration of a particular matter.
- (b) The provincial executive may poll members of the provincial executive not present at a meeting by mail, email, fax or phone for their opinion and vote on any matter that comes up at the meeting. A summary of the arguments for and against the subject of a vote must be given to the members polled. This vote is as effective and binding as if it had been cast at the meeting. However, this does not allow the provincial executive to conduct business at a meeting where there is no quorum.

9.13 Errors and omissions

An error or omission in a notice calling a meeting of the provincial executive will not affect the status or validity of business of the meeting.

ARTICLE 10 - UNION FUNDS

10.1 Bank deposits

The provincial executive ensures money to the union is deposited as soon as possible in a chartered bank or credit union in British Columbia.

10.2 Bonds and securities

The provincial executive ensures the union's bonds and securities are kept in a safety deposit box or in safekeeping in a chartered bank or credit union in British Columbia, and only released if signed for in person by the treasurer or president, with one other member of the finance committee.

10.3 Trustees

- (a) The provincial executive (or designate) is trustee of all union funds and assets, and administers them in accordance with the constitution and bylaws.
- (b) The provincial executive may remove the trustee from office and appoint a new trustee.
- (c) The provincial executive may, on its own or by a majority vote of convention:
 - (i) allow the union to borrow money or mortgage union property for the purpose of carrying out the objects of the union under Article 3.
 - (ii) allow the union to guarantee debts or lend money, property or resources as long as the reasons are consistent with the objects of the union.
- (d) No member, elected representative or employee of the BCGEU may lend, borrow or enter into financial agreements with the union for personal gain.

10.4 Annual audit

- (a) The provincial executive appoints auditors to annually audit the union's books and accounts and provide a report. The report is presented to the next convention.

10.5 Emergency financial assistance

The provincial executive may provide emergency financial assistance to components based on need.

10.6 Union dues

Convention decides the dues rate of members. The provincial executive decides whether to charge an initiation fee to join the union.

10.7 Remittances to components

The provincial executive determines how much of the monthly dues goes to components. Components prepare annual budgets to assist in deciding how much of the money they receive.

10.8 Financial policy

The provincial executive decides on financial policy which is applied equally throughout the union.

10.9 Assessments

The convention or provincial executive may decide to place an additional fee on all or part of the membership to raise money for a purpose that is in the interest of the union and members. This fee can be collected through payroll deduction.

10.10 Arrears

A member who pays dues directly to the union but who has not paid dues in six months will be given 30 days' notice of suspension by registered mail and then suspended. The provincial executive decides under what conditions the member can be reinstated.

10.11 Donations

Donations by the union must be in keeping with union policy.

10.12 Cheques

Union cheques are signed by the treasurer and the president, or by a full-time officer and a vice-president. Cheques to components or cross-component committees are deposited directly in a chartered bank or credit union.

10.13 Imprest accounts

Funds to BCGEU area offices are supplied through imprest accounts. Cheques issued against these accounts are signed by the treasurer or president (or designate).

10.14 Special funds

- (a) Money for special funds such as a welfare or building fund is deposited in separate accounts in a chartered bank or credit union in British Columbia to the credit of the union.
- (b) There is an imprest account for emergency funds for the union or its members. All cheques issued against this account are signed by the treasurer or president and countersigned by the president's designate(s).

10.15 Fiscal year

The fiscal year of the union ends December 31.

10.16 Defence fund

The union has a defence fund for the use by the union, components and affiliates for purposes related to collective bargaining, subject to Articles 10.18 and 10.19.

10.17 Defence fund allocation

The triennial constitutional convention decides how much money from members' dues goes to the defence fund. The provincial executive also determines if other sources of funds are appropriate for the defence fund.

10.18 Use of defence fund

The defence fund is spent in the following ways:

(a) *strike pay*

- (i) The union pays strike pay if the provincial executive decides there is a legitimate labour dispute.
- (ii) The union must strictly follow policy regarding withdrawal of services.
- (iii) Strike pay starts the first day of a labour dispute but only after the provincial executive has decided it is a legitimate dispute. To receive strike pay, members must first register for and do picket or other related duties as determined by the provincial executive.
- (iv) Basic strike pay is \$250 a week. Strike pay for workers scheduled to work part-time is according to a formula set by provincial executive policy.
- (v) Members are paid another \$60 a week for each of their dependents.
- (vi) The provincial executive may pay more money to members where appropriate.
- (vii) The union has a good and welfare fund for each authorized dispute funded by the component(s) involved in the dispute. Funding can come from the defence fund but only when component funds are all spent. The union must follow policy when helping members with money from this fund.

(b) The finance committee can authorize payment of legal costs of a dispute from the defence fund.

(c) *legal fees* - All requests for assistance with legal fees or court costs go to the provincial executive through the president. The provincial executive's decisions in these matters are final and binding.

10.19 Affiliates

The provincial executive can provide money from the defence fund to affiliates, under Article 5.7, and determine the appropriate terms and conditions.

10.20 Scholarship

A sum of \$45,000 shall be set aside annually for scholarship to be used for post-secondary and/or post-graduate studies. Full-time students will be eligible for scholarships of \$3,000 and part-time students will be eligible for scholarships of \$2,000. The scholarships shall be awarded to BCGEU members in good standing, the family members of BCGEU members in good standing, as well as retired members' and deceased members' families. This fund is to be administered by the scholarship committee under the direction of the provincial executive. The committee will make every effort to ensure the scholarships are awarded equitably among the union's administrative regions and to both full-time and part-time students."

ARTICLE 11 - GRIEVANCE PROCEDURE

- (a) All grievances must be:
- submitted on the approved form; and
 - signed by the grievor(s) and/or a steward, officer or staff.
- (b) No steward can withdraw a grievance without approval of the staff.
- (c) No technical error or omission will disqualify any grievance.
- (d) No member will discuss any grievance with any supervisor without first notifying their steward, in keeping with the collective agreement.
- (e) Members have 10 days to appeal in writing if their grievance or promotional appeal is turned down.
- (f) An area grievance appeal committee consisting of three local chairpersons (or designates) on a rotational basis in the area will hear the appeal. No member of the area grievance appeal committee, including the Secretary to the Committee, will have any prior knowledge of the grievance being appealed. A local chair may sit on the area grievance appeal committee where their component grievance is being appealed.
- (g) The decision of the area grievance appeal committee is final and binding except that a member may apply for leave to have their appeal reconsidered pursuant to Article 9.9(a)(iii). Leave to have the appeal heard will be granted if there is a serious question as to the correctness of the original decision. The application for reconsideration must outline the reasons for appeal.

ARTICLE 12 - AMENDMENTS TO CONSTITUTION AND BYLAWS

Only a majority vote by the triennial constitutional convention can amend the constitution and/or bylaws.

ARTICLE 13 - AFFILIATIONS

The union can only affiliate or disaffiliate with any union or organization by a majority vote in a secret ballot of all members.

BYLAWS -- BCGEU

Section 1 - Structure

The BCGEU structure is:

- (a) Four administrative regions:
 - 1. Vancouver Island
 - 2. Lower Mainland/Fraser Valley
 - 3. Southern Interior
 - 4. Northern

see Appendix B of the constitution.

- (b) 12 geographic areas:
 - 1 Victoria and vicinity
 - 2 Courtenay and vicinity
 - 3 Vancouver and vicinity
 - 4 Langley and vicinity
 - 5 Kamloops and vicinity
 - 6 Williams Lake and vicinity
 - 7 Kelowna and vicinity
 - 8 Cranbrook and vicinity
 - 9 Nelson and vicinity
 - 10 Fort St. John and vicinity
 - 11 Prince George and vicinity
 - 12 Terrace and vicinity

Funding of cross-component committees – Funding to cross-component committees is based on the number of members who pay dues. The provincial executive decides how much of the dues go to cross-component committees. The cross-component committee looks after this money using an imprest account system.

- (c) (i) Components formed pursuant to the *Public Service Labour Relations Act* and the Master Agreement shall be responsible for negotiating on behalf of the members those matters referred to the component by the Master Agreement.
- (ii) Components, (other than components referred to in (i) above) bargaining units or groups of bargaining units negotiate their members' wages, salaries and working conditions.
- (iii) The chairperson of each local is on the component executive. Components elect additional members to the component executive and/or bargaining council on a per capita basis as determined by the component bylaws.
- (d) A local is where there are 50 or more members of a component in an area. All component s in the area belong to the local.

The local executive is a chairperson, vice-chairperson, treasurer and other officers if necessary. Members elect the local executive using an absolute majority balloting system at a nominating meeting.

- (e) (i) Component and local elections are every three years. Term of office for all officers and stewards is three years.
- (ii) Stewards are elected every three years in September.

Section 2 - Union elections, absolute majority and second-ballot systems of voting

- (a) Delegates at the meeting nominate (call the name of) members who want to be elected to a position. Nominees, either at the meeting or in writing, say if they will stand for election.
- (b) The names of the nominees and the position they are standing for are written on a ballot. An election is held by secret ballot.
- (c) Each member eligible to vote is given a ballot and instructions on how to fill it out.
- (d) Voting continues until one nominee on the ballot has received 50 percent plus one (absolute majority) of the votes cast.
- (e) If none of the nominees receives an absolute majority, the nominee who got the least number of votes is dropped from the ballot and a new ballot is cast, except for local officer elections.
- (f) In the case of local officer elections, the transferable ballot system of voting will be used and the 2nd, 3rd, etc. preference for election on the ballot shall be used to assign the ballot to the remaining nominees. This method of assigning ballots in order of preference shall be used until the vote is conclusive and a nominee receives an absolute majority.
- (g) The election can be done by mail if the local chairperson decides it is not practical to do it at a meeting. An election by mail is done using the double envelope system.
- (h) All elections for local officers are by referendum.

Section 3 - Order of business

(a) *conventions*

The order of business (where possible) of all conventions is:

1. Registration of delegates
2. Interim report of credentials committee
3. Rules of order and determination of sessional hours
4. Greetings from solidarity guests
5. Appointments of committees
6. Executive committee report
7. Administrative committee report
8. Treasurer report
9. Allocation of resolutions to committees
10. Report of credentials committee at commencement of each session
11. Report of committees
12. Nominations and election of officers to take place on the morning of the final day
13. Unfinished business
14. New business
15. Good and welfare
16. Adjournment of convention
17. Meeting of the provincial executive

(b) *provincial executive meetings*

The BCGEU follows Robert's Rules of Order Revised at meetings, as long as they are in keeping with the constitution and bylaws. The union can from time to time follow special rules of order.

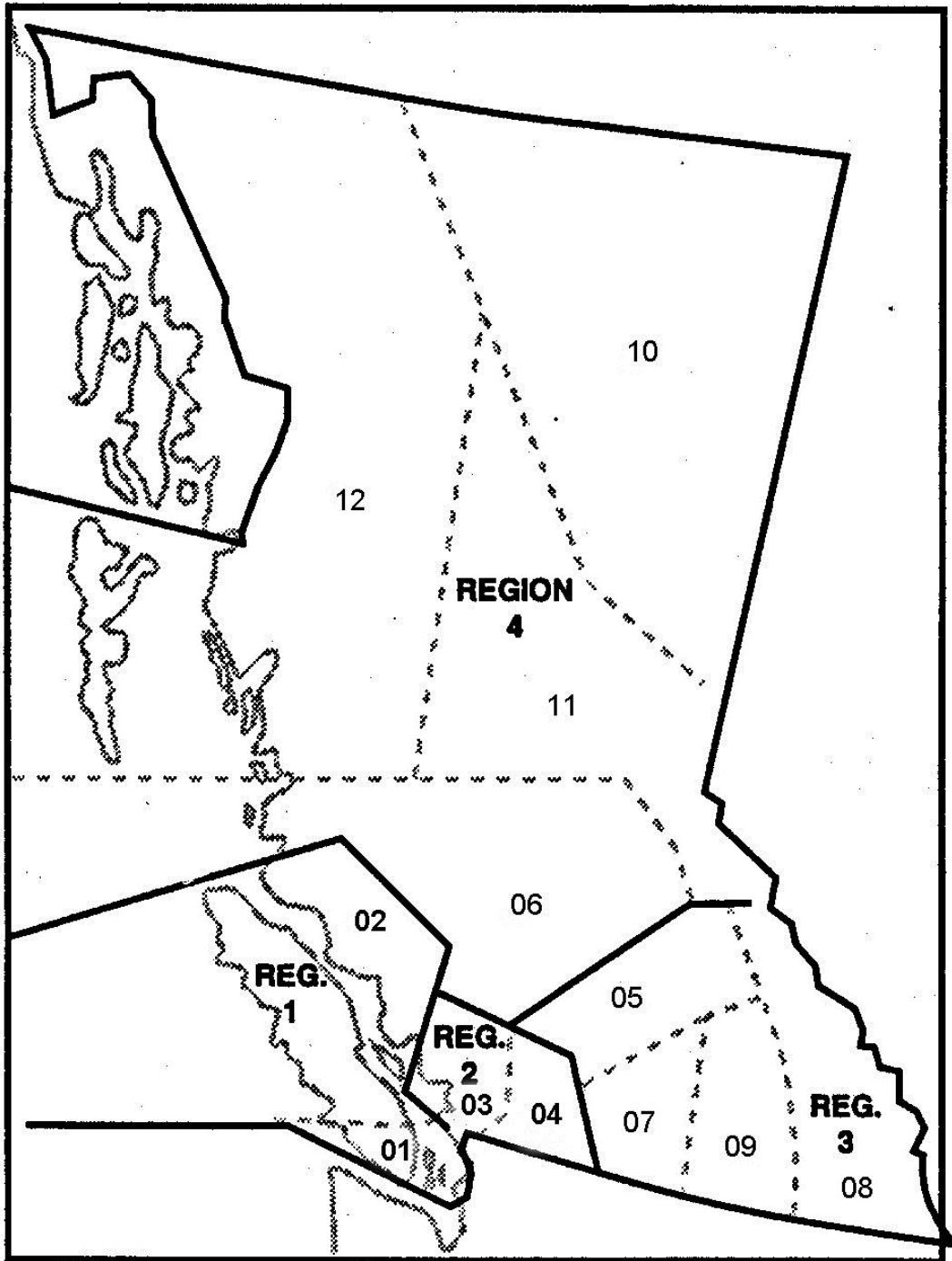
Section 4 - Oath of office

Members of the provincial executive, component executives and local executives shall take the following oath of office as soon as they are able after being elected:

"I, _____, do hereby sincerely pledge my word to the B.C. Government and Service Employees' Union that I will without evasion truly and faithfully perform the duties of my office in accordance with the laws of the Union.

I will at all times advance and maintain the principles and established policies of the union and abide by its constitution and bylaws."

APPENDIX A - AREA MAP



APPENDIX B – ADMINISTRATIVE REGIONS

The union's four administrative regions and locals (subject to amendment) are:

1. **VANCOUVER ISLAND REGION**

Locals - To include all locals ending with the numbers 01 and 02.

Areas - To include 1 and 2.

2. **LOWER MAINLAND/FRASER VALLEY**

Locals - To include all locals ending with the numbers 03 and 04.

Areas - To include 3 and 4.

3. **SOUTHERN INTERIOR**

Locals - To include all locals ending with the numbers 05, 07, 08 and 09.

Areas - To include 5, 7, 8 and 9.

4. **NORTHERN**

Locals - To include all locals ending with the numbers 06, 10, 11 and 12.

Areas - To include 6, 10, 11, and 12.

LIFE MEMBERS

Year	Name	Branch
1970	Jack Taylor	Maple Ridge
	W.A. (Wink) Philip	Tranquille
	George Lines	Revelstoke
	Vernon R. Green	Merritt
	Mary Geoghegan	Revelstoke
	J.W. Dewberry	L.C.B.
	C.N.M. (Ted) Cook	Vanc'r-New West.
1971	Stanley Deans	Fraser Valley
	George H. King	Comox
	Gordon McFarland	Comox
	B.P.O. (Ike) Nelson	Williams Lake
	Lester G. Taft	L. Windermere
1973	William Sluggett	Langford
	Pat Paterson	Comox
	John Mucha	Revelstoke
Component		
1975	Jack Frosty	Op. Ser. (10)
	Roy Clement	Op. Ser. (10)
	E.G.B. Stevens	Corrections (1)
	Jack Glennie	HAS (2)
	Peter Wright	HAS (2)
1977	Bill McCartney	HAS (2)
	A. (Toni) Cordoni	HAS (2)
	T. Alex Mitchell	HAS (2)
	Tom Drinkwater-Lunn	HAS (2)
	John Thorburne	HAS (2)
1979	Nancy Hamilton	HAS (2)
	John Blower	HAS (2)
1981	Sidney Burton	HAS (2)
	Frank Pearson	Corrections (1)
	Adam Cochrane	RS&W (5)
	Grant McKay	Op. Ser. (10)
	Jim Piffer	Admin. Ser. (12)
	Harold D. Ward	RS&W (5)
Earl Tennant	Op. Ser. (10)	
1983	John L. Fryer	Admin. Ser. (12)
	G.R. Guthrie	Admin. Ser. (12)
	Fred Shorroch	RS&W (5)
	Cy Tinley	Gen. Ser. (14)
	Alex Howie	RS&W (5)
	Peter Jones	Op. Ser. (10)
	Bert Donahue	RS&W (5)
	Jean Gadsden	Admin. Ser. (12)

1985	Norman T. Richards (President Emeritus)	Admin. Ser. (12)
	Bob McMaster	Prov. Exec.
	George Yusko	Admin. Ser. (12)
	Daniel Thompson	Op. Ser. (10)
	Walter Bickley	Bldg. Supp. (15)
	Jack Adams	Corrections (1)
		RS&W (5)
1987	Tony Kuenzl	Gen. Ser. (14)
	D.C. (Kip) Rogers	Op. Ser. (10)
	Al Lowndes	HAS (2)
	Mike Makowsky	Corrections (1)
	Derek Elcoate	Bldg. Supp. (15)
	Jim Knox	Bldg. Supp. (15)
	Millie Cannessa	Admin. Ser. (12)
1989	Veronika Gallinger	Admin Ser. (12)
	Grace Tickson	Admin. Ser. (12)
	Joe Gagne	Op. Ser. (10)
	Norris Elder	ERC (8)
	Bill Webster	SEHS (6)
	Peter Pringle	ETI (11)
	Kathleen Sanderson	Admin. Ser. (12)
1991	Rita Anderson	HAS (2)
	Rosemarie Bonogofski	HAS (2)
	Nan Duncan	HAS (2)
	William (Bill) Rhode	HAS (2)
	Del Ratcliffe	ERC (8)
	Joan Loyd	Op. Ser. (10)
1993	Ken Austin	ETI (11)
	Hank Bodnar	RS&W (5)
	Tom Butts	Gen. Serv. (17)
	Roy Crutchley	ESTA (7)
	Ken Kitchen	Gen. Serv. (17)
	Tom Mackay	ETI (11)
	Dorothy Smyth	Gen. Serv. (17)
	Beverley Stone	Health & Care (4)
	Muriel Warwicker	Admin. Ser. (12)
	Dan Wight	Corrections (1)
1995	John Balkwill	ETO (20)
	Bill Boyd	ESTA (7)
	Terry Burgess	ETO (20)
	Joan Connelly	Admin. Ser. (12)
	Wayne Dermody	ETO (20)
	Frank Fischer	RS&W (5)
	Ed Honcharuk	ETO (20)
	Norma King	HAS (2)
	Bill Lyons	ETO (20)
	Isobel Prewett	Admin. Ser. (12)

	Janette Schmitke	HAS (2)
	Jean Sickman	Admin. Ser. (12)
1997	Barry Alcock	ETO (20)
	Audrey Aquino	Admin. Ser. (12)
	Ron Bushell	ESTA (7)
	Helen Evans	ESTA (7)
	Joan Gillatt	Special Life Membership
	Gordon Griffeth	RS&W (5)
	Zella MacDonald	SEHS (6)
	Val Pelletier	RS&W (5)
	Jim Rodgers	Admin. Ser. (12)
	Jim Sherrett	RS&W (5)
	Adam Ustik	Admin. Ser. (12)
	Walter Weiss	Op. Ser. (10)
	Myrna Young	Gen. Ser. (17)
	Peter Yzerman	Admin. Ser. (12)
1999	Don Burns	ETO (20)
	Chuck Clarkson	Gen. Ser.(17)
	Sharon Dennett	Gen. Ser. (17)
	Paul Ehni	ESTA (7)
	Brenda Felker	Admin. Ser (12)
	Anne Fenton	ESTA (7)
	Carol MacDonald Foggin	CHS (4)
	Edward Higgins	ESTA (7)
	Tom Kozar	ESTA (7)
	Ken Macdonald	SEHS (6)
	Pat MacGillivray	SEHS (6)
	Ruth Mangnus	CHS (4)
	Gerry Poeschek	ETO(20)
	John T. Shields (President Emeritus)	SEHS (6) Prov. Exec.
	Liz Vann	Admin. Ser. (12)
2002	Brian Brownie	SEHS (6)
	Julie Buxton	Admin. Ser. (12)
	James Cardle	RS&W (5)
	Robin Cherbo	ETO (20)
	Richard P. (Dick) Colvey	ETO (20)
	Sharron Dunnett	Admin. Ser. (12)
	Grace Egeland	ESTA (7)
	Bill Engleson	SEHS (6)
	Audrey Erhart	RS&W (5)
	Russ Flower	SEHS (6)
	Linda Gear	Corr and Sher Ser. (1)
	Joy Greenley	Admin. Ser. (12)
	Dennis Griffiths	RS&W (5)
	Dennis Guinn	Admin. Ser. (12)
	Helen Hain	CHS (4)
	Rick Humphrey	CSS (3)
	Lawrence (Larry) Johnson	ETO (20)

	Sandy Keddie	HAS (2)
	Russell Francis (Russ) Leech	ETO (20)
	Bill MacDonell	ETO (20)
	Bob MacIntosh	Admin. Ser. (12)
	Diane Nelson	ESTA (7)
	Mat Offer	SEHS (6)
	Paulette Pakkala	SEHS (6)
	Nirmal Parmar	ESTA (7)
	Nicky Phillips	SEHS (6)
	Gary Ralph	Corr and Sher Ser. (1)
	Vic Rantio	RS&W (5)
	Gary Reynolds	Corr and Sher Ser. (1)
	Shirley Robitaille	CHS (4)
	Roberta Scarrow	Admin. Ser. (12)
	Dick Schultz	ESTA (7)
	Greig Simpson	Corr and Sher Ser. (1)
	Bev Snook	Admin. Ser. (12)
	Larry Stone	ESTA (7)
	Daniel Weie	SEHS (6)
	Fran White	ESTA (7)
	Tanis Woode	RS&W (5)
	Ken Woodward	ETO (20)
2005	Mohammed Alam	ETO (20)
	Wendy Banta	SEHS (6)
	Ray Bianchi	HS (4)
	Brian Bileski	AS (12)
	Donnie Brokenshire	AS (12)
	Graham Carr	SEHS (6)
	Frank Carter	OS (10)
	Bev Colbourne	AS (12)
	Jeri Covay	ETO (20)
	Candace Cowan	RSW (5)
	Joelle DeFrane	AS (12)
	Pat Dickson	CSS (1)
	John (Ian) Duncan	GS (17)
	Louise Dunn	AS (12)
	Carol Dwyer	SEHS (6)
	Bob Erskine	AS (12)
	Lorna Foisy	HS (4)
	David Frampton	ESTA (7)
	Joy French	OS (10)
	David Gellately	SEHS (6)
	Susanna Gesman	HS (4)
	Sherry Halls	GS (17)
	Bob Harris	AS (12)
	Harvey Hendrickson	RSW (5)
	Janis Howard	AS (12)
	Jill Kent	GS (17)
	Stephen Ketola	GS (17)
	Andre Kikkert	ETO (20)

	Wendi Lawrence	AS (12)
	Richard Liberto	GS (17)
	Lorraine Logan	AS (12)
	Lane MacDonald	ETO (20)
	Jim McCaffery	SEHS (6)
	Barb McDonald	AS (12)
	Sheila Moir	SEHS (6)
	Steve Orcherton	HAS (2)
	Joseph (Jon) Peeters	SEHS (6)
	Ron Perret	HAS (2)
	Guy Pocklington	AS (12)
	Renee Poley	SEHS (6)
	Carol Rempel	HS (4)
	Barbara Rennie	GS (17)
	Ginger Richards	SEHS (6)
	Gary Robbins	CSS (1)
	Carol Robinson	SEHS (6)
	Charles Semenoff	GS (17)
	Coleen Sinclair	SEHS (6)
	Heather Spicer	CSS (3)
	Mike Stevenson	HS (4)
	Val Stevenson	AS (12)
	William Tatham	GS (17)
	Mary Telford	ESTA (7)
	Chris Tocher	AS (12)
	John Trulsen	CSS (1)
	Peter Verheul	ETO (20)
	Diane Wood	AS (12)
2008	Art Appleby	OS (10)
	Daryl Barnett	RSW (5)
	Ian Carnie	ETO (20)
	Val Cleary	HS (4)
	Sandy Crawford	ETO (20)
	Walt Dettwiler	OS (10)
	John Elcoate	OS (10)
	John Eldridge	SIH (6)
	Debra Foster	SIH (6)
	Don Geiger	ETO (20)
	Joyce Glover	ESTA (7)
	Roberta Glubis	HS (4)
	George Heyman	ETO (20)
	(President Emeritus)	Prov Exec
	Jim Jordon	RSW (5)
	Charles LaVertu	SIH (6)
	Erwin MacDermid	ETO (20)
	Dave Manning	HS (4)
	Larry Martin	ETO (20)
	Bill Mikaloff	ESTA (7)
	Bill Munro	RSW (5)
	Randy Pearson	RSW (5)

	Paul Perkins	AS (12)
	Marlene Reimer	ESTA (7)
	Virginia Reynolds	HS (4)
	Bill Richardson	OS (10)
	Doug Stephen	AS (12)
	Sally Stevenson	HS (4)
	Gordon Towers	SIH (6)
	Wayne White	ETO (20)
2011	Carol Armstrong	ETO (20)
	Bob Barten	SIH (6)
	Josie Bezaire	GS (17)
	Rusty Blanes	AS (12)
	Wilf Brodrick	RSW (5)
	Karen Brown	ETO (20)
	Jackie Chapin	ESTA (7)
	Bill Downey	SIH (6)
	Tim Dunphy	HS (4)
	Ron Edgar	RSW (5)
	Laurie Evans	ETO (20)
	George Foisy	ETO (20)
	Joanne Fox	ESTA (7)
	Glen Kary	RSW (5)
	Helga Knotte	AS (12)
	Drena McCormack	ESTA (7)
	Edwin Navas	GS (17)
	Robert Nijman	ETO (20)
	Brian Taylor	ETO (20)
	Karen Taylor	SIH (6)
	John Tregilges	RSW (5)
	Donna Verdiel	HS (4)
	Maggie Walden (Walters)	HS (4)
	Al Walker	ESTA (7)
	Elizabeth Washburn	AS (12)
	Dolly Zawaduk	ETO (20)

HONOUR ROLL

*(members who met the criteria of life membership
but passed away before it could be awarded)*

Year	Name	Component
2002	Fred MacKenzie	Op. Ser. (10)
	Oli Magnusson	Corr & Sher Ser.(1)
	Lorne Merwin	Op. Ser. (10)
	Russell Steele	Gen. Serv. (17)
	Linda Webster	SEHS (6)
2005	Maisie Althaus	AS (12)
	Murray Neilson	RSW (5)
	Jamie Reid	SEHS (6)

2008	Mary Jane Anderson Michelle Tessier	HAS (2) AS (12)
2011:	Don Philpott	SIH (6)

BCGEU AREA OFFICES

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Peace River

10251 - 100th Street
Fort St. John V1J 3Z1

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Toll Free Fax: 1.800.946.0255

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