

CONSTITUTION AND BYLAWS

Amended at the BCGEU's 51st Convention
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BCGEU STRUCTURE

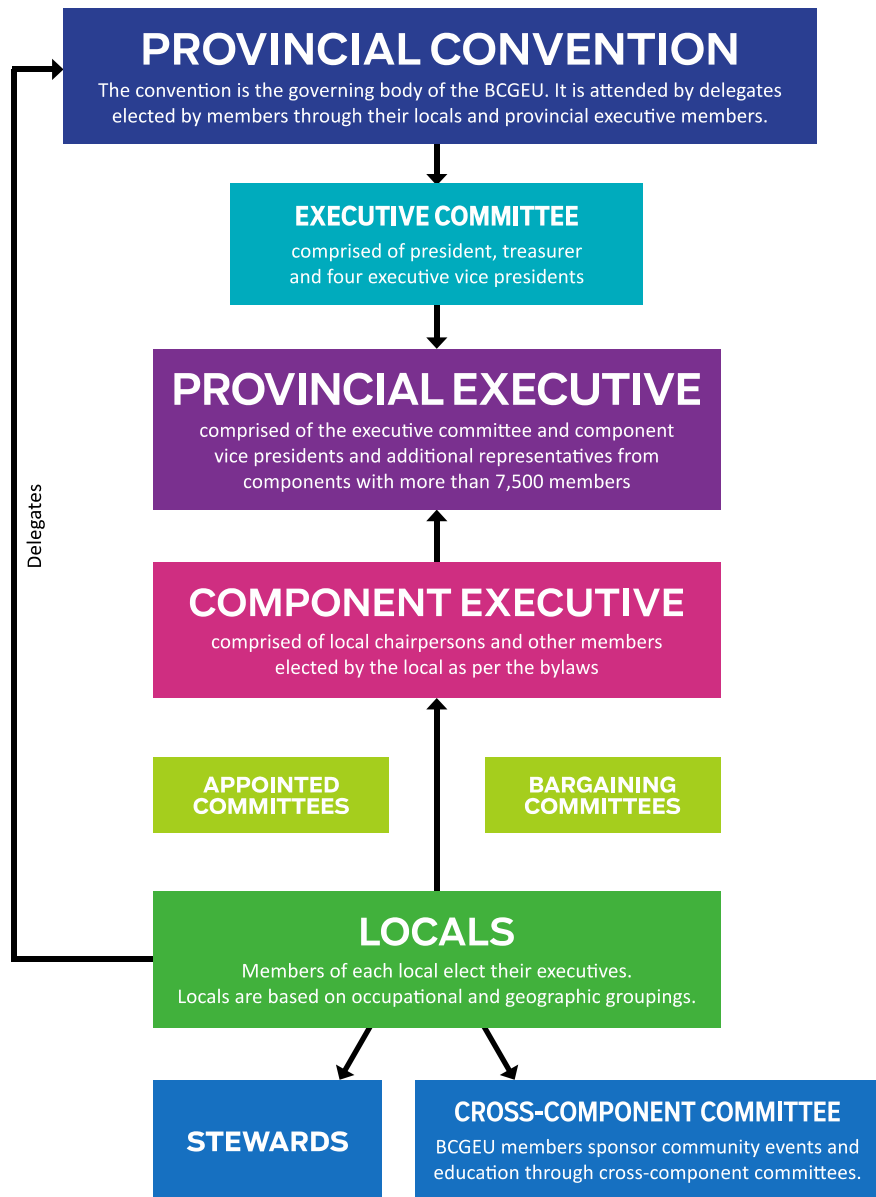


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PREAMBLE

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~~ **B.C. General 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 BC 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) 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) 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) Employees of employers in British Columbia who are certified with the union or have voluntary recognition collective agreements with the union, are eligible for full membership in the union by filling out an application for membership card.

(b) Full membership includes:

- members on layoff who have recall rights under their collective agreement;
- members who have been terminated and have unresolved grievances for that termination; and
- members on approved leaves of absences not exceeding three years.

4.2 Associate Membership

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.

4.3 Special Associate Membership

The purpose of special associate membership is to provide a method for unorganized workers, those in non-traditional industries that are difficult to organize, and community organizations to participate within the broader labour movement. The following applies to special associate members:

Upon application, a worker who wants to participate in the union and 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 may also levy a fee to cover these services.

(a) The Provincial Executive may organize special associate members into special locals. These special locals will not have representation on the Provincial Executive or at the Triennial Constitutional Convention.

(b) The Provincial Executive may determine funding for special associate member locals, meetings, and services during the annual budgeting process, which will be exercised at the discretion of the Administrative Committee.

(c) The Provincial Executive can cancel a special associate membership with 30 days' notice to the person or persons affected.

4.4 Life Membership

The Triennial Constitutional Convention can grant life membership without voting rights to a member for meritorious service.

4.5 Change of Information

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

4.6 Suspension or Revocation of Membership

The Provincial Executive can suspend or revoke the membership of any member for breach of duty under the Constitution and Bylaws (see Article 7).

ARTICLE 5 - UNION STRUCTURE

5.1 Structure

The union is made up of members organized in components, locals, Cross-Component Committees, bargaining councils, sector councils, and affiliates.

(a) Definitions:

- (i) Component – a group of members established by the Provincial Executive and consisting of locals federated to represent similar employment, occupation, or sector interests across the province.
- (ii) Local – a group of members within a component in a geographic area (see Clauses 5.3 and 5.8).
- (iii) Cross-Component Committee – representatives from each local in an area coordinating activities of a nature more general than to just a single local.
- (iv) Bargaining council – a group of members with different employers who bargain collectively.
- (v) Sector council – a group of members with different employers who bargain as part of a sector agreement.
- (vi) Affiliate – a group or groups of members established by Clause 5.9.

(b) The Provincial Executive can:

- establish new components, locals, areas, Cross-Component Committees, bargaining councils, sector councils or affiliates; or
- determine the appropriate membership of components, Cross-Component Committees, bargaining councils, sector councils or locals; or
- determine the jurisdiction of an affiliate; or
- blend or divide existing components, locals, areas, Cross-Component Committees, bargaining councils, sector councils or affiliates.

5.2 Components

Components are established according to Clause 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, by agreement of the component executive.

(b) Each local elects at least one member to serve as a delegate 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, picket line support, 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.

In addition, the BCGEU will encourage Cross-Component Committees to organize picket line support whenever job action occurs in their respective areas.

5.5 Bargaining Councils

- (a) Bargaining councils may be created by the Provincial Executive to represent the collective interest of workers in a common sector upon the request of the component executive(s), where it is feasible to elect representatives from every certification.
- (b) Once created by the Provincial Executive, bargaining councils may be incorporated into a component's bylaws, at which point they will be integrated into the structure of the component, who will assume responsibility for their funding.
- (c) If not outlined in the component's bylaws, the Provincial Executive will determine the structure of the bargaining council positions, election to which will not be inconsistent with the union's bylaws.

5.6 Sector Councils

- (a) Sector councils may be created by the Provincial Executive to represent the collective interest of workers in a common sector upon the request of the component executive(s), where it is not feasible to elect representatives from every certification.
- (b) Once created by the Provincial Executive, sector councils may be incorporated into a component's bylaws, at which point they will be integrated into the structure of the component, who will assume responsibility for their funding.
- (c) If not outlined in the component's bylaws, the Provincial Executive will determine the structure of the sector council positions, election to which will not be inconsistent with the union's bylaws.
- (d) Sector councils will utilize workplace balloting or electronic voting where possible to ensure a democratic process.
- (e) Sector councils will be elected in such a fashion as to provide representation from every Area.

5.7 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: Nanaimo 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 US 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 Haida Gwaii.

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

5.8 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 Nanaimo 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.

5.9 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.~~

Affiliations and mergers of the BCGEU to other unions, federation of labour, and organizations may take place under the following rules:

(a) The BCGEU merging into another union

The BCGEU may only merge into another union by a three-fourth majority vote at a Triennial Constitutional Convention of the union.

(b) Another union merging into the BCGEU:

- (i) Other unions of 5,000 members or fewer may merge into the BCGEU by a three-fourth majority vote of the Provincial Executive.**
- (ii) Other unions of greater than 5,000 members may merge into the BCGEU on a provisional basis by a three-fourth majority vote of the Provincial Executive. The merger must be confirmed by a three-fourth majority vote at the next Triennial Constitutional Convention. Until this confirmation, the other union will be considered an affiliate of the BCGEU and may remain an affiliate if the merger is not confirmed.**

(c) Another union affiliating to the BCGEU:

- (i) A union may affiliate to the BCGEU by way of an affiliation agreement, which must be ratified by a three-fourth majority vote of the Provincial Executive.**

- (ii) The affiliation agreement will set out the terms and conditions of affiliation, including the payment of any fees for services.
 - (iii) The BCGEU's Triennial Constitutional Convention must approve, by a two-third majority vote, the portion of any affiliation agreement that entitles the affiliating union to delegates at the BCGEU's Triennial Constitutional Convention or any other elected body of the union. This requirement does not impact other portions of the affiliation agreement from coming into effect at the time of ratification by the Provincial Executive.
 - (iv) Unions already affiliated to the BCGEU at the time this resolution is adopted will be deemed to have met the conditions of Clause 5.9(c).
- (d) **Affiliations to labour councils:**
- The Provincial Executive will develop policy regarding affiliation and disaffiliation to labour councils.
- (e) **Affiliations to federations of labour and labour organizations:**
- (i) The Provincial Executive may affiliate the union to regional, provincial, territorial, national or international federations of labour or labour organizations, which must be voted on and confirmed by a two-third majority vote of the next Constitutional Convention.
 - (ii) The union may not enter into any affiliation that contradicts or changes the Constitution and Bylaws of the union.
 - (iii) The Provincial Executive may suspend payment of fees to, or membership in, any federation of labour or labour organization at any time.
 - (iv) The union may only disaffiliate from a federation of labour or labour organization by a two-third majority vote of the union's Constitutional Convention.
 - (v) Examples of a federation of labour or labour organization include the BC Federation of Labour, the National Union of Public and General Employees, and the Canadian Labour Congress.

5.10 Negotiations

- (a) Negotiating committees in the direct public service, as defined in the *Public Sector Labour Relations Act* (PSLRA), are established on the following basis:
- (i) The Public Service Bargaining Committee represents and negotiates on behalf of members in the provincial public service. This committee consists of:
 - president (chairperson);
 - component vice-presidents (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 a majority of the bargaining committee; and
 - union staff as assigned, who shall be non-voting members.
 - (ii) Subcommittees 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 or designate is a member ex-officio of each component bargaining committee.
- (b) Negotiating committees in the broader public and private sectors are established by bargaining units, bargaining associations, bargaining councils, sector councils or components.
- (c) Each eligible member of the bargaining unit 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).

5.11 Representations

Members, groups of members, locals, components, Cross-Component Committees, bargaining councils or sector councils 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.

5.12 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 a 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 Clause 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.

5.13 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.

5.14 Bylaws

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

5.15 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.

5.16 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 Duty

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 Freedom of Expression

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 Grounds for Discipline

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 and 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, encourage or 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 the 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, fail 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 Complaint Procedure

- (a) A member, members, or component ("the complainant") can charge a member ("the respondent") for breach of duty under Clause 7.3.
- (b) To initiate a complaint, 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 the respondent;
 - specific actions that the complainant alleges constitute a breach of the Constitution;
 - dates on which those alleged actions occurred;
 - names of witnesses; and

- 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 **and Executive Committee** within seven days after receiving it.
- (d) The Executive Committee may refer the complaint to a three-person panel of the Provincial Executive to consider dismissal of the complaint at this stage. Timelines under Article 7 will be suspended if a complaint is referred in this manner. The panel will render a decision within seven days of referral and a complaint will only be dismissed if at least one of the following criteria are met:**
- **even if all of the facts in the complaint are assumed to be true, the complaint does not show any apparent breach of the Constitution; or**
 - **if the complaint has not been filed within 30 days of the alleged incident(s), there is no reasonable and unavoidable explanation for the delay, and there is no policy reason for permitting the complaint to continue.**

A decision to dismiss a complaint under this Article is final and binding.

~~(d)~~(e) The local chairperson, in consultation with an area staff representative or staff appointed by the president, then investigates and reports on the allegations within 21 days. At the request of the local chairperson, the president may grant an extension. This investigation includes interviewing both the complainant and respondent. The local chairperson forwards a written report (the "written report") to the president.

~~(e)~~(f) 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)~~(g) If the local chairperson is the respondent, the complainant directs the written statement to the complainant's component vice-president who names someone else to carry out the functions of the local chairperson under this Section. If the local chairperson is the component vice-president, 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 vice-president 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 timelines 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 Provision of Written Report

The president, upon receiving the written report, will provide a copy of the report to the complainant, respondent, complainant and respondent's component vice-presidents [or president's designate under 7.4~~(f)~~(g)] 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 Executive Committee Consideration

- (a) The Executive Committee, once it receives the written report and additional information as outlined in Clause 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) within 10 days appoint one or more members or staff to conduct any further appropriate investigation and provide a further written report within a time period to be set by the Executive Committee. This written report must be provided to the complainant, respondent, complainant's vice-president [or the president's designate under 7.4(f)(g)] and the respondent's vice-president within seven days of the Executive Committee receiving it.
- (b) Within 10 days of receiving the information outlined in Clause 7.6, or the information outlined in Clause 7.7(a)(ii) if requested, the Executive Committee either dismisses the allegations, refers the issues to mediation, or refers them to the president for a hearing.
- (c) If the Executive Committee dismisses the allegations, it shall provide brief written reasons for doing so.
- (d) The complainant may seek reconsideration of a decision by the Executive Committee by notifying the president in writing within 10 days of receiving notice of the decision.
- (e) The Executive Committee will determine whether to reconsider its decision within 10 days of receiving a request. A decision will only be reconsidered if the complainant can establish relevant facts that were unknown to the complainant when filing the complaint and could not have been brought forward earlier by the reasonable diligence of the complainant.
- (f) On reconsideration, the Executive Committee has the same authority as that at Article 7.7(b). A decision on reconsideration is final and binding.

7.8 Referral to Hearing Panel

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 Clause 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 Challenge of Hearing Panel Member

The respondent may challenge Provincial Executive members appointed to the hearing panel for reasonable cause. The respondent must submit any challenge to the president in writing within seven

days of receiving notice of the hearing under Clause 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 Unavailability of President

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 Hearing

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 of the final day of hearing and provides it right away to the complainant and the respondent.

7.12 Penalty

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 Decision and Costs

The hearing panel communicates its decision of penalty in writing to the complainant, respondent, president and the Executive Committee within 30 days of the written decision referred to at Article 7.11(e).

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 or the respondent all or part of the counsel fees and related costs, if appropriate.

7.14 Appeal

- (a) The respondent or the complainant have 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:
 - members of the original hearing panel;

- 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 Clause 7.12).

7.15 Appeal Procedure

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.

7.16 General

- (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.
- (c) The Provincial Executive determines membership numbers for the purposes of delegate determination not less than six months prior to the time of each triennial constitutional convention.

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 Clause 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 be allowed to 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.
- (iii) Each component's young workers are entitled to elect one young worker delegate. Components shall be responsible for conducting the election in conjunction with staff assigned by the president.
- (iv) Delegates shall be elected by equity caucus members from each component prior to conventions.
- (v) Components shall be responsible for conducting the election in conjunction with the equity officer.

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.
- (b) The union distributes confirmation 30 days before a triennial constitutional convention. 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) The 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 per cent 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 Clause 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, **four Provincial Executive vice-president positions two of which will be provincial executive vice-president positions** for women, two Provincial Executive vice-president positions for men, **one executive vice-president position for equity groups¹**, and the vice-president of each component and additional member pursuant to Clause 9.3.

9.2 President, Treasurer, Provincial Executive Vice-Presidents

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

9.3 Component Executive Members

- (a) The vice-president 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 the 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 Executive 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 Clause 8.4(e)].
- (c) The president is the chief executive officer of the BCGEU. The president:

¹ effective at the 2024 Triennial Convention

- 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 the 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 salary, is sent to the Triennial Constitutional Convention delegates [see Clause 8.4(e)].
- (c) The treasurer is the administrative officer and the chief financial officer of the BCGEU. The treasurer:
 - reports to the president, the Provincial Executive and the 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 Executive Vice-Presidents

The Provincial Executive 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 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 vice-presidents when appointing members. The following committees shall be established:

(i) Executive Committee

- is the president, treasurer and four Provincial Executive 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 an executive 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 Clause 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.

The 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 component vice-president(s) for the contract being reviewed. The committee 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 and Gender Rights Committee***

The ~~Women's~~ **and Gender Rights** Committee consists of women **and gender diverse people** appointed according to Clause 9.9(a). The committee advises the Provincial Executive on issues related to women **and two-spirited, non-binary, and gender diverse people** 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~~ **Indigenous workers**; workers of colour; **two-spirit**, lesbian, gay, bisexual, ~~or transgender~~; **queer, and intersex (2SLGBTQI+) workers**; and workers with disabilities), who shall be elected at an equity & human rights conference.

(viii) ***Indigenous Committee***

The Indigenous Committee consists of Indigenous members of the union appointed according to Clause 9.9(a).

(ix) ***Human Resources and Governance Committee***

The *human resources and governance committee* will:

- consist of the president (chairperson), treasurer, and at least three (3) additional voting members from the provincial executive;
- include appropriate staff assigned by the president as non-voting members;
- meet at least twice a year;
- recommend policy to the provincial executive on human resources and governance issues, including compensation as outlined in Clause 9.8(b);
- review and report on the implementation of human resources and governance policies passed by the provincial executive.

(b) The Provincial Executive appoints the following committees of one delegate from each component (after consultation with the component vice-president 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 per cent 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 more than 50 per cent 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. This amount will be not less than 6.5 per cent of the monthly dues. 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 an executive 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 the 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 Clauses 10.18 and 10.19.

10.17 Defence Fund Allocation

- (a) 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.
- (b) The authority to determine the rate of remittance to the defence fund may be delegated to the Provincial Executive between constitutional conventions.

10.18 Use of Defence Fund

The defence fund is spent in the following ways:

- (a) *Strike Pay*

The defence fund is spent in the following ways:

- (i) The union pays strike pay if the Provincial Executive decides there is a legitimate labour dispute, and the affected unit has complied with union policies.
- (ii) The union must strictly follow policy regarding withdrawal of services.
- (iii) Strike pay starts the first day of a labour dispute upon authorization of the Provincial Executive and their determination that 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 ~~\$375~~ **\$500** a week **or 70% (seventy per cent) of gross pay, whichever is less.** Strike pay for workers scheduled to work part-time **or on irregular shift schedules** is according to a formula set by Provincial Executive policy **that will be not be inconsistent with this clause.**
- (v) ~~Members are paid another \$100 a week for each of their dependents. The union will~~ **develop policy that financially supports members who refuse to cross the picket line of another union, or of another local within the BCGEU.**
- (vi) The Provincial Executive may increase strike pay 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. During a labour dispute, components will be responsible for funding and administering a good and welfare fund. Where there are multiple components involved in a labour dispute, they may elect to jointly fund and administer the fund by mutual agreement. Components may make application to the Provincial Executive for additional funding from the defence fund. The fund must be administered in accordance with all relevant union policies. The fund will take into consideration the needs of members on strike with dependents, and will be mandated to consider grants where appropriate to sustain those members through the period of a strike.~~

(b) *Legal Costs*

- (i) The Executive Committee can authorize payment of legal costs of a dispute from the defence fund.
- (ii) All requests for assistance with legal fees or court costs go to the Executive Committee through the president. The Executive Committee's decision in these matters is final and binding.

10.19 Affiliates

The Provincial Executive can provide money from the defence fund to affiliates, under Clause 5.7, and determine the appropriate terms and conditions.

10.20 Scholarship

A sum of ~~\$60,000~~ **\$75,000 or \$1 per member, whichever is greater,** will be set aside annually for scholarships for post-secondary or post-graduate studies. **Membership numbers will be determined at the same time as used for developing our annual budget.** Full-time and part-time students will be eligible for scholarships. The scholarships will be awarded to the BCGEU members in good standing, the immediate family members of current, retired, or deceased BCGEU members and staff. The fund is to be administered by the Education and 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) 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 20 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 Clause 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 two-thirds majority vote by the Triennial Constitutional Convention can amend the Constitution 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.~~

ARTICLE 14-13 - CALCULATION OF TIME PERIODS

Except where otherwise specifically stated, when a time period of days is referred to in the Constitution or Bylaws, it shall mean calendar days.

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 Nanaimo 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 public service agreement shall be responsible for negotiating on behalf of the members those matters referred to the component by the public service 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 component executive is a vice-president, first vice-chairperson, second vice-chairperson, treasurer, secretary, and other officers if necessary.
 - (iv) The chairperson of each local is on the component executive. Components elect additional members to the component executive, ~~or~~ bargaining council **and sector 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 components in the area belong to the local.

The local executive is a chairperson, first vice-chairperson, second vice-chairperson, secretary, and other officers if necessary. Members elect the table officers of the local executive. The candidate receiving the most votes will be elected per Section 2(d) of the Constitutional Bylaws.

- (e) Local elections are held every three years, in the first three months of the year immediately following the Triennial Convention. Notice of nomination for local elections shall be issued prior to January 31 of that year.
- (f)
 - (i) Steward elections will be held every three years, starting in September of the year prior to the year in which local elections are held. Stewards will serve for three-year terms.
 - (ii) The local executive will determine the appropriate number of stewards for their local at a common worksite or, if there is no shared worksite, by employer and geographic location. The number of stewards will be determined prior to the opening of nominations for election in September.
 - (iii) The local executive may not assign less than one steward per worksite, or per 100 members, whichever is greater.
 - (iv) Stewards at common worksites with more than 100 members will be encouraged to form steward committees and elect amongst themselves a lead steward for the purpose of holding regular meetings to discuss matters particular to the worksite that may arise from time-to-time.
- (g) The local chairperson or designate will appoint OHS representatives as required by the *Workers Compensation Act* and the collective agreement.

Section 2 – Union Elections

- (a) A 30-day notice calling for nominations will be issued for any regular local or steward election. Nominees will indicate either verbally at a local meeting or in writing prior to the close of nominations, whether they will stand for election. For all other elections, delegates will nominate by call of the name of the member they wish to stand for office, who will verbally or in writing indicate their assent.
- (b) For interim local elections, the local executive may set the notice period, provided it is no less than seven days and no more than 30 days.
- (c) For interim steward elections, the local chair may set the notice period, provided it is no less than seven days and no more than 30 days.
- (d) For interim local chair elections, the component vice-president may set the notice period, provided it is no less than seven and no more than 30 days.
- (e) The names of the candidates and the position(s) they are standing for are written on a ballot. Elections are conducted by secret ballot.
- (f) In the case of local and steward elections, each member eligible to vote will be provided with a ballot, either by a steward on the worksite, at the closest BCGEU area office, or by mail, or electronically, with instructions on how to fill it out.
- (g) In all cases, except for the election of officers at the Triennial Convention, the candidate(s) receiving the most votes will be declared elected.
- (h) For election of the officers of the union (president, treasurer, executive vice-presidents) at the Triennial Convention, a majority of those who have cast ballots is required to be elected. The candidate with the least votes will be dropped and voting will continue until a candidate is elected. When voting for executive vice-presidents, delegates will rank their ballot in order of preference for the two positions.
- (i) For all local officer, steward and bargaining committee elections, the order of candidate names on the ballot will be in randomized order.

- (j) All elections for local officers and stewards are by referendum.
- (k) Except where otherwise provided by component bylaws, all elections of bargaining committees shall utilize the same method as local elections. ~~The bargaining committee chair shall be selected by vote of the bargaining committee.~~ **with the bargaining committee chair being elected by referendum as a distinct position.** Where feasible, alternates will be elected in the order of votes received.
- (l) Notwithstanding Section 2(k), for new certifications, the nomination and election period for bargaining committees shall be set by the component vice-president and shall be a minimum of seven and a maximum of 30 days. The bargaining committee chair shall be selected by vote of the bargaining committee.

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.

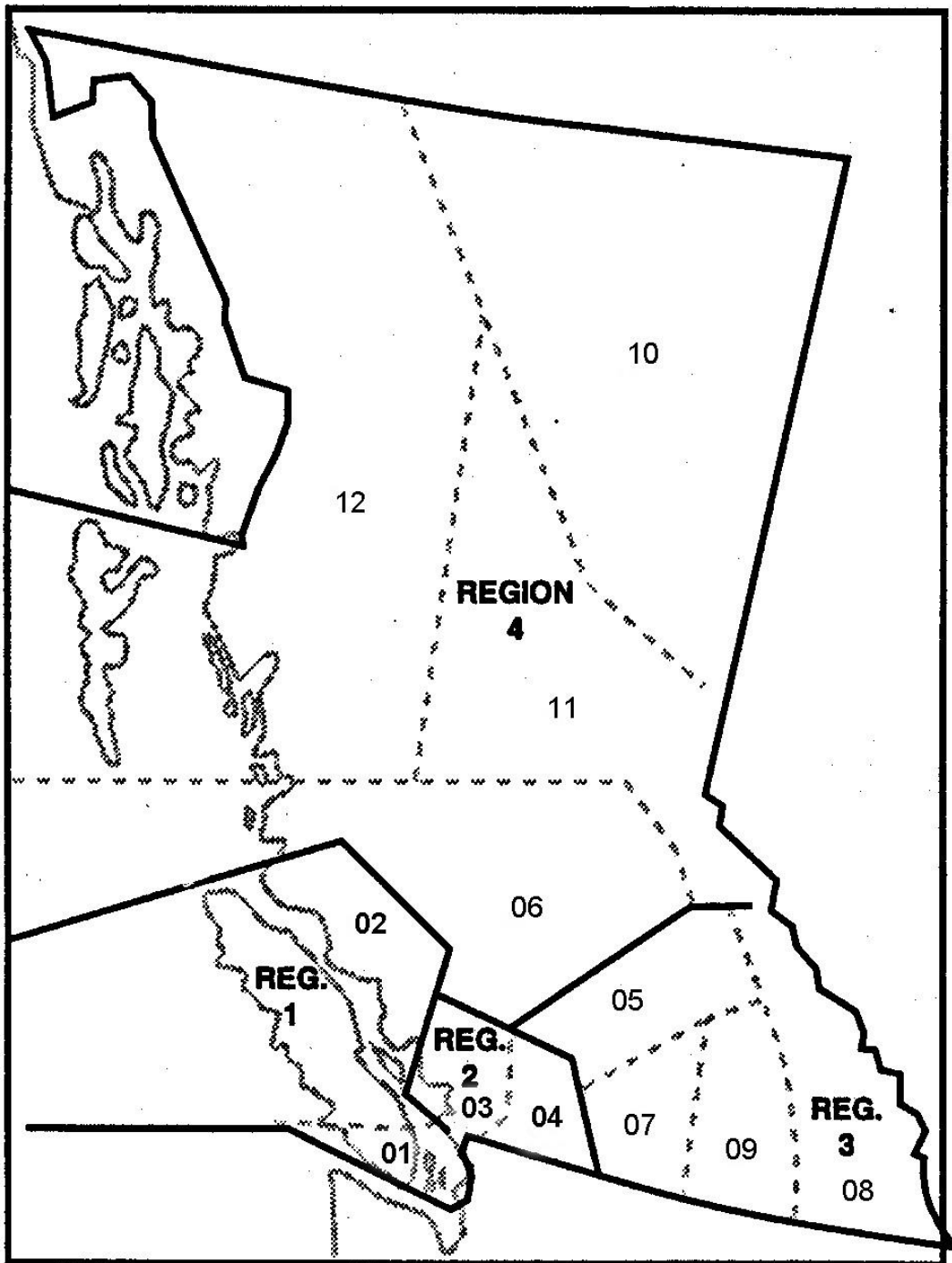
Section 4 – Oath of Office

Members of the Provincial Executive, component executives, local executives and stewards 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~~ **General 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	Vancouver-New Westminster
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

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
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 Shorrock	RS&W (5)
	Cy Tinley	Gen. Ser. (14)
	Alex Howie	RS&W (5)
	Peter Jones	Op. Ser. (10)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	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 Canessa	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	Admin Ser. (12)
	Rosemarie Bonogofski	Admin. Ser. (12)
	Nan Duncan	Op. Ser. (10)
	William (Bill) Rhode	HAS (2)
	Del Ratcliffe	HAS (2)
	Joan Loyd	ERC (8)
		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)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	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	SEHS (6)
	(President Emeritus)	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)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	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 Keddle	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)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	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)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	George Heyman (President Emeritus)	ETO (20) 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)
2014	Geraldine Baker	ESTA (7)
	Dan Bradford	ESTA (7)
	George Butcher	ETO (20)
	Sandi Cochran	SIH (6)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	Dean Draper	ETO (20)
	Teri Ferworn	CSS (3)
	James (Jim) French	OS (10)
	Sharron Gardner	SIH (6)
	Diane Hamilton	RSW (5)
	Joanne Harder	AS (12)
	Byron Howard	SIH (6)
	Colleen Jones	RSW (5)
	Joanne Jordan	HS (4)
	Paul Komer	HS/CHS (4 & 8)
	Wes Law	OS (10)
	Arla Lennox	ESTA (7)
	Ken MacKenzie	ETO (20)
	Jim Manson	OS (10)
	Ian McAlpine	ESTA (7)
	Sandi McLean	AS (12)
	Ross McTavish	OS (10)
	Cindy Miraftab	ESTA (7)
	Lelaine Muir	SIH (6)
	Gayle Nye	AS (12)
	Peg (Margaret) Ocherton	AS (12)
	Edna Park	SIH (6)
	Barb Peters	AS (12)
	Bobbi Pettett	HS/CHS (4 & 8)
	Robin Rutherford	RSW (5)
	Vincent Sherry	SIH (6)
	Tony Sprackett	AS (12)
	Judy Steele	GS (17)
	Bob Trudeau	ETO (20)
	Patricia Turner	SIH (6)
	Lorna Waghorn-Kidd	AS (12)
	Darryl Walker	HS (4)
	(President Emeritus)	Prov Exec
2017	Barry Vaness	CSS (1)
	Mike Clarke	CSS (1)
	Gale Engstrom	CSS (3)
	Thomas McMahon	HS (4)
	Bernadette Bigattini	HS (4)
	Holly Page	RSW (5)
	Diane Droski	RSW (5)
	Craig MacKay	RSW (5)
	Karl Wolfe	RSW (5)
	Roseann Dusome	RSW (5)
	Susan Bird	SIH (6)
	Frances (Frankie) Kelley	SIH (6)
	Jane Stewart	SIH (6)
	Susan (Sue) Powell	SIH (6)
	Chris Dabrowski	SIH (6)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	Matt Salli	SIH (6)
	Jo Ann Fowler	SIH (6)
	Stu Seifert	ESTA (7)
	Judi Fillion	ESTA (7)
	William Winegarden	ESTA (7)
	Ken Soroka	ESTA (7)
	David Cumming	OS (10)
	Kathy Nicholls	AS (12)
	Linda Sonmor	AS (12)
	Lori Joaquin	AS (12)
	Susan Wilkie	AS (12)
	Pamela St. Thomas	AS (12)
	Susan Stroud	GS (17)
	Bruce Cline	GS (17)
	James Swank	GS (17)
	Mark Gaehring	GS (17)
	Donald Ballard	ETO (20)
	Hank Glover	ETO (20)
	Daniel Belisle	ETO (20)
	Larry Dea	ESTA (7)
2021	Michael (Mike) Scott	Corr and Sher Serv (1)
	Tony Tessari	Corr and Sher Serv (1)
	Roy Scafe	CSS (3)
	Susanne Francoeur	HS (4)
	David Cherry	HS (4)
	Diane Carter	HS (4)
	Kim Keys	HS (4)
	Christina Younie	RSW (5)
	Paul Houle	SIH (6)
	Roxanne Round	SIH (6)
	Nancy Naylor	ESTA (7)
	LaVerne Bernier	ESTA (7)
	Dianne Crommer	ESTA (7)
	Gregory (Greg) Fjetland	ESTA (7)
	Valerie Tuhkala	ESTA (7)
	Thomas (Tom) Babott	ESTA (7)
	Carla Dempsey	CHS (8)
	Ho-Ying Kui	CHS (8)
	Donna Stubbe	CHS (8)
	Scott Bumphrey	OS (10)
	Reginald (Reg) Dyer	OS (10)
	Fred Street	OS (10)
	Wayne Yasinowski	OS (10)
	Edward Michael (Mike) Turley	OS (10)
	Michael (Mike) Nuyens	OS (10)
	Dave Maki	OS (10)
	Joe Warshawsky	OS (10)
	Kevin Staneland	OS (10)

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
	Bob Cristofanetti	OS (10)
	Mike Prystae	OS (10)
	Ron Jetko	AS (12)
	Russell Katzer	AS (12)
	Debra Yearley	AS (12)
	Sandra Havard	AS (12)
	Pamela Willingshofer	AS (12)
	Sue Frith	AS (12)
	Helen Repole	AS (12)
	Herman Hui	GS (17)
	Phillip (Phil) West	GS (17)
	Arnold Jenner	GS (17)
	George Buis	ETO (20)
	Bradley Kope	ETO (20)

HONOUR ROLL

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

Year	Name	Component <i>(see Legend on Page 43 for component name)</i>
2002	Fred MacKenzie	Op. Ser. (10)
	Oli Magnusson	Corr & Sher Serv (1)
	Lorne Merwin	Op. Serv. (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	HAS (2)
	Michelle Tessier	AS (12)
2011	Don Philpott	SIH (6)
2014	William (Bill) Shannon	GS (17)
	Henderson Trotman	SIH (6)
2017	Elaine Laite	Corr & Sher Serv (1)
	Grace Anderson	CHS (8)
	Maureen Topping	CHS (8)
	Louise Hood	CHS (8)
	Diane Winkler	AS (12)
2021	Christopher (CJ) Conroy	Corr & Sher Serv (1)
	Jacqueline (Jackie) Eckstein	RSW (5)
	Branden Florio	RSW (5)
	Cathy McCallum	SIH (6)

Year **Name** **Component** *(see Legend on Page 43 for component name)*

	Sheila Veller	SIH (6)
	Clovette Chandler	SIH (6)
	Suzy Labelle	AS (12)

LEGEND:

Component #	Component Name
1	Corrections = Correctional Services
1	Corr and Sher Ser. = Correctional and Sheriff Services <i>(since 2001)</i>
1	CSS = Correctional and Sheriff Services
2	HAS = Hospital & Allied Services <i>(dissolved in 2013)</i>
3	CSS = Community Social Services <i>(since 1996)</i>
4	Health & Care = Community Health and Care
4	CHS = Community Health and Care Services
4	HS = Health Services <i>(since 2002)</i>
5	RS&W = Retail Stores and Warehouse <i>(since 1974)</i>
5	RSW = Retail Stores and Warehouse
6	SEHS = Social, Educational and Health Services
6	SIH = Social, Information and Health <i>(since 2006)</i>
7	ESTA = Educational, Scientific, Technical, and Administrative <i>(since 1990)</i>
8	ERC = Environment, Resources and Conservation
8	CHS = Community Health Services <i>(since 2010)</i>
10	Op. Ser. = Operational Services
10	OS = Operational Services
11	ETI = Engineering, Technical and Inspection
12	Admin. Ser. = Administrative Support <i>(until 1979)</i>
12	AS = Administrative Services <i>(since 1980)</i>
14	Gen. Ser. = General Services <i>(since 1990/1991)</i>
14	GS = General Services
15	Bldg. Supp. = Building Support Services <i>(dissolved in 1990/1991)</i>
17	Gen. Serv. = General Services <i>(since 1990)</i>
17	GS = General Services
20	ETO = Environment Technical & Operations <i>(since 1994)</i>
	Prov Exec = Provincial Executive

BCGEU AREA OFFICES

South Island – Victoria – Area 01

2994 Douglas St
Victoria V8T 4N4

Phone: 250-388-9948
Fax: 250-384-8060

Toll Free Ph: 1-800-667-1033
Toll Free Fax: 1-800-946-0246

North Island – Nanaimo – Area 02

106 - 1650 Terminal Ave N.
Nanaimo V9S 0A3

Phone: 250-824-0825
Fax: 250-740-0070

Toll Free Ph: 1-800-667-1997
Toll Free Fax: 1-800-946-0247

Lower Mainland – Vancouver – Area 03

130 - 2920 Virtual Way
Vancouver V5M 0C4

Phone: 604-215-1499
Fax: 604-215-1410

Toll Free Ph: 1-888-238-0239
Toll Free Fax: 1-800-946-0248

Fraser Valley – Langley – Area 04

8555 - 198A St
Langley V2Y 0A9

Phone: 604-882-0111
Fax: 604-882-5032

Toll Free Ph: 1-800-667-1103
Toll Free Fax: 1-800-946-0249

South Central – Kamloops – Area 05

158 Oriole Road
Kamloops V2C 4N7

Phone: 250-372-8223
Fax: 250-372-1782

Toll Free Ph: 1-800-667-0054
Toll Free Fax: 1-800-946-0250

Cariboo – Williams Lake – Area 06

107A 1st Ave N
Williams Lake V2G 1Y7

Phone: 250-392-6586
Fax: 250-392-5582

Toll Free Ph: 1-800-667-9244
Toll Free Fax: 1-800-946-0251

Okanagan – Kelowna – Area 07

1064 Borden Ave
Kelowna V1Y 6A8

Phone: 250-763-6405
Fax: 250-763-9233

Toll Free Ph: 1-800-667-1132
Toll Free Fax: 1-800-946-0252

East Kootenay – Cranbrook – Area 08

46 - 7th Ave S
Cranbrook V1C 2J1

Phone: 250-426-5459
Fax: 250-489-4700

Toll Free Ph: 1-800-667-1203
Toll Free Fax: 1-800-946-0253

West Kootenay – Castlegar – Area 09

2316 Columbia Ave
Castlegar V1N 2X1

Phone: 250-365-9979
Fax: 250-365-9971

Toll Free Ph: 1-800-667-1061
Toll Free Fax: 1-800-946-0254

Peace River – Fort St. John – Area 10

10147 - 100th Ave
Fort St. John V1J 1Y7

Phone: 250-785-6185
Fax: 250-785-0048

Toll Free Ph: 1-800-667-0788
Toll Free Fax: 1-800-946-0255

North Central – Prince George – Area 11

500 Quebec St
Prince George V2L 0C6

Phone: 250-563-1116
Fax: 250-562-9012

Toll Free Ph: 1-800-667-8772
Toll Free Fax: 1-800-946-0257

Northwest – Terrace – Area 12

4600 Lazelle Ave
Terrace V8G 1S5

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