




**BCTF100**  
Celebrating a century

British Columbia Teachers' Federation A Union of Professionals  
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# 2017 AGM *Minutes*



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Recommendation 40 ruled out of order.

Recommendation 42 was out of order as it was already dealt with in Recommendation 41.

Recommendations 25 and 58 were not moved.

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Resolutions 119, 120 had already been dealt with by the fall RA.

Resolution 126 was not moved.

Resolution 142 was out of order.

## FIRST SESSION

The First Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Saturday, March 18, 2017, commencing at 2:00 p.m.

Aboriginal traditional welcome and recognition by Adina Williams, Squamish Nation.

### Preliminaries

G. Hansman (EC)/S. Isbister (Delta)—**Chairpersons**

That the chairpersons for the 2017 Annual General Meeting be:

Darren Companion (Greater Victoria), Sandra Cowan (Coquitlam), Barb Parrott (Vancouver Elementary), Christina Schut (Vancouver Elementary), and alternate chairperson Don Peterson (Saanich). *Carried*

Sandra Cowan took over as chairperson.

G. Hansman (EC)/T. Mooring (EC)—**Scrutineers**

That the scrutineers for the 2017 Annual General Meeting be:

Lisa LaBoucane, chairperson (Vernon)	Kyle Kirkwood, alternate (Vancouver Elementary)
Sylvie Afilal, alternate (Surrey)	Cathy Lambright (Terrace)
Diane Arbez (North Vancouver)	Mary Locke (Vancouver Elementary)
Terry Argotow (Coquitlam)	Liane Loeppky, alternate (Abbotsford)
Violette Baillargeon, alternate (Surrey)	Caroline Loesgen (Central Okanagan)
Danielle Bennett (Chilliwack)	Lynne Marvell (Fraser-Cascade)
Ed Berlando, alternate (Sooke)	Lisa Mason (Burns Lake)
Jeffrey Bishop (Saanich)	Sue Megahy, alternate (North Vancouver)
Aimee Blow, alternate (Nanaimo)	Nick Moore (Comox)
Greg Canning, alternate (Van. Elementary)	Sean Moores, alternate (West Vancouver)
Pat Carrico, alternate (Greater Victoria)	Mike Moynihan (Nanaimo)
Nick Chabara, alternate (Langley)	Barbara Neumeyer (Surrey)
Erin Coleman, alternate (Surrey)	Janise Nikolic, alternate (Mission)
Debbie Comer, alternate (Mount Arrowsmith)	Fred Nock (Kootenay Columbia)
Matthew Cooke, alternate (Bulkley Valley)	Nancy Palejko (Vancouver Secondary)
Bo Curtis (Gulf Islands)	Debbie Passarell (Okanagan Skaha)
Alison Dawson, alternate (Cranbrook)	Nichelle Penney (Kamloops Thompson)
Nicole DeCambra (Langley)	Stephen Platzer, alternate (Delta)
Alison Dodge (Quesnel)	Nicole Qually, alternate (Maple Ridge)
Richard Drouin (SEPF)	Viji Shanmugha, alternate (Delta)
Carolyn Farris (North Okanagan-Shuswap)	Gavin Slade-Kerr, alternate (Surrey)
Jolayne Fournier (Vancouver Elementary)	Jill Southall (Powell River)
Jennifer Fox, alternate (Peace River South)	Rita Storey (Fernie)
Sharon Freeman (Burnaby)	Debra Swain (Greater Victoria)
Ryan Fullerton, alternate (Vancouver Secondary)	Mary Tremain (Peace River North)
Dave Harper (Campbell River)	Boyd Turnbull (South Okanagan-Similkameen)
Jason Hawkins, alternate (Surrey)	Carla Wilson alternate (Nelson)
Cindy Hewitt, alternate (Alberni)	Sarah Wethered (New Westminster)
Catherine Hodges, alternate (Coquitlam)	Janice Wilson (Delta)
Briana Hokazono, alternate (Central Okanagan)	Christine Wong, alternate (Coquitlam)
Debbie Hunt (Maple Ridge)	Kerri Zaine, alternate (Richmond)
Renata Hyrman (Richmond)	Lara Zalinko (Surrey)
Kathy Jickling (Surrey)	

*Carried*

G. Hansman (EC)/T. Mooring (EC)—**Tellers**

That the tellers for the 2017 Annual General Meeting be:

Andy Closkey, chairperson (Quesnel), Jessica Grant (Maple Ridge), Sue Heuman (Surrey), Daniel Mallet (Greater Victoria), Robin Price (Abbotsford), and Aaron Warbinek (Richmond). *Carried*

G. Hansman (EC)/T. Mooring (EC)—**Resolutions Committee**

That the Resolutions Committee for the 2017 Annual General Meeting be:

Brent Cook (Stikine), Cindy Gleb (Fernie), Simon Isbister (Delta), Devinder Kaila (Surrey), and Naomi Nilsson (Cowichan). *Carried*

**Ombudspersons**

The Ombudspersons for the 2017 Annual General Meeting were introduced: Bruce Cottrell (Golden), Phil Gray (Maple Ridge), Sherry Payne (Cranbrook), and Christie Weigel (Surrey).

G. Hansman (EC)/T. Mooring (EC)—**Adoption of agenda**

That the agenda be adopted as presented.

K. Wood (EC)/D. Wood (Nanaimo)—Agenda amendment

That the guest speaker in the first session be amended to a timed item to start at 4:00 p.m. *Carried*

The question was put on the agenda as amended, and it *Carried*.

G. Hansman (EC)/T. Mooring (EC)—**2016 AGM minutes**

That the 2016 AGM minutes be adopted. *Carried*

**Stewardship Report of the 2016 AGM**

Delegates were referred to the printed report.

**Report of the Nominating Chairperson**

The assembly heard instructions from Nominating Chairperson Andy Closkey.

**Report of the President**

President Glen Hansman addressed the assembly.

**Technology**

R. Toscak (EC)/T. Mooring (EC)—**Recommendation 69—Digital programs**

That:

1. employer-mandated digital programs for reporting and communication with parents should only be used when Privacy Impact Assessments have been developed and district, school, and classroom policies have been defined and are followed.
2. district, school, and classroom policies should include definitions of how the data will be used during the time that it is being collected (e.g., a school year), whether it will be saved and accessible after the current use, and, if so, who has access to that data, and a plan for how and when the data will be destroyed.
3. students and parents should be made aware of and have access to all Privacy Impact Assessments and district, school, and classroom policies on digital technology use. This should be more than a pro-forma signature of the parent and clearly explain the implications.
4. employer-mandated digital reporting should have reasonable limits on the amount of time that is spent by the teacher in carrying out the content and technical work.



5. all data created by a student should be recognized as belonging to the student and not to the provider of the program, nor should it be used for any commercial purpose nor linked to other education, government, or commercial databases.
6. the employer provides to teachers who choose to use digital reporting the relevant hardware, software, in-service, technical support, and legal indemnification.

A. McNamee (Surrey)/M. O'Brien (North Okanagan-Shuswap)—Amendment

That the motion be amended as follows:

That:

1. ~~employer-mandated~~ digital programs for reporting and communication with parents should only be used when Privacy Impact Assessments have been developed and district, school, and classroom policies have been defined and are followed.
2. district, school, and classroom policies should include definitions of how the data will be used during the time that it is being collected (e.g., a school year), whether it will be saved and accessible after the current use, and, if so, who has access to that data, and a plan for how and when the data will be destroyed.
3. students and parents should be made aware of and have access to all Privacy Impact Assessments and district, school, and classroom policies on digital technology use. This should be more than a pro-forma signature of the parent and clearly explain the implications.
4. ~~employer-mandated~~ digital reporting should have reasonable limits on the amount of time that is spent by the teacher in carrying out the content and technical work.
5. all data created by a student should be recognized as belonging to the student and not to the provider of the program, nor should it be used for any commercial purpose nor linked to other education, government, or commercial databases.
6. the employer provides to teachers who choose to use digital reporting the relevant hardware, software, in-service, technical support, and legal indemnification.

The question was put on the amendment, and it *Carried*.

The question was put on the recommendation as amended, and it *Carried*.

Recommendation 69 now reads:

**L. Kuehn, D. Orban**

That:

1. digital programs for reporting and communication with parents should only be used when Privacy Impact Assessments have been developed and district, school, and classroom policies have been defined and are followed.
2. district, school, and classroom policies should include definitions of how the data will be used during the time that it is being collected (e.g., a school year), whether it will be saved and accessible after the current use, and, if so, who has access to that data, and a plan for how and when the data will be destroyed.
3. students and parents should be made aware of and have access to all Privacy Impact Assessments and district, school, and classroom policies on digital technology use. This should be more than a pro-forma signature of the parent and clearly explain the implications.
4. digital reporting should have reasonable limits on the amount of time that is spent by the teacher in carrying out the content and technical work.
5. all data created by a student should be recognized as belonging to the student and not to the provider of the program, nor should it be used for any commercial purpose nor linked to other education, government, or commercial databases.
6. the employer provides to teachers who choose to use digital reporting the relevant hardware, software, in-service, technical support, and legal indemnification.

A. Jensen (Kamloops Thompson)/L. Macpherson (Kamloops Thompson)—**Resolution 141—  
Student information system**

That the BCTF advise government that members will protest the use of any new student information system unless adequate training is provided prior to its implementation.

G. Bureau (Prince Rupert)/J. Fraser (Boundary)—Amendment

That the motion be amended as follows:

That the BCTF advise government that members will protest the use of any new student information system unless adequate ~~training~~ *in-service* is provided prior to its implementation.

The question was put on the amendment and it *Carried*.

The question was put on the resolution as amended, and it *Carried*.

Resolution 141 now reads:

**L. Kuehn**

That the BCTF advise government that members will protest the use of any new student information system unless adequate in-service is provided prior to its implementation.

## **Publications**

The chair ruled that Recommendation 64 was out of order.

R. Toseczak (EC) challenged the chair for ruling the recommendation out of order.

M. Mattson (Coquitlam)/

That the chair be sustained.

*Defeated*

K. Wood (EC)/M. Ball (EC)

**M. Mackenzie, D. Orban**

### **—Recommendation 64—she/he/her/him/his/her in the *Members' Guide***

That the Federation revise the language in all by-laws, policies, procedures, and information sections of the *Members' Guide to the BCTF* to change she/he to they, her/him to them, and his/her to their and to make such other technical changes as may be necessary to reflect this revision without changing the meaning of the original language.

S. Bauhart (Central Okanagan)/J. Jamison (Central Okanagan)—Table

That the motion be tabled.

The question was put on the motion to table and a count was called.

Affirmative: 296 Negative: 353 The motion to table was *Defeated*.

Discussion of Recommendation 64 continued on page 5.

The meeting moved to a timed item.

## **Guest speaker—Irene Lanzinger**

Irene Lanzinger, President, BC Federation of Labour, addressed the assembly.

## **Political Action**

**J. MacDermot**

G. Hansman (EC)/C. Gordon (Central Okanagan)—**Recommendation 61—BCFed campaign—support**

That members be encouraged to support the BC Federation of Labour “Better Can Happen Here” campaign.

*Carried*

The meeting then moved to a timed item.

### **Equity and Inclusion—Presentation**

The Executive Committee gave a presentation on Equity and Inclusion.

### **Publications** *(continued)*

*Discussion continued on Recommendation 64.*

A. Klassen (Richmond)/L. Baverstock (Richmond)—Referral

That the recommendation be referred to the Executive Committee for a report back to the 2018 AGM.  
*Defeated*

The meeting then moved to a timed item.

### **In Memoriam**

The meeting viewed a presentation.

### **Publications** *(continued)*

*Discussion continued on Recommendation 64.*

T. Goolieff (VESTA)/W. Waldron (Greater Victoria)

**M. Mackenzie, D. Orban**

That the question be put.

*Carried*

The question was put on Recommendation 64 and it *Carried with the required 75%*.

The session adjourned at 5:28 p.m.

## SECOND SESSION

The Second Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Saturday, March 18, 2016, commencing at 7:30 p.m. Christina Schut was in the chair.

### Leadership Report

G. Hansman (EC)/T. Mooring (EC)—**Recommendation 1—2017–18 Leadership Priority**

That the following be the 2017–18 Leadership Priority:

The universal right to education is affirmed in international law and is a value held passionately by teachers worldwide. For that right to be upheld in children’s lives, they must have access to fully funded quality public schools which are the heart of every community. Strong and caring relationships between teachers and students are essential for learning, and for fostering an engaged citizenry in a socially just democracy.

To help create the conditions for those relationships to thrive, the Federation will engage and support members in:

1. furthering equity and inclusion within our union, schools, and communities.
2. developing and fostering a deeper understanding of Aboriginal ways of knowing, history, and culture.
3. achieving significantly increased funding for public education.
4. securing appropriate resources and time to implement changes in curriculum, assessment, and reporting.
5. ensuring that the restored collective agreement language is respected and fully funded.
6. preparing for the 2019 round of bargaining by identifying improvements needed to further support teachers and their students.

I. Giese (North Vancouver)/C. Fraenkel (North Vancouver)—Amendment

That the recommendation be amended as follows:

That the following be the 2017–18 Leadership Priority:

The universal right to education is affirmed in international law and is a value held passionately by teachers worldwide. For that right to be upheld in children’s lives, they must have access to fully funded quality public schools which are the heart of every community. Strong and caring relationships between teachers and students are essential for learning, and for fostering an engaged citizenry in a socially just democracy.

A. To help create the conditions for those relationships to thrive, the Federation will engage and support members in:

1. furthering equity and inclusion within our union, schools, and communities.
2. developing and fostering a deeper understanding of Aboriginal ways of knowing, history, and culture.
3. achieving significantly increased funding for public education.
4. securing appropriate resources and time to implement changes in curriculum, assessment, and reporting.
5. ensuring that the restored collective agreement language is respected and fully funded.
- ~~6. preparing for the 2019 round of bargaining by identifying improvements needed to further support teachers and their students.~~

B. *Preparing for the 2019 round of bargaining by identifying improvements in our collective agreement.*

*Carried*

M. Boljuncic (North Vancouver)/S. Boljuncic (Richmond)—Amendment  
That the recommendation be amended as follows:

4. securing appropriate resources and time to implement changes in curriculum, assessment, ~~and~~ reporting, *and teacher mentoring.* *Carried*

The question was put on the recommendation as amended, and it *Carried*.

Recommendation 1 now reads:

**M. Mackenzie, D. Orban**

**2017–18 Leadership Priority**

That the following be the 2017–18 Leadership Priority:

The universal right to education is affirmed in international law and is a value held passionately by teachers worldwide. For that right to be upheld in children’s lives, they must have access to fully funded quality public schools which are the heart of every community. Strong and caring relationships between teachers and students are essential for learning, and for fostering an engaged citizenry in a socially just democracy.

1. To help create the conditions for those relationships to thrive, the Federation will engage and support members in:
  - a. furthering equity and inclusion within our union, schools, and communities.
  - b. developing and fostering a deeper understanding of Aboriginal ways of knowing, history, and culture.
  - c. achieving significantly increased funding for public education.
  - d. securing appropriate resources and time to implement changes in curriculum, assessment, reporting, and teacher mentoring.
  - e. ensuring that the restored collective agreement language is respected and fully funded.
2. Preparing for the 2019 round of bargaining by identifying improvements in our collective agreement.

**CONSTITUTION AND BY-LAWS**

The meeting heard a report from Treasurer and CFO Delwin Yung, and General Counsel Diane MacDonald.

**Recommendation 2—“Purposes” section of the Constitution**

**D. MacDonald, D. Orban**

That the following statement be added after the “Purposes” section of the Constitution:

*This society is a member-funded society. It is funded primarily by its members to carry on activities for the benefit of its members. On its liquidation or dissolution, this society may distribute its money and other property to its members.* *Carried with the required 75%*

**J. Iker (EC)/N. Sabourin (EC)—Recommendation 3—Procedure 10.K.02**

That Procedure 10.K.02 be moved into the by-laws.

**D. MacDonald, D. Orban**

The new by-law would read as follows:

1. That the President, First Vice-President, and Second Vice-President be relieved of their teaching duties for the duration of their terms of office.
2. That during their term of office the President be paid 130% of the salary they would have received had they been teaching.
3. That during their term of office, the First Vice-President and Second-Vice-President be paid 120% of the salary they would have received had they been teaching.
4. That the President, First Vice-President, and Second Vice-President receive benefits equal to those they would have received had they been teaching. *Carried with the required 75%*

C. Johnston (EC)/G. Hansman (EC)—**Recommendation 4—By-law 20**      **D. MacDonald, D. Orban**  
That By-law 20 be deleted and replaced with the following:  
*Only the Annual or Special General Meeting can amend the Constitution, the By-laws, the Salary Indemnity Plan Regulations, and the Code of Ethics and only if a 75% majority of the delegates vote in favour of the amendment(s).*      *Carried with the required 75%*

K. Wood (EC)/M. Ball (EC)—**Recommendation 5—By-law 1.1(d)**      **D. MacDonald, D. Orban**  
That By-law 1.1(d) be amended as follows:  
Active members shall be the voting members of the Federation and, subject to By-laws 1.7 and 3.7, shall be entitled to hold office and to vote on all matters as provided by these by-laws.  
*Carried with the required 75%*

J. Sanyshyn (EC)/C. Gordon (EC)—**Recommendation 6—By-law 2.2**      **D. MacDonald, D. Orban**  
That By-law 2.2 be amended as follows:  
*Voting at any general and representative assembly meetings of the Federation is through a delegated system of voting. The election of delegates to any general meeting of the Federation, and of Local Representatives, shall be at a general meeting of the local or of the sublocal, as provided for in By-law 8.2. Notice of such meeting shall be given to every member of the local entitled to vote, in accordance with the by-laws of the local; in the absence of such provision notice shall be given to each member at his/her place of residence or business address not less than seven days before the meeting.*  
*Carried with the required 75%*

N. Sabourin (EC)/J. Iker (EC)—**Recommendation 7—By-law 8.1**      **D. MacDonald, D. Orban**  
That By-law 8.1 be deleted and replaced with the following:  
*a. The Annual General Meeting of the Federation shall be held during the month of March or April at a date, time, and place to be fixed by the Executive Committee.*  
*b. Notice of the date, time, and place of every Annual General Meeting, the text of every special resolution, and where to access the audited financial statements shall be sent by email to every active member in good standing who has provided the Federation with an email address.*  
*c. Notice of the date, time, and place of every Annual General Meeting, and the text of every special resolution, shall be available to every active member in good standing through the secured member portal on the BCTF website in the three weeks prior to the Annual General Meeting.*  
*d. The audited financial statements of the Federation, including the Salary Indemnity Fund, shall be available to every active member in good standing through the secured member portal on the BCTF website in the three weeks prior to the Annual General Meeting.*  
*Carried with the required 75%*

T. Mooring (EC)/K. Wood (EC)—**Recommendation 8—By-law 9.c**      **D. MacDonald, D. Orban**  
That By-law 9.c be deleted and replaced with the following:  
*Within 60 days of the Executive Committee receiving a written request from at least five locals representing not less than 10% of the voting members of the Federation, following adoption of resolutions to that effect passed by general meetings of those locals, a Special General Meeting will be held. Notice of the date, time, and place of the Special General Meeting, together with all matters to be proposed at such meeting, shall be provided to every active member in good standing as prescribed in By-law 8.1.b and c.*      *Carried with the required 75%*

R. Figursky (EC)/R. Tosczak (EC)—**Recommendation 9—New by-law**      **D. MacDonald, D. Orban**  
That a new by-law be added that states the following:  
*Where the Constitution or the by-laws of the Federation are inconsistent with the Societies Act, the provisions of the Societies Act prevail.*      *Carried with the required 75%*

M. Ball (EC)/J. Sanyshyn (EC)—**Recommendation 10—By-law 1.1** **D. MacDonald, D. Orban**

That By-law 1.1 be amended to add:

*e. Should the immediate Past-President of the BCTF or of a local cease to be an active member of the BCTF, they shall be considered an active member for the purpose of serving as Past-President until their term of office as Past-President, of no more than one year, has been completed.*

*Carried with the required 75%*

## **Social Justice**

C. Johnston (EC)/J. Iker (EC)—**Recommendation 65—Policy 41.A.17** **D. Orban**

That Policy 41.A.17 (p. 150) be amended as follows: *That the Federation state its opposition to any form of “slave auction,” “slave day,” or “student for hire” activities that are patterned in such a way as to offer the service of human beings through a bidding process or mimic a slave auction process.*

~~2. That the BCTF is opposed to any form of “slave auction,” including “student for hire” activities that are patterned in such a way as to:~~

~~a. offer the services of human beings as a bidding process or~~

~~b. mimic the slave auction process.”~~

*Carried*

*The meeting agreed to delete the word “a” before “human beings.”*

R. Tosczak (EC)/C. Gordon (EC)—**Recommendation 66—Transgender rights**

That the following be the statement of principles on transgender rights:

1. That trans or transgender be defined as “an encompassing term that describes many gender identities of people who do not identify with the sex they were assigned at birth.”
2. That the Federation respect the right of individuals to self-identify their gender, and support the right of any member to transition at any time. The Federation supports individuals’ autonomy to determine how and when they transition.
3. That the Federation support the rights of transgender people to inclusive and respectful working environments that adhere to the *BC Human Rights Code*, the *Canadian Human Rights Act* and jurisdictional privacy laws, and are free of discrimination and harassment.
4. That where gender-specific language is not required, the Federation use gender-neutral language in its communications.
5. That all transgender people be addressed by their chosen pronoun and name, and have the right to dress according to their gender identity and/or expression.
6. The Federation recognizes individuals’ rights to freely access bathroom and change room facilities that are gender neutral, and to access the bathroom and change room facilities that correspond to their gender identity or the group in which they are most comfortable.
7. The Federation recognizes individuals’ rights to access services that correspond to their gender identity.
8. That the Federation address concerns of transgender people in a positive and pro-active way with supportive resources and training.
9. That the Federation encourage members to challenge gender stereotypes and integrate trans-positive content into the teaching of all subject areas in accordance with school board policies, procedures, and provincial legislation.
10. That the Federation encourage school boards to put policies and procedures in place to protect the privacy and safety of transgender individuals. The status of an employee or student should only be disclosed with the consent of the individual on a need-to-know basis.
11. That the Federation encourage school boards to address the concerns of transgender people in a positive and pro-active way with supportive policies, procedures, resources, and training, including training for local leadership.
12. That the province require tenders for new school construction, seismic upgrades, and renovating of existing facilities to include universal changing places and gender-neutral washrooms.

13. That the Federation demand that the province provide the support and necessary training for public sector workers to fulfill the spirit and intent of the recent expansion of the *BC Human Rights Code*.

S. Anderson (Kootenay Lake)/S. Lanaway (Nelson)—Amendment

That the recommendation be amended by deleting the first “that” from each of the numbered items.

*Carried*

The question was put on the recommendation as amended, and it *Carried*.

Recommendation 66 now reads:

**D. Orban**

That the following be the statement of principles on transgender rights:

1. Trans or transgender be defined as “an encompassing term that describes many gender identities of people who do not identify with the sex they were assigned at birth.”
2. The Federation respects the right of individuals to self-identify their gender, and supports the right of any member to transition at any time. The Federation supports individuals’ autonomy to determine how and when they transition.
3. The Federation supports the rights of transgender people to inclusive and respectful working environments that adhere to the *BC Human Rights Code*, the *Canadian Human Rights Act*, and jurisdictional privacy laws, and are free of discrimination and harassment.
4. Where gender-specific language is not required, the Federation use gender-neutral language in its communications.
5. All transgender people be addressed by their chosen pronoun and name, and have the right to dress according to their gender identity and/or expression.
6. The Federation recognizes individuals’ rights to freely access bathroom and change room facilities that are gender neutral, and to access the bathroom and change room facilities that correspond to their gender identity or the group in which they are most comfortable.
7. The Federation recognizes individuals’ rights to access services that correspond to their gender identity.
8. The Federation addresses concerns of transgender people in a positive and pro-active way with supportive resources and training.
9. The Federation encourages members to challenge gender stereotypes and integrate trans-positive content into the teaching of all subject areas in accordance with school board policies, procedures, and provincial legislation.
10. The Federation encourages school boards to put policies and procedures in place to protect the privacy and safety of transgender individuals. The status of an employee or student should only be disclosed with the consent of the individual on a need-to-know basis.
11. The Federation encourages school boards to address the concerns of transgender people in a positive and pro-active way with supportive policies, procedures, resources, and training, including training for local leadership.
12. The province requires tenders for new school construction, seismic upgrades, and renovating of existing facilities to include universal changing places and gender-neutral washrooms.
13. The Federation demands that the province provide the support and necessary training for public sector workers to fulfill the spirit and intent of the recent expansion of the *BC Human Rights Code*.

## **Public Affairs**

G. Hansman (EC)/R. Figursky (EC)—**Recommendation 70—Policy 34.05**

That Policy 34.05 be amended as follows:

That the ~~members of the~~ BCTF condemn the racist doctrine of ~~the Klu Klux Klan~~ *white supremacist organizations*, and support efforts *within the educational system and in our broader school*



*communities to challenge and eradicate racism, hate speech, and acts of discrimination towards marginalized communities. to eliminate the racists activities of this organization and other similar organizations.*

*The meeting agreed to delete the word “Federation” after “BCTF.”*

S. Thirkell (Maple Ridge)/E. Talbot (Maple Ridge)—Amendment  
That the recommendation be amended by deleting “*white.*”

J. Oblette (Vancouver Elementary)/B. Sampson (Vancouver Elementary)—Amendment to the amendment  
That the amendment be amended by inserting “and other racist” after “*supremacist.*”

D. Blakey (Gold Trail) challenged the chair for accepting the amendment to the amendment.

I. Giese (North Vancouver)/G. Mahil (Langley)  
That the chair be sustained.

*Carried*

S. Prasad (Burnaby)/C. Pavan (Nanaimo)  
That the question be put.  
The question was put on the amendment to the amendment, and it was *Defeated.*  
The question was put on the amendment, and it was *Defeated.*

*Carried*

J. Oblette (Vancouver Elementary)/A. Miller (Vancouver Elementary)—Amendment  
That the recommendation be amended by inserting “*and minority*” after “marginalized.”

*Carried*

The question was put on the recommendation as amended, and it *Carried.*

Recommendation 70 now reads:

**D. Orban**

That Policy 34.05 be amended as follows:

That the ~~members of the BCTF~~ condemn the racist doctrine of ~~the Klu Klux Klan~~ *white supremacist organizations*, and support efforts *within the educational system and in our broader school communities to challenge and eradicate racism, hate speech, and acts of discrimination towards marginalized and minority communities.* ~~to eliminate the racists activities of this organization and other similar organizations.~~

### **Procedural motion**

S. Isbister (Delta)/D. Kaila (Surrey)—Agenda amendment

That the agenda be amended to deal with Health and Welfare of Students from the Third Session at this time.

*Carried*

Barb Parrott took over as chairperson.

### **Health and Welfare of Students**

**M. Wisla**

T. Mooring (EC)/N. Sabourin (EC)—**Recommendation 53—Day of Mourning Schools Project**

That locals be encouraged to fully support the Day of Mourning Schools Project initiative and work to secure participation of all secondary schools in their districts.

*Carried*

**Procedural motion**

S. Isbister (Delta)/D. Kaila (Surrey)—Agenda amendment

That the agenda be amended to deal with Aboriginal Education from the Fifth Session at this time.

*Defeated*

The meeting then moved to a timed item.

**Report of the Nominating Chairperson**

Nominating Chairperson Andy Closkey introduced candidates running for table-officer positions, made a final call for nominations from the floor, and outlined ballot procedures for the next session.

The meeting heard election statements from candidates for table-officer positions (a question-and-answer session followed).

The session adjourned at 10:00 p.m.

## THIRD SESSION

The Third Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Sunday, March 19, 2017, commencing at 9:00 a.m. Barb Parrott was in the chair.

### Finance

Delwin Yung, Treasurer and Chief Financial Officer, gave a report.

**D. Yung, D. Orban**

G. Hansman (EC)/T. Mooring (EC)—**Recommendation 45—Fee for members under By-law 1.1(a)**  
That for the 2017–18 membership year, the fee for those who are members under By-law 1.1(a) shall be 1.790% of the actual salary of the member, allocated as follows:

- 1.415% to the General Operating Fund
- 0.260% to the Collective Bargaining Defence Fund
- 0.040% to the Public Education Defence Fund
- 0.040% to the Provincial Bargaining Fund
- 0.027% to the W.R. Long International Solidarity Fund
- 0.008% to the Contingency Fund

Except that the fee for active members who are teachers teaching on call shall be 1.49%.

B. Jasch (Sunshine Coast)/J. Shelemey (Sunshine Coast)—Amendment

That for the 2017–18 membership year, the fee for those who are members under By-law 1.1(a) shall be 1.790% of the actual salary of the member, allocated as follows:

- 1.415% to the General Operating Fund
- 0.260% to the Collective Bargaining Defence Fund
- 0.040% to the Public Education Defence Fund
- 0.040% to the Provincial Bargaining Fund
- 0.027% to the W.R. Long International Solidarity Fund
- 0.008% to the Contingency Fund

~~Except that~~ the fee for active members who are teachers teaching on call shall be ~~1.49%~~ 1.19%.

R. Toszczak (EC)/W. Waldron (Greater Victoria)

That the question be put.

*Carried*

The question was put on the amendment and it was *Defeated*.

J. Fraser (Boundary)/D. Wood (Nanaimo)—Amendment

That for the 2017–18 membership year, the fee for those who are members under By-law 1.1(a) shall be ~~1.790%~~ 1.74% of the actual salary of the member, allocated as follows:

- ~~1.415%~~ 1.365% to the General Operating Fund
- 0.260% to the Collective Bargaining Defence Fund
- 0.040% to the Public Education Defence Fund
- 0.040% to the Provincial Bargaining Fund
- 0.027% to the W.R. Long International Solidarity Fund
- 0.008% to the Contingency Fund

Except that the fee for active members who are teachers teaching on call shall be 1.49%.

J. Jamison (Central Okanagan)/D. Blakey (Gold Trail)

That the question be put.

*Carried*

The question was put on the amendment and it was *Defeated*.

K. Couch (Nelson)/J. Fraser (Boundary)—Amendment

That for the 2017–18 membership year, the fee for those who are members under By-law 1.1(a) shall be 1.790% of the actual salary of the member, allocated as follows:

- 1.415% to the General Operating Fund
- 0.260% to the Collective Bargaining Defence Fund
- 0.040% to the Public Education Defence Fund
- 0.040% to the Provincial Bargaining Fund
- 0.027% to the W.R. Long International Solidarity Fund
- 0.008% to the Contingency Fund

Except that the fee for active members who are teachers teaching on call shall be ~~1.49~~1.3%.

A. Krickan (Vancouver Secondary)/L. Donaldson (Vancouver Secondary)

That the question be put.

*Carried*

The question was put on the amendment and it was *Defeated*.

The question was put on Recommendation 45 and it *Carried*.

**D. Yung, D. Orban**

R. Figursky (EC)/K. Wood (EC)—**Recommendation 46—Fee for affiliate administrative membership**

**D. Yung, D. Orban**

That for the 2017–18 membership year, the fee for affiliate administrative membership under By-law 1.6, exclusive of the Salary Indemnity Plan, be \$100.

*Carried*

**D. Yung, D. Orban**

C. Johnston (EC)/C. Gordon (EC)—**Recommendation 47—Fee for associate membership**

That for the 2017–18 membership year, the fee for those who are members under By-law 1.2 (associate membership), shall be \$100, except that the fee for associate members who are uncertified teachers' replacements shall be 1.490% of the actual salary of the member, and except that the fee for associate members who are students enrolled in programs of study in university/college programs leading to certification as teachers shall be \$1.

*Carried*

**D. Yung, D. Orban**

R. Tosczak (EC)/N. Sabourin (EC)—**Recommendation 48—Fee when on leave of absence**

That for the 2017–18 membership year, a member who is on leave of absence either without pay or on deferred salary leave, remains an active member, without payment of fees.

*Carried*

**D. Yung, D. Orban**

N. Sabourin (EC)/J. Sanyshyn (EC)—**Recommendation 49—Fee for affiliate membership**

That for the 2017–18 membership year, the fee for those who are members under By-law 1.6 (affiliate membership) shall be an amount negotiated between the BCTF and the affiliate, on a fee-for-service basis.

*Carried*

**D. Yung, D. Orban**

T. Mooring (EC)/J. Iker (EC)—**Recommendation 50—Fee for members under By-law 1.1(b)**

That for the 2017–18 membership year, the fee for active membership for those who are members under By-law 1.1(b) shall be the same as the fee for active members under By-law 1.1(a), provided that the Representative Assembly may, in establishing policy regarding the eligibility of such members, waive or modify the fees.

*Carried*

M. Ball (EC)/J. Sanyshyn (EC)—**Recommendation 51—BCTF auditor**

**D. Yung, D. Orban**

That the BCTF appoint the audit firm KPMG as its auditor for the fiscal year ending June 30, 2017.

J. Jamison (Central Okanagan)/—Amendment

That the BCTF appoint *for the last time* the audit firm KPMG as its auditor for the fiscal year ending June 30, 2017.

*The chair did not accept the amendment.*

C. Lambright (Terrace)/K. Zydyk (Alberni)

That the question be put.

*Carried*

The question was put on Recommendation 51 and it *Carried*.

### **Procedural motion**

S. Isbister (Delta)/B. Cook (Stikine)

That Rita Storey (Fernie) be added as a scrutineer.

*Carried*

The meeting moved to a timed item.

### **Presentations**

Alex Hemingway, Analyst, Canadian Centre for Policy Alternatives addressed the assembly.

Paul Elliott, President, Ontario Secondary School Teachers' Federation, addressed the assembly.

### **Education Finance**

R. Tosczak (EC)/C. Gordon (EC)—**Recommendation 17—Policy 8.A.53**

**D. Orban**

That Policy 8.A.53 be deleted.

*Carried*

C. Johnston (EC)/J. Iker (EC)—**Recommendation 75—Education funding for recruiting and retaining teachers**

**K. Shields, R. Kendrick**

That the Federation call on the provincial government to provide the necessary funding to enable boards in every area of the province to enact a variety of strategies and supports to recruit and retain teachers, and to, ameliorate the effects of 15 years of defunding, eliminating positions, and closing schools, deteriorating working conditions, and undermining the teaching profession in BC.

*The meeting agreed to add the phrase “deteriorating working conditions” after “closing schools.”*

*Carried*

C. Dalgleish (Kamloops Thompson)/L. Macpherson (Kamloops Thompson)—**Resolution 106—Funding for special education categories**

**L. Kuehn**

That the BCTF demand that the provincial government provide adequate and transparent funding for all special education categories, that these funding levels be increased to address the real needs in schools, and that the funding be targeted directly towards teacher support for students with special needs.

E. Berlando (Sooke)/I. Giese (North Vancouver)—Amendment

That the BCTF demand that the provincial government provide adequate and transparent funding for all special education categories, that these funding levels be increased to address the ~~real~~ *identified* needs in schools, and that the funding be targeted directly towards teacher support for students with special needs.

*The chair did not accept the amendment.*

E. Berlando (Sooke) challenged the chair for not accepting the amendment.

C. Fraenkel (North Vancouver)/R. MacKenzie (Greater Victoria)  
That the chair be sustained.  
The question was put on Resolution 106 and it *Carried*.

*Carried*

*Alternate wording*

S. McGarry (Vancouver Secondary)/R. Brown (Vancouver Secondary)—**Resolution 107—Public funds for private schools** **D. MacDonald**

That the Executive Committee bring a report to the Fall RA regarding the legal feasibility of launching the following charter challenge: Government allocation of public funds to private school education is in violation of Section 15 of the *Canadian Charter of Rights and Freedoms*.

A. Krickan (Vancouver Secondary)/T. Goolieff (Vancouver Secondary)

That the question be put.

*Carried*

The question was put on Resolution 107 and it *Carried*.

D. Cockram (Burnaby)/S. Freeman (Burnaby)—**Resolution 108—Free public transit to students on field trips**

The BCTF should solicit the support of municipal governments in Metro Vancouver and the capital region to petition the Board of Directors of Translink and the Victoria Regional Transit Commission to provide free public transit to students on field trips.

*The meeting agreed to add the word “of” before “municipal governments.”*

G. Bureau (Prince Rupert)/J. Fraser (Boundary)—Amendment

That the resolution be amended as follows:

The BCTF should solicit the support of municipal governments ~~in Metro Vancouver and the capital region~~ to petition the Board of Directors of Translink and the ~~Victoria~~ Regional Transit Commission to provide free public transit to students on field trips.

J. Jeffery (Prince George)/G. Thielmann (Prince George)

That the question be put.

*Carried*

The question was put on the amendment and it was *Defeated*.

L. Donaldson (Vancouver Secondary)/S. Metzner (Vancouver Secondary)—Amendment

That the resolution be amended as follows:

The BCTF should solicit the support of municipal governments in Metro Vancouver and the capital region to petition the Board of Directors of Translink and the Victoria Regional Transit Commission to provide free public transit to students on field ~~trips~~ *studies*.

*Defeated*

D. Whelen (Kamloops Thompson)/J. Inscho (Nanaimo)—Amendment

That the resolution be amended as follows:

The BCTF should solicit the support of municipal governments in Metro Vancouver and the capital region to petition the Board of Directors of Translink and the Victoria Regional Transit Commission to provide free public transit to students on field trips: *where other union members are not adversely affected*.

*Carried*

J. Oblette (Vancouver Elementary)/M. Locke (Vancouver Elementary)—Amendment

That the resolution be amended as follows:

The BCTF should solicit the support of municipal governments in Metro Vancouver and the capital region to petition the Board of Directors of Translink and the Victoria Regional Transit Commission to provide free public transit to students on ~~excursions~~ ~~field trips~~, where other union members are not adversely affected.

The chair was challenged for accepting the amendment.

C. Fraenkel (North Vancouver)/E. MacKenzie (Chilliwack)  
That the chair be sustained.

*Carried*

D. Harper (Campbell River)/L. Greeff (Langley)—Referral

That the resolution be referred to the Executive Committee for a study and report back at the Spring Representative Assembly.

*Defeated*

The question was put on the amendment and it was *Defeated*.

The question was put on Resolution 108 as amended, and it *Carried*.

Resolution 108 now reads:

**J. MacDermot**

The BCTF should solicit the support of municipal governments in Metro Vancouver and the capital region to petition the Board of Directors of Translink and the Victoria Regional Transit Commission to provide free public transit to students on field trips where other union members are not adversely affected.

The session adjourned at 12:28 p.m.

## FOURTH SESSION

The Fourth Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Sunday, March 19, 2017, commencing at 2:00 p.m. Darren Companion was in the chair.

### Health, Welfare, and Safety of Teachers

The meeting heard a report from Second Vice-President Clint Johnston.

J. Sanyshyn (EC)/K. Wood (EC)—**Recommendation 54—Fee for participation in Salary Indemnity Plan** **S. Lalli, D. Yung**

That for the 2017–18 membership year, each member eligible to participate in the Salary Indemnity Plan pay, in addition to the fee for the operation of the Federation, a fee for the operation of the Salary Indemnity Fund of 1.67% of the actual salary of the member, plus the participating employee’s share of the employer’s savings from reduced Employment Insurance premiums. *Carried*

G. Hansman (EC)/M. Ball (EC)—**Recommendation 55—SIP Regulation 13.C.02-22.2** **S. Lalli**

That the Salary Indemnity Plan Regulation 13.C.02-22 be amended by adding:  
*22.2—Benefits may be suspended due to refusal to participate in a medical or vocational assessment requested or approved by the independent external agency or plan administrator.*  
*Carried with the required 75%*

G. Hansman (EC)/T. Mooring (EC)—**Recommendation 74—Regulation 3.1(a)—SIP** **S. Lalli**

That the Salary Indemnity Plan Regulation 13.C.02-3.1 (a) be amended as follows:  
3.1 (a) Proof of claim, satisfactory to the plan administrator, must be made to the plan within ~~six~~ *months twelve months* of the expiration of the qualifying period. The Income Security Committee, in its sole discretion, may extend this period. *Carried with the required 75%*

R. Tosczak (EC)/M. Ball (EC)—**Recommendation 56—SIP Regulation 13.C.02-21.1** **S. Lalli**

That, effective January 1, 2018, for all LTD recipients, that the Salary Indemnity Plan Regulation 13.C.02-21.1 be replaced with the following, in its entirety:  
*21. Duration of benefits*  
*21.1 Benefits shall continue as long as a claimant remains disabled in accordance with the terms of the definition of disability, and shall cease on the earliest of:*  
*a. the date the claimant recovers except in cases of approved accommodation employment or retraining where the benefits may be extended to the end of the school term in which an approved accommodation return to normal employment duties is completed, or three months following completion of an approved retraining program, or*  
*b. the earlier of*  
*i. the attainment of 35 years of Contributory Service (minimum 55)*  
*ii. the later of:*  
*(1) the end of the month in which the claimant’s age and Contributory Service equals “90” with the Pension Corporation (BC), and*  
*(2) the end of the month in which the claimant attains age 61, or*  
*iii. the end of the month in which the claimant attains age 65, or*  
*c. the end of the month in which death occurs.* *Carried with the required 75%*



C. Gordon (EC)/J. Sanyshyn (EC)—**Recommendation 57—SIP Regulation 13.C.02-3.10** **S. Lalli**  
That the Salary Indemnity Plan Regulation 13.C.02-3.10 be renumbered as Regulation 19.8 (with renumbering of the subsequent regulations) and amended as follows:  
19.8 A member in receipt of benefits for more than twelve months ~~shall~~ *may be required to* provide proof of acceptance or denial of Canada Pension Plan benefits. A member who has been requested by the Plan Administrator to re-apply for, or to appeal a declination of Canada Pension Plan benefits, shall provide proof of acceptance or denial of such re-application or appeal. If the member fails to provide proof of the required application, re-application or appeal, as the case may be, the benefit shall be reduced by an amount equivalent to Canada Pension Plan disability benefits. *Carried*

**Recommendation 58** was not moved.

C. Gordon (EC)/M. Ball (EC)—**Recommendation 59—Asbestos** **M. Wisla**  
That the Federation join the call for a comprehensive ban on all use and exports and imports of asbestos and a registry of contaminated buildings, including schools. *Carried*

K. Marsh (Burnaby)/G. Neumann (Burnaby)—**Resolution 117—TTOC access to the SIP**  
That the BCTF begin the process of expanding the Salary Indemnity Plan to include TTOC member access to the Salary Indemnity Plan, but not limited to:  
1. bargaining an amendment to Article B.6.3. to allow TTOCs access to this benefit.  
2. once bargained, recommending to the subsequent BCTF Annual General Meeting the necessary amendments to BCTF By-laws and Policies and Procedures to define and allow for TTOC member access to SIP.

A. Klassen (Richmond)/K. Zydyk (Alberni)—Referral **R. Kendrick**  
That Resolution 117 be referred to the bargaining conference. *Carried*

K. Olsen (Surrey)/D. Parkinson (Maple Ridge)—**Resolution 118—SIP investment guidelines 13.A.10.9.6** **D. Yung, M. Kimmis, S. Lalli**  
That the Salary Indemnity Fund investment guidelines 13.A.10.9.6 (p. 85–86) be amended to add: *j. The corporations should not earn revenue from private education nor the privatization of public education.*

A. Klassen (Richmond)/D. Blakey (Gold Trail)—Amendment  
That the resolution be amended by replacing it with:  
That the Salary Indemnity Fund investment guidelines 13.A.10.9.6 (p. 85–86) *include: the SIF be discouraged from investing in corporations that earn revenue* ~~be amended to add: j. The corporations should not earn revenue~~ *from private education nor the privatization of public education.*

D. Harper (Campbell River) challenged the chair for accepting the amendment.

A. Klassen (Richmond)/R. Feenstra (Sooke)  
That the chair be sustained. *Carried*  
The question was put on the amendment and was *Defeated*.

K. Epp (Okanagan Skaha)/D. Passarell (Okanagan Skaha)—Amendment  
That the resolution be amended by replacing it with:  
That the Salary Indemnity Fund investment guidelines 13.A.10.9.6 (p. 85–86) be amended to add: *j. The corporations should not earn “the majority of their” revenue from private education nor the privatization of public education.*

D. Wood (Nanaimo)/L. Greeff (Langley)  
That the question be put. *Carried*  
The question was put on the amendment and it was *Defeated*.

H. Skuse (Burnaby)/L. Baverstock (Richmond)—Referral  
That the resolution be referred to the Executive Committee for further discussion.

D. Wood (Nanaimo)/L. Greeff (Langley)  
That the question be put. *Carried*  
The question was put on referral and it was *Defeated*.

D. Wood (Nanaimo)/L. Greeff (Langley)  
That the question be put. *Carried*  
The question was put on Resolution 118 and it *Carried*.

## **Equity and Inclusion**

*Alternate wording*

R. Toczak (EC)/R. Figursky (EC)—**Recommendation 29—Statement of Principles on Equity, Diversity, and Inclusion**

That the following Statement of Principles on Equity, Diversity, and Inclusion be adopted:  
The BCTF is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices. The BCTF will strive to identify and eliminate barriers to participation through programs, procedures, by-laws, and policies supported by specified resources and education.

The BCTF supports equity, diversity, and inclusion within the union, the workplace, and in broader society and acknowledges that:

1. Discrimination and harassment must not be ignored and must be challenged and rectified.
2. Not all discrimination is deliberate or visible. Inadvertent, hidden, and systemic discrimination must be identified and addressed.
3. The marginalization of certain groups must be specifically recognized. These groups include, but are not necessarily limited to women; racialized workers; Aboriginal people; people who are lesbian, gay, bisexual, transgender, queer, intersex, questioning, or two-spirit; people with disabilities; and those whose participation is impeded because of economic circumstances or family status.
4. Equal opportunity to participate in the Federation does not mean treating all members the same. Within a democratic framework, promoting the engagement of members of equity-seeking groups is a valid and necessary approach to reaching equal outcomes.
5. Federation programs and policies designed to eliminate barriers must not only do so, they must be widely seen to do so.

R. Figursky (EC)/S. Prasad (Burnaby)—Amendment  
That a colon be inserted in 3. after “to” and before “women.”  
The question was put on the amendment and was *Defeated*.

L. Marchand (Saanich)/E. Ting (Saanich)—Amendment  
That “Aboriginal” in 3. be amended to “Indigenous.” *Carried*  
The question was put on the recommendation as amended, and it *Carried without dissent*.

Recommendation 29 now reads:

**D. Orban**

That the following Statement of Principles on Equity, Diversity, and Inclusion be adopted:

The BCTF is a democratic union that recognizes the importance of encouraging and supporting involvement by all members, while recognizing that some members have historically been marginalized. For the Federation to be at its best, all members must see themselves reflected in its goals, structures, and practices. The BCTF will strive to identify and eliminate barriers to participation through programs, procedures, by-laws, and policies supported by specified resources and education.

The BCTF supports equity, diversity, and inclusion within the union, the workplace, and in broader society and acknowledges that:

1. Discrimination and harassment must not be ignored and must be challenged and rectified.
2. Not all discrimination is deliberate or visible. Inadvertent, hidden, and systemic discrimination must be identified and addressed.
3. The marginalization of certain groups must be specifically recognized. These groups include, but are not necessarily limited to women; racialized workers; Indigenous people; people who are lesbian, gay, bisexual, transgender, queer, intersex, questioning, or two-spirit; people with disabilities; and those whose participation is impeded because of economic circumstances or family status.
4. Equal opportunity to participate in the Federation does not mean treating all members the same. Within a democratic framework, promoting the engagement of members of equity-seeking groups is a valid and necessary approach to reaching equal outcomes.
5. Federation programs and policies designed to eliminate barriers must not only do so, they must be widely seen to do so.

**M. Mackenzie**

M. Ball (EC)/C. Gordon (EC)—**Recommendation 30—Women in leadership roles within the BCTF**  
That the BCTF hold an annual institute to support and encourage more women in undertaking leadership roles within the BCTF.

S. Holland (Comox)/

That the question be put.

*Carried*

The question was put on Recommendation 30 and it *Carried*.

C. Gordon (EC)/G. Hansman (EC)—**Recommendation 31—By-law 5.1.c**

**D. Orban**

That By-law 5.1.c be amended as follows:

5.1.c *The Immediate Past-President serves in a one-year, supernumerary position on the Executive Committee.* In the event that a President shall be elected to an additional year of office, the Executive Committee position of Immediate Past-President shall be vacated. ~~and an additional member-at-large shall be elected for a one-year term.~~

*Carried with the required 75%*

J. Iker (EC)/M. Ball (EC)—**Recommendation 32—Procedure 25.B.04**

**D. Orban**

That Procedure 25.B.04 be amended as follows:

25.B.04—1. That the position of BCTF Past-President be limited to a one-year term immediately following the person's term as President.

2. *For the one-year term a Past-President serves, the Past-President position will be an additional position on the Executive Committee and will not alter the number of Member-at-Large positions nor the length of the Member-at-Large terms.* ~~That, when a president runs for and is elected to a second term, an additional member-at-large of the Executive Committee be elected by the AGM to take the place of the past president. (84 AGM, p. 39).~~

*Carried*

J. Iker (EC)/R. Figursky (EC)—**Recommendation 33—By-law 5.1.a**

**D. Orban**

That By-law 5.1.a be amended as follows:

5.1.a There shall be an Executive Committee, which shall consist of a President, First Vice-President, Second Vice-President, an Immediate Past-President (when applicable), and ~~seven~~ *nine* Members-at-Large, *elected in such a manner as to ensure that at least three Member-at-Large vacancies are filled at each AGM. One Member-at-Large position shall be designated to be held by a racialized member and one shall be designated to be held by an Aboriginal member. The designated positions shall have the same term and role as the non-designated positions.* ~~They~~ *The Executive Committee positions are shall be* elected by ~~at~~ the Annual General Meeting and shall take office on *the following* July 1 ~~next following~~. Each member of the Executive Committee shall be a member in good standing entitled to vote, *in accordance with By-law 1.1.* An Executive Committee member may be removed from office under the provisions of By-law 1.7 or By-law 7.

W. Waldron (Greater Victoria) challenged the chair for not calling the question.

A. Krickan (Vancouver Elementary)/S. Holland (Comox)

That the chair be sustained.

*Carried*

S. Holland (Comox)/N. Moore (Comox)

That the question be put.

*Carried*

The question was put on Recommendation 33 and it *Carried*.

C. Gordon (EC)/J. Sanyshyn (EC)—**Recommendation 34—By-law 5.1**

**D. Orban**

That By-law 5.1 be amended as follows:

d. All members of the Executive Committee shall be eligible for re-election *subject to the equity criteria established in By-law 5.1.a.*

e. *The Member-at-Large position designated to be held by an Aboriginal member is open only to the election of a member who identifies as being Aboriginal.*

f. *The Member-at-Large position designated to be held by a racialized member is open only to the election of a member who identifies as racialized, including those members who identify as being Aboriginal.*

S. Isbister (Delta)/S. Yao (Delta)—Amendment

That the recommendation be amended by replacing “Aboriginal” with “Indigenous.”

*The chair did not accept the amendment.*

S. Isbister (Delta) challenged the chair.

W. Waldron (Greater Victoria)/C. Johnston (EC)

That the chair be sustained.

*Carried*

The question was put on Recommendation 34 and it *Carried*.

R. Figursky (EC)/N. Sabourin (EC)—**Recommendation 35—By-law 5.4**

**D. Orban**

That By-law 5.4 be amended to add the following and be renumbered accordingly:

d. *Candidates for the Executive Committee who intend to run for positions with equity criteria shall confirm that they meet the equity criteria by self-identification on the nomination form provided to the Nominating Chairperson. During the election process a candidate can drop down to run for an equity position for which they have self-identified on the nomination form, or drop down to the remaining positions without equity criteria.*

*Carried with the required 75%*

**K. Wood (EC)/C. Gordon (EC)—Recommendation 36—AGM Standing Rules of Order 13.3**

That AGM Standing Rules of Order 13.3 be amended as follows:

That the election shall be conducted in the following order:

1. *President*
2. *First Vice-President*
3. *Second Vice-President*
4. *Member-at-Large designated for an Aboriginal member*
5. *Member-at-Large designated for a racialized member*
6. *Members-at-Large.*

**C. Donnelly (Sooke)/E. Berlando (Sooke)—Amendment**

That the recommendation be amended by renumbering the order as follows:

That AGM Standing Rules of Order 13.3 be amended as follows:

That the election shall be conducted in the following order:

1. *President*
2. *First Vice-President*
3. *Second Vice-President*
4. *Members-at-Large*
5. *Member-at-Large designated for an Aboriginal member*
6. *Member-at-Large designated for a racialized member.*

*Defeated*

The question was put on Recommendation 36 and it *Carried*.

The meeting then moved to a timed item.

**Guest speaker—Jim Cairnie**

Past-President Jim Cairnie addressed the assembly.

Sandra Cowan took over as chairperson.

**Notice of motion**

I. Giese (North Vancouver) gave notice that she would cause to be moved as a new resolution:

“That the BCTF Executive Committee build into the 2017–18 budget the financial opportunity for up to 10 members who have self-identified as a possible candidate for the specialized Member-at-Large positions, who have not been elected as a local BCTF AGM delegate, to attend the 2018 BCTF AGM to run for the specialized Member-at-Large positions.” and that the motion be dealt with in the Fifth Session.

**Procedural motion**

**K. Wood (EC)/D. Wood (Nanaimo)—Agenda amendment**

That the agenda be amended to extend the hour of adjournment to 6:30 p.m.

**K. Zydyk (Alberni)/J. Zydyk (Alberni)—Amendment**

That the motion be amended by replacing “6:30” with “6:15.”

*Carried*

The question was put on the motion as amended, and it *Carried with the required two-thirds*.

The agenda amendment now reads:

That the agenda be amended to extend the hour of adjournment to 6:15 p.m.

## **Report of the Nominating Chairperson**

The meeting heard election statements from candidates running for Member-at-Large positions, and a question-and-answer session followed.

Nominating Chairperson Andy Closkey made a final call for nominations from the floor, and outlined ballot procedures for the next session.

The session adjourned at 6:15 p.m.

## FIFTH SESSION

The Fifth Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Monday, March 20, 2017, commencing at 9:00 a.m.  
Sandra Cowan was in the chair.

### Procedural motion

C. Gleb (Fernie)/D. Kaila (Surrey)—**Suspend the rules**

That the meeting suspend the rules to allow for 19 voting cards to be replaced.

*Carried*

### Stewart Schon Health and Safety Award

The Stewart Schon Health and Safety Award was presented to Karen Langenmaier (Comox).

### Greetings

Trevor Davies, Secretary-Treasurer, CUPE BC

Patricia Clough, President, Retired Teachers' Association

Rob Fleming, Official Opposition Critic for Education

The Resolutions Committee presented the order of unfinished business.

### Procedural motion

W. Waldron (Greater Victoria)/R. MacKenzie (Greater Victoria)—Agenda amendment

That Recommendation 41 be dealt with before Recommendation 38.

*Carried*

### Aboriginal Education

J. Iker (EC)/M. Ball (EC)—**Recommendation 72—Policy 1.A.15**

That Policy 1.A.15 be deleted.

**D. Orban**

*Carried*

R. Tosczak (EC)/K. Wood (EC)—**Recommendation 73—Policy 1.A.27**

That Policy 1.A.27 be amended by replacing “Aboriginals” with “Aboriginal Peoples.”

**D. Orban**

*Carried*

### Teachers Teaching on Call

G. Hansman (EC)/C. Johnston (EC)—**Recommendation 67—Policy 49.17**

That Policy 49.17 be deleted.

**D. Orban**

*Carried*

N. Sabourin (EC)/K. Wood (EC)—**Recommendation 68—Procedure 49.18**

That Procedure 49.18 be amended as follows:

That the BCTF ~~distribute~~ promote the Handbook for New Teachers to all ~~new BCTF~~ teachers teaching on call and new members at least annually ~~members via local offices~~.

*Carried*

K. Thorarinson (Maple Ridge)/J. Grant (Maple Ridge)—**Resolution 140—Paid days for training**

That the BCTF advocate strongly for TTOCs to attend curriculum implementation training days as paid members.

K. Murphy (Prince Rupert)/G. Bureau (Prince Rupert)—Amendment

That the resolution be amended by inserting “and part-time teachers” after TTOCs.

S. Bélanger (SEPF)/A. Krickan (Vancouver Secondary)

That the question be put.

*Carried*

The question was put on the amendment and it *Carried*.

A. Krickan (Vancouver Secondary)/K. Shipley (Vancouver Secondary)

That the question be put.

*Carried*

The question was put on the resolution as amended, and it *Carried unanimously*.

Resolution 140 now reads:

**K. Shields, R. Kendrick**

That the BCTF advocate strongly for TTOCs and part-time teachers to attend curriculum implementation training days as paid members.

## **Public Affairs**

**S. Ruzic, B. Ryeburn**

J. Sanyshyn (EC)/T. Mooring (EC)—**Recommendation 62—Care for victims of violence**

That the Federation work with affiliates of the BC Federation of Labour and community groups to ensure that:

1. rape kits and proper storage facilities for forensic evidence are available at every hospital in the province.
2. sexual assault services and domestic violence services are adequately funded through the province.

*Carried*

C. Johnston (EC)/R. Figursky (EC)—**Recommendation 63—Housing crisis in BC** **J. MacDermot**

That the Federation lobby municipal, provincial, and federal governments to implement meaningful steps to deal with the housing affordability and availability crisis in British Columbia.

*Carried*

**L. Kuehn**

M. Loblaw (Burnaby)/H. Skuse (Burnaby)—**Resolution 138—International humanitarian law**

That the BCTF make a statement reaffirming the sanctity of international humanitarian law, and calling on all parties in conflict around the world to adhere to international humanitarian law.

*Carried*

## **Public Relations**

*Alternate wording*

J. MacRae (Surrey)/L. Foster (Surrey)—**Resolution 139—BCTF podcasts/radio**

That, to promote the viewpoint of teachers from across the province and the importance of public education, the BCTF co-ordinate the distribution of, and provide necessary release time for teacher-created content for regular podcasts and/or a regular radio show.

J. King (Surrey)/P. Veto (Surrey)—Amendment

That the motion be amended as follows:

That, to promote the viewpoint of teachers from across the province and the importance of public education, the BCTF co-ordinate the distribution of, and provide ~~necessary~~ *one-day of* release time for *each segment of* teacher-created content for regular podcasts ~~and/or a regular radio show~~.

K. Bader (Vernon)/D. Komljenovic (Kamloops Thompson)—Referral

**M. Mackenzie**

That the resolution be referred to the Executive Committee with a report back to the fall RA.

G. Hansman (EC)/A. Jensen (Kamloops Thompson)

That the question be put.

*Carried*

The question was put on referral and it *Carried*.



## Professional Development

J. Turner

S. Konkin (Kamloops Thompson)/A. Jensen (Kamloops Thompson)—**Resolution 137—Bill 11**

That the BCTF continue to demand that any government implementation of the terms of Bill 11 (2015) does not interfere with members' autonomy regarding their professional learning.

A. Krickan (Vancouver Secondary)/K. Shipley (Vancouver Secondary)

That the question be put.

*Carried*

The question was put on Resolution 137 and it *Carried*.

Don Peterson took over as chairperson.

## Finance (continued)

K. Wood (EC)/M. Ball (EC)—**Recommendation 52—Procedure 10.J.10**

D. Yung

That Procedure 10.J.10 be amended as follows:

10.J.20—~~President's~~ Presidential Release Time Grant

That the BCTF provide support to locals through a grant that enables the full-time release of Local Presidents to facilitate the support in each local for implementation of Federation priorities. (03 AGM, p. 40)

That grants for release time for Local Presidents be made on the following basis:

1. The grant shall cover ~~up to 100%~~ of salary and benefit costs, *including contractual allowances paid to all members in the local (but not including allowances paid by the local) equal to the categories and increments those they would have received had they been teaching, subject to adjustments in Procedures 10.J.20.2 and 10.J.20.3. The remaining portion will be paid by the local.*
2. *Each eligible local is entitled to a percentage of their President's salary and benefit costs, as defined in Procedure 10.J.20.1, deducted by the amounts paid by locals in Procedure 10.J.20.3. The percentage depends on the locals' full-time equivalent members (FTE) at September 30 of the previous year. The following is the range of FTEs and related grant %:*
  - a. *Locals with 160 or less FTE will receive 100%.*
  - b. *Locals with more than 160 and less than 500 FTE will receive 90%.*
  - c. *Locals with 500 or more FTE will receive 80%.*

*That the FTE ranges be examined on an annual basis to ensure that as a result of a change in FTEs, there is not a significant change in the total amount of the President's Time Release Grants given by the Federation.*

3. *Eligible grant, as defined in Procedure 10.J.20.1, will be reduced by* ~~Locals with:~~

- a. ~~fewer than 150 full-time equivalent members shall pay the first \$100 per full-time equivalent member, the Federation shall pay the balance of the salary and benefit costs.~~
- b. ~~150 or more full-time equivalent members shall pay the first \$100~~ *\$150 per full-time equivalent member, the Federation shall pay 80% of the balance of the salary and benefit costs. The reduction will be paid by the local.*

*That the amount paid per full-time equivalent member by a local in 10.J.20.2 a. and b. be adjusted annually by a percentage increase equivalent to the percentage increase in the overall costs of the ~~presidential~~ President's Release Time Grants to all locals paid by the BCTF in the previous year.*

*Any decrease in the total amount of the President's ~~presidential~~ Release Time Grant paid to locals in a given year would result in no change to the amount in 3. a. and b. above.*

~~3.4.~~ *Locals with fewer than 150 members may use any portion of the cost of the difference between the release time provided under part 1 above and the greater of 50% release time or 0.5% release time per member to provide release time grant for other local officers.*

4.5. To apply for the grant, the local must submit to the Federation:

a. verification from the school board of the President's salary *under the position of the salary grid*, allowance(s), and benefit costs, *as defined in Procedure 10.J.20.1*, to the board for the release of the President.

b. verification of the cost of other local officers and/or support staff, as appropriate.

5.6. A grant request must be submitted by June 30 of the school year in which the grant applies, or the request will not be considered. (93 AGM, p. 15) (10 AGM, p. 22)

6.7. That the BCTF provide the equivalent of a .6, Category 5, of the salary scale, to a member or members of the executive of Local 93 as the need arises, in order to permit this local to be less isolated from its members and better answer the needs of its members in a timely fashion and equitable manner

8. *That a local be given a President's Release Time Grant that is the equivalent to the salary and benefit costs, defined by Procedure 10.J.20. Regardless of their employment status prior to the individual being elected as a Local President, the President's Release Time Grant will be equivalent to a full-time teaching position.* Carried

Darren Companion took over as chairperson.

### **Equity and Inclusion** (continued)

J. Sanyshyn (EC)/T. Mooring (EC)—**Recommendation 37—AGM Standing**

**D. Orban**

#### **Policy 8.A.53 Rule of Order 13.11**

That AGM Standing Policy 8.A.53 Rule of Order 13.11 be amended as follows:

Candidates defeated in an election for any office shall be deemed to have been nominated for the office next to be filled, *provided they meet the equity criteria. If they do not meet the equity criteria for a specific position or they choose not to run for a designated Member-at-Large position, they will be deemed to have been nominated for the next office to be filled for which they meet the criteria.* At any time in the conducting of a ballot, any candidate may, by giving notice to the meeting, withdraw from the ~~contest~~-election. Carried

J. Iker (EC)/G. Hansman (EC)—**Recommendation 41—By-law 5.1**

That By-law 5.1 be amended to add the following:

*h. Up to two of the seven non-designated Member-at-Large positions may be held by members who self-identify as men with this ratio being achieved over a three-year election cycle, with up to four positions open to being held by men in 2018–19, up to three in 2019–20, and up to two in 2020–21, to be maintained thereafter.*

Discussion continued on Recommendation 41 on page 38.

Sandra Cowan took over as chairperson.

The meeting then moved to a timed item.

### **Guest Speaker—Heather Smith**

Heather Smith, President, Canadian Teachers' Federation, addressed the assembly.

### **Report of the Nominating Chairperson**

Nominating Chairperson Andy Closkey made a final call for nominations from the floor for candidates running for table-officer and member-at-large positions.

The session adjourned at 12:00 p.m.

## SIXTH SESSION

The Sixth Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Monday, March 20, 2017, commencing at 2:00 p.m.  
Christina Schut was in the chair.

### Report of the Nominating Chairperson

Nominating Chairperson Andy Closkey instructed members on marking the ballots and presided over the balloting procedures.

### Elections

#### President

Glen Hansman, acclamation

#### First Vice-President

Teri Mooring, acclamation

#### Second Vice-President

	first ballot
Clint Johnston	<b>408E</b>
Mike Ball	264

#### Members-at-large

	second ballot
Mike Ball	331
Rory Brown	330
Lee-Anne Clarke	248
Rae Figursky	280
Shawn Gough	320
Annie Ohana	424
Carolyn Pena	251
Jody Polukoshko	<b>362E</b>
James Sanyshyn	238

I. Giese (North Vancouver)/S. Megahy (North Vancouver)  
That the bottom name be dropped off the next ballot.

*Defeated*

### Pensions Report

The assembly heard a report on pensions.

### Procedural Motion

S. Isbister (Delta)/D. Kaila (Surrey)—Amendment to the agenda

That a timed item be added at 4:20 p.m. today: message from Education International (originally scheduled for Session Four).

*Carried*

G. Hansman (EC)/T. Mooring (EC)—**Pensions**

That the Annual General Meeting resolve itself into a special committee of the whole with Barb Parrot in the chair, delegates, staff, invited guests to discuss pension matters.

*Carried*

The special committee of the whole rose and reported that Recommendation 60 and Resolution 136 were discussed.

M. Ball (EC)/J. Sanyshyn (EC)

That we accept the report from the special committee of the whole on pensions.

*Carried*

T. Mooring (EC)/J. Iker (EC)—**Recommendation 60—Procedure 26.A.01.C.3**

That Procedure 26.A.01.C.3 be amended as follows:

“That the plan member partner trustees be nominated by ~~and from~~ the Teachers’ Pension Plan Advisory Committee from among those currently on or with *recent experience* on TPPAC, and appointed for three years by the Executive Committee as follows:

- a. three active plan members who are members of the BCTF and/or staff
- b. one excluded plan member
- c. one retired plan member.

*Recommendation 60 was referred to the Executive Committee for a report back at the May Representative Assembly.*

**M. Mackenzie**

C. Gleb (Fernie)—**Resolution 136—Pensionable Service Cap**

That the BCTF seek a change in the Teacher Pension Plan design to allow teachers who have reached the 35-year Pensionable Service Cap before January 2018, when the new pension plan rules take effect, to be given the option to remain under the current pension formula.

*Defeated*

Christina Schut took over as chairperson.

## **Education Policy**

**R. Kendrick, L. Ferrari, D. Orban**

J. Sanyshyn (EC)/N. Sabourin (EC)—**Recommendation 18—French Immersion programs**

That where French Immersion programs are offered, members appointed to learning specialist positions such as, but not limited to, learning assistance teachers, special education resource teachers, learning support teachers or teacher-librarians, should be able to communicate and provide services in both official languages, whenever possible.

P. Abra (Prince George)/C. Sdoutz (Prince George)

That the question be put.

*Carried*

The question was put on Recommendation 18 and it *Carried*.

M. Ball (EC)/R. Tosczak (EC)—**Recommendation 19—Policy 9.W.01–5.3**

**D. Orban**

That Policy 9.W.01–5.3 be amended as follows:

That wherever practical, the emphasis should be placed on ~~an internship~~ *a practicum* where students with special needs are being taught.

*Carried*

G. Hansman (EC)/N. Sabourin (EC)—**Recommendation 20—Policy 9.W.01–6.1**

**D. Orban**

That Policy 9.W.01–6.1 be amended as follows:

That ~~a pool of specially trained teachers on call should be developed by each district~~ *school districts provide special education in-service to all teachers teaching on call.*

*Carried*

R. Figursky (EC)/C. Johnston (EC)—**Recommendation 21—Policy 9.W.01–6.3**

**D. Orban**

That Policy 9.W.01–6.3 be deleted.

*Carried*

J. Iker (EC)/K. Wood (EC)—**Recommendation 22—Policy 9.W.01–7.5**

**D. Orban**

That Policy 9.W.01–7.5 be deleted.

*Carried*

R. Tosczak (EC)/M. Ball (EC)—**Recommendation 23—Policy 9.W.01–7.7** **D. Orban**  
That Policy 9.W.01–7.7 be deleted. *Carried*

N. Sabourin (EC)/R. Figursky (EC)—**Recommendation 24—Policies 9.W.03–1., 2., and 3.** **D. Orban**  
That Policies 9.W.03–1., 2., and 3. be amended as follows:  
9.W.03–1. That school-aged students are best served by speech-language pathologists *and school psychologists* working as an integral part of the public school system, under the jurisdiction of the Ministry of Education.  
2. That the BCTF advise the Ministry of Education that any proposed transfer of services provided by speech language pathologists *and school psychologists* to the Ministry of Health will be to the detriment of the needs of public school students.  
3. That the BCTF urge all MLAs to oppose any transfer of services provided by speech language pathologists *and school psychologists* for public school students from the Ministry of Education to the Ministry of Health. *Carried*

**Recommendation 25** was not moved.

C. Gordon (EC)/J. Sanyshyn (EC)—**Recommendation 26—Policy 9.W.23** **D. Orban**  
That Policy 9.W.23 be amended as follows:  
That the Ministry of Education review financial and ~~identification~~ *designation* policies on ~~severely learning disabled and severe behaviour students~~ *students with severe learning disabilities and/or severe behaviours* so that there can be greater support of these students and their teachers. *Carried*

R. Figursky (EC)/T. Mooring (EC)—**Recommendation 27—French learning resources** **L. Ferrari**  
That where Core French, French Immersion, and/or Intensive French programs are implemented, school districts should provide equitable learning resources, library books, students services, and resource educational support for students with special needs in the same manner as they are provided for in regular English programs. *Carried*

M. Ball (EC)/R. Tosczak (EC)—**Recommendation 28—Withdrawal of programs** **L. Kuehn**  
That the Federation urge the Ministry of Education to withdraw British Columbia from participation in future iterations of the Programme for International Student Assessment (PISA), Trends in International Mathematics and Science Study (TIMSS), and Progress in International Reading Literacy (PIRLS). *Carried*

J. Sanyshyn (EC)/C. Gordon (EC)—**Recommendation 71—Policy 9.C.25** **D. Orban**  
That Policy 9.C.25 be deleted. *Carried*

K. Murphy (Prince Rupert)/G. Bureau (Prince Rupert)—**Resolution 111—FSA**  
That, following the provincial election on May 9, 2017, the Spring RA consider an action plan regarding the FSA, up to and including a full-scale boycott.

/—Committee of the whole  
That we move into committee of the whole to discuss Resolution 111. *Carried*

The committee of the whole rose to hear a report from the Nominating Chairperson at 4:20 p.m. and reported that more time was needed to discuss FSA tests.

**Procedural Motion**

S. Isbister (Delta)/B. Cook (Stikine)

That the order of Unfinished Business be as displayed.

*Carried*

The meeting moved to a timed item.

**Education International**

The assembly viewed a video message.

**International Solidarity Award**

The International Solidarity Award was presented to Mariluz Arriaga.

**Student Vote**

The assembly heard a presentation from Taylor Gunn, CIVIX and Student Vote.

The session adjourned at 5:27 p.m.

## SEVENTH SESSION

The Seventh Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Monday, March 20, 2017, commencing at 7:30 p.m. Barb Parrott was in the chair.

### Procedural Motion

S. Isbister (Delta)/N. Nilsson (Cowichan)—Amendment to the Agenda

That the agenda be amended by adding a new business item to the agenda before recognition of retiring activists on the eighth session.

*Carried*

### Report of the Nominating Chairperson

Nominating Chairperson Andy Closkey instructed members on marking the ballots and presided over the balloting procedures.

<b>Members-at-large</b>	third ballot	fourth ballot	fifth ballot
Mike Ball	304	302	
Rory Brown	310	313	<b>363E</b>
Lee-Anne Clarke	197		
Rae Figursky	275	291	321
Shawn Gough	319	<b>334E</b>	
Annie Ohana	225	239	268
Carolyn Pena	202	233	257
Jody Polukoshko			
James Sanyshyn	278	251	

The third ballot was not decisive. The candidate with the fewest votes was dropped off.

I. Giese (North Vancouver)/S. Megahy (North Vancouver)

That the two bottom results be dropped.

*Defeated*

James Sanyshyn withdrew his name from further balloting after the fourth ballot.

### Legal Services/Contract Enforcement

H. Allison (Vancouver Elementary)/J. Sutherland (Vancouver Elementary)—**Resolution 121—Procedure 19.02.2.b.**

That Procedure 19.02.2.b. be amended to add:

*xiii. If the local authorized the grievance, the local can appeal the decision of the grievance appeal panel to the full BCTF Executive Committee.*

P. Vogt (Nicola Valley)/R. Tarswell (Princeton)

That the question be put.

*Carried*

The question was put on Resolution 121 and it was *Defeated*.

## **International Solidarity**

J. MacRae (Surrey)/C. Loesgen (Central Okanagan)—**Donation—Peru teachers L. Kuehn, D. Yung**  
That the BCTF demonstrate our sincere concern for the people of Peru and for our colleagues who have suffered terribly this month (March 2017) in catastrophic flooding, and that:

1. the BCTF donate \$20,000 to assist SUTEP in responding to the needs of teacher victims and their families.
2. the AGM recommend to the RA that this be a charge to the contingency fund.
3. the BCTF call on the Canadian federal government to immediately provide assistance to Peru and to match donated funds.

*Carried*

**Resolution 119** was not moved as it was already dealt with by the fall RA.

**Resolution 120** was not moved as it was already dealt with by the fall RA.

## **Organization of the BCTF**

**N. Knickerbocker**

M. Skanks (Saanich)/N. McDowell (Saanich)—**Resolution 122—Electronic Voting**

That the BCTF investigate the feasibility and cost of “Electronic Voting” for future BCTF AGMs/RAs and bring a report back to the Fall RA.

N. Moore (Comox)/W. Della Siega (Comox)

That the question be put.

*Carried*

The question was put on Resolution 122 and it *Carried*.

C. Lambright (Terrace) asked that her negative vote be recorded.

**Y. Ochoa**

N. Penney (Kamloops Thompson)/D. Fisher (Kamloops Thompson)—**Resolution 123—Gender-neutral washroom at the BCTF**

That the BCTF ensure that every building used for BCTF events or meetings have a designated gender-neutral washroom that is accessible to all members.

*Carried*

J. MacRae (Surrey)/B. Dunn (Surrey)—**Resolution 124—TeachBC website**

That the TeachBC website be renovated so that comments and suggestions for the lesson plans and resources are interactive to enable collaboration.

J. Hawkins (Surrey)/J. MacRae (Surrey)—Referral

**M. Mackenzie**

That the resolution be referred to the Executive Committee for further investigation with a report to the fall RA.

The question was put on referral, and it *Carried*.

## *Alternate Wording*

**C. Stewart, L. Ferrari, J. Garrels**

D. Barton (Surrey)/A. Long (Coquitlam)—**Resolution 125—New teachers and the Union**

That the BCTF promote the connection between new teachers and the union by:

1. collaborating with faculties of education to develop a workshop regarding unionism in the educational field, and the supports available from the union, to be included in education programs.
2. that a SURT (School Union Representative Training) to specifically address the needs of new teachers, TTOCs, or teachers in new assignments be developed to promote the role of staff reps and pro-d reps as leaders in the school and provide both with discrete leadership training and mentorship strategies to help combat the neoliberal agenda.



3. encouraging locals to advocate with school districts to ensure that locals have time during district orientations to introduce the local and its programs to newly hired members.

J. Jeffery (Prince George)/G. Thielmann (Prince George)—**Seriatum**

That the resolution be dealt with seriatim.

*Defeated*

A. Klassen (Richmond)/T. McCracken (Richmond)

That the question be put.

*Carried*

The question was put on Resolution 125 and it *Carried*.

**Resolution 126** was not moved.

*Alternate wording*

**J. Garrels**

G. Slade-Kerr (Surrey)/E. Young (New Westminster)—**Resolution 127—Social justice workshop**

That locals be encouraged to book at least one social justice *or* Aboriginal workshop within every two years as a SURT (School Union Representative Training) under the workshop funding formula.

*Carried*

**J. Garrels**

K. Marsh (Burnaby)/A. Peters (Burnaby)—**Resolution 128—Staff Rep Union Training days**

That the BCTF encourage locals that do not use all four Staff Rep Union Training days that they offer the NEW Teacher SURT each year, and those that do use all four have access to a grant to offer a fifth SURT day every other year to put on this SURT.

*Carried*

*Alternate Wording*

N. Moore (Comox)/E. Haugrud (Comox)—**Resolution 129—Distributed Learning Advisory Committee**

**M. Mackenzie**

That the BCTF AGM urge the Executive Committee to establish a Distributed Learning (DL) task force to gather information about DL programs and issues around the province to inform bargaining in 2019.

D. Komljenovic (Kamloops Thompson)/A. Jensen (Kamloops Thompson)

That the question be put.

*Carried*

The question was put on Resolution 129 and it *Carried*.

**M. Mackenzie**

A. Davidoff (Kootenay Columbia)/F. Nock (Kootenay Columbia)—**Resolution 130—Student Recruitment Review Task Force**

That the AGM encourage the BCTF Executive Committee to establish a Student Recruitment Review Task Force, consisting of an equal amount of BCTF members, including BCTF representatives from the Aboriginal community, and representatives of the Canadian Armed Forces, forestry, mining, shipping, petroleum, and other resource extraction and/or manufacturing sectors, to make recommendations to the BCTF with respect to the appropriate and respectful recruitment of students in BC schools to serve or to seek employment in these sectors, with a report back with any recommendations to the BCTF AGM in 2018.

The question was put on Resolution 130 and the chair called for a count.

Affirmative: 331; Negative: 317. The resolution *Carried*.

**K. MacFarlane (Delta)/S. Yao (Delta)—Resolution 131—Gender-neutral language**

That the BCTF encourage all attendees and speakers, including invited quests, at BCTF meetings to use gender-neutral language.

K. Marsh (Burnaby)/T. Grewal (Burnaby)—Amendment

That the resolution be amended by adding at the end “and provide a list of suggested terms.” *Carried*

Resolution 131 now reads:

**M. Mackenzie, Y. Ochoa**

That the BCTF encourage all attendees and speakers, including invited quests, at BCTF meetings to use gender-neutral language and provide a list of suggested terms.

**Procedural Motion**

T. McKinley (Chilliwack)/D. Bennett (Chilliwack)—Balloting

That balloting be suspended for the evening.

A. Peters (Burnaby)/S. Prasad (Burnaby)

That the question be put.

*Carried*

The question was put on the procedural motion and it was *Defeated*.

**Procedural motion**

L. Tooker (Ucluelet-Tofino)/D. Hunt (Maple Ridge)—Agenda amendment

That the agenda be amended to adjourn at 10:15 p.m. to continue the balloting until the Member-at-Large positions are filled.

M. Fischer (Creston Valley)/A. Nездoly (Surrey)—Amendment to the amendment

That the hour of adjournment be extended long enough to conduct one more vote, with ballots to be counted tonight, and results reported in the morning.

Orders of the day were called.

J. Fraser (Boundary)/A. Peters (Burnaby)—Amendment to the amendment

That the amendment be amended by replacing “ballots to be counted tonight, and results reported in the morning” with “counting the ballots in the morning.”

*Carried*

G. Hainsworth (Surrey)/E. MacKenzie (Chilliwack)

That the question be put.

*Carried*

The question was put on the agenda amendment as amended, and it *Carried*.

The motion now reads:

That the hour of adjournment be extended long enough to conduct one more vote, with counting the ballots in the morning.

Orders of the day were called.

The meeting adjourned at 10:05.

## EIGHTH SESSION

The Eighth Session of the 101st Annual General Meeting was held in the ballroom of the Hyatt Regency Hotel, Vancouver, BC, on Tuesday, March 21, 2017, commencing at 9:00 a.m. Darren Companion was in the chair.

### Notice of motion

S. Prasad (Burnaby)/G. Hansman (EC)—Agenda amendment

That the agenda be amended to move Equity and Inclusion recommendations as a timed item at 9:30 a.m.

D. Morgan (Burnaby)/D. Komljenovic (Kamloops Thompson)

That the question be put.

*Carried*

The question was put on the motion and it *Carried*.

Don Peterson took over as chairperson.

### Standing Rules of Order

*Alternate wording*

R. Taddei (Surrey)/A. Nездoly (Surrey)—**Resolution 143—AGM 13.9**

That AGM Standing Rule of Order 13.9 be amended as follows:

13.9 On the completion of each ballot the chairperson of the Nominating Committee shall report to the meeting the number of votes received by each candidate, without attaching names to the numbers. Following an indecisive ballot, ~~and before each candidate is identified with his/her vote count,~~ the candidate receiving the fewest votes shall be dropped from the ballot. *Only the names of candidates who have been elected will be revealed with their vote counts.* At this time the meeting may at its discretion order the dropping of additional candidates from the next ballot. If at the time of balloting for a particular office there is a sole nominee for that office, that person shall be declared elected. If at the time of the first ballot there are more candidates for an office than positions available, the meeting shall go through the process of dropping candidates as described above. When this process has the number of candidates remaining equal to the vacant positions, such remaining candidates must still obtain more than 50 percent of the number of valid ballots cast in a subsequent vote to be declared elected.

A. Peters (Burnaby)/A. Nездoly (Surrey)—Referral

**M. Mackenzie**

That the resolution be referred to the Executive Committee with report back to the fall RA. *Carried*

S. Holland (Comox)/L. Duncan (Comox)—**Resolution 144—AGM Standing Rule of Orders**

That the Standing Rules of Order for the BCTF AGM be amended to add the following:

*16. Referral of Unfinished Business*

*That unfinished business at the end of each BCTF AGM be automatically referred to the Representative Assembly, with the exception of those items of business for which the AGM is assigned responsibility through the by-laws.*

M. Ball (EC)/S. Gough (Vancouver Island North)—Amendment

That the resolution be amended by inserting “with the power to act,” after “Assembly.”

*Carried*

A. Krickan (Vancouver Secondary)/C. Fraenkel (North Vancouver)

That the question be put.

*Carried*

The question was put on Resolution 144 as amended, and it was *Defeated*.

Darren Companion took over as chairperson.

### **Equity and Inclusion** (continued)

J. Iker (EC)/G. Hansman (EC)—**Recommendation 41—By-law 5.1**

That By-law 5.1 be amended to add the following:

*h. Up to two of the seven non-designated Member-at-Large positions may be held by members who self-identify as men with this ratio being achieved over a three-year election cycle, with up to four positions open to being held by men in 2018–19, up to three in 2019–20, and up to two in 2020–21, to be maintained thereafter.*

N. Moore (Comox)/S. Holland (Comox)

That the question be put.

*Carried*

The question was put on the Recommendation 41 and it was *Defeated*.

The chair ruled Recommendation 42 out of order as it was already dealt with in Recommendation 41.

N. Sabourin (EC)/M. Ball (EC)—**Recommendation 43—By-law 5.5**

That By-law 5.5 be amended to add:

*If, in any given year, the AGM is not able to fill the positions that require specific equity representation or meet the ratios designated in the by-laws, due to there being an insufficient number of candidates meeting the criteria, the positions shall be declared vacant and shall be filled by the Representative Assembly, applying the same criteria, until June 30 of the following year.*

C. Lambricht (Terrace)/K. Meyer (Kitimat)

That the question be put.

*Carried*

The question was put on Recommendation 43 and it was *Defeated*.

### **Report of the Nominating Chairperson**

Nominating Chairperson Andy Closkey reported on the election results.

<b>Members-at-large</b>	sixth ballot	seventh ballot	eighth ballot
Mike Ball	289	233	320
Rory Brown			
Lee-Anne Clarke			
Rae Figursky	<b>344E</b>		
Shawn Gough			
Annie Ohana	204	179	
Carolyn Pena	257	257	<b>342E</b>
Jody Polukoshko			
James Sanyshyn			

Seventh ballot—as it was not decisive—the last name was dropped.

## 2017–18 Executive Committee

Glen Hansman, President for a one-year term.

Teri Mooring, First Vice-President for a one-year term.

Clint Johnston, Second Vice-President for a one-year term.

Members-at-Large

Rory Brown, Rae Figursky, Shawn Gough, and Jody Polukoshko for two-year terms.

Carolyn Pena for a one-year term.

Carole Gordon, Robin Tosczak, and Kip Wood completing the 2nd year of their two-year terms.

## Equity and Inclusion (continued)

C. Gordon (EC)/G. Hansman (EC)—**Recommendation 38—By-law 5.1.a**

That By-law 5.1.a be amended as follows:

There shall be an Executive Committee, which shall consist of a President, ~~First Vice President, Second Vice President,~~ and *two Vice-Presidents, elected for one-year terms*, an Immediate Past-President, *-serving a one-year term*, and nine Members-at-Large, *elected for two-year terms*. ~~They~~ *The Executive Committee positions are* shall be elected at by the Annual General Meeting and shall take office on *the following* July 1 ~~next following~~. Each member of the Executive Committee shall be a member in good standing entitled to vote, *in accordance with the provisions of By-law 1.1*. An Executive Committee member may be removed from office under the provisions of By-law 1.7 or By-law 7. 5.

*All by-laws, policies, procedures, and Standing Rules of Order in which the positions of the First Vice-President and Second Vice-President are named will be amended to reflect this change.*

C. Lambright (Terrace)/K. Meyer (Kitimat)

That the question be put.

*Carried*

The question was put on Recommendation 38 and M. Ball (EC) called for a count.

Affirmative: 389; Negative: 253.

The recommendation was *Defeated* as it did not get the required 75%.

M. Ball (EC)/R. Figursky (EC)—**Recommendation 39—By-law 5.1**

That By-law 5.1 be amended to add the following:

*g. At least two of the three table-officer positions—President and two Vice-Presidents—must be held by members who self-identify as being from an equity-seeking group, which includes members who self-identify as women. This ratio would be achieved over a two-year election cycle with at least one of the three table-officer positions being held by a member who self-identifies as being from an equity-seeking group in 2018–19 and at least two being held by members who self-identify as being from an equity-seeking group in 2019–20, and this ratio be maintained thereafter.*

K. Apel (Kootenay Columbia)/K. Amboe (Surrey)

That the question be put.

*Carried*

The question was put on Recommendation 39 and it was *Defeated*.

The chair ruled **Recommendation 40** out of order.

## Constitution and By-laws

H. Mallett (Greater Victoria)/J. Gammon (Greater Victoria)—**Resolution 101—By-Law 5.1.a and 5.1.b**  
That By-Law 5.1.a and 5.1.b be amended as follows:

5.1.a There shall be an Executive Committee, which shall consist of a President, First Vice-President, Second Vice-President, an Immediate Past-President, a *TTOC/New Teacher Representative that is currently a TTOC in their first five years of teaching, and six members-at-large* ~~and seven members-at-large~~. They shall be elected at the Annual General Meeting and shall take office on July 1 next following. Each member of the Executive Committee shall be a member in good standing entitled to vote. An Executive Committee member may be removed from office under the provisions of By-law 1.7 or By-law 7.

5.1.b Notwithstanding the foregoing, *the TTOC/New Teacher Representative, and each member-at-large*, shall be elected for a term of two years. If for any reason *either position becomes vacated* ~~a member-at-large leaves the position~~ after only one year, a successor shall be elected to fill the unexpired portion of the two-year term.

The question was put on Resolution 101 and it was *Defeated*.

The chair ruled that **Resolution 142** was out of order as it was already dealt with in Resolution 101.

Christina Schut took over as chairperson.

## Annual General Meeting (continued)

K. Wood (EC)/M. Ball (EC)—**Recommendation 11—Procedure 2.A.18**

**D. Orban**

That Procedure 2.A.18 be amended as follows:

*That the Executive Director prepare a report to the Annual General Meeting, and that the delegates be provided with the opportunity to ask questions of the report.* *Carried without dissent*

The meeting then moved to a timed item.

## G. A. Fergusson Memorial Award

The G. A. Fergusson Memorial Award was presented to Jan Eastman.

## Honorary Life Membership

Honorary Life Membership was conferred upon the following:

Ellen Ellis, Charlene Hodgson, Larry Kuehn, and Fred Robertson.

## Bob Rosen Social Justice Award

The Bob Rosen Social Justice Award was presented to Judy de Vries.

## Procedural motion

S. Isbister (Delta)/D. Kaila (Surrey)—Agenda amendment

That the agenda be amended to make recognition of retiring activists a timed item at 1:20 p.m. *Carried*

## Bargaining (continued)

C. Johnston (EC)/J. Iker (EC)—**Recommendation 12—Policy 3.J.01-7.4**

**D. Orban**

That Policy 3.J.01-7.4 be amended as follows:

*“Students shall not be segregated or organized into classes on the basis of their gender by sex or gender identity unless there is a bona fide educational reason to do so.”* *Carried*

R. Figursky (EC)/C. Gordon (EC)—**Recommendation 13—Policy 3.B.01**  
That Policy 3.B.01 be deleted.

**D. Orban**  
*Carried*

**Finance** (continued)

*Alternate wording*

D. Beauregard (Prince George)/K. Trepanier (Prince George)—**Resolution 114—Grant structure**

That this body recommends to the Executive Committee that a Member Services Equity Task Force be created to investigate, report, and recommend mechanisms to the 2018 Winter RA for a replacement of all service and release grants to locals or sublocals by transitioning to a grant structure that promotes an equity of member services across locals and sublocals by considering:

- size of a local or sublocal in members.
- size of a local or sublocal in its geographic footprint.
- size of a local or sublocal in geographic placement relative to other locals or a sub-local's parent local.
- transportation options available to a local or sublocal to support Federation services to members.

The proposed Member Services Equity Task Force will include sufficient and diverse representation to balance its decision-making potential with the above criteria in mind.

S. Gough (Vancouver Island North)/

That the question be put.

*Carried*

The question was put on Resolution 114 and it was *Defeated*.

J. Polukoshko (Vancouver Elementary)/H. Allison (Vancouver Elementary)—**Resolution 115—Grant for grievance meetings**

That the BCTF provide a grant for two grievance meetings per year in locals, and that the grants are to be made on the following basis:

1. The grant shall cover release days for members of the local's appointed Grievance Committee.
2. Up to three members for locals with fewer than 150 FTE members.
3. Up to five members per meeting for locals with 150 or more FTE members.

D. Harper (Campbell River)/R. Fraser (Campbell River)—Referral

That the resolution be referred to the Representative Assembly.

*Carried*

*Alternate wording*

S. Querengesser (Haida Gwaii)/W. McIntyre (Haida Gwaii)—**Resolution 116—**

**D. Yung**

**Supporting Indigenous languages**

That the BCTF support a local initiative to revitalize Indigenous languages by providing a grant to the Haida Gwaii Teachers' Association to release a teacher for a .5 FTE position for one year to develop teacher capacity to fully utilize community/school resources, language curriculum, and work with stakeholders. Furthermore, that the BCTF continue to lobby government for the implementation of the TRC Calls to Action.

K. Wood (EC)/E. Coleman (Surrey)

That the question be put.

*Carried*

The question was put on Resolution 116 and it *Carried*.

D. Passarell (Okanagan Skaha)/K. Epp (Okanagan Skaha)—**Resolution 145—Full-time president in amalgamated locals**

That the BCTF provide to locals that have established:

1. full amalgamation of the locals under one collective agreement, and
2. elected one full-time president of the amalgamated locals, to a maximum grant amount equivalent to .4 FTE Category 6 maximum to assist the local with the hiring of staff to ensure that the president does not always work alone.

D. Harper (Campbell River)/R. Fraser (Campbell River)—Referral

That the motion be referred to the Executive Committee with a report back to the spring RA.

D. Thame (Terrace)/K. Meyer (Kitimat)—Amendment

That the referral motion be amended by replacing “spring” with “winter.”

*Carried*

The question was put on referral as amended, and it *Carried*.

The motion on referral now reads:

**M. Mackenzie, Y. Ochoa**

That Resolution 145 be referred to the Executive Committee with a report back to the winter RA.

**Unfinished business**

S. Isbister (Delta)/D. Kaila (Surrey)—Referral

**M. Mackenzie**

That the following motions be referred to the Spring RA with the power to act:

Recommendations 14, 15, and 16.

*Carried*

**Recognition of retiring activists**

First Vice-President Teri Mooring and Second Vice-President Clint Johnston recognized retiring activists.

**Closing courtesy motion**

President Glen Hansman extended a vote of thanks to the 2017 AGM:

- to Adina Williams, Squamish Nation for the welcome and opening our AGM.
- to our guest speakers Irene Lanzinger, Alex Hemingway, BCTF Past-President Jim Cairnie, Trevor Davies, Patricia Clough, Rob Fleming, Heather Smith, Susan Hopgood, and Taylor Gunn.
- to the staff who made presentations or assisted in presentations to the meeting.
- to Linda Watson for the pensions report.
- to our chairpersons Darren Companion, Sandra Cowan, Barb Parrott, Christina Schut, and alternate chairperson Don Peterson.
- to our Nominating Chairperson Andy Closkey and the tellers who very capably oversaw the elections process.
- to Lisa LaBoucane lead scrutineer, and the scrutineers who served the meeting during the many counts and ensured delegates had all the documents.
- to the Resolutions Committee, Brent Cook, Cindy Gleb, Simon Isbister, Devinder Kaila, and Naomi Nilsson who provided advice and assisted with the flow of the meeting.
- to our Ombudspersons Bruce Cottrell, Phil Gray, Sherry Payne, and Christie Weigel for providing a valuable service to members.
- to our Health and Safety Reps, Don Blakey and Andy Closkey, for their service to delegates.
- to Brain Coleman, Laurence Greeff, Sandor Kardos, Gulp Mahil, and Angelo Pulice for providing Solidarity Nights and for helping to co-ordinate the BCTF dance.



- to Queer as Funk for the incredible music.
- to Barb Preus who made all of the arrangements for this AGM and co-ordinated and handled all your many requests.
- to Lise West for co-ordinating the materials and handling the registration desk.
- to our recording secretaries Lauren Donnelly, Debbie Orban, and Sarah Young.
- to our technical staff Mike Barnes, Nadia Bove, Joanne Enquist, Vanessa Terrell, Lynda Tierney, and Verna Warner who ensured we had the current wording of motions in front of us and assisted us with technical issues.
- to Donna Coulombe and Yancy Ochoa for guiding the health and safety process and for assisting Nominating Chairperson Andy Closkey with the election process.
- to the people who handled our childcare, and ensured our children were well looked after.
- to the candidates for the Executive Committee office, who offered their services to the Federation and conducted their campaigns in a professional manner.
- to staff at the hotel.
- to the current and new Executive Committee.
- and to you delegates, each and every one of you that took time out of spring break and your busy lives to make important decisions on behalf of your colleagues.

## **Adjournment**

/D. Futter (Greater Victoria)—Adjourn  
That the meeting adjourn.

*Carried*

The session adjourned at 1:35 p.m.

GH:MM:ld/do/sy/lw/tfeu

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