



The Provincial

August 2009

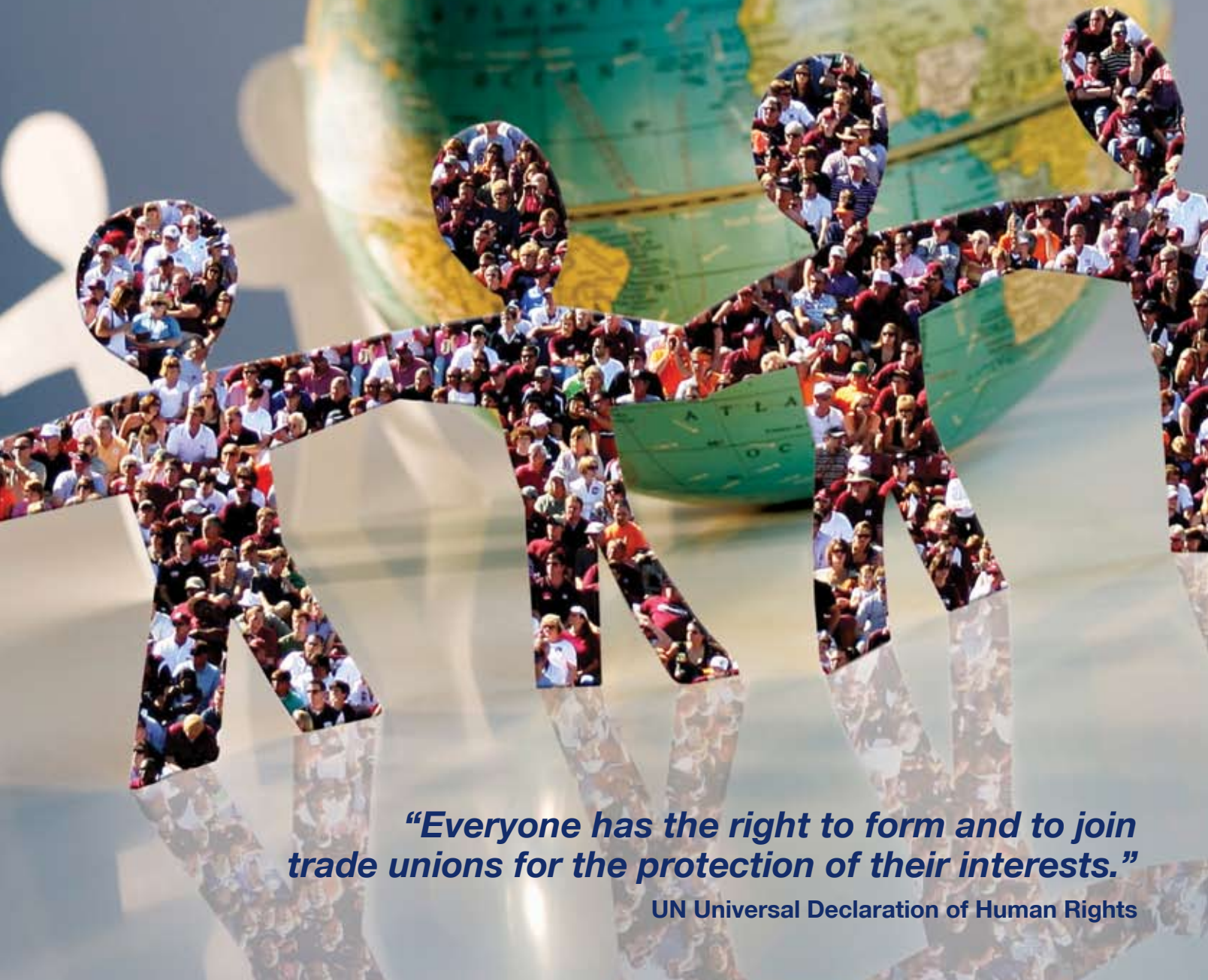
A Publication of the B.C. Government and Service Employees' Union

www.bcgeu.ca

Agreement No. 40010201

Volume 57, Number 4

Labour rights are human rights



“Everyone has the right to form and to join trade unions for the protection of their interests.”

UN Universal Declaration of Human Rights

Inside: Labour Day message • Albion Ferry farewell • Community Health profile

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The Provincial

The Provincial is published seven times a year by Solidarity Publications Ltd., Suite 206 - 4911 Canada Way, Burnaby, B.C. V5G 3W3 E-mail: theprovincial@bcgeu.ca

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FROM THE PRESIDENT

Darryl Walker



It's time our governments honoured UN Declaration of Human Rights for workers

In aftermath of WWII, the international community was still saddened by what the United Nations was to call “disregard and contempt for human rights that resulted in barbarous acts” in theatres of war.

Many people believed there should be an agreement spelling out what exactly universal human rights are. Cuban diplomats proposed a declaration. Different people had a hand in preparing one — including Eleanor Roosevelt, chair of the UN Human Rights Commission at the time. The first draft was written by John Humphrey, a Canadian lawyer.



The Universal Declaration of Human Rights was adopted in 1948. UN members like Canada pledged to promote and respect the rights and freedoms spelled out in it.

Article 23 of the declaration establishes that workers’ rights are human rights. It says people have a right to employment, good working conditions, and the right to form and join unions to protect workers’ interests.

“Canada has also undermined workers’ rights. In the past 20 years, 179 complaints were lodged against provincial and federal governments...”

Many UN agencies have since expanded on these fundamental concepts. The UN’s International Labour Organization clarified that workers’ rights included freedom to bargain and strike; freedom from forced labour. Child labour was banned.

But governments around the world continue to violate our rights. In Korea this summer, riot police attacked and beat workers on strike at a paint factory. In Turkey, public employees faced dismissal and arrest in the lead up to contract talks. In Colombia, riot police fired tear gas and rubber bullets at a union meeting of refinery workers.

Canada has also undermined workers’ rights. In the past 20 years, 179 complaints were lodged against provincial and federal governments for tearing up contracts, legislating workers back to work, imposing collective agreements, and undermining the right to strike by declaring workers “essential.” Too many governments turn a blind eye to corporations who intimidate or fire workers trying to form a union.

As Canadian workers and families pay the price for the global economic meltdown, it’s worth remembering the Declaration clearly says we have a right to a living standard that is “adequate for health and wellbeing,” and protection from unemployment. We also have a right to social security and equal access to public service.

Instead of cutting budgets and services, our governments should be setting and achieving employment goals. They should stop destructive tax cuts, and properly fund important services that maintain our standard of living. Our own government should take seriously the human rights and workers rights outlined in the UN Declaration more than 60 years ago.

Fraser Valley office named to honour Heyman



The atrium of the BCGEU's new Fraser Valley office in Langley buzzed with activity on July 22 as long-time activists, elected officials and staff gathered to name the building — the George Heyman Union Organizing Centre — in recognition of his contributions to the union.

Kwantlen First Nations Elder Lekeyten welcomed attendees to aboriginal territory, and spoke about family and community — comparing the union with an extended family working together for the benefit of all. He praised Heyman's leadership, community outreach, and respect for aboriginal culture.

BCGEU president Darryl Walker thanked Heyman for over 30 years of leadership in the BCGEU — as a job steward, health and safety activist, vice president, and finally as president from 1999 to 2008.

"I feel very privileged today to be in the company of two presidents, who have led us through 40 years," said Walker, referring to Heyman and former president John Shields, who was also present.

Walker talked about the steady hand Heyman provided

when union members faced cuts. He also referred to the guidance Heyman provided him as a component chair and vice-president.

"You taught me two things, George. One was to have patience. But you also taught me not to close doors. 'If you want to walk away Darryl,' you said, 'walk away and think about it, but don't break off a relationship, because one day we may need that relationship.' And that was something that I carry with me to this day in my own leadership."

Heyman was gracious in his remarks, acknowledging the achievements of his sister who was among family members present for the ceremony. He also invoked the memory of his parents — who came to Canada as Holocaust refugees — and who stressed the importance of working to make the community a better place.

"Thank you to the BCGEU for giving me, for over 30 years, an opportunity to make that sense of contributing to the community real, and for being part of a movement with many many brothers and sisters.

"I couldn't have asked for a better working life than I've had with the BCGEU. Thank you very much for this great honour."



LEGACY OF COMMITMENT — (Top, l-r) BCGEU president Darryl Walker, past-president George Heyman, former president John Shields; (middle) BCGEU Treasurer Judi Fillion acted as MC for the proceedings; (bottom) Kwantlen elder Lekeyten welcomes attendees and performs a traditional First Nations drum song.

starting over



Vernon transition house helps women start new lives

It may not be the easiest job or the safest, but the 35 BCGEU members of the staff at the Vernon Women's Transition House Society ultimately find it rewarding and fulfilling.

The Vernon Women's Transition House Society first appeared in 1976, opened in response to reports of abuse and lack of safety by women in the Vernon community, and was rebuilt in 1993 after the community raised \$750,000.

The House provides shelter and social services for women, children and teen women who are the victims of violence and abuse.

Wynn Hartfelder, an outreach worker, supports women across the North Okanagan.

"I am there to accompany and advocate for women. A great deal of the appointments I accompany women to, is where women have lost custody of their children to family violence."

Colleen Hoople, co-ordinator of Special Victims Services Program, says her work plan shifts according to the needs of the day.

"You could get called out on a sexual assault and your whole day disappears, or you could be scheduled to go to court."

Darrell Metz helps the women clients move in or out of apartments, and maintains the garage and transition house office. "I look after the place as if it were my own," says Metz. "If the place looks good, I look good."

The transition house also has a reputation in the region for helping clients from the LGBT community. "A lot of the people don't want to be outed by the court system, and as soon as they find out it's open court, they don't want to go," says Hoople.

Eighteen volunteers help out at the house, organized by Carole Fawcett, volunteer services co-ordinator for the past 3 years.

"I'm very lucky to have a volunteer base that will wait for me to call, and I also haven't lost any of them yet," says Fawcett. The volunteers – who include a massage therapist and a healing touch therapist – also cook for the clients, work in the donation garage, information booths and the resource room.



"A great deal of the appointments I accompany women to is where women have lost custody of their children to family violence."

Safety concerns vary, depending on the position and the client base. “We become aware of our positions in the building,” says Fawcett. “I carry my personal cell phone on me, as well as a house phone.

“We’re just aware. Like when I am in the parking lot, I am very observant, even in the middle of the day. You become that way and you don’t realise that you’re doing it, it’s just second nature, you become naturally hyper-vigilant in this job.”

The organization’s new office at the courthouse has its own safety issues.

“There’s no phone and we can’t get one.” Hoople stressed. “Also, we had to step aside and watch someone get wrestled to the ground, getting arrested, so it’s not always the safest place.”

In most programs, personal cell phones and check-in plans are in place to maximize safety.

Although many members feel the employer, a non-profit organization, has made a satisfactory effort to address workplace issues, some concerns remain.

“My job was changed with no input or consultation,” said Fawcett, due to cutbacks in volunteer funding.

“As a direct result of this change, I have resigned as a transition house worker and will work as the Coordinator of Volunteers and as a casual call-in transition worker. The stress levels in this job are high and four days as a transition house worker were too much for me personally.”

Hoople voiced similar concerns. “A lot of the stress, that comes with this job, increased when new management came in and micro-managed.”

All the positions and programs at the Vernon Women’s Transition House are just as demanding, but the workers all expressed a similar strong motivation – to help women in need.



“We’re just aware. Like when I am in the parking lot, I am very observant, even in the middle of the day... you become naturally hyper-vigilant in this job.”



SAFETY AND STABILITY — BCGEU members at the Vernon Women’s Transition House Society provide a safe, supportive environment for women in need to begin the process of rebuilding their lives. Pictured above: (top) Carole Fawcett - volunteer services co-ordinator; (middle) Colleen Hoople - Specialized Victims Assistance Program; (bottom) Wynn Hartfelder - Outreach Worker.

Photos: Alex Hutt

End of an Era:

Albion Ferries dry docked after 52 years service



There's something unique about ferries that stays with you. Ask any ferry worker or regular patron. It may be the smell of water and tarred pylons, or the incessant rumble of the ship's diesel engine under the metal deck.

Ferries are transition points, where travellers prepare for the next phase of their journey. The ferry trip is often the only personal time travellers enjoy in their otherwise hectic lives.

The Albion Ferry is going through its own, final transition. After carrying countless vehicles and passengers across the Fraser River between Maple Ridge and Fort Langley, the ferry shut down on July 31, a month after the Golden Ears bridge opened.

The Albion employed 70 BCGEU members — 58 full-timers and up to 20 auxiliaries. The Albion ferry first crossed the Fraser on June 3, 1957, operating 24/7 for decades. In its final years, the two ferries ran from 4:30 am to 1:30 am daily, 7 days a week.

Albion's workers are part of the local area's connective social tissue — watching their community grow and change.

"You see people's lives change considerably over ten years — getting married, having children, starting families," said terminal attendant

Rhonda Woolner. "You certainly develop a relationship with the patrons, and a great networking system as well.

"We'll miss the camaraderie, of people walking by and kibitzing about the day."

Chief Engineer John Schwermer has seen many memorable moments in his 27 years with the ferry. He first retired in 2003, but came back after being asked to return.

"One day 3 or 4 cars went into the water, and a Volkswagen bus. The guy came up with a bottle of beer in his hand," he said, smiling.

What will he miss when the ferry stops running? Schwermer pauses. "The friendship. And the regular people who come across here every day. And the feeling of being on the water.

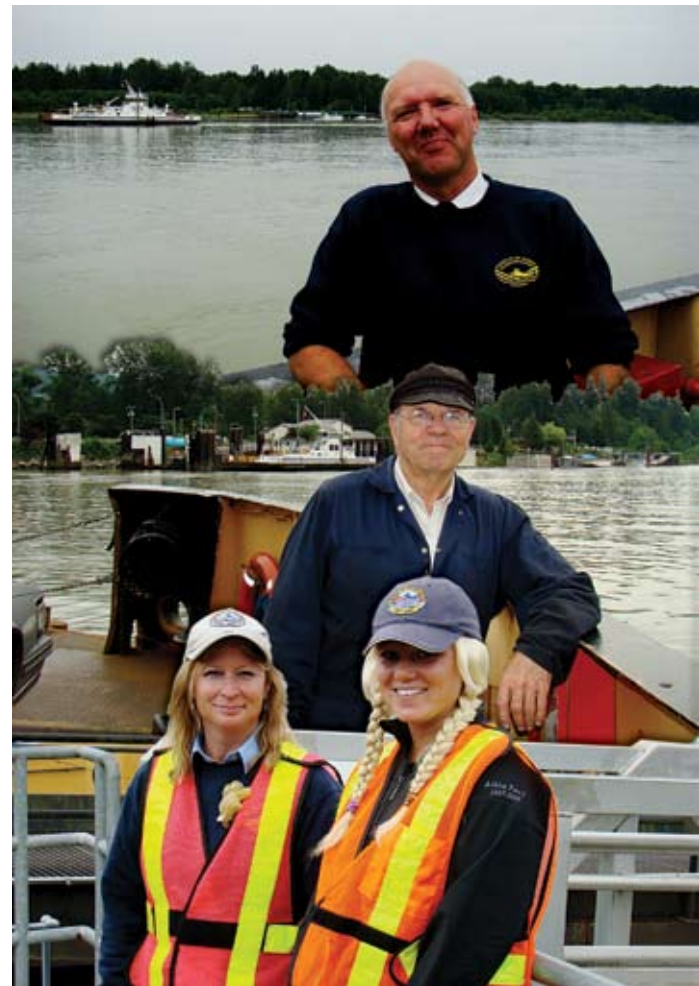
"I think it's a pity that they shut the ferry down. You don't have anything like this anywhere in Canada. A ferry on the river, giving people an opportunity to experience being on a boat."

Captain Don Atkinson has 29 years with Albion Ferries under his belt. Last winter, ice forced the ferry to stop sailing. But Atkinson remembers when the ferry doubled as an icebreaker.

"The river would be frozen right over. There'd be a little hole. You'd get into the hole, build up some speed, crash into the ice and it would all split.

And then you'd try to make it to the next hole. It was fun. Something different."

When asked what he'll miss most about the job, Atkinson gestures across the Fraser. "6:00 in the morning," he says. "Sunrises..." then turns and bounds up the stairs to take another load of vehicles to the other side.



LAST CALL — Pictured above: (top) Albion Ferry Captain Don Atkinson; (middle) Chief Engineer John Schwermer; (bottom, l-r) terminal attendants Rhonda Woolner and Kaitlyn McMaster. See more Albion photos online: www.bcgeu.ca/albion

Work at BC Place, take in Olympics

Working at BC Place is just the ticket for almost 200 new part-time employees, who are needed to staff events at the 2010 Olympic Games.

The BCGEU and the BC Pavilion Corporation (PavCo), the operator of BC Place, worked out a recruitment plan that has guarantees for existing staff and provides opportunities for BCGEU members at other job sites to work the Games.

The agreement ensures all current employees can work at BC Place during the Olympics. The union represents about 25 permanent staff at BC Place. Staff levels swell to 425 during an event like a football game, along with 30 part-time technicians.

The recruiting initiative — “Union jobs at BC Place — work where the Lions Play,” helped fill 186 of the 190 positions that are required for the Olympics. The union negotiated agreements to cover the new work-

ers, including providing the opportunity to work at BC Place after the Olympics are done.

“Together we addressed realistic staffing levels,” said General Services Component (17) chair Dave MacDonald. “And this went a long way to resolve our contracting-out issues. It made work more accessible by creating “events only” positions. We’re continuing to work together on a staffing plan to provide maximum employment opportunities during the upcoming 2010 Olympics.”

There are jobs in hosting, security, housekeeping, first aid and technicians services. PavCo expressed appreciation in the company newsletter for BCGEU recruiting efforts.

The BCGEU is discussing a similar recruiting process with Centerplate, which operates food services at BC Place. The BCGEU represents 300 members in food services at the facility.

The BCGEU and Burma

Burma, bordered by Thailand, China, India and Bangladesh, is home to arguably the most repressive military dictatorship in the world. Originally a kingdom, then a colony of Britain, it has enjoyed democratic independence for only 14 years, from 1948 to 1962.

A military dictatorship seized power in 1962 and has controlled Burma ever since.

Burma is very multicultural; it has over 300 nationalities including Rhakine, Kachin, Chin, Shan, Karen, Karenni and Mon. Burmans comprise 65% of an estimated 53 million population.

The huge standing army of 400,000 troops includes more than 70,000 child soldiers and it is used by the military junta — the State Peace and Development Council (SPDC) — to suppress democracy and harass the many ethnic minorities in the country. The army routinely arrests and imprisons political activists, including Nobel Peace Prize laureate, Aung San Suu Kyi, who led her political party, the National League for Democracy

(NLD), to victory in the 1990 elections with more than 80% of the popular vote. First imprisoned in 1989, Suu Kyi has been under arrest for most of the last 20 years.

The SPDC also targets minorities and has forced thousands to flee over the borders into towns and refugee camps particularly in Thailand.

The BCGEU Diane L. Wood International Solidarity and Humanity Fund is used to support several programs on the Thai border — for example, a safe house for migrant Burmese workers, a drug and alcohol recovery organization, and a group that works in 9 Burmese refugee camps. The fund has also provided assistance to a political prisoners’ support group, a healthcare clinic and a women’s rights cooperative.

If you would like information on how your Local can assist with these efforts, or to learn more about the BCGEU work in Burma, contact Colleen Jones, vice president and chairperson of the BCGEU International Solidarity Committee.



STEWARD



Suzanne Bessette
Local 301



Demian Young
Local 303

The first stewards at the Garth Homer Society in Victoria had a real job to educate both members and management about rights, according to **Suzanne Bessette**, a steward at the society.

“Stewards, with the support of BCGEU staff, worked very hard to protect the rights of our members,” Bessette said.

Over time the relations have improved. “Our current management team has grown along with us in our knowledge and respect of the collective agreement. We now have a respectful working relationship.”

“I have helped members exercise their rights. Several members who were on the verge of losing their jobs — through no fault of their own — were able to maintain their seniority and job status,” she said.

Bessette has some advice for future stewards: “Devote as much time as you are able. The rewards from assisting fellow workers and making the workplace a better environment are worth the effort.”

Demian Young has been a steward for a year and half at the Vancouver Aboriginal Child and Family Social Services.

“Being a steward can be challenging, personally and professionally. You have to support members during difficult times in ways that are respectful of others and conducive to long-term relationship building with everyone in the workplace,” he said.

“As the union’s first point of contact for members in the workplace, the steward plays a key role in handling grievances, monitoring use of collective agreements, and liaising between members and the area office and local” Young said.

“The information and example set by our staff representative, and my local and component chairs have been invaluable in my development as steward,” he said.

“There’s always someone around willing to help out when needed.”

Consolidated financial statements of

**B.C. Government and
Service Employees' Union**

December 31, 2008

B.C. Government and Service Employees' Union

December 31, 2008

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Auditors' report

To the Provincial Executive
B.C. Government and Service Employees' Union

We have audited the consolidated balance sheet of B.C. Government and Service Employees' Union (the "Union") as at December 31, 2008 and the consolidated statements of revenues and expenses, changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the Union's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these consolidated financial statements present fairly, in all material respects, the financial position of the Union as at December 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Chartered Accountants
March 20, 2009

B.C. Government and Service Employees' Union

Consolidated statement of revenues and expenses

year ended December 31, 2008

	Operations (General Fund and Solidarity Holdings Ltd.)	Defence Fund	Consolidated 2008	Consolidated 2007
	\$	\$	\$	\$
Revenues				
Members' dues	45,165,688	-	45,165,688	42,165,374
Less:				
Allocations to Defence Fund, 6.06% of dues revenue	(2,737,037)	2,737,037	-	-
Allocations to Components, 6.00% of dues revenue	(2,709,937)	-	(2,709,937)	(2,529,922)
	39,718,714	2,737,037	42,455,751	39,635,452
Investment income, net	313,850	152,109	465,959	3,015,100
Affiliation remittances and other	123,239	-	123,239	232,017
Rent	64,997	-	64,997	55,438
	40,220,800	2,889,146	43,109,946	42,938,007
Expenses				
Salaries and employee benefits (Note 13)	19,703,756	-	19,703,756	19,021,334
Building and administration (Schedule)	5,432,512	-	5,432,512	5,075,498
Affiliation fees	1,955,168	-	1,955,168	1,832,693
Campaigns, coalitions, defending jobs and services, and internal and external communication (Note 14)	1,906,655	-	1,906,655	1,551,839
Supplemental leave benefits (Note 11)	1,427,336	-	1,427,336	1,396,058
Conventions and conferences	1,391,925	-	1,391,925	282,652
Education	1,103,896	-	1,103,896	988,107
Provincial executive and committees	876,186	-	876,186	806,101
Organizing	782,112	-	782,112	559,608
Travel and relocation	735,665	-	735,665	677,240
Hearings, arbitration and legal	642,213	-	642,213	799,049
Bargaining	554,383	-	554,383	1,190,840
Automobile	454,290	-	454,290	434,746
Other member services (Schedule)	232,662	-	232,662	189,258
Professional fees	217,044	-	217,044	214,685
Joint committee meetings	117,831	-	117,831	125,471
Strike expenses	-	36,153	36,153	2,542,204
Donations	26,844	-	26,844	13,281
	37,560,478	36,153	37,596,631	37,700,664
Excess of revenues over expenses	2,660,322	2,852,993	5,513,315	5,237,343

B.C. Government and Service Employees' Union

Consolidated statement of changes in fund balances

year ended December 31, 2008


	Operations (General Fund and Solidarity Holdings Ltd.)			Restricted Defence Fund	Consolidated 2008	Consolidated 2007
	Invested in property and equipment	Unrestricted	Internally restricted (Note 12)			
	\$	\$	\$	\$	\$	\$
Fund balances, beginning of year	14,744,941	(359,132)	3,182,660	25,412,961	42,981,430	38,484,340
Excess of revenues over expenses	(1,479,563)	4,139,885	-	2,852,993	5,513,315	5,237,343
Unrealized gain on investments at January 1, 2007 (Note 1 (a))	-	-	-	-	-	1,231,106
Reclassification adjustment for realized gains included in investment income	-	-	-	-	-	(1,231,106)
Unrealized loss on investments at December 31, 2008	-	(824,403)	-	(3,417,666)	(4,242,069)	(740,253)
Purchase of property and equipment	1,970,029	(1,970,029)	-	-	-	-
Equipment under capital leases	186,647	(186,647)	-	-	-	-
Interfund transfers (Note 15)						
Fightback and campaign reserve	-	(350,156)	350,156	-	-	-
Area office land and building reserve	-	55,865	(55,865)	-	-	-
Convention reserve	-	530,000	(530,000)	-	-	-
Bargaining reserve	-	(750,000)	750,000	-	-	-
Fund balances, end of year	15,422,054	285,383	3,696,951	24,848,288	44,252,676	42,981,430

B.C. Government and Service Employees' Union


Consolidated balance sheet
as at December 31, 2008

	2008	2007
	\$	\$
Assets		
Current assets		
Cash (Note 3)	2,829,757	4,947,871
Accounts receivable	4,275,289	4,393,342
Prepaid expenses	257,670	391,172
Short-term investments (Notes 1 and 7)	38,538,091	30,402,553
	45,900,807	40,134,938
Loan to NAPE (Note 4)	577,284	933,107
Investments (Note 5)	103,251	103,251
Property and equipment (Note 6)	15,948,288	15,146,419
	62,529,630	56,317,715
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	3,978,546	3,575,780
Amount held in trust (Note 7)	3,652,646	-
Due to affiliate (Note 8)	127,204	103,824
Due to Components (Note 9)	100,471	6,621
Capital lease obligations (Note 10)	205,757	147,026
	8,064,624	3,833,251
Capital lease obligations (Note 10)	320,477	254,452
Supplemental leave benefits liability (Note 11)	9,891,853	9,248,582
	18,276,954	13,336,285
Commitments (Note 17)		
Fund balances		
Invested in property and equipment	15,422,054	14,744,941
Unrestricted	285,383	(359,132)
Internally restricted (Note 12)		
Fightback and campaign reserve	2,622,951	2,272,795
Area office land and building reserve	-	55,865
Convention reserve	-	530,000
Bargaining reserve	1,074,000	324,000
Restricted - Defence Fund	24,848,288	25,412,961
	44,252,676	42,981,430
	62,529,630	56,317,715

Approved by Provincial Executive



President



Treasurer

B.C. Government and Service Employees' Union

Consolidated statement of cash flows year ended December 31, 2008

	2008	2007
	\$	\$
Operating activities		
Excess of revenues over expenses	5,513,315	5,237,343
Item not affecting the outlay of funds		
Amortization	1,479,563	1,089,036
	6,992,878	6,326,379
Amount held in trust	3,652,646	-
Due to Components	93,850	(294,829)
Increase in supplemental leave benefits liability		
benefits liability	643,271	249,338
Net change in operating working capital other than cash (Note 16)	677,701	(496,895)
	12,060,346	5,783,993
Investing activities		
Purchase of short-term investments, net	(12,377,607)	(13,195,448)
Loan to NAPE (Note 4)	-	(1,500,000)
Repayment from NAPE (Note 4)	355,823	566,893
Purchases of property and equipment	(1,970,029)	(5,140,607)
Proceeds from disposal of property and equipment	-	463
	(13,991,813)	(19,268,699)
Financing activity		
Principal repayments, capital lease obligations	(186,647)	(116,166)
Net cash outflow	(2,118,114)	(13,600,872)
Cash position, beginning of year	4,947,871	18,548,743
Cash position, end of year	2,829,757	4,947,871
Supplemental cash flow information		
Purchase of property and equipment by capital lease	311,403	155,120
Interest paid on capital lease obligations	37,348	26,194

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

1. Accounting changes

- (a) On January 1, 2007, the B.C. Government and Service Employees' Union (the "Union") adopted the accounting recommendations of the Canadian Institute of Chartered Accountants ("CICA") Handbook Sections 1530, 3855 and 3861, financial instruments, which require the Union to classify, measure and present its financial assets and liabilities as outlined in Note 2 (b).

These recommendations were applied prospectively and, as a result, short-term investments were recorded at cost as at December 31, 2006, and at fair value as at December 31, 2007. The change in accounting policy resulted in an unrealized loss on short-term investments reported on the statement of changes in fund balances of \$740,253 for the year ended December 31, 2007, and an unrealized gain of \$1,231,106 on the adoption date of January 1, 2007.

The Union has elected to use the exemption provided by the CICA permitting not-for-profit organizations not to apply the following Sections of the CICA Handbook: 3862 and 3863, which would otherwise have applied to the financial statements of the Union for the year ended December 31, 2008. The Union applies the requirements of Section 3861 of the CICA Handbook.

- (b) *Capital disclosures*

The Union adopted the recommendations of the CICA Handbook Section 1535, *Capital Disclosures*. This section requires the disclosure of information about externally imposed capital requirements. As the Union has no externally imposed capital requirements, the adoption of this section has no impact on the financial statements.

The Union is required to allocate a certain portion of the members' dues that it collects to both the Defence Fund and the Components.

2. Significant accounting policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles and reflect the following significant accounting policies:

- (a) *Principles of consolidation*

These financial statements include the accounts of the General and Defence Funds of the B.C. Government and Service Employees' Union and the Union's wholly-owned company. All transactions between the General Fund, Defence Fund and the company have been eliminated.

These financial statements do not include the assets, liabilities, revenues and expenses of the Components and Locals.

- (b) *Financial instruments*

Financial assets and financial liabilities are initially recognized at fair value and their subsequent measurement is dependent on their classification as described below. Their classification depends on the purpose for which the financial instruments were acquired, their characteristics and the Union's designation of such instruments. Settlement date accounting is used.

Held-for-trading

Cash has been designated as held-for-trading and is measured at fair value.

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

2. Significant accounting policies (continued)

(b) *Financial instruments (continued)*

Loans and receivables

Accounts receivable and loan to the Newfoundland and Labrador Association of Public and Private Employees ("NAPE") have been designated as loans and receivables, and are accounted for at amortized cost using the effective interest method.

Available-for-sale

Short-term investments and investments have been designated by the Union as available-for-sale. These financial assets, except as noted, are carried at fair value with unrealized gains and losses included in unrestricted fund balances until realized, when the cumulative gain or loss is transferred to the statement of revenues and expenses. Investments that do not have quoted market prices in an active market are recorded at cost.

Other liabilities

Accounts payable and accrued liabilities, due to affiliate, due to Components, capital lease obligations and supplemental leave benefits liability are classified as other liabilities and measured at amortized cost using the effective interest method.

(c) *Property and equipment*

Property and equipment are recorded at cost. Amortization is calculated on the declining basis at the following annual rates:

Buildings	5%
Parking lot and road	4%
Furniture and equipment	20%
Computer equipment	30%

Leasehold improvements are amortized on the straight-line basis over the initial term of the lease (five years) and one renewal period (five years).

Equipment under capital leases are amortized on a straight-line basis over the term of the lease of 3 to 5 years.

(d) *Impairment of long-lived assets*

The Union reviews the carrying amount of long-lived assets for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable or has been impaired. If impairment is determined, the assets are written down to their fair values.

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

2. Significant accounting policies (continued)

(e) *Revenue recognition*

The Union follows the deferral method of accounting for members' dues. Restricted contributions are recognized as revenue in the same year in which the related expenses are recognized. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Interest and investment income is recognized in the period earned. Gains and losses on the sale of investments are included in the determination of investment income.

(f) *Supplemental leave benefits*

The Union provides supplemental leave benefits under a defined benefit plan and accrues its liability under the plan. Actuarial gains and losses arising from changes in actuarial assumptions are amortized on a straight-line basis over the expected remaining service life of plan members (Note 11).

(g) *Income taxes*

The Union is not subject to income tax as a not-for-profit organization. However, its wholly-owned company follows the liability method of accounting for income taxes. Under this method, current income taxes are recognized as incurred and payable in the current year. Future income tax assets and liabilities are recognized for temporary differences between the carrying amount of balance sheet items and their corresponding tax values as well as for the benefit of losses available to be carried forward to future years for tax purposes to the extent that they are likely to be realized. The Company computes future income taxes using the substantively enacted corporate income tax rates for the years in which the differences will likely reverse.

(h) *Measurement uncertainty*

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, particularly the recoverability of accounts receivable, investments and advances, property and equipment, accounts payable and accrued liabilities, capital lease obligations and supplemental leave benefits liability at the date of the financial statements, the disclosure of contingent gains and losses and the reported amounts of revenues and expenses during the reporting period.

(i) *Future accounting changes*

The CICA has amended Section 4400, *Financial Statement Presentation by Not-For-Profit Organizations*, that will revise and enhance the current disclosure requirements for various elements of financial reporting. For the Union, the amendments will be effective for the fiscal year commencing January 1, 2009. The amendments require the reporting of certain gross revenues in the statement of operations and additional disclosures when a not-for-profit organization classifies its expenses by function and allocates a portion of their fundraising and general support costs to another function.

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

3. Cash restrictions

Cash includes \$8,156 (2007 - \$48,442) in respect of deferred salary plans, and \$39,160 (2007 - \$39,160) in respect of the Public Service Employee Benefits Trust set up for training of members covered by the Master Agreement between the government of the Province of B.C. and the Union.

4. Loan to NAPE

On January 12, 2007, the Union assumed the Saskatchewan Government and General Employees Union's \$1,500,000 strike assistance loan to the Newfoundland and Labrador Association of Public and Private Employees ("NAPE"). The unsecured loan bears interest at credit union prime rate less 0.75% and has repayment terms that require the loan to be fully repaid by 2010. \$355,823 was repaid during the year (2007 - \$566,893).

5. Investments

Investments in trade union holding societies are recorded at cost. Details are as follows:

	2008	2007
	\$	\$
Working Enterprises Ltd.	1	1
United Labour Mutual Holding Society	88,000	88,000
West Kootenay Labour Centre Holding Society	15,250	15,250
	103,251	103,251

6. Property and equipment

	2008		2007	
	Cost	Accumulated amortization	Net book value	Net book value
	\$	\$	\$	\$
Land	1,725,822	-	1,725,822	1,725,822
Buildings	13,883,785	5,071,588	8,812,197	9,043,261
Parking lot and road	100,865	25,613	75,252	77,590
Furniture and equipment	5,287,461	4,190,770	1,096,691	1,072,808
Computer equipment	2,000,659	1,554,283	446,376	458,161
Equipment under capital leases	877,805	373,766	504,039	384,068
Leasehold improvements	5,288,959	2,001,048	3,287,911	2,384,709
	29,165,356	13,217,068	15,948,288	15,146,419

During the year ended December 31, 2008, the Union entered into capital lease arrangements for the gross amount of \$311,403 for equipment. As a result of this arrangement, the Union did not incur cash outlays to purchase these assets but will pay lease obligations with interest over terms of up to 60 months (Note 10). Interest of \$37,348 on account of capital leases was recognized during the year and is included in office expense.

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

7. Amount held in trust

The Union holds \$3,652,646 as short-term investments in trust for the Community Social Services Bargaining Association ("CSSBA"), an association of 13 labour organizations, of which the Union is a member. The CSSBA expects that the funds will be distributed to community social services workers during 2009.

8. Due to affiliate

The amount due to an affiliate Union, with which BCGEU has a memorandum of agreement, is unsecured, non-interest bearing and is payable on demand.

9. Due to Components

	2008	2007
	\$	\$
Dues allocations payable to Components	(327,470)	(283,904)
Advances to Components to cover expenses, non-interest bearing	226,999	277,283
	<u>(100,471)</u>	<u>(6,621)</u>

10. Capital lease obligations

Future minimum lease payments on capital lease obligations are as follows:

	\$
2009	236,045
2010	146,978
2011	124,148
2012	79,360
Total minimum lease payments	586,531
Less: Imputed interest at 7.5%	(60,297)
	526,234
Current obligation	205,757
Long-term obligation	320,477

11. Supplemental leave benefits liability

The Union is committed to provide certain supplemental leave benefits under a defined benefit plan. The benefits are based on length of service and final earnings.

An actuarial report prepared in early 2007 provided the Union with a valuation of the total benefits liability at December 31, 2006 and a projection of the current service cost for 2007 and 2008 and total benefits obligation at December 31, 2007 and 2008. Both the valuation and the projection were based on assumptions regarding discount rates and employees' compensation levels during their active period of employment.

The valuation included a \$333,705 actuarial loss which is being amortized over 9.5 years, the expected remaining service life of plan members. The first year of amortization occurred in 2007.

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

11. Supplemental leave benefits liability (continued)

In March 2008, the actuaries revised their projection of the December 31, 2007 and 2008 obligation to reflect a discount rate of 5.5% as compared to the discount rate of 5% used in their earlier report. The resulting actuarial gain of \$213,599 is being amortized over 9.5 years starting in 2008.

On March 18, 2009, the actuaries further revised their projection of the December 31, 2008 and 2009 obligation to reflect a discount rate of 7.25% as compared to the discount rate of 5.5% used in their report dated March 2008. The resulting actuarial gain of \$639,731 will be amortized over 9.5 years starting in 2009.

Actuarial adjustment	Amortization period	Initial amortization	2008		2007	
			Total actuarial loss (gain)	Accumulated amortization	Unamortized actuarial loss (gain)	Unamortized actuarial loss
			\$	\$	\$	\$
2003	9.74	2003	1,487,550	916,356	571,194	723,920
2004	9.74	2005	224,281	92,107	132,174	155,201
2005	9.74	2006	606,911	186,934	419,977	482,288
2006	9.50	2007	333,705	70,254	263,451	298,578
2007	9.50	2008	(213,599)	(22,484)	(191,115)	(213,599)
2008	9.50	2009	(639,731)	-	(639,731)	-
			1,799,117	1,243,167	555,950	1,446,388
			2008		2007	
			\$		\$	
Total benefits obligation				10,447,803	10,694,970	
Unamortized actuarial loss				(555,950)	(1,446,388)	
Supplemental leave benefits liability				9,891,853	9,248,582	
Supplemental leave benefits expense				1,427,336	1,396,058	

The current year's supplemental leave benefits expense includes amortization of actuarial gains and losses of \$250,707 (2007 - \$273,191). Benefits paid in the year were \$784,064 (2007 - \$1,146,720).

The significant actuarial assumptions adopted in measuring and projecting the supplemental leave benefits liability are as follows:

	2008	2007
	%	%
Discount rate	7.25	5.50
Rate of compensation and benefits increase	3.00	3.00

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

12. Internally restricted fund balances

					2008	2007
	Fightback and campaign reserve	Area office land and building reserve	Convention reserve	Bargaining reserve	Total	Total
	\$	\$	\$	\$	\$	\$
Fund balance, beginning of year	2,272,795	55,865	530,000	324,000	3,182,660	3,611,042
Expenditures	(40,773)	(55,865)	(530,000)	-	(626,638)	(3,076,472)
Transfers (Note 15)	390,929	-	-	750,000	1,140,929	2,648,090
Fund balance, end of year	2,622,951	-	-	1,074,000	3,696,951	3,182,660

The fightback and campaign reserve includes \$45,815 (2007 - \$86,587) in reserve for political action and contributions.

13. Multi-employer pension plan

Employees of the BCGEU are members of the Public Service Pension Plan, a multi-employer contributory defined benefit plan. The regular employer contribution for 2008 was \$1,433,146 (2007 - \$1,385,039) and is included in salaries and employee benefits expense.

14. Campaigns, coalitions, defending jobs and services, and internal and external communication

Defending jobs and public service expenditures account for \$1,304,489 (2007 - \$958,261) of the total expenditures of \$1,906,655 (2007 - \$1,551,839) and includes \$150,773 (2007 - \$97,158) spent on political action and contributions.

15. Interfund transfers

During the year 2008, the Provincial Executive passed resolutions to transfer excess of revenues over expenses to the reserves as noted below.

	2008	2007
	\$	\$
Excess of revenues over expenses from operations	2,660,322	3,039,019
Transfers		
Internally restricted fightback and campaign reserve	-	2,842
Internally restricted area office land and building reserve	-	1,871,248
Internally restricted convention reserve	-	450,000
Internally restricted bargaining reserve	750,000	324,000
Total transfers during 2008	750,000	2,648,090
Unallocated excess of revenues over expenses from operations	1,910,322	390,929

In 2008 the Provincial Executive approved the transfer of the \$390,929 unallocated 2007 operating surplus to the internally restricted fightback and campaign reserve.

B.C. Government and Service Employees' Union

Notes to the consolidated financial statements

December 31, 2008

16. Net change in operating working capital other than cash

	2008	2007
	\$	\$
Decrease (increase) in accounts receivable	118,053	(460,212)
Decrease in prepaid expenses	133,502	100,702
Increase (decrease) in accounts payable and accrued liabilities	402,766	(159,649)
Increase in due to affiliate	23,380	22,264
	<u>677,701</u>	<u>(496,895)</u>

17. Commitments

Lease

The Union is committed to operating lease payments on premises, office equipment and an automobile over the next five years as follows:

	\$
2009	421,144
2010	259,090
2011	64,675
2012	29,117
2013	2,911
	<u>776,937</u>

18. Financial instruments

The Union's financial instruments include cash, accounts receivable, short-term investments, accounts payable, amount held in trust, due to affiliate, due to Components and capital lease obligations, the carrying values of which approximate their fair values due to their immediate or short-term maturity or their market-related interest rates.

There is a financial risk to the Union's earnings that arises from fluctuations in interest rates and the degree of volatility of these rates. The Union does not use derivative instruments to mitigate this risk.

19. Income taxes

The Union is not subject to income taxes. Its wholly-owned company has no taxable income for the year (2007 - \$Nil). No recognition has been made in the financial statements for any potential tax benefits arising from timing differences between the net book value and tax basis of property and equipment.

B.C. Government and Service Employees' Union

Consolidated schedule of expenses
year ended December 31, 2008

	2008	2007
	\$	\$
Building and administration		
Printing and office	1,001,166	1,016,328
Amortization of property and equipment	1,288,031	966,827
Building	986,972	848,790
Telephone and utilities	771,816	831,800
Rent	449,104	523,021
Information technology	477,319	430,750
Postage	266,572	335,773
Amortization of property and equipment under capital leases	191,532	122,209
	5,432,512	5,075,498
Other member services		
Stewards and local officer recognition events	114,550	67,222
Cross component committee expenses	57,328	54,457
Scholarships and welfare	36,650	34,700
Union observers	24,134	32,879
	232,662	189,258

PROFILES



Monika Loreth
Local 501



Maggie Fidler
Local 303

Standing together will make things happen.

That's the advice from **Monika Loreth**, an LDB steward in the Victoria area. "It's very important that we have a voice on the worksite for our brothers and sisters," she said.

She cites an example of how she represented a member who needed leave to take care of his parents.

"Long story short, before it even went to a grievance, he was able to take the leave," said Loreth.

Loreth says she's had some training, and she puts a lot of focus on listening and "being there when they need me."

Her advice to future stewards? "Be patient. Sometimes it gets tough, but it's worth it even if you don't get the outcome you wanted," she said.

"It's worth the rewards and knowledge you will gain."

Maggie Fidler is a five year steward at the Vancouver Aboriginal Child and Family Services Society in Vancouver.

"The way I view success is simply that conflict gets resolved in a timely and appropriate manner, creating a win-win situation for both the member and the employer."

"I love being a steward. I feel welcomed at the union office and useful to my union, membership and community. As an Aboriginal woman, the empowerment of Aboriginal people is very important to me and being a steward allows me to continue my goal of empowering my colleagues and community," she said.

"The union provides a lot of opportunity for training," she said. "I have taken the stewards training, advanced stewards training, women in leadership training and officers' training, etc. I also receive excellent support from the union rep at the head office."



KEEN LEARNERS — BCGEU members, from left, Ho-Ying Kui, Richard Ziemianski, and Shelly Haynes-Marrelli, make a presentation at BCGEU's June Labour Institute.

BCGEU Labour Institute proves popular

Some 35 activists honed leadership skills in June at the BCGEU Labour Institute, held in partnership with Capilano University Labour Studies program.

Labour history students played an interactive game in which factory workers were pitted against the unemployed. A spirited negotiation ending with a decision to form a co-op.

Economics students examined the role of government in our economy, tax and fiscal policy, free trade and the privatization of B.C. Hydro, health care and BC rivers.

Social policy students examined European social policy models, identifying human needs and other factors in developing a social program.

Other participants learned to develop an issue-based campaign from start to finish, and looked at case studies of successful BCGEU campaigns.

The next Labour Institute will be held November 6-8. Special efforts are being made to enrol young workers. So if you're under 30, speak to your staff representative about attending.

You can get more information on the Labour Institute at www.bcgau.ca. Click on Education, then on Labour Institute.

Gateway Villa Casino members close in on first contract

Gateway workers first approached the BCGEU organizing department in summer 2006. Employees like dealer supervisor Craig Proctor worked tirelessly with BCGEU organizers — attending inside committee meetings and getting employees to sign union cards.

“We were tired of the favouritism and lack of fair treatment for employees,” says Proctor, adding that it wasn’t always easy. “When the union drive started, a lot of people were afraid to get involved because they thought they would be fired.”

The employer fought hard to keep the union out. When the BCGEU first applied to certify dealers, slot attendants and supervisors in the fall of 2006, a vote was held, but the employer successfully kept the boxes sealed at the B.C. Labour Relations Board (LRB). They also filed a successful trespassing complaint against the BCGEU in 2007, to keep organizers off the property.

“When they kicked us off the parking lot,” says BCGEU organizer Muriel Labine. “We had to station ourselves at the entrance and stop every car, including patrons.”

Despite the setbacks, Gateway’s inside committee and BCGEU organizers got enough cards signed to hold votes in several casino departments. By the end of 2007 the dealer and slot supervisors, and the dealers and slot attendants had voted.

Gateway was able to hold up opening the ballot boxes for several months, but when the boxes were finally opened in 2008, a solid majority of workers had voted to join the BCGEU. Since then, the food and beverage, security, and guest services departments have signed union cards and voted to join the BCGEU. As new departments join, they get a seat at the bargaining table.

“It took a long time to get to where we are, but finally we almost have a contract that will give us a more fair workplace,” says Proctor.



“It took a long time to get to where we are, but finally we almost have a contract that will give us a fairer workplace.”



Photo: Alex Hutt

LET THE GAMES BEGIN — Deputy Sheriff Paul Tudor practices his return in preparation for the World Police and Fire Games competition in Vancouver.

It's mid-afternoon at Kitsilano Beach, and deputy sheriff Paul Tudor is practicing his spike serve. Tudor's beach volleyball team is preparing for the upcoming World Police and Fire Games, being held in the Lower Mainland and Whistler, July 31 – August 9.

Corrections officer Roger Street, a 10 year job steward who weighs in at 98 kilograms, is preparing to compete in wrestling, shot put, discus and half-marathon events.

"It's about getting together with people in law enforcement, becoming physically active, participating in the host city, and meeting people. It's a friendly competition and a good positive activity, Street says."

450 BCGEU members from the corrections and sheriffs component are participating in 65 sports at the Games — joining 12,000 law enforcement employees from

BCGEU members ready to take on the World

around the world, converging on BC for the Games.

"The Games are one of the biggest gathering of athletes in the world," said Dean Purdy, chair of the BCGEU's Correctional and Sheriff Services Component. "It provides an opportunity for our members to showcase their skills."

"While everyone is here for the games, it gives us a chance to exchange ideas with people who do our work in other jurisdictions," said Purdy. "It is interesting that many of the problems we face, like overcrowding of facilities, are problems faced by correctional staff in other communities. Sheriffs are also facing recruitment and retention issues."

The Games first started in California in 1985, with the next event scheduled for 2011 in New York. Opening ceremonies take place at General Motors Place. Closing ceremonies at Swangard Stadium. Events are scheduled at locations around the Lower Mainland and Whistler. All sporting events are free and open to the public. No tickets are required. More information is available at www.2009wpfg.ca.

Regional conferences focus on key women's issues

Women's continuing struggle for equality — in the home, workplace and community — was a recurrent theme at the BCGEU Region 3 women's conference in Kelowna, June 19-20.

"We need to educate people in power about the issues facing women," said Deborah Smith, a Local 507 liquor store worker. "Conferences are a good place to network, discuss issues and bring people together."

Opening night featured a lively discussion on bringing more women into politics. BCGEU Treasurer Judi Filion reminded participants that getting involved in the political process is not just about voting.

"For women to achieve full equality, we must sit in all the seats of power. We must be represented on school

boards, parks boards, municipal councils, regional districts, in the provincial legislature and in the federal House of Commons. Why? Because women in politics make a difference," said Filion

Other speakers included BCGEU member Helen Kormendy, a municipal councillor in Ashcroft; Angie Schira, secretary-treasurer of the B.C. Federation of Labour; and Katrine Conroy, re-elected NDP MLA for Kootenay West.

A morning plenary session addressed women's economic security. Workshops focused on ending violence against women, women's health, seeking justice for poor families, and greening the home and workplace.

The next women's conference will be held in Region 1, Parksville, Vancouver Island on October 2-3.

Pride season celebrates diversity

BCGEU members were out in full force at the Victoria Pride Parade on July 5. A contingent of members, including BCGEU vice president Lorene Oikawa, Administrative Services Component (12) chair Sandi McLean, and Community Social Services Component (3) chair James Cavalluzzo marched in the parade.

“We always receive a huge positive response when we participate in events and we saw it again at this year’s parade in Victoria,” says Oikawa, who also serves as chair of the BCGEU Equity and Human Rights Committee. “We are looking forward to the parade in Vancouver and encourage all BCGEU members, including lesbian, gay, bisexual and transgendered people and allies, to join us in celebrating 2009 Pride at events across BC.”

BCGEU members participated in other Pride events, including Campbell River, Prince George, Eastside Pride, Surrey Pride, and Vancouver’s Pride Parade on Aug. 2.



The Vancouver Pride Parade, spanning 20 city blocks, is the high point of summer celebrations. Last year’s 30th anniversary attracted over 500,000 supporters.

The BCGEU has participated in the Pride events for over 20 years, and will continue to support the movement’s goals of acceptance, education, and full integration of lesbian, gay, bisexual and transgendered people into Canada’s social fabric.

Darryl Walker will join BCGEU members and other union activists at the Vancouver event, marching with the Multi Union pride float.

Forums generate economic solutions for everyone

It seems like a new plant or mill closes almost every day in Canada, with hundreds or thousands of lost jobs. At the same time, we hear reports of unemployed workers unable to get help to weather the economic storm.

We are living in a severe economic crisis. But when it comes to finding solutions, the only people our governments seem to be listening to are the ones who got us into this mess in the first place.

Canadian workers deserve positive changes that makes a real difference and gets the economy back on its feet. And we need to ensure that important public services remain in place through this trying time.

Ordinary people have concrete ideas about how to alleviate the effects of the recession. That’s why NUPGE, our national union, is sponsoring forums across Canada to give workers an opportunity to develop

economic solutions that work for everyone.

The People’s Response forums bring Canadians from all walks of life into the discussion about the current economic crisis and the future of our country. It’s a way for busy but concerned people like you to make your voice heard and provide governments with a clearer picture of the real effects of the recession. It also allows us to ensure that our governments find solutions that work for everyone, every day.

A B.C. forum was held in Nanaimo on June 11. Local residents came out to share stories and propose solutions, which were compiled in a report that will be added to other reports from across Canada.

Go online at peoplesresponse.ca and be part of the solution. Join us in offering leadership to get us through this crisis.

By NUPGE president James Clancy

Powering the economy

BCGEU members are at the centre of a growing oil and gas industry in B.C.'s Northeast



Expansion of natural gas exploration and production in B.C.'s Northeast has created a boom for communities like Fort St. John and Dawson Creek and a revenue bonanza for the provincial government.

BCGEU members who work for B.C.'s Oil and Gas Commission (OGC) are at the forefront of the boom.

Headquartered in Fort St. John, the OGC was set up by legislation in 1998 by the NDP government of the day. It created a more efficient one-stop application, approval and regulatory agency to better tap into significant hydrocarbon deposits in the province.

Exploratory drilling rights are still auctioned by the Ministry of Energy, but once the rights are awarded, the OGC — which has 200 employees — takes over and processes drilling applications, approvals for construction of gas processing plants and pipelines, and enforces important environmental and safety regulations covering activities like gas flaring.

Geographic information system analyst Lori Miller generates large format maps that plot above and below ground spatial data, which are crucial in the drilling and pipeline ap-

plication process.

Shelley Lang manages the OGC's physical assets — which includes a fleet of 35 vehicles — and purchases everything from office equipment to leases for OGC facilities in Fort Nelson, Victoria, Dawson Creek and Kamloops.

Janet Burke and Dan Hanson are land owner liaison inspectors. They are part of the OGC's extensive community outreach efforts to resolve disputes between land owners and companies that have secured the right of access to drill. These staff deal with a variety of issues including compensation for the land owner, noise, site cleanup and well capping.

"I have a great job," says Burke, a BCGEU shop steward. "It's a constant education for me."

Burke says the skills she's developed as a union steward help her be effective when working with the community.

A number of BCGEU members like Delia Christiansen, Tim Malcolm, and Mindy Jackle liaise with the eight different First Nations in the region. They work to minimize impacts of exploration and production on hunting, fishing, trapping and ceremonial rights on treaty lands. Consultation agreements with First Nations apply to treaty lands development.

Nicole Bennett is the local chair for OGC workers and works in human resources. She says her employer creates a good workplace, with practices like flexible scheduling, health and wellness initiatives, opportunities for advancement and training, gym memberships, and free tea and coffee.

"We've got work-life balance down pat," says Bennett. "We appreciate that our employer knows we have lives outside of work."

HIGH ENERGY —

(Top) Lori Miller, left, and Sheila Tompkins produce detailed GIS maps.

(Bottom) Janet Burke, left, and Dan Hanson help solve disputes between private land owners and energy companies.



Protein For People



Thousands of British Columbians, through no fault of their own, are dependent on food banks to provide them with food to survive.

One of the most critical shortages in the diets of people dependent upon food banks is dietary protein found in such foods as meat, fish, eggs and dairy products. A protein deficient diet causes people to suffer from all manner of diseases related to malnutrition.

The Protein for People Project reaches into the community through its partnership with food banks and helps provide protein food to those who so desperately need it.

From the labour of those on BC's fish-boats and those working in the canneries that process BC wild salmon for market, combined with cash donations from Unions and Union members all across the province, the Protein for People Project has supplied thousands of cans of high quality wild BC salmon to those who really need it.

How you can help...

A personal contribution to the Project will help us buy salmon for distribution by the foods banks.

Start a Protein for People Project in your community. Check www.proteinproject.ca or e-mail info@proteinproject.ca for more information on getting involved.

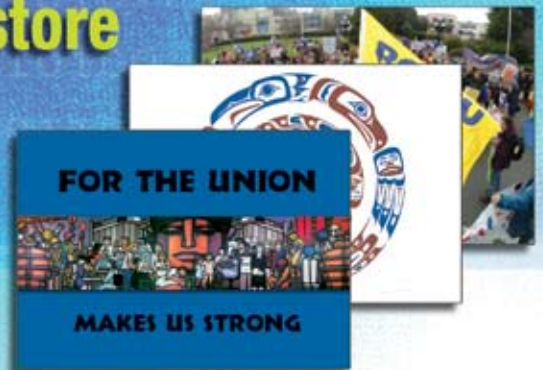


Check out the BCGEU online store



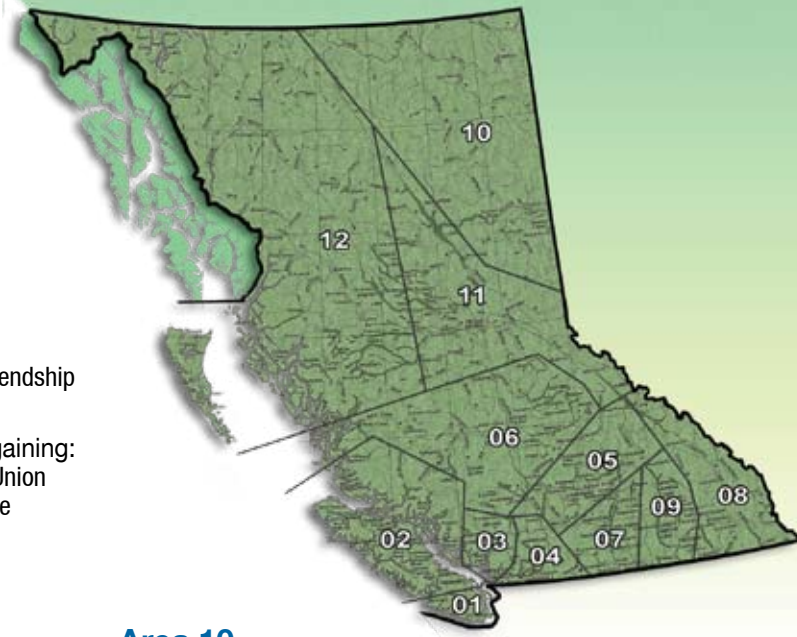
COMING SOON:

**BCGEU
Greeting
Cards**



Order BCGEU shirts, hats, jackets and more online. Visit the BCGEU web site and click on the 'BCGEU Store' link on the left hand side. And watch for BCGEU greeting cards for sale online soon. All products manufactured and printed by union workers.

Bargaining Update



Area 01

Pre-Bargaining:

- Amica at Somerset House
- ISM Canada
- NDP Caucus Workers
- NDP Constituency Assistants

On-Going Bargaining:

- Precision Orthotics
- Salvation Army (ARC and Recycling Warehouse)
- The Wellesley
- Well-Being Senior Services Limited

Concluded (Ratified) Bargaining:

- Esquimalt Drydock

Area 02

Pre-Bargaining:

- N/A

On-Going Bargaining:

- North Island Infant Development

Concluded (Ratified) Bargaining:

- Forest Circle Society for Families

Area 03

Pre-Bargaining:

- Shannon Day Care Centre

On-Going Bargaining:

- Healing Our Spirit
- JM Project Management (JI Store)

Concluded (Ratified) Bargaining:

- Blue Ocean Contact Centres
- JR Labs/JR Silliker

Area 04

Pre-Bargaining:

- N/A

On-Going Bargaining:

- Core Education & Fine Arts Inc.

Concluded (Ratified) Bargaining:

- N/A

Area 05

Pre-Bargaining:

- N/A

On-Going Bargaining:

- IIFS – Interior Indian Friendship Society

Concluded (Ratified) Bargaining:

- Interior Savings Credit Union
- CCDS – Children’s Circle Daycare Society

Area 06

Pre-Bargaining:

- Barkerville Heritage Trust

On-Going Bargaining:

- N/A

Concluded (Ratified) Bargaining:

- Cariboo Regional District

Area 07

Pre-Bargaining:

- N/A

On-Going Bargaining:

- N/A

Concluded (Ratified) Bargaining:

- N/A

Area 08

Pre-Bargaining:

- N/A

On-Going Bargaining:

- N/A

Concluded (Ratified) Bargaining:

- N/A

Area 09

Pre-Bargaining:

- Golden Bear Children’s Centre
- Grand Forks and District Credit Union

On-Going Bargaining:

- N/A

Concluded (Ratified) Bargaining:

- N/A

Area 10

Pre-Bargaining:

- Chetwynd Women’s Resource Society

On-Going Bargaining:

- City of Fort St. John
- Nawican Friendship Centre
- Fort St. John Public Library Association

Concluded (Ratified) Bargaining:

- N/A

Area 11

Pre-Bargaining:

- N/A

On-Going Bargaining:

- N/A

Concluded (Ratified) Bargaining:

- N/A

Area 12

Pre-Bargaining:

- Terrace Campus Day Care Society
- Haida Child and Family Services
- Waterbrige Equipment Inc.
- Northern Savings Credit Union

On-Going Bargaining:

- Nisga’a Child and Family Services

Concluded (Ratified) Bargaining:

- N/A

PUBLICATIONS MAIL AGREEMENT NO. 40010201
RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:
4911 Canada Way, Burnaby, B.C. V5G 3W3
Email: theprovincial@bcgeu.ca

Celebrating

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'09

