



BC FERRY & MARINE WORKERS' UNION BARGAINING CONFERENCE 2020

GUIDELINES FOR UNDERSTANDING AND WRITING RESOLUTIONS

Article 8 – Convention and Bargaining Conference, Section 4 Bargaining Conference (c)

The prime purpose of the Conference will be to establish bargaining priorities. All resolutions adopted by the Conference shall be adopted in principle only and shall in no way be considered to mandate a Bargaining Committee.

Purpose of Resolutions

Resolutions you submit have the potential to become a proposal at the bargaining table. You may want to create new language, change the current language or add to current language. Make sure the resolution is clearly written and easy to understand.

Tips for Using Clear Language

Using clear language will help our Union and members to overcome communication barriers and make resolutions easier to read and understand. Use simple and familiar words.

- Use short sentences
- Use simple words
- Use words consistently throughout (one word for each person or thing)
- Don't worry about the length of the resolution or clause
- Cover all possibilities
- New clauses should not conflict with other clauses

Ask Yourself:

- What are we trying to solve?
- Can the clause be enforced?
- Is there an effective remedy if the clause is breached (broken by the employer)?

Words matter. Choose words that mean what you want to say. For example:

<u>Use</u>	<u>Instead Of</u>
tell	advise
expects	anticipate
help	assist
start	commence
agree	concur
instead of	in lieu of
pay, salary, income	remuneration

“Shall” – is a mandatory word where the parties must do something

“May” – allows for a more loose interpretation and management can decide to do something or not

“Consultation and Discussion” – doesn’t give the Union any additional rights; just means the employer will discuss plans

Structure of Resolutions

A resolution is broken down into two parts – the “*Because*” and the “*Article Will Read*” part. *For example:* (Bargaining Resolution #206 from 2015)

BECAUSE: The Company has forced ship’s crews to travel with the vessel against their will and operate vessels from another point of assembly in a number of instances, and this goes against more than 40 years of past practice.

THE BCFMWU WILL: The following line should be added to Article 22.02: It is agreed that ship’s personnel shall not normally be required to work away from their regular point of assembly. However, in emergency circumstances there may be a requirement to utilize ship’s personnel from another point of assembly.

The “*Because*” section is used to give a reason to vote for the resolution. In the above case, it gives the reasons why the Article and Section should be updated. When writing a resolution, keep the “*Because*” part short and to the point but detailed enough so that the delegates can understand the rationale for the resolution.

Use the “*Because*” for the point you wish to make as you lead the delegates to the conclusion – the “*The BCFMWU Will*” section.

The “*BCFMWU Will*” is the section of the resolution where you clearly state the solution to the problem outlined in the “*Because*” section. In the example shown above, the author clearly states the solution and then explains why the solution – changing to clear language – is reasonable.

When writing a resolution, remember that the “*BCFMWU Will*” part must be able to stand on its own. The desired solution must be contained within the “*BCFMWU Will*” section, not in the “*Because*” part. If you can’t understand this section when the “*Because*” section is removed, the resolution is unclear or confusing and delegates may not pass the resolution.

Types of Resolutions at Conference

The Committee might write a Substitute Resolution, a Composite Resolution, or might use a Covering Resolution. At Conference you might see that your resolution has been replaced by another one written by the Resolutions Committee. The Committee will do this if there are a number of similar resolutions, if there is an ambiguity that minor changes can correct.

Substitute Resolutions

Substitute Resolutions are used when the language of the resolution is unclear or poorly written but the Resolutions Committee has a good idea of what was intended by the resolution. The Resolutions Committee would write a Substitute Resolution that is clearer and easier for the delegates to understand.

Composite Resolutions

Composite Resolutions are used when a number of different resolutions are asking for similar things. One resolution might want better eyeglass coverage, another a better dental plan and another higher limits on prescription drugs. The Resolutions Committee could take the best features of each resolution and write one resolution composed of the key points of the other resolutions – in this case, improvements to the benefits package.

Covering Resolutions

Covering Resolutions are used when more than one resolution calls for the same thing. If a number of Locals request an increase in vacation time but one Local's resolution was worded better than the others, the Committee might use that Local's resolution and say that the other resolutions were "covered by it".

The Role of the Local in the Resolutions Process

When resolutions are written by Local members, they must be passed at a Local meeting before being submitted to the Resolutions Committee for presentation to Conference. This is done so the resolution shows the wishes of the membership of the Local as a whole. Clearly, a Local does not want to submit a resolution that may harm a majority of its membership while benefiting only one or two people.

Timelines

BCFMWU Constitution sets the timelines for Conference. There are a set number of days that we need to operate within for planning, submissions and delegate selection.

Important dates to remember for Bargaining Conference 2020

September 25, 2019 Call to Conference

October 15, 2019 Delegate Nomination Deadline

October 30, 2019 Resolutions from Locals to Union Office Deadline

November 22, 2019 Delegate Credential Forms to Union Office

March 2 & 3, 2020 Bargaining Conference, Victoria

Conclusion

Following these basic guidelines when writing and approving resolutions will make it easier for the membership or Local to achieve success.