

BC FERRY & MARINE WORKERS' UNION Assembly Station



MEMBER NEWSLETTER SPRING 2019



WELCOME TO OUR SEASONAL NEWSLETTER

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Anti-Abuse
Against
Workers
Campaign

It's Time
For
Change!

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PROVINCIAL PRESIDENT YEAR IN REVIEW 2018



GRAEME JOHNSTON
PROVINCIAL PRESIDENT

First and foremost, I want to thank all of our members for their hard work, dedication, and commitment to safety of BC Ferries' operations.

BCFMWU understands the frustrations of many members with rescue boats, safety reporting, and other safety concerns. There seems to be a higher frequency of major safety issues over the last few years that point to inexperience, fatigue issues related to low crew profiles and lack of relief, and nonconformity with regulation and BC Ferries' own policies. Worse still, safety related incidents often go unreported out of fear or apathy. These issues are front and centre in our discussions with the Company and Transport Canada, and in our fight to make sure the policies and regulations that backstop workplace safety are not further eroded or simply ignored.

For many of our members, a hallmark of the last two years has been changing technology. Nowhere has this been more apparent than in the Engineering department, where there has been significant changes relating to LNG as ships fuel. The Union and the Company have been in ongoing conversations around the introduction of LNG powered vessels, and what that means for people who work under the Low Flashpoint Fuel [IGF] code. It is the Union's position that a new job description and new rate of pay should be assigned for all members required to have IGF advanced or basic certification. Based on similar recognition made for those working under the High Speed Craft Code on the Fast Cats, we believe the pay increase for IGF Certificated workers should be 7% or higher.

Technological change with LNG introduction is just the start of what the future holds. A pervasive theme across both Industry and Labour is automation. At the Canadian Ferry Association conference our Union heard a lot of talk and presentations on the automation of ferry operations. This theme of automation loomed large at the International Transportation Workers Federation Congress, the most repeated line there was, "no automation without negotiation". This sentiment marked a stark change from previous ITF positions to fight automation. We have also heard BC Ferries has

moved past initial concept of fully automated ferries, although there is a current timeline for implementation. In response, our Union will look to increased lobbying efforts domestically and internationally, and to use Article 13 (Technological Change) of our Collective Agreement if required.

In regard to regulatory changes, the two sessions of the Canadian Marine Advisory Council [CMAC] for 2018/19 were held in November and April respectively. The highlight of both of these sessions was the pending roll out of the Marine Personnel Regulations (MPRs).

Shortly before the start of the fall session, Transport Canada sent out a draft of the proposed MPRs. This had several highlights important to the Union, but the one I believe is most significant is the change to MSM evaluations. In this change, evaluations will move from prescriptive to risk based, where that analysis will include technology and systems (read automation). This suggests the possibility of reduced MSM requirements through technology and systems changes. However, our understanding is these changes will not eliminate the prescriptive requirements for minimum officer complements on vessels. Current expectations for Gazette 1 of these regulations is June 2020.

I'm also proud to share that we are in the process of rolling out a comprehensive education program that will provide education for new members through advanced stewards. Our new members will have been given a new member orientation guide, and should they convert to Casual, will be offered an intro to the Union course. Stay tuned for updates there.

With increased traffic and hotter weather, our Union will release a public facing campaign regarding abuse of front line Ferry Workers. We hope this campaign will help set the ground work for developing a communications plan that will help put our Union's concerns front and centre with the public, Government, and the Company.

Out on the horizon is our Bargaining Conference and the 2020 round of negotiations. Please keep an eye out for notices about resolution writing and delegate selection through the end of summer and fall – this is your opportunity to shape the terms and conditions of the workplace.

Thanks for reading, and I hope you and your families have a great summer!

SHIPS' OFFICERS' COMPONENT PRESIDENT'S MESSAGE



DAN KIMMERLY
SOC PRESIDENT

On July 1, 2018 I started my new role as SOC President. While I had the benefit of being involved for six years prior as a Local President, and then

Engineering Representative, it's still quite an increase in workload after Eduardo Munoz retired. I would like to thank our Labour Relations Officer Kevin Hall, and all the SOC Executives for taking on member issues. Raising and handling issues within the Local leads to faster resolves, and better use of resources.

My initial priority was to move forward our grievance on the "Salish Pay Increase". The regulations clearly define extra competencies required on a low flashpoint fueled ship (LNG). We will be using those requirements for competency to argue for an increase. We have been in contact with our counsel already, progressing the grievance. I expect this arbitration to be a lengthy one. I understand the timeline for this grievance is frustrating for employees who are affected, we want to ensure we get the best outcome possible.

We negotiated a resolve on the five year old Kuper Missed Meal Break arbitration. We received retroactive pay for those members affected, and ongoing resolve for those moving forward. I thank those members for their patience during the process, and I hope their settlement cheques made the wait worth it.

Cargo fumigation and tackle regulation section 152 (Passengers on enclosed car decks) has caused significant grief. Compliance has gone downhill. Passengers quickly realize crews have limited enforcement power due to the Company's limited support for crew. Once the ship sails passengers don't care. Travel bans are ineffective and the Company has decided not to issue them anymore for noncompliance. In operations bulletin OB2018-05 October 15 2018 three statements of note were made:

- *Compliance is the responsibility of the passenger, not the Master or the Company*
- *The company's role in this regulation is to ensure our passengers are aware of their responsibilities. We have a duty to advise the passengers of obligations to leave the vehicle deck, and record and report violations.*

· *There is no requirement for employees or the company to clear the vehicle deck before sailing.*
If Transport Canada (TC) wants to assume responsibility to ensure compliance then the duty is off of us. I have reached out to TC for clarity on a few occasions, and haven't received an answer to the issue.

There has been discussion about the Marine Personnel Regulations (MPR's) and effects on certificates. These changes have been coming since 2010 STCW Manila amendments (forced January 1st 2012, with compliance date of January 1st 2017). TC did not complete the MPR drafts before the deadline, and that created some problems for members stuck in the middle. Not much has changed to navigational certificates except the MED refresher and leadership training course requirements. Engineering will be changing. Colleges haven't been given much information on competency requirements. Thereby, can't build and get approval on course content. MED's will need to be valid (up to date) when applying for a new certificate, however need not be valid for a renewal. This will ensure all certificates are STCW compliant at the initial stage, and if you plan on sailing outside of domestic waters you have to renew your MED's. This provides peace of mind if wanting to pursue other options outside of BC Ferries.

We have created a Sea Time Accrual/Certificate Advancement working group, to identify, and resolve barriers that currently exist for certificate advancements. The end goal is to get our members certificates upgrades as fast as possible in the most equitable way. If you have any suggestions please reach out to either myself or your Local president. Initial discussions with the Company appear positive, updates to follow.



BCFMWU WOMEN'S COMMITTEE



TRACY GOYER (Local 4—Ticket Agent) CHAIR OF BCFMWU WOMEN'S COMMITTEE



I have been with BC Ferries for just over 5 years. I am a Ticket Agent in Horseshoe Bay. I sub into different positions including Tower, Ticketing Supervisor, SEA Trainer and Terminal Manager. I have sat on our Site Safety Committee in Horseshoe Bay, have completed OSH Level One training, and am a Shop Steward.

I wanted to be involved with the Women's Committee so we can continue to strive towards equal opportunity. To ensure that our sisters are supported in their pursuits and not held back. So we stop 'settling' because we need a job and permit ourselves to reach our full potential. My hope is to empower our members to do just that. If we help one another, it only makes us stronger as a whole.

Women's Committee at a Glance

The mission of the BCFMWU Women's Committee is to ensure promotion of gender equity and balance between all members and communities in the Union. The Women's Committee will help to motivate and encourage women to reach for their full potential within the Union. To fulfill the mission, the Women's Committee prioritizes education and support of women's roles in leadership, and gender rights and equality.

The BCFMWU Women's Committee identifies and reports all issues of concern to women within the Union at the Bargaining Committee and ensures all matters of concern are represented in Union elections.

Presentations of goals, successful outcomes and experiences are given by the Women's Committee at the Constitutional Convention.



SHAWNA WALSH

Local 2—Deckhand/Bridge Watch

My passion for activism has always been a part of my story. I have been an employee of BC Ferries and an activist with BCFMWU for 25 years. Serving our Union at the Local level up to the Provincial level. It has been an honour to be a Shop Steward, Recording-Secretary, Provincial 1st and 2nd Vice President as well as co-chair on a variety of committees including SailSafe and Senior Joint Health and Safety. My experience as the BCFMWU representative to BCGEU Women's Committee will help with the development of our revised Women's Committee. I am excited for the opportunity to bring equity and modernization to our Union through the work of the BCFMWU Women's Committee.

MARITZA LICEA CALVO

Local 12—Third Engineer— Spirit of Solidarity

I am honoured to be working with our brothers, sisters and friends in advancing equity in the workplace and our Union. I have been a BCFMWU member since 1996. I started as a Terminal Attendant and I am currently a Third Engineer based in Nanaimo. I put my name forward for the Women's Committee thinking it would be a great opportunity for me to give back to our members. I feel very strong about gender equality in the work place and am looking to working within the Union and learn more about the challenges that all genders face and how we can work together to solve common issues. I feel it's about time that I give back.



LEANN VAUGHAN

Local 17-Deckhand/Bridge Watch

28 years proving myself as a contributing member of the Deck department, working on 21 ships from Tsawwassen to Prince Rupert. Today I work as a 2nd Officer having experienced a majority of the challenges many women face including the struggles shift working mothers face while trying to advance in a male dominated career path. I bring a wealth of experience and ideas of how we can do better...keeping in mind women still make 70 cents on the dollar. The time is now to work together and advance women and to change what leadership looks like.

SHANDA MCAUGHREN

Local 2—Ticket Agent

With 28 years of experience as an employee of BC Ferries, I look forward to the new role on BCFMWU Women's Committee and welcome the chance to connect with you. I feel like a new tide has turned and look forward to the changes ahead as we rise to new challenges. To be a part of the wave that will bring a new era of confident, empowered, supported and educated women willing to follow their passion compass wherever it may lead. I dedicate my term to our fallen Sister who had the strongest back, and the softest heart Amanda Urquhart Watts.



MEET THE MEMBERS



JENN MACPHERSON

Local 2—Customer Service Attendant
From rallies, to conferences, to conventions; I stand up when I see that

something isn't just and use my voice for others who have lost theirs; including my co-workers, my comrades in the movement and all that need to be spoken for. I have been an active BCFMWU member since 2008 and work as a Catering Attendant OFA 3 in Nanaimo. My work with education for Young Workers' rights through the BC Federation of Labour, the BCFMWU Young Workers Committee, Camp Jubilee, Labour Council and the Canadian Labour Congress, will bring knowledge and experience to this new committee. I bring passion, dedication and experience to this role and look forward to being a part of this committee and working with the membership to bring women's issues forward.

DEANNA HOCH

Deas Pacific Marine—Marine Engine Mechanic

Starting out as an apprentice at Deas Dock was terrifying. Not the job itself but walking into a yard and being the only female was nerve-wracking. As time went on and with experience and support it has become easier to connect with the other trades people. We have made progress as we now have more women in trades at Deas Dock but not nearly enough. As part of the Women's Committee I want to promote and educate women about the opportunities they have in trades and what a difference that can make for their future.



BCFMWU HUMAN RIGHTS COMMITTEE LETTER FROM THE CHAIR

Two members of BCFMWU Human Rights Committee, Rick Meyers and I, were lucky enough to be part of the trial run of Human Rights at CLC Winter School 2019 along with Adrian Charlie, Chair of BCFMWU First Nations Vision Committee. There was a great mix of folks from other unions too.

These types of courses are always emotional. The subject matter is often real life experiences that other students have gone through, or have witnessed first-hand. We got to know each other quickly as our facilitator really knew how to get people comfortable and to create a safe space.

The second day we got right into it. We did the blanket exercise, which if you haven't done it yet, hopefully will be coming to a Local meeting near you. We got an introduction to colonialism and a visual on the history of relations between First Nations and settlers in Canada. Next day we talked about sexism and racism. Barriers people of colour and women face to gain access to higher paying jobs. Pay equity, and equity versus equality.

We also talked about transphobia, and the proper use of pronouns when addressing a transgender person. We did an exercise where we were partnered up and asked to talk about our favourite human rights activist. Then our partner was supposed to repeat what we said, but change the pronouns. So if we were saying "she", our partner had to repeat it back as "he". It made us realize how uncomfortable it made us feel using pronouns for someone that weren't right.

We touched on religious discrimination and Islamophobia, as we have many workers from around the world in our workplace. We talked about LGBTQ+2 and the history of the community, and why and how this community is embracing the word queer to describe themselves.

The big topic that really was difficult to digest was talking about white privilege, and what that meant. A lot of people get hung up on the word "privilege" and think it implies that because they are white, they must have had a wonderful life, which we know isn't the case in a lot of people's pasts. What white privilege really refers to is simply the fact that because of the colour of your skin, you will not be judged the same way as a person of colour, if you are in the same situation. The example we talked about was, if you take a white homeless person, and a homeless person of colour, the white homeless person would be offered help first. The point is once you accept that white privilege exists, you can leverage that power in a positive way.

Lastly, we talked about what tools we can use to make our workplaces, and unions a positive place. We can use bargaining, and get language in our Collective Agreement, that addresses issues such as special leaves for cultural events, more flexible accommodation for childcare, start union meetings with asking what pronouns people prefer, make sure we have pay equity, and everyone has fair access to jobs within our workplaces. Thanks to BCFMWU for sending us on the course. My hope is to share what I have learned to make our Union and workplaces inclusive, safe, and equal for all.

Let us know about your Local Human Rights Committees or if you have any questions or comments email humanrights@bcfmwu.com

In Solidarity,
Katie Techen
Chair BCFMWU Human Rights Committee

BCFMWU Human Rights Committee at a Glance



The Human Rights Committee's mission is to establish the right of every Canadian to equality of opportunity in employment and the right to be free of discrimination and harassment in the workplace. They promote provincial and federal Human Rights Code by offering recommendations to the Union on policy, procedures and practice of the respective codes and by providing education on a regular basis to all Locals and Union members.

The main focus of the Human Rights Committee is to work towards eradication of discrimination, harassment, bullying and any behaviors synonymous with a poisoned workplace environment. To do so they will ensure that work of the Committee is communicated to our Union's membership through our Locals, consider issues raised by the Provincial Executive and our Locals, and make recommendations to the Provincial Executives on resolutions to our Bargaining Conferences and Conventions from input given by other committees (Education, Solidarity, Young Workers, etc.). The Committee will continue to fulfill the requirements of the BCFMWU Constitution and uphold the BC Human Rights Code.



WHO ARE THE MEMBERS?

KATIE TECHEN
HUMAN RIGHTS COMMITTEE CHAIR
LOCAL 2—Deckhand/Bridge Watch

RICK MEYERS
LOCAL 2—Deckhand/Bridge Watch

MARITZA LICEA CALVO
LOCAL 12—Third Engineer (Spirit of
Solidarity)

DEVON TENBROEK
DEAS PACIFIC MARINE—Marine Painter

Do you know your rights?

The *Human Rights Code's* purposes are to make sure people have equality in economic, social, political, and cultural life in BC. To do so the code forbids discrimination based on personal characteristics in certain areas of daily life.

For more information about the BC Human Rights Code go to: www.bchrt.bc.ca

FIRST NATIONS VISION COMMITTEE



The core message of the First Nations Vision Committee is to build relationship and trust with First Nations communities by identifying and understanding all concerns and issues. By doing so the Committee empowers community voice, protects ferry services, and protects jobs within those communities.

The Committee creates awareness of First Nations issues to BCFMWU members and makes direct contact with First Nations Communities directly affected by cuts to ferry services. The First Nations Vision Committee will always work towards a positive outcome that helps to build relationships and trust with First Nations communities. The Committee promotes job opportunities for First Nations members.

ADRIAN CHARLIE
FIRST NATIONS
VISION COMMITTEE
CHAIR
LOCAL 9—Intermediate Application Admin

KEN JASPER
LOCAL 3—Deckhand/Bridge Watch

ALLISON MCKELLAR
LOCAL 10—Deckhand/Bridge Watch

ROBERTA ELLIOTT
LOCAL 7—Third Cook

THE MEMBERS

Be sure to take a look at events happening near you on National Indigenous day on June 21, 2019.

- www.surrey.ca (Celebration and Wellness Event)
- www.ISPARC.ca (Rocky Point Park Drop-In Lacrosse)
- www.allevvents.in (Moody Park Family-Friendly Event)
- www.cvas.com (Waterwheel Park Music Day Celebration)

To learn more about traditional territories, land acknowledgment and ways in which you can take "Reconciliation" go to <https://next150.indianhorse.ca/>

#Next150

COMMUNICATION COMMITTEE

The Communication Committee focuses on providing the highest quality multi-platform communication by maintaining the Provincial Executive's communication plan. The Committee will ensure the plan engages all members at a level that suits the needs of the membership individually and generally.

To ensure communication is upheld to the highest standard, the Committee must review the various streams of current communication used by the Union and make recommendations to the Provincial Executive. This includes but isn't limited to the website, and social media accounts. The Committee ensures the content, currency and accessibility is relevant and makes any recommendations if needed. If need be, the Communications Committee can endorse other forms of communications (eg, text, print, social media, etc.) and the functionality of such communication.

The Committee members consult with Local Presidents and Communications Officers to create solutions when challenges arise within the communication plan. Together, they form strategies to improve communication between Provincial Executives, Locals, and canvas Locals.

KEVIN LEE
COMMUNICATION COMMITTEE CHAIR
LOCAL 1—Deckhand/Bridge Watch

MEET THE MEMBERS

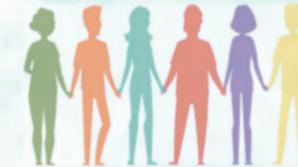
STUART PELLY
LOCAL 4—Equipment Operator

DEVON TENBROEK
DEAS PACIFIC MARINE—Marine Painter

EDUCATION COMMITTEE

The mandate from our members has always been clear. You want us to educate, educate, educate.

We are very excited about the new and revamped courses we have to offer our members. BCFMWU is looking at full-circle education programs. Starting with brand new members, Stewards new and advanced and then specific targeted intensive training. We offer more in house training than ever before while still using the resources of our affiliates and external experts.



New member packages have been updated to not only look more modern but to give a better overview of who we are and how things work. First 15 training material was created for our members who welcome new members during their training. After getting input from the folks who do it we designed a script and a presentation so all new hires are hearing the same key points.

The Basic Shop Steward Course has gone through a transformation over the last year. We listened to your feedback and improved content and delivery. Over 150 members have gone through the training so far. Reviews have been excellent. *Great instructors and course material, really enjoyed learning – thank you!*

We are launching a new Advanced Shop Steward course. The Provincial Executive did a test run and gave feedback on the course. This will start to roll-out in fall 2019. There are pre-requisites for this course. They are:

- Completed Basic Shop Steward Course
- Been the Steward on two grievance files
- Routinely available for Fact Finding Meetings

As with all Steward training, we look to our Local Presidents to let us know who wants the training as they know who is active at your work sites. If you are interested, contact your Local President.

BCFMWU offers Education Awards for post-secondary studies to members and their families each year too.

Committees have special education sessions planned throughout the year. Keep in touch with us by signing up for union email at www.bcfmwu.com

Lookout for upcoming classes:

Advanced Shop Steward—June 10-11, 2019
Mental Health First Aid—Sept 10-11, 2019
Duty to Accommodate—October 16-18, 2019

THE MEMBERS

JONATHAN BUXTON-CARR
EDUCATION COMMITTEE CHAIR
LOCAL 18—Intermediate Mate

LEZLIE GOROSH-CAREY
LOCAL 11—Terminal Services Agent

SARA MORBERG
LOCAL 9—Admin Assistant (Engineering)

DEVON TENBROEK
DEAS PACIFIC MARINE—Marine Painter

FINANCE COMMITTEE

This is a busy time for the Finance Committee. BCFMWU's fiscal (tax) year ends on May 31 and the new budget year starts on June 1, 2019.

The Finance Committee reviews the draft budgets sent in by each committee, office budget and overall spending for the Union in order to create a budget to present to the Provincial Executive.

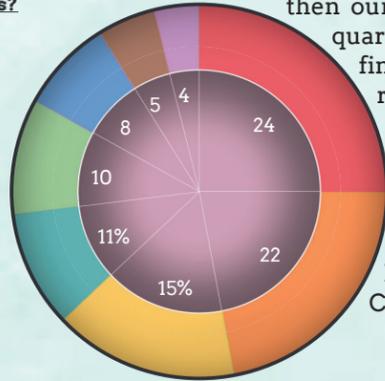
Many costs don't change too much from year to year. Building maintenance, Executive meetings, and staffing costs to name a few. What does make a difference to our budget are things like Bargaining Conferences and Conventions, committee budgets and education.

Our Committee also works closely with our investment advisor to make sure the Union has a strong financial future.

There are many checks and balances in place as far as our finances go. All expenditures fall under the annual budget, two-signers required for book offs, expense claims and all bill payments. As Secretary-Treasurer I review and sign all expenditures and then our Trustees do another review of every expenditure quarterly. Finally, our KPMG auditor reviews our finances annually and writes a report. Last year's report is available on our website under the member section.

What are the Union Dues being used towards?

- Provincial Membership Services
- Fighting Grievances, Arbitrations, Compensation Appeals
- Locals & Components
- Conferences & Committees
- Membership Education, EAP, Scholarships & Donations
- Bargaining & Contingency Fund
- Affiliation Fees
- Building Maintenances & Utilities



MEET THE MEMBERS

- BRIAN LALLI**
FINANCE
COMMITTEE CHAIR
LOCAL 4—Equipment Operator
- STUART PELLY**
LOCAL 4—Equipment Operator
- JEFF LEE**
LOCAL 17—Assistant Engineer
- DEVON TENBROEK**
DEAS PACIFIC—Marine Painter

If you have any questions or concerns please contact me at brianlalli@bcfmwu.com

In solidarity,
Brian Lalli
Chair BCFMWU Finance Committee

MEET THE MEMBERS

- JEFF WARR**
ASTO COMMITTEE CHAIR
LOCAL 2—Deckhand/Bridge Watch
- LEIGH HARRINGTON**
LOCAL 11—Lead Operator (Cable Ferry)
- CHERYL LONGRIDGE**
LOCAL 9—Senior Pay Analyst
- DIXON STRACHAN**
LOCAL 7—Deckhand/Bridge Watch

ANNUAL SCHEDULED TIME OFF (ASTO) COMMITTEE

The ambition of the ASTO Committee is to review the current ASTO system for 2020 Collective Bargaining and identify areas of deficiency. The Committee will work hard to ensure areas of improvement have been addressed but not issues that can be solved by individual or group grievances.

The ASTO Committee works together with the Chair of the Bargaining Resolutions Committee to ensure resolutions receive the appropriate attention.

Bargaining Conference Victoria 2020

Plans are under way for Bargaining Conference 2020 February 3 & 4!

BCFMWU / BCFS Collective Agreement expires October 31, 2020 which triggers the need for a Bargaining Conference. Our Constitution, Article 8 – Convention and Bargaining Conference guides the timelines and delegate selection for the entire process.

Our Committee was formed in 2018 to make recommendations and plan for Bargaining Conference 2020. We started off by reviewing looking at possible dates, travel and venues all with an eye to coming in on or under our budget.

The Committee recommended to the Provincial Executive that Bargaining Conference 2020 be held in Victoria. After the extensive search for a venue that could accommodate a large enough meeting space for delegates and hotel rooms, our Committee selected the Fairmont Empress. Overall this venue offers us the lowest room rate with meeting facilities on site at greatly reduced rates. The Committee is excited to have a BCFMWU Conference return to Victoria.

The bulletin has gone out looking for members for the Bargaining Resolutions Committee, again, our Constitution details what the Committee will look like. This is a very important Committee as they will report to the Provincial Executive and our delegates on the top 5 priorities for bargaining. They will review hundreds of resolutions – over 450 in 2015- from Locals, Executive and Committees and set the order of importance for debate in Victoria.

We will offer education to members on resolution writing and what the process looks like from inception to the Conference floor. Bargaining Conference has a tab on www.bcfmwu.com and we will post all our bulletins, forms and material there and contact our Committee at bargaining2020@bcfmwu.com.

Provincial Secretary-Treasurer Brian Lalli will send out the Call to Conference which then starts delegate selections and resolution submissions. All of the timelines will be laid out in the call and added to our website calendar. Look for that this summer.

On behalf of our committee, we hope you will get involved in the process, write resolutions, attend Local meetings, and apply to be a delegate. You are the Union and we can't move forward without you.

In solidarity
Michelle Kang, Committee Chair, Local 18, First Engineer
Cheryl Longridge, Local 9, Senior Pay Analyst
Francis Sorace, Local 4, Customer Service Attendant
Devon Tenbroek, Deas Dock, Marine Painter

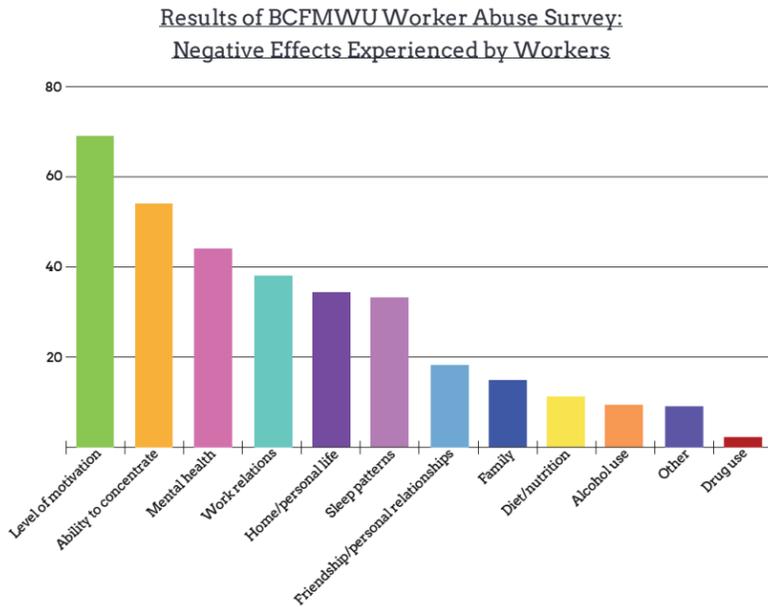


First look: CAMPAIGN AGAINST WORKER ABUSE

Front line workers have been under attack from passengers who are upset with BC Ferries. Worker abuse can happen at any time of the year but seems to spike during holiday weekends and summer season.

The vast majority of passengers treat our members as they should and understand we aren't making the rules and regulations, but are responsible for applying them.

We've heard the horror stories from our members, mainly on the front lines, who suffer worker abuse from frustrated and angry passengers. This is not acceptable and our Union has taken steps to help deal with the problem.



BCFMWU has taken this issue to our employer through all levels of safety committees' right up to the SRJOSH level. The worker abuse continues and the Company's response is not enough.

It started with the BCFMWU Worker Abuse Survey and the response was staggering. This problem has touched so many of our members in a variety of ways.

You told us that worker abuse affects your mental health, physical health, family life, sleep patterns, personal relationships, and work relationships.

You told us in the past 12 months:

- 81.7% of respondents said they faced abuse/harassment* by a passenger.
- 70.4% of respondents have experienced worker abuse in the last month
- 43.5% of respondents have experienced worker abuse in the last week.

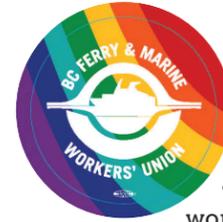
Our Executive decided to take the issue further and has engaged Point Blank Creative to design a media campaign to let BC Ferries and passengers know that abuse against our members won't be tolerated.

Our awareness campaign will launch in late June or early July so keep an eye out for it!



*That included swearing, yelling, threats of violence, sexual harassment and racial slurs. Tragically, violence is not limited to verbal threats and our members have been physically assaulted.

THINK HOLISTICALLY ABOUT INCLUSION: BECOME AN EFFECTIVE ALLY



Being an ally is important, it lets everyone around you know that you are supportive and attentive to the needs of others. Being an ally demonstrates that you want to help change the world for marginalized communities even if you are not necessarily part of that particular group.

To become an effective ally you must first make ALLY a verb. An ally is about doing something that makes a change with and for marginalized communities. Before you can make those changes you need to DO YOUR HOMEWORK. With the help of social media, blogs, websites, and books; educate yourself on issues communities face.

As with everything in life, mistakes will happen. "I'm Sorry" can be a powerful and important statement that shows you have acknowledged the wrong that has been done. It isn't always about your intent, but about the impact your words and actions make.

Listening to the experiences of those marginalized communities can help you better provide support and be an effective ally. A lot of negative experiences get dismissed in society and knowing that others are listening and affirming these experiences can greatly help.

Understand you are in a place of privilege that grants you entitlements others don't receive daily (eg. Access to washrooms, health care, general support, etc.). By recognizing your privilege, you can utilize it in a positive way to become an effective ally.

The different ways you can support!

Support Method	Description
BESIDE ✓	You may need to stand beside someone to support them. Listen to them and walk with them through an experience.
IN FRONT ✓	You may need to stand in front of someone to help them avoid harm and hurt.
BEHIND ✓	You may need to stand behind someone to support them. Recognizing that they are the experts and know what is best for them.

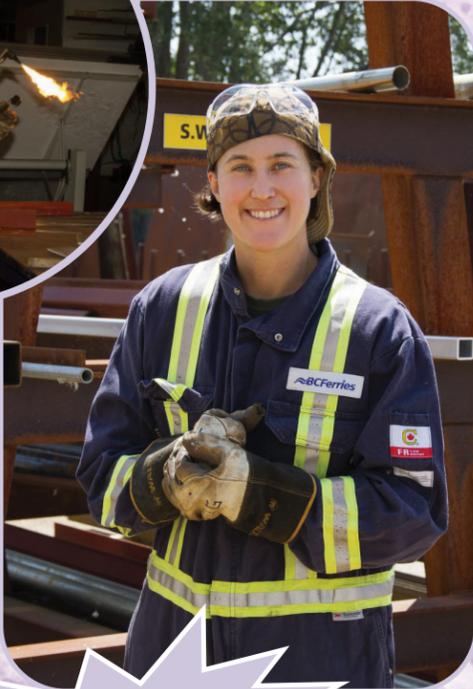
BEING AN ALLY ISN'T JUST ABOUT CREATING AFFIRMING SPACES IN YOUR WORK ENVIRONMENT; IT IS ALSO ABOUT CREATING AFFIRMING AND WELCOMING SOCIAL ENVIRONMENTS.

Join Us at Pride 2019!

- Nanaimo Pride: Sunday June 9, 12:00
- Campbell River Pride: Saturday June 22, 10:00
- Victoria Pride: Sunday July 7, All Day
- Port Alberni Pride: Saturday July 28, 10:00
- Vancouver Pride: Sunday August 4, 12:00
- Salt Spring Pride: Saturday September 7, 11:00

**BCFMWU INSPIRATIONAL
WOMEN IN TRADE**

THIS IS WOMEN'S WORK



"SOLIDARITY IS WHAT WE WANT. WE DO NOT WANT TO FIND FAULT WITH EACH OTHER, BUT TO SOLIDIFY OUR FORCES AND SAY TO EACH OTHER: WE MUST BE TOGETHER; OUR MASTERS ARE JOINED TOGETHER AND WE MUST DO THE SAME THING."
-MOTHER JONES

WE CAN DO IT!



"GENDER PARITY IS NOT JUST GOOD FOR WOMEN—IT'S GOOD FOR SOCIETIES"
- ANGELICA FUENTES



DAY OF THE SEAFARER
— 25 JUNE —



UPCOMING EVENTS

JUNE						
26	27	28	29	30	31	1
		Trustees Meeting				
2	3	4	5	6	7	8
	Local 4 Meeting; BCGEU Burnaby			Local 2/12 Meeting;		
	SOC Meeting					
9	10	11	12	13	14	15
Nanaimo Pride	Advanced Steward Training		ASTO Com. Meeting	OJS Meeting		Mabuhay Victoria
		SRJOSH	Communication Com. Meeting			
16	17	18	19	20	21	22
	Education Com. Meeting	Resolutions Meeting		Nanaimo Pride Soc. Meeting	National Indigenous Peoples Day	Campbell River Pride
23	24	25	26	27	28	29
		Day of the Seafarer	PE Meeting			Cortes Island Pride

JULY						
30	1	2	3	4	5	6
	Canada Day STAT	Local 3 Meeting	SOC Meeting			
7	8	9	10	11	12	13
Victoria Pride		SRJOSH		Local 2/12 Meeting	ASTO Com. Meeting	
14	15	16	17	18	19	20
				Nanaimo Pride Soc. Meeting		
21	22	23	24	25	26	27
			PE Meeting			
28	29	30	31	1	2	3

AUGUST						
4	5	6	7	8	9	10
Vancouver Pride	Tsawwassen SunFest					
11	12	13	14	15	16	17
	Civic Holiday STAT				ASTO Com. Meeting	
18	19	20	21	22	23	24
		SRJOSH		Nanaimo Pride Soc. Meeting		
25	26	27	28	29	30	31
1	2	3	4	5	6	7
	Labour Day STAT					Salt Spring Pride
	Labour Day Picnic					

SEPTEMBER						
8	9	10	11	12	13	14
		Mental Health First Aid		Local 2/12 Meeting		
		SRJOSH				
15	16	17	18	19	20	21
				Nanaimo Pride Soc. Meeting		
22	23	24	25	26	27	28
		SOC Meeting	PE Meeting			
29	30	1	2	3	4	5
	Local 3 Meeting	Local 4 Meeting				
6	7	8	9	10	11	12
		SRJOSH				

GET IN TOUCH WITH BCFMWU



250.716.3454



mailroom@bcfmwu.com



1511 Stewart Avenue,
Nanaimo, BC V9S 4E3



Visit our website at www.bcfmwu.com

