



At 40 year Anniversary B.C.I.T. Celebration as Past President B.C.I.T. Alumni Association

ELECT *GERRY TOWNSEND* for
VICE PRESIDENT C.U.P.E. 386

Creating a solid foundation of integrity and transparency is up to you. I am asking for your support and vote for me with my proven union leadership as outlined below.

Extensive comprehensive past LABOUR RELATIONS, LEGAL and Board PRESIDENT LEADERSHIP experience, education and skills as:

- **EMPLOYMENT STANDARDS OFFICER** - Ministry of Labour with extensive Labour Relations Code experience including L.R.B. **Collective Agreement Arbitration Bureau hearings**. This experience is particularly important now as the new Employment Standards Act requires any bargaining language to be at least equal to minimum requirements of the Act, whereas before it did not. Our contract is flawed.

Employment Standards Officers investigate and resolve complex complaints including determining whether employees fired with cause or not and make findings of fact and arrange voluntary settlement of disputes or **issue court enforceable Decision judgments and defending same on appeal at Labor Relations Board** and determine excessive working conditions and collect outstanding wages, overtime and vacation pay. Requires common law knowledge of employment issues such as wrongful dismissal, just cause and independent contractors. **Participated** in several aspects of **Labour Relations Code** including **Collective Agreement Arbitration Bureau hearings**.

- Completed CLC **COLLECTIVE BARGAINING** course and participated in collective bargaining for BCGEU and as Secretary, Association of Provincial Government Excluded Employees with no right to strike negotiated a lucrative contract including 10% menu of pay, extra vacation or educational days off.
- Previously 6 years as **CUPE 386 EXECUTIVE – AT – LARGE – INSIDE WORKERS**. **CHAIR, EDUCATION Committee** and as **MEMBER POLITICAL COMMITTEE** involved in several elections promoting labour friendly candidates. **CUPE ONE WEEK TRAINING** in Labour Arbitrations, Provincial Labour Law, Duty to Accommodate, **Creating Social Justice, Connecting with Members. Social Media** and Politics in Action.
- B.C.G.E.U. and C.U.P.E.386 **fully certified Shop Steward with CUPE SHOP STEWARD LEARNING SERIES Certificate** and several years Shop Steward representing both Inside / Outside workers. **Member City Hall SAFETY COMMITTEE** completing O.H. & S Part 1 and **Workers Compensation** courses.
- 15 years **SECRETARY, B.C. Government Excluded Managers Association successfully bargaining** for improved pay, terms and conditions with no right to strike relying **solely on power of persuasion.**
- Provincial **DISTRICT ELECTORAL OFFICER** Vancouver Mount Pleasant and **REGISTRAR OF VOTERS FOR TRI CITIES** well versed in election procedures and previously **VICE CHAIR CUPE POLITICAL COMMITTEE** and completed CUPE Political Campaigning course. **Relevant as City Council elections this year.**

- **REGISTRAR OF SUPREME COURT** and Justice of Peace. Office of Chief Judge – **JUDICIARY HUMAN RESOURCES and OPERATIONS MANAGER**; and GOVERNMENT AGENT **well versed in principles of natural justice.**
- Graduate **B.C.I.T. Administration Management** program with emphasis on Personnel Management, **Selection Interviewing**, Public Administration and **Labour Relations** courses. Wrote book on Selection Interviewing Tips for Job Competitions.
- **Past PRESIDENT 140,000 member B.C.I.T. Alumni (graduates) Association** including Alumni representative on B.C.I.T. Board of Governor Education Committee **creating first bachelor degree** for B.C.I.T. in **Construction Management**. Sit on **President of BCIT Advisory Council and Governance Committee.**
- Justice Institute **Conflict Resolution Program** including courses in Arbitration, **Negotiation**, Mediation, Anger Management and Conflict Resolution.
- Presently BC Federation of Retired Union Members **representative to New Westminster and District Labour Council** and **Facilitator of Canada Labour Congress B.C. Pre-Retirement seminars.**

** Nikki Caulfield, responsible for City Human Resources recently quoted: City halls are *“faced with the reality of a changing demographic that impacts our recruitment and retention.”* And noted the attrition and competition for workers from other cities. **One in four city employees will be eligible for retirement** by 2026. City Plan 2022 approved by Council calls for *“excellence in City Governance including diversity, equity and inclusion and changes to collective bargaining and need for city staff retention”*.**

This will require a bargaining committee supported by Executive that can push hard for distinct changes to current and future contract with significant gains rather than mediocre settlements.

I have the **unique** skillsets to bargain for wages, enhanced health benefits and retirement incentives that will dovetail with city’s desire to retain and attract workers to be the **choice employer** and demand a superior contract. City has to stand alone in its bargaining to do this. I have already been elected to new Bargaining Committee, but **I need you to elect me as Vice President** to hold a strong Executive position to lobby and advocate Executive to instruct Bargaining Committee to perform following objectives that fit into City Council plans:

OBJECTIVES:

- **Review current flawed contract language to new Employment Standards Act** in being legal and keeping with City goal of *“excellence in City governance”*. New Act now requires that all collective agreement language has to be **at least equal to minimum** requirements of the Act, whereas before it did not before. Example: statutory holiday pay for auxiliaries who work on a stat are required to be paid overtime. As a former Employment Standards Officer I am well versed in the Act and labor relations.

- **INCREASE WAGES AND EXTENDED HEALTH/DENTAL BENEFITS** that have fallen below cost of living though utilization of CLC **COLLECTIVE BARGAINING** course and extensive successful bargaining done using persuasion only. As part of City Council **“inclusion”** statement lobby for access by auxiliary staff to extended care/dental plan coverage.
- Resolve **Hours of Work and Modified Work Week** programs that should have been bargained for in current contract and negotiate stalled **Long Term Disability Plan** in keeping with City **“need to retain staff”** goal. (Strong working relationship with unionized W.E. Consultants, proposed LTD provider from position with BC FORUM who provide five of their extended care/dental programs.)
- Distinct need to have **SECOND PAY step** added to **OUTSIDE** positions progressively increasing to the five steps of inside positions as part of City Council **“equity”** and **“inclusion”** city goals. Distinct need to have additional Pay step added to **INSIDE** positions. (Will help City desire for **“staff retention”** and promote staff to not retire or move on to other employers.)
- Advocate for city **“equity”** initiative for **auxiliary** enhanced collective agreement language including mandatory and **transparent seniority lists and callouts and SUPPLIED PAID health benefits**. (Almost one third of membership is a **second class** union auxiliary). Currently I am **BOTH** an **AUXILIARY INSIDE AND OUTSIDE** worker and previously Full Time Inside Worker.
- **IMPROVE RETIREMENT OPTIONS** through **extensive knowledge** and experience in **superannuation** pension and as **currently Canada Labour Congress trained PRE-RETIREMENT SEMINAR FACILITATOR** increasing **“staff retention”** as **“one in four soon eligible for retirement”** and attracting new ones. As well, can in house facilitate pre-retirement seminars that can be offered to city exclusions as well and therefore wages paid for by city for employees to attend.
- **Advocate for employer paid \$ 1,000 tuition paid with time off for courses related to work in keeping with City goal of “excellence in Governance”.**
- Create a more **user friendly website** and other social platforms including a member’s only access link featuring a resource list of material using skills from **CUPE CONNECTING WITH MEMBERS AND SOCIAL MEDIA** course.

Thank you for taking time to register and vote for me so I can represent you. You can contact me by email at gerry.townsend@yahoo.com or by phone at 604.351.8542.

Online voting only to sworn in members. To register, **phone 604 936-1810**, or e-mail cupe386@shaw.ca prior to registration cut off at 8:00 am on January 19th, quoting your employee number, advising you wish to register and receive code.

If you are not yet a sworn member you can simply one time only read the oath at end of this note to President.

While fresh in your mind please phone 604 936 1810 or e-mail immediately to ensure you are registered as a voter to make a difference for your future. It only takes a minute and then you will be kept apprised of events as they unfold.

Thank you for your support.

In Solidarity.

Gerry Townsend

I, _____state your name_____, of my own free will and accord, in the Presence of these witnesses, do hereby pledge that I will abide by the Constitution and Bylaws of this Union and will not divulge the proceedings of its meetings and will pay all dues and assessments levied in accordance with the Bylaws. That I will be orderly at its meetings, respectful in words actions, charitable in my judgement of my fellow members, and will never, from selfish motives, wrong another member or see them wronged if in my power to prevent it.