



At 40 year Anniversary B.C.I.T. Celebration as Past President B.C.I.T. Alumni Association  
**Phone** me at 604 351 8542 or [gerry.townsend@yahoo.com](mailto:gerry.townsend@yahoo.com) to **have a copy of this sent to you.**

**PLEASE VOTE ONLINE for GERRY TOWNSEND as**  
**RECORDING SECRETARY C.U.P.E. 386**

**Election for Local are ONLINE SO NO NEED TO ATTEND IN PERSON. See [cupe386@shaw.ca](mailto:cupe386@shaw.ca) for REGISTRATION details.**

**Please also VOTE** for me as: Vice President and Members at Large as all 4 positions are happening at once to **maximize YOU** electing me to at least one position on Executive to act as a check on Executive to serve YOUR needs. (If elected to more than one position, I can only accept one position and positions dropped go to second place candidates.)

**I intend to work for next 10 years** as I have **no health issues** and want to serve **YOUR** interests.

My competition has **NO TRAINING** in duties of Recording Secretary and only 5 months as **designated waiting** for previous incumbent to retire.

I have **over 30** years **experience** in **progressive union Executive positions** of **RECORDING SECRETARY, VICE PRESIDENT AND President** with extensive **Parliamentary Procedures** and **Chairperson training**. Includes **8 years RECORDING SECRETARY Vice PRESIDENT** and then **5 years as PRESIDENT B.C.I.T. Alumni Association** and **15 years as RECORDING SECRETARY, BC Government Managers Association**, as well as **Member at Large Inside** and **CERTIFIED Shop Steward Local 386**

**EXPERT on CUPE NATIONAL CONSTITUTION.** Completion of **Parliamentary Procedures and RECORDING SECRETARY** course and **CHAIRPERSON Management. Comprehensive courses in Bourinot's Rules of Order** including **Duties of the Chair, Recording Secretary** or **Speaker: Agenda and Minutes: Motions and Amendments, Agenda and Minutes and creating Constitution Changes.**

Recently completed **CUPE specific** courses in **Developing BYLAW (CONSTITUTION) ESSENTIALS** and preparation, **TRUSTEE ORIENTATION** and duties, **AND MOBILIZING FOR BARGAINING.**

Currently **BARGAINING COMMITTEE** member, previously **EMPLOYMENT STANDARDS OFFICER, PRESIDENT** BCIT Alumni Association, **RECORDING SECRETARY, B.C. Government Excluded Managers Association, Chief Judge JUDICIARY HUMAN RESOURCES DIRECTOR, Registrar Supreme Court**, and extensive **UNION ACTIVIST** training / roles including **Certified Shop Steward** and Local **Member-at-Large**. (more details further below).

**Creating a solid foundation of integrity and transparency is up to you.** Please give me your support and vote for me with my proven union leadership as outlined below. I have **extensive comprehensive past LABOUR RELATIONS, CONFLICT RESOLUTION, LEGAL, PENSIONS** and Board **PRESIDENT LEADERSHIP, UNION ACTIVIST** experience, education, and skills.

I am on the current **Bargaining Committee**, but **I need you to elect me as Vice President (or one of the other 3 vacancies)** to hold a **strong Executive position** to lobby and advocate Executive for you to be much more progressive than they have been **and LISTEN and ACT.**

\*\* **Nikki Caulfield**, responsible for City Human Resources 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 requires 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** as done in previous negotiations **and I am listening and negotiating** on your concerns as new Committee member but **need to be on Executive Committee to fulfill your desires.**

**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 must stand alone in its bargaining to do this.

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#### **OBJECTIVES:**

- **Resolve dysfunctional Executive** and **bring back transparency and accountability** of Executive to membership with proven leadership and **respect** for members.
- **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 and persuasion only. As part of City Council “***inclusion***” statement **lobby for access by auxiliary staff to extended care/dental plan coverage.**
- Bargain for 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. Also, **additional Pay step added to INSIDE** positions. (Will help City desire for “***staff retention***” and promote staff to not retire or move on.
- 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. (Have 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.)
- Advocate and bargain 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.

- **Create opportunity for auxiliary/part time members**, who make up **more than one third of our members**, to be financially compensated for work done on behalf of Local by having MOU created with employer to schedule staff **not on pay** with chargeback to Local. Currently, a flaw in our contract prevents this.

Renzo Del Negro Human Resource Manager agrees to a **Memorandum of Understanding** that President can request a union member to be put on work schedule to get paid and then booked off on union leave. Renzo states: *"...I have spoken to payroll, and I believe we **can work with your suggestion**. If the local president sends me an email indicating the days you worked for the union, I can then **authorize payroll to pay you those days** and charge the cost back to the union. If this is acceptable, we can circle back with Vim and finalize the details..."*

However, President and Executive have **refused** to accept this based on the unbelievable notion that members do work voluntarily and for free!! As it stands, Executive book themselves off during normal working hours at a cost to Local of salary plus additional 30% for benefit overburden and **DO NOT** work after hours or weekends as "voluntary".

This lacks balance and equality in employees lives and severely limits the ability to recruit auxiliaries to be on Executive or Shop Steward, and **shows complete lack of support for auxiliaries to become involved** in Local Executive, Shop Steward, and Committees. **There is NO COST to Local for union time booked off for Shop Stewards or Bargaining Committee members as employer absorbs costs**. CUPE BC asked for auxiliaries to volunteer at full pay for extra shifts to help in municipal election. **MOU needs to be signed off and blended into new contract**.

- Reverse Executive **bringing in VP to fill in on President's EDO, costing membership \$7,100 annually and rising**. No member on EDO has somebody fill in for them and policy says if you are on EDO it needs to be **revenue neutral (no additional cost)**, or you are **not allowed** to participate in EDO program.
- Bargain for **changes in pay** to positions requiring **Trade Qualifications or Professional accreditation** including payment for upgrade training to reflect private sector. 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"**.
- **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 Retirement Specialist facilitate pre-retirement seminars** that can be offered to city exclusions as well and therefore wages paid for by city for employees to attend.
- **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 must be at **least equal to minimum** requirements of the Act, whereas before it did not. As a former **Employment Standards Officer**, I am well versed in the Act and labor relations.

- 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.
- **Eliminate need for Oath** to be taken before members can vote **as it is in contravention of CUPE National Constitution that says already a member** when signing union application on hiring. Check link <https://cupe.ca/are-you-member-good-standing>

### **QUALIFICATIONS**

- **Past Vice President and 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's degree** for B.C.I.T. in **Construction Management**. Sit on President of **BCIT Advisory Council and Governance Committee**.
- Completion of **Benefits Bargaining** course including collective agreement language ideas, costing of benefits, employers' response to increasing costs and changes in coverages, funding methods including trusts, laws pertaining to benefits coverage, privacy issues ideas,
- Member **current BARGAINING COMMITTEE**. 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. Extensive **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.
- **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. 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**. 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.

- 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.
- 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**.
- **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.**
- 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 NW and District Labour Council. Facilitator of Canada Labour Congress B.C. Pre-Retirement seminars.**

**REGISTER While fresh in your mind please phone 604 936 1810 or e-mail cupe386@shaw.ca immediately or before 5:00 pm Nov 21/22 to ensure you are registered as a voter to make a difference for your future. You will be kept apprised of events as they unfold.**

**VOTING ONLINE FROM YOUR HOME E-MAIL 8:00am to 8:00pm ON TUE NOV 22/22**

Suggest you set an alarm for when you get home as a reminder.

Thank you for taking time to **REGISTER** and **VOTE** for me on so I can represent You and make a difference for your Future. You can **contact me by email at gerry.townsend@yahoo.com or by phone at 604.351.8542.**

Also, it is not too late to send me your Bargaining concerns. There are other issues with Local so **PLEASE SEND ME YOUR HOME EMAIL SO I CAN LET YOU KNOW.**

In Solidarity.

Gerry Townsend **604.351.8542** or **gerry.townsend@yahoo.com**