

First of all I would like to thank the BC PSAC for assisting our local in attending the BC Federation of Labour conference on November 28th to Dec 1st in Vancouver. By receiving the subsidy we were able to increase our delegates by one, that being Richard Savage. As a first time attendee I found it to be very interesting and informative. It was great to interact with the other delegates and share stories of how we are all dealing with what might be called foolish management.

I was asked by BC PSAC to act as a Sargent at Arms during the conference. I enjoyed the interactions with the other union members that had also provided delegates to act as the Sargent at Arms. My normal position was on the entry doors during the conference. As such I was able to interact with all delegates from across our province. I was able to make contacts with other Law Enforcement Agencies and trade Unions that we would not normally come into contact with.

It was interesting to hear all of the unions talking of succession planning. We all have the same concerns, ensuring that we have the trained and dedicated members to assume the leadership of our locals in the future. To insure that the rights of the worker, are respected. That benefits fought for in prior negotiations are maintained. That we must not allow an unfriendly provincial government to continue in office beyond this term.

The need for strong H&S laws, that the union movement is prepared to fight for. That we as union members are not prepared to accept the rate of workers injured on the job. That we have to challenge all employees to do their best to protect the people who work for them. To not allow them to scare workers into doing jobs or specialized tasks that they are not qualified to do. To not accept the status quo, we can do better. The employees will only do better when we make them follow the Labour Code. That it must be seen as the law with consequences for companies and managers that do not adhere to it. There must be legal consequences in the criminal courts for those that abuse the law.

It was interesting to listen to the speakers, to hear the passion that they bring to the event. The show of support that some of the unions were giving to their speakers. All of the delegates standing with the speaker when they went to the microphones. The ability of the speakers to bring the crowd to their feet, the belief of so many that we are in a battle and we must not back down or give up. The BCTF that waged a fight against the provincial government for 12 years. To finally have the Supreme Court of Canada rule that they were right. To go through changes in presidents and executive members but to never waver in the fight was inspiring. It shows that when we know we are in the right we must continue the fight, no matter the time it takes.

**We will not waver**

**We will not stop**

**We will not give in**

**We will not back off**

**We will go forward**

**We will hold management accountable**

**We will support our members**

**We will change the law of the land**

**We are the Union.**

Thanks

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