

Jo/Joanna Belajac – I.A.T.S.E. 873 Executive Board and Delegate Candidate

As a member of the Executive Board, my priority and commitment would be to listen to the voices of all workers and to stand up for your rights. I began in I.A.T.S.E. 873 in 2010 as a Carpenter in the Construction Department. I have 20 years of experience as a tradeswoman in both union and non-union construction environments. Since the beginning of my career in construction trades, I have been a strong and vocal advocate for worker's rights in relation to health and safety, diversity and inclusion, workplace respect issues, and gender equality in underrepresented trades.

Education and Union Involvement

- **Masters in Public Policy, Administration and Law (MPPAL)**, (current student, 2022-)
- **BA in Equity, Diversity and Human Rights** (Completed 2021)
- **Delegate, I.A.T.S.E. 873 elected position**, (2020-2022) Represented labour union at conventions: I.A.T.S.E. 873: Canadian Labour Congress Defining the Future (2021), I.A.T.S.E. 69th Quadrennial Convention (2021), Canadian Convention (2022)
- **Chair** (2021 – present), **Member, I.A.T.S.E. 873 Women's Committee**, (2017 to present) Advancing gender equality, diversity and inclusion while supporting and celebrating the women of 873. Examples of my volunteer involvement include: the co-organization of annual "Meet and Greets," collaboration on a proposal for an HR position to address all aspects of workplace respect and to improve education, co-writing and presenting results on a survey that identified issues relevant to women and gender diverse members in the Local
- **Member, I.A.T.S.E. 873 Pride Committee**, (2020 to present) Active member of the inaugural 873 Pride Committee supporting and advocating for 2SLGBTQI+ members and permits
- **Shop Steward, Construction Health and Safety Representative and Joint Health and Safety Committee Worker Representative/Co-Chair positions**

If elected as a member of the Executive Board, I will advocate for these goals:

- Improved support for Health and Safety Representatives and Joint Health and Safety Committee Worker Representatives across all departments and productions and the streamlining of processes, communications and training through establishing a full-time *Occupational Health and Safety Officer* position.
- Shop Stewards hold important roles and responsibilities including enforcing collective agreements and solving problems in workplaces. Roaming Stewards/Union Representatives or an elected *Senior Steward* are considerations as we grow
- Formal and regular inclusion of representatives from Departmental Committees and Social Justice Committees (Diversity, Environment, Pride, Young Worker's, Women's) at the Executive Board level to report on business and to communicate on behalf of all 873 workers.
- The implementation of a paid Supervisor training program
- Family-friendly policies in partnership with employers and the creation of supports within 873 workplaces
- Education and systemic changes that support respectful, fair and inclusive workplaces and the elimination of workplace harassment, violence and discrimination