

2024 CUPE BC RESOLUTIONS

CUPE BC 2024 RESOLUTIONS WORKPLAN				
Resolution No.	Resolution Summary (CUPE BC WILL)	Recommended Action	Responsibility	Status
Constitution				
4	Amend the Constitution by changing Article 1. A. of the CUPE BC Bylaws to read as follows: CUPE BC 2023 BYLAWS 1. EXECUTIVE A.The Executive Board shall constitute the administrative governing body of CUPE BC between Conventions and shall meet at least four (4) times a year. Meetings of the CUPE BC Executive Board shall be at the call of the President, or in the absence of that officer, at the call of the Secretary-Treasurer, or upon the request of a majority of the members of the Executive Board provided that a minimum of seven (7) days' notice of such meetings shall be sent to all members of the Executive Board.	Amendment to be sent to CUPE National for approval & Locals post-approval	CUPE BC Division	Completed
5	Amend Article 5.6 (d) of the Constitution to read as follows: 5.6. (d) Each standing, sectoral and equity committee shall have co-chairpersons, one to be appointed pursuant to 5.6 (a), (b) or (c) above and the other to be elected by committee members. Wherever possible gender and racial parity diversity shall be taken into consideration.	Amendment to be sent to CUPE National for approval & Locals post-approval	CUPE BC Division	Completed
Equity & Human Rights				
9a	Publicly campaign to demand employers and the provincial government prioritize a permanent cost of living adjustment (COLA) for workers with disabilities receiving long-term disability (LTD) income;	Write resolution to BC Fed to advocate for all workers to receive this.	CUPE BC Division/Communications	Completed
9b	Encourage locals and the National Union to make COLA for LTD plans a bargaining priority in all sectors; and	-Work with Region to draft communication to locals; -Write resolution to National Convention	CUPE BC Division/Directors/Communications	Ongoing To be submitted to 2025 Convention
9c	Request that the National Union share researched resources, model collective agreement language, and speaking points on the need and rationale in solidifying COLA for workers receiving LTD.	Work with Region to draft communication to share with locals via their National Representatives	CUPE BC Division/Directors	Pending

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10	Amend the Human Rights section of the Policy Manual as follows: Pornography: We oppose pornography wherever it is found in the workplace or community. We oppose the predatory nature of the pornography industry, the way in which a substantial proportion of pornography furthers exploitation and subjugation of those from equity seeking-groups, and its contribution to such pervasive and abusive practices as “sextortion” and non-consensual sharing of images and videos. As in other forms of sex work, we support fair compensation and safe working conditions, strong regulations to ensure participation is consensual, a high standard for worker health and safety protections, and the principle that workers should have the ultimate agency over the use of their images and likenesses.	Add to Policy Manual	CUPE BC Division	Completed
12	Lobby the provincial government to expand financial supports for families with children that have diverse needs and extreme medical conditions, including increased funding for parents who are forced to leave the workforce, increased support for treatments and therapies, and full funding for in-home caregiver services.	Lobby - Budget Submission	CUPE BC President/ Legislative Coordinator	Ongoing
13	Lobby the provincial government to establish a provincial guaranteed income supplement to assist senior women living in poverty in British Columbia.	Lobby - Budget Submission	CUPE BC President/ Legislative Coordinator	Ongoing
14a	Lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave; and	Lobby - Ministry of Labour	CUPE BC President/ Legislative Coordinator	In Progress
14b	Support other, existing campaigns calling on the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid sick leave.	Work with BC Federation of Labour	CUPE BC President	Completed
16	Request that the CUPE National Union Education Branch create an activist training course for CUPE members participating in picket lines, counter-protests, and other forms of activism related to fighting hate and anti-unionism.	Resolution to National Convention	CUPE BC Division	To be submitted to 2025 Convention
17	Express solidarity and support, and stand with the members of UNITE HERE Local 40 who work for the Sheraton Vancouver Airport Hotel and Radisson Blu Vancouver Airport Hotel, the majority of whom are racialized workers, and have been on strike for 8 months and 2 years respectively.	Reach out to leadership and we will take their lead.	CUPE BC Division/ Communications	Completed
18	Lobby the provincial government to create a Red Dress Alert System in B.C.	Lobby	CUPE BC President/ Legislative Coordinator	Ongoing
19	Take steps to encourage committees to become more familiar with the Truth and Reconciliation Commission's calls to action through recognized training.	Research training options and how best to share with committees.	Indigenous Committee	Pending

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Resolution No.	Resolution Summary (CUPE BC WILL)	Recommended Action	Responsibility	Status
20a	Lobby the provincial government to make it mandatory for all public transportation to have priority accessibility seating, with large print signs, automated voice messaging (at each stop asking passengers to give the priority accessible seating to those in need of it), and visual technology on all public transportation such as buses and trains, so that persons with disabilities (visible and invisible), pregnant people, elderly people, caretakers with young children, and anyone using mobility assistive equipment can get to their destination safely without facing barriers and with dignity;	Identify and encourage an advocate from CUPE with accessibility needs, who uses public transportation, to apply to sit on the provincial transportation technical committee.	GVP - Sheryl Burns	Pending
20b	Collaborate with organisations doing disability advocacy work to determine how we can work together to improve priority seating, to remove barriers so people who need accessibility seating can use it without barriers or judgement, safely and with dignity on all public transportation such as buses and trains; and	Identify and encourage an advocate from CUPE with accessibility needs, who uses public transportation, to apply to sit on the provincial transportation accessibility technical committee.	GVP - Sheryl Burns	Pending
20c	Collaborate with all other public transportation in the province to jointly create promotional material (advertisements, social media posts, etc.) to promote awareness of the importance of and need for priority seating on all public transit.	Committee to develop plan to work with affiliates and allies along with Region.	Transportation Committee	Ongoing
21	Encourage locals and district councils to utilize and promote the work of organisations led by trans and gender diverse educators such as the ARC Foundation and the Canadian Anti-Hate Network.	Work with Region to draft communication to locals and share via eblast.	CUPE BC Division/ Communications	Pending
Composite 1	Urge locals to prioritize negotiating language for the inclusion of trans and gender-diverse members in local collective agreements, including 15 weeks of paid trans and gender-affirming care leave and benefits.	Work with Region to draft communication to locals.	CUPE BC Division/ Directors/ Communications/ Human Rights	Pending
Composite 2a	Lobby the provincial government to act on the BC Coroners Service Death Review Panel report: "An Urgent Response to a Continuing Crisis" (November 1, 2023), by displacing the toxic, illicit drug supply with a safer, legal, and regulated supply of substances for those at risk of harms or death and those living with active addiction; and	Lobby	CUPE BC President/ Legislative Coordinator	In Progress
Composite 2b	Lobby the provincial government to provide more resources for addiction treatment and support services including counseling services and replacement therapy including safe supply; and	Lobby	CUPE BC President/ Legislative Coordinator	In Progress
Composite 2c	Work with advocates for harm reduction and safe supply to educate members and communities on the toxic drug crisis and how safe supply saves lives; and	Partner with the Canadian Drug Policy Coalition to develop a resource report to become a bargaining guide.	Health Sector Coordinator, Research	In Progress
Composite 2d	Undertake outreach to decision-makers to expand support for safe supply, through collaboration with national drug advocates to better understand the toxic drug crisis and to determine how to effectively lobby government for a safer supply.	Partner with the Canadian Drug Policy Coalition to develop a resource report to become a bargaining guide.	Health Sector Coordinator, Research	In Progress

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Sector				
23a	Lobby the provincial government to make membership in the Environmental Operator Certification Program (EOCP) mandatory for individuals involved in the installation and maintenance of water, sanitary, and storm infrastructure.	Lobby	CUPE BC President/ Legislative Coordinator	Ongoing
23b	Engage in advocacy efforts, including meetings with government officials, public awareness campaigns, and collaboration with relevant stakeholders, to emphasize the importance of mandatory EOCP membership.	Lobby	CUPE BC President/ Legislative Coordinator/ Municipal Committee	Ongoing
24	Lobby the provincial government to recommend that all municipalities participate as living wage employers as highlighted in the Living Wage for Families BC program.	Lobby	CUPE BC President/ Legislative Coordinator/ LGL	Ongoing
26	Lobby the provincial government to fully fund public education.	Lobby - Budget Submission	CUPE BC President/ Legislative Coordinator	Completed
28	Endorse the British Columbia Federation of Students' Fund It, Fix It campaign to restore public funding to British Columbia's colleges, universities, and institutes.	Write letter of support	CUPE BC Division	Completed
29a	Lobby the B.C. government to establish minimum standards for 9-1-1 services in the province based on the National Emergency Number Association (NENA), National Fire Protection Association (NFPA), and Next Generation 9-1-1 standards;	Lobby	CUPE BC President/ Legislative Coordinator	In Progress
29b	Submit a resolution to the next CUPE National Convention calling for Canada-wide standards; and	Resolution to National Convention	CUPE BC Division	To be submitted to 2025 Convention
29c	Work with other organisations and stakeholders to build support for this campaign.	Continue outreach broadly and with CUPE locals, individual allies and community partners	CUPE BC President / Local 8911	Ongoing
30	Lobby the provincial government to complete the post-secondary funding review and commit to a meaningful increase in public funding to B.C.'s post-secondary system.	Lobby - Budget Submission	CUPE BC President/ Legislative Coordinator	Completed

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31	Amend the Post-Secondary section of the Policy Manual as follows: FINANCES: We support increased funding to B.C. Universities to protect current programs and services, to reduce workloads and burnout of CUPE members and to meet future demand. We support for increased funding to support the additional enrolment into post-secondary institutions in British Columbia and funding to bring unionized staffing up to satisfactory levels. We support the restoration of majority public funding to B.C. public post-secondary institutions to reverse the privatisation of public post-secondary education, protect and expand programs and services, reduce unreasonable workloads for staff, and better support students and their families. We support the elimination of the public post-secondary system's reliance on profit from international education, corporate donations, unaffordable tuition fees, unsustainably low service levels, and profit drawn from business and ancillary services. We support a post-secondary system that is future-ready, able to provide the programs, services, and research necessary to support workforce transitions, help facilitate a changing economy, and help B.C. respond to climate change among the many other social, economic, and environmental priorities for British Columbians.	Add to Policy Manual	CUPE BC Division	Completed
32	Continue the province-wide campaign for universal, public school-aged childcare in the public school system, focusing on engagement with locals and their respective school boards, outreach to the public through community events and ally organisations, and continued advocacy to provincial decision-makers.	Continue campaign	CUPE BC Division/ Anti-privatization Coordinator	Ongoing
33	Lobby the provincial government to alter the K-12 funding model from one of strictly per-student funding to a hybrid of per-student and block funding, where block funding considers the fixed costs associated with facilities operations and maintenance, district-wide expenses and the size of districts, aging facilities, and other costs not impacted by fluctuations in student numbers.	Lobby - Budget Submission	CUPE BC President/ Legislative Coordinator	Completed
35	Request that the National Union create a library-specific bargaining guide, covering topics such as violence in the workplace, public incidents, third-party sexual harassment, artificial intelligence and automation, and including advice on bargaining with other unions at the same site and in the sector.	Resolution to National Convention	CUPE BC Division	To be submitted to 2025 Convention
Standing				
40	Publicly support and participate in the international Boycott, Divestment and Sanctions (BDS) campaign to end Israeli apartheid and oppression of the people of Palestine, cease doing business with suppliers named in the BDS campaign, and form a committee to investigate and report to members on BDS campaign divestment options within CUPE BC funds, including the union defence funds.	Review BDS list to CUPE Investments.	Secretary-Treasurer, Executive Director and Director of Finance.	Completed

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44	Call on the CUPE National Executive to work collaboratively with the Canadian Labour Congress and the other national affiliates to: •Increase pressure on the Canadian government to call for a full and permanent ceasefire in Gaza, the immediate cessation of Israeli armed attacks on civilian populations in other parts of Palestine, an arms embargo on Israel, and increased contributions of aid to the people of Gaza; and •Better promote the calls by united voices of labour, both in Canada and globally through the International Trade Union Confederation, for an immediate and permanent ceasefire, the release of all hostages, and the full respect of international law.	Continue to support work of National Union; Add information from National to our website.	CUPE BC President/ Communications	Ongoing
46	Lobby the provincial government to improve health and safety protections for workers, provide funding to local governments, health authorities, and other public sector employers to undertake initiatives and programs that make workplaces safer for those who deliver public services, and do a better job holding employers accountable when safe workplaces are not maintained.	Lobby	CUPE BC President / Legislative Coordinator	Ongoing
48	Request that the National Union work with B.C. locals to negotiate pensions for all workers, such that every single CUPE member in British Columbia has a pension to rely on when they retire.	Resolution to National Convention	CUPE BC Division	To be submitted to 2025 Convention
50	Support the ongoing political engagement of CUPE members in British Columbia by hosting a series of political action workshops for members.	Continue Election Plan	Political Action Coordinator	Completed
51	Lobby the British Columbia government to remove tuition fees from all trades education at public universities and colleges, replacing lost revenue with public funding, and making trades education free in the province of British Columbia.	Lobby	CUPE BC President / Legislative Coordinator	Ongoing
52	Lobby the B.C. government to expand the CleanBC Plan to: •target the large portion of emissions (~33%) that are generated by wealthy British Columbians; •reduce emissions with the urgency demanded by the climate crisis, establish a target of a sixty percent reduction from 2007 levels by 2030 and achieve a net-zero status by 2040; and •recognize the interconnected ecological and social crises arising from the climate emergency, embedding equity, anti-racism, social justice, and respect for Indigenous Title and Rights into its language.	Lobby	CUPE BC President / Legislative Coordinator	Ongoing

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53	Request that the National Union develop and implement a comprehensive Climate Emergency Action Plan (CEAP), specifying goals, strategies, and timelines to mobilize our collective power and demand speedy and deep elimination of emissions to reduce the carbon footprint of the union with the ability for the plan to be used as a template by chartered bodies such as divisions, district councils, and locals.	Resolution to National Convention	CUPE BC Division	To be submitted to 2025 Convention
55	Lobby the provincial government to direct WorkSafeBC to develop health and safety training in all work sites and sectors about the new Occupational Health and Safety regulations pertaining to violence upon their adoption.	Lobby	CUPE BC President / Legislative Coordinator	Ongoing
56	Lobby the provincial government to direct WorkSafeBC to increase the annual training hours for existing Worker Safety Representatives from 8 hours per year to 16 hours per year.	Lobby	CUPE BC President / Legislative Coordinator	Ongoing
57	Lobby WorkSafeBC to broaden the scope of mental health (psychological injuries) modules / mental health first aid in all levels of Occupational First Aid training.	Lobby	CUPE BC President / Legislative Coordinator	Ongoing
58	Work with the BC Teachers' Federation to lobby the government of British Columbia to amend the public-school curriculum on financial literacy to include information on pensions.	Lobby	CUPE BC President / Legislative Coordinator	Completed
60	Request that the National Union develop a structured, well-researched, and in-depth analysis of the Canadian Pension Plan (CPP) to formulate a plan of action for a progressive proposal to government officials to increase the CPP for all eligible citizens.	Resolution to National Convention	CUPE BC Division	To be submitted to 2025 Convention
61	Lobby the provincial government to ensure all public sector institutions are no longer excluded from subsidies/grants supporting affordable apprenticeships that are currently available to private companies and only certain public employers.	Lobby	CUPE BC President / Legislative Coordinator	Ongoing
62a	Establish a young workers scholarship in collaboration with the Young Worker's Committee to fund up to one young worker from each region to attend a week-long education program hosted by the Canadian Labour Congress.	Amend Scholarship Policy	Young Workers Committee	Completed
62b	Work to expand the young workers scholarship program in consultation with Young Worker's Committee.	Amend Scholarship Policy	Young Workers Committee	Completed
General				
64	Advocate for 5 days of paid leave for all those affected by natural and environmental disasters.	Write resolution to BC Fed to advocate for all workers to receive this.	CUPE BC Division	Completed
65	Form a committee looking into the feasibility of creating a CUPE BC-organized and run, long-term disability program for all CUPE BC members.	-Work with locals to investigate the options. -Work with a professional organization to determine options.	CUPE BC Secretary-Treasurer and Municipal Coordinator	Incomplete

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Resolution No.	Resolution Summary (CUPE BC WILL)	Recommended Action	Responsibility	Status
68a	Engage CUPE locals and members in a provincial campaign to pressure the provincial government and other public bodies to rapidly expand public housing stock;	Schedule a meeting with the UBCM housing outreach to develop messaging. Lobby	CUPE BC President/ Local Government Liaison	Ongoing
68b	Lobby the government to fund renovations of old social housing stock to increase energy efficiency;	Lobby	CUPE BC President/ Legislative Coordinator	Completed
68c	Support a provincial model of public housing that is: •a permanent and universally available affordable housing option; •based on permanently regulated rents set to 30 percent of your income; •based on tax-exempt housing associations continuously re-investing profits into more social housing development; •designed with large dwelling sizes for large families; and •accessible for persons living with disabilities.	Lobby	CUPE BC President/ Legislative Coordinator	Completed
70	Engage CUPE locals and members in a provincial campaign to pressure the provincial government to enact vacancy control legislation.	Write resolution to BC Fed to advocate	CUPE BC Division/ Communications	Completed
75	Lobby the provincial government to mandate municipalities to provide designated, and safe encampment areas that are in close proximity to basic, essential services (such as water, sanitation, garbage, electricity, etc.).	Lobby	CUPE BC President/ Legislative Coordinator	Completed
78	Lobby the provincial government and the Minister of Mental Health and Addictions to address the gap that exists between available detox and treatment programs in order to develop and provide increased services to fill this gap.	Lobby	CUPE BC President/ Legislative Coordinator	Ongoing
80	Lobby the provincial government to raise additional revenues by fairly taxing the wealthy and corporations, and by closing tax loopholes.	Lobby - Budget Submission	CUPE BC President/ Legislative Coordinator	Ongoing
Emergency				
Emergency 1	Call on the BC government to: •take the action necessary to establish a more balanced approach to public consumption, as is being done for public consumption of alcohol; •make additional investments in fighting the organized crime targeting unhoused and underhoused populations, the source of the criminal activity that makes our communities less safe for everyone; and •accelerate investments in housing options to provide sustainable and safe options for underhoused and unhoused citizens.	Lobby	CUPE BC President/ Legislative Coordinator	Ongoing