

CUPE BC 2021 RESOLUTIONS WORKPLAN

Resolution		Subject Matter	Recommended Action	Responsibility	Time Frame	Status
No.	Type of Resolution					
CHILD CARE						
3	Action	Lobby the provincial government to make immediate steps toward the full implementation of the \$10 a day child care plan, particularly that school districts be given the mandate and necessary funding to deliver child care in the communities they serve; and	<ul style="list-style-type: none"> • Continue to meet with Ministers Whiteside and Chen; • Advocate with influential members of cabinet; • In-person meetings and written submissions; • Include as a priority in the budget submission, and; • Map and identify child care providers on school sites (potential organizing) 	Child Care Campaign Working Group	Ongoing	Completed
3	Action	Work with partners in the labour movement and the community to campaign for the full-implementation of the \$10 a day plan and the integration of child care with the existing K-12 education system; and	<ul style="list-style-type: none"> • Work with \$10 a Day Campaign leaders; • Karen and David to meet with other unions; • Reach out to CUPE members with ties to the K-12 system, parents, trustees, members of allied groups (develop communication list) 	Child Care Campaign Working Group	Ongoing	Ongoing
3	Action	Develop a lobby kit for Locals to approach their MLA in support of the implementation of a publicly delivered universal child care program delivered by school districts; and		Child Care Campaign Working Group	Draft August 31, 2021	Completed
3	Action	Develop a toolkit for Locals to request that their employers (e.g. local governments, post-secondary boards, etc.) call on the provincial government to fully implement a publicly delivered universal affordable child care program delivered by school districts; and		Child Care Campaign Working Group	Draft August 31, 2021	Partially Completed
3	Action	Engage CUPE members directly in the campaign for publicly delivered universal child care.	<ul style="list-style-type: none"> • Explore member book off and/or creating zone coordinators; • Identify target areas for greatest impact. 	Child Care Campaign Working Group	Ongoing	Completed

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COMMUNITY SOCIAL SERVICES						
4	Action	Engage in discussion with the provincial government, Public Sector Employers Council and the related ministries to convince them to adequately fund the community social service programs in the province.	<ul style="list-style-type: none"> • Research will draft briefing note with member stakeholders; • create detailed lobby plan that includes engaging partners and members; • CUPE BC Budget Submission 2021 	Legislative Coordinator	BC Budget Submission July 2021; Research by August 2021; Lobby Plan October 2021	Referred to research (follow-up with SEB)
<p>Notes on Resolution 4: This was included in CUPE BC's written 2022 Budget Submission. Sheryl Burns also presented on this item to the Select Standing Committee on Finance on September 20th, 2021. Research has drafted a briefing note dated Feb 11, 2022 which I will forward. Here is his conclusion:</p> <p><i>"The government funding increase trajectory for CLBC in recent years is significantly higher than their 5% annual projected increase of people eligible for supports. Even with a more than doubling of expect people eligible for support from CLBC over the next 20 years, this funding trajectory can ensure operations could continue to a reasonable degree of effectiveness.</i></p> <p><i>Accepting a current funding trajectory likely won't lead to crises in support capacity for CLBC, but it would not necessarily provide the funding to revolutionize how it should operate. The Reimagining Community Inclusion report truly aspires to a different paradigm of how to provide support. It is more than just a refinement of practices and procedures but a fundamental shift in the pillars of what support means.</i></p> <p><i>There is no easy dollar or percentage figure to recommend for an increase in CLBC funding, since current increases capture projected eligibility increases. However, the other drivers of increased support needs, listed above, will require even larger amounts of increased support.</i></p> <p><i>The other part of the CUPE BC resolution requests a broad review of CLBC and its operations. The CLBC's RCI Implementation Steering Committee is tasked with implementing the change roadmap, but it would need to report out the financial commitments necessary to transform the organization's approach to support. This re-envisioned financial reporting isn't showing up in CLBC accountability documents.</i></p> <p><i>So, seeking a broad review of the organization would require that process to calculate what the aspirational changes would cost, and the implications to government and health authority funding.</i></p> <p><i>So political efforts that follow the 2021 CUPE BC convention, and the subsequent budget submission could now evolve to demanding not just a funding increase to cover projected growth in eligible people, but more government funding to cover the more complex needs and other drivers of increased required supports, listed above, as well as the aspirations of the Reimagining Community Inclusion report."</i></p>						
5	Action	Lobby the BC provincial government to: <ul style="list-style-type: none"> • Increase the Community Living British Columbia (CLBC) annual funding by at least % to keep pace with the agency's projected caseload growth, pending a full review of CLBC's mandate and budget needs; and 	<ul style="list-style-type: none"> • Research draft briefing note with member stakeholders; • create detailed lobby plan that includes engaging partners and members; • CUPE BC Budget Submission 2021 	Legislative Coordinator	BC Budget Submission July 2021; Research by August 2021; Lobby Plan October 2021	Referred to research (follow-up with SEB)
<p>Notes on Resolution 5 (1): This was included in CUPE BC's written 2022 Budget Submission. The current status and continued work in this area was detailed in a briefing note by research in Feb 2022, referred to in relation to Resolution 4, above. Next steps have been recommended in that briefing note which I will forward.</p>						

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5	Action	<ul style="list-style-type: none"> Commission a full review of CLBC that examines governance, mandate, support needs, transparency and operations. 	<ul style="list-style-type: none"> Actions to be brought forward as part of a lobby plan. Ensure that we are recruiting people with lived experience to speak on these issues. 	Legislative Coordinator	Ongoing	
Notes on Resolution 5 (2): See Research briefing note, referred to above.						
HUMAN RIGHTS						
26	Action	Lobby the BC provincial government to: <ul style="list-style-type: none"> Put a permanent solution in place for accessible public transit in the Northern and remote regions of British Columbia to alleviate the crisis created by Greyhound's cancellation of bus service in these communities and regions; and 	<ul style="list-style-type: none"> Follow up on government announcement re: northern inter-community transit; Draft letter to minister making it permanent; Develop a lobby plan including the RVPs of North, Kootenays, and any other stakeholders. 	Legislative Coordinator	Follow Up October 2021; Draft Communications December 2021	Completed
Notes on Resolution 26 (1): This was included in CUPE BC's written 2022 Budget Submission. We worked with Stephanie Goudie on this issue she was going to present on this topic to the Select Standing Committee on Finance but she decline to present at the last minute. Karen discussed this issue when we met with Hon. Josie Osborne, Minister of Municipal Affairs on October 5th, 2021.						
26	Action	<ul style="list-style-type: none"> Ensure there is cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be, with free access to calling 911 in emergencies. 	<ul style="list-style-type: none"> Ask relevant Ministerial Assistants about current plans for cell service expansion Work with L 8911 about rural area 911 and plan meetings; Train and include members in the meetings with government; Draft a resolution to National Convention 	Legislative Coordinator	Follow Up October 2021; Draft Communications December 2021; Resolution Hard Deadline August 24, 2021	Completed
Notes on Resolution 26 (2): This was included in CUPE BC's written 2022 Budget Submission. We worked with Stephanie Goudie on this issue and she was going to present on this topic to the Select Standing Committee on Finance but she declined to present at the last minute. Karen raised this issue when we met with Hon. Josie Osborne, Minister of Municipal Affairs, on Oct 5, 2021, and with Hon. Lisa Beare, Minister of Citizens Services on February 15, 2022.						
27	Action	Lobby the provincial government to follow Ontario's lead to ban Gay Conversion/Reparative therapy.	<ul style="list-style-type: none"> Sheryl to connect with Qmunnity on Provincial aspect; Wait on senate decision approving recent fed legislation pass 	Legislative Coordinator	Ongoing	Completed
Notes on Resolution 27: This federal legislation was finally enacted by the Government of Canada in December 2021.						

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No.	Type of Resolution					
28	Action	Stand in full support of the BC Federation of Labour and the BC Teachers' Federation in their respective efforts to remove Chilliwack school trustee Barry Neufeld from office as soon as possible in order to guarantee safe schools and preserve a healthy and progressive learning environment.	In progress - financial support to legal process Check in with Local 411	CUPE BC President	Ongoing	
33	Action	Request CUPE National call on the Federal government to end Canada's discriminatory blood donation policies as soon as possible to allow all Canadians the opportunity to partake in the time-honoured tradition of blood donation, with screening provisions based on science rather than prejudice; and	Resolution to CUPE National	Executive Board	Hard Deadline August 24, 2021	Completed
33	Action	Participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies: https://allbloodisequal.ca/ ; and	<ul style="list-style-type: none"> • Division contact organization and develop plan to support; • promote campaign; • Develop speaking notes for RVPs to bring this issue forward to District Councils • Find out if there is an information booth that we could have attend the next convention 	CUPE BC President	Ongoing	Added to Policy Manual
33	Action	Encourage CUPE locals in British Columbia to also participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies: https://allbloodisequal.ca/	<ul style="list-style-type: none"> • Public employee article; • Communication to locals 	Communications Clay Suddaby	Ongoing	Added to Policy Manual
K-12						
37	Action	Lobby the provincial government to expand the funding formula for K-12 to include funding for full-time day custodians in all work locations	<ul style="list-style-type: none"> • In progress meetings booked with provincial government and public campaign; • Include in provincial budget submission and prepare materials for members to include in regional/online submissions 	Legislative Coordinator	Ongoing	Ongoing

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No.	Type of Resolution					
<p>Notes on Resolution 37 (1): letter from Karen to Hon. Jennifer Whiteside, Minister of Education, outlining our position on this issue sent July 9, 2021; Martina, Justin, Kirsten met with ADM and MOE staff to discuss this issue on October 25, 2021; Karen, Martina, Justin, Kirsten, Paul Simpson (K-12 Presidents Council President) and Amber Leonard met with Minister Whiteside on November 15, 2021 to discuss; included in CUPE written Budget 2022 Submission; Karen presented on this issue to the Select Standing Committee on Finance on September 30, 2021; Karen discussed this budget priority with Hon. Selena Robinson, Minister of Finance, and President & CEO of the Public Sector Employers' Council Secretariat John Davison on October 18, 2021; CUPE BC has coordinated with the K-12 Presidents Council and Coordinators around bargaining on this issue; Research prepared a briefing note on this issue which I will also forward to you.</p>						
37	Action	Lobby the provincial government to expand the funding formula for K-12 sufficient funding to back fill staff for the full duration of support staff absences.	<ul style="list-style-type: none"> • Build awareness with government to help our members fight back at labour management and bargaining through the K-12 coordinators; • Research draft a briefing note that pulls data together 	Legislative Coordinator	Research Spring 2022	Ongoing
<p>Notes on Resolution 37 (2): The K-12 Presidents' Council and Coordinators are working on this issue as a bargaining priority</p>						
40	Action	Lobby the provincial government for forward facing dash cameras to be installed in all school buses.	<ul style="list-style-type: none"> • Draft letter introduction to the issue; • Train and engage members to tell their stories to elected government; • Kamloops School District and Local 3500 have a public facing campaign 	Legislative Coordinator	September 2021	Completed
<p>Notes on Resolution 40: Through meetings with the Ministry of Education staff in Fall 2021, we learned that the provincial government provides funding when school buses are purchased to add accessories, which would include cameras. The provincial funding is there, but districts need to be pushed to add cameras when they are purchasing buses. Therefore, this is a local issue to be advocated for at the district level. The K-12 coordinators are drafting a bulletin to members advising them of this issue, and explaining the process to bring this as a priority to their districts to implement. This bulletin will go out in the spring of 2020. No further action needed.</p>						
<p>LIBRARY</p>						
49	Action	Lobby the provincial government to rethink the funding formula to libraries to reflect the changing roles and growing social supports that library workers provide to their respective communities.	<ul style="list-style-type: none"> • CUPE BC Budget submission; • continue/ ramp up the involvement of the RVP's in presenting on these issues; • identify opportunities to engage user groups to amplify; • Karen to check in with new BCLA Director; • Get members more involved with the medal ceremonies (sponsorship of Summer Reading Club); • Coordinators of Muni/Library sectors and Exec Board folks to meet and do some brain storming 	Legislative Coordinator	Ongoing	Completed
<p>Notes on Resolution 49: included in CUPE BC written Budget 2022 submission; Kari Scott-White presented on this topic to the Select Standing Committee on Financing on September 1, 2021; raised with Hon. Josie Osborne, Minister of Municipal Affairs, when met with her on October 5, 2021</p>						

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LOCAL UNION						
52	Action	Encourage all Locals to provide a seat on their Executive Board for an Indigenous member.	<ul style="list-style-type: none"> • Letter to locals; • GVP/RVP's speak at District Councils to encourage locals • Use existing reconciliation video assets • Research/Human Rights to provide sample CA language and information from specific government legislation re: employment equity 	CUPE BC President	Ongoing	Added to Policy Manual
54	Action	Work with the Young Workers Committee to develop a mentorship framework template which will be made available for use by all locals.	Young workers committee work with local that does this with support from staff advisors and servicing staff	Young Workers Committee	Ongoing	
NATIONAL UNION						
60	Action	Submit a constitutional amendment resolution to the 2021 CUPE National Convention that CUPE National develop a Code of Conduct that would apply to all chartered organizations that will then be brought forward to the 2023 CUPE National Convention.	Constitutional Resolution to CUPE National	Legislative Coordinator	Hard Deadline August 24, 2021	Completed
OCCUPATIONAL HEALTH & SAFETY						
62	Action	Lobby the BC provincial government to amend the Workers Compensation Act to include gender-based violence, domestic violence, intimate partner violence, sexual assault and sexual harassment.	<ul style="list-style-type: none"> • Include with WorkSafe lobby re: Patterson Report. Check in with John Gibson re: health and safety committee background on this issue; • Put together materials for members to use with their own employer; • Gather together members to help guide this work 	Legislative Coordinator	Ongoing	Ongoing
<p>Notes on Resolution 62: on November 25, 2021, the BC Government announced a focused public engagement on the issue of gender-based violence, to develop an action plan by the end of 2022 to address gender-based violence over the coming years. We will be participating in this consultation once we have more information on the format and timeline.</p>						

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POLITICAL ACTION						
69	Action	Create a Board Resource Kit for locals to empower locals to actively engage in the board member election/appointment processes for the boards that govern many of our employers and our workplaces.	Work with political action committee	Local Government Liaison	Spring 2022	In Progress
Notes on Resolution 69: Research is being compiled by a member of the Political Action Committee on similar resource kits that exist for other organizations. The research work is to ensure our resources reflect best of existing practices. Research and analysis should be complete by the end of March, with work to compile the resource kit will begin in April.						
71	Action	Re-establish political action zone coordinators for the purpose of coordination in each region with locals and activists for outreach, volunteers, campaigns and member-to-member training with political action tools including training and documentation on the provincial election rules.	Build a framework document on how to do this work including timelines prior to building any pieces	Elections Coordinator (Legislative Coordinator and Local Government Liaison)	Ongoing	Added to ToRs of Political Action Committee
74	Action	Contribute up to \$75,000 to CUPE Alberta to assist in their fight against the anti-union Bill 32.		CUPE BC Secretary-Treasurer		Completed
POST SECONDARY						
76	Action	Lobby the provincial government to make changes to the College and Institute Act, University Act and other institution-specific legislation which will: <ul style="list-style-type: none"> • add a second elected support staff seat to College Boards; and • add a second employee seat to university Boards of Governors dedicated to institutional support staff specifically. 	<ul style="list-style-type: none"> • Write a letter/submission work; • Include in BC Budget Submission; • Work with Colleges Committee and Universities Committee 	Legislative Coordinator	BC Budget Submission July 2021 October 2021	Ongoing

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No.	Type of Resolution					
<p>Notes on Resolution 76: included in CUPE BC written Budget 2022 submission; Karen presented on this topic on September 30, 2021 to the Select Standing Committee on Finance; Michelle Waite presented on this topic on September 29, 2021; collaboration with CUPE Staff and Locals regarding the ongoing post-secondary campaign</p>						
78	Action	<p>Lobby the BC provincial government to increase per student funding to compensate for 16 years of cuts to post-secondary education by the BC Liberal governments in order to:</p> <ul style="list-style-type: none"> • Contribute to a just economic recovery from the economic downturn caused by COVID-19; and • Reverse the continued underfunding of the post-secondary education sector; and • Restore historic levels of public funding to not less than 75% of institutional base-budgets; and • Re-establish the annual capital allowance and other funding envelopes cut by past BC Liberal governments; and • Increased research funding and capacity; and • Increased funding for long-underfunded campus services (student support, libraries, etc.). 	<ul style="list-style-type: none"> • Write a letter/submission work; • Include in BC Budget Submission; • Work with Colleges Committee and Universities Committee 	Legislative Coordinator	<p>BC Budget Submission July 2021</p> <p>Research September 2021</p>	Ongoing
<p>Notes on Resolution 78: See Notes on Resolution 76 above</p>						
<p>PROVINCIAL UNION</p>						
88	Policy	Provide anti-oppression training to the CUPE BC Executive Board once per term.	<ul style="list-style-type: none"> • Book training in conjunction with Executive Board meeting; • Include cultural safety and humility training 	CUPE BC President	December 2021	Add to CUPE BC Executive Board Orientation & Training Policy

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No.	Type of Resolution					
SKILLED TRADES						
92	Action	Work with the Skilled Trades and Persons with Disabilities committees to plan and carry out a campaign to raise awareness of the opportunities to break down barriers for persons with disabilities and encourage them to work or stay working in skilled trades; and	<ul style="list-style-type: none"> • Research and Human Rights Briefing note • Joint meeting between Skilled trades and PWD committees to brainstorm 	Human Rights Staff	Winter 2021/22	Anne to provide an update - new Human Rights rep
92	Action	Request CUPE National provide research in conjunction with the Persons with Disabilities Committee to provide education and effective collective agreement language to share with locals to: <ul style="list-style-type: none"> • Promote skilled trades; and • Remove barriers to persons with disabilities interested in working in skilled trades, including promoting the use of psychological educational assessments such as those that are part of the "Virtual Learning Strategist Program (VLSP)". 	<ul style="list-style-type: none"> • Research and Human Rights Briefing note relating to Accessibility Legislation; • Joint meeting between skilled trades and PWD committees to brainstorm; • Research scan collective agreement language; • Communications staff develop materials 	Human Rights Staff	Ongoing	Anne to provide an update - new Human Rights rep
EMERGENCY						
1	Action	Call on the BC government to provide the Pacific National Exhibition (PNE) \$8 Million in emergency funding from the \$100 Million allocated in the 2021 BC Budget to support jobs in the arts, culture, and tourism sector severely impacted by restrictions due to the COVID-19 global pandemic, and save more than 4,000 CUPE jobs;	Incorporate into existing campaign and continue to work with 1004 members	Privatization Coordinator	Ongoing	Completed

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No.	Type of Resolution					
1	Action	Urge the BC government, Provincial Health Officer, and Vancouver Coastal Health Authority to work with and support the PNE in hosting innovative, safe, and physically distanced outdoor events that can provide much needed work for some of the thousands of CUPE members who have had opportunities to earn income significantly reduced, or completely eliminated, because of COVID-19 Health Orders.	<ul style="list-style-type: none"> • In progress some reopening already announced; • Encourage members to fill out the petition; • Encourage members to participate in social media or other campaign activities; • Possibly encourage members to attend 	Privatization Coordinator	Ongoing	Completed

Notes on the Resolution Workplan 2021

Where there is a directive to lobby the Provincial Government, coordination of that work is the responsibility of the Legislative Coordinator. However, the LC will engage with CUPE National staff, EB members, CUPE BC Committees, and members for the purposes of developing all materials and lobby plans and for putting this work into action.

The recommended actions are not a top end limit, they are a baseline of activities.

