



**EXECUTIVE BOARD
REPORT TO THE 2023 CUPE BC
CONVENTION**

APRIL 2023

TABLE OF CONTENTS

| | |
|--|----|
| Introduction | 3 |
| Bargaining And Strike Support | 4 |
| Political Action | 6 |
| Working With Our Provincial Government | 9 |
| UBCM Area Associations | 13 |
| Union of BC Municipalities (UBCM) | 16 |
| Defending Public Services | 18 |
| Campaign For Universal, Public Childcare | 23 |
| Organizing | 26 |
| Working With Allies | 27 |
| Community Events | 30 |
| Committees | 32 |
| CUPE Health Care Presidents' Council (HCPC) | 33 |
| Diversity, Equity, and Inclusion (DEI) Action Plan | 35 |
| CUPE BC - In Memoriam | 37 |
| Our Employees | 38 |
| Conclusion | 39 |

INTRODUCTION

CUPE BC is British Columbia's largest union, representing more than 100,000 members across the province in a wide variety of sectors. CUPE BC is honored to conduct its work on the unceded, traditional territories of 203 distinct First Nations communities. The services our members provide impact the daily lives of British Columbians and are key in ensuring vibrant and healthy communities province wide.

At each annual convention, CUPE BC's Executive Board reports to delegates who attend convention on behalf of their Local. It is important for all members to know what we have done to deliver on commitments made at the past convention and to hear about our victories, challenges, and the resolve of all our Locals. We have completed much important and impactful work since our last convention, all stemming from our Union's constitutional objectives and the resolutions passed in 2022.

Every year, following convention, CUPE BC hosts a Think Tank. This is a strategic planning session where Executive Board members, District Council presidents, and staff come together to review that year's convention, and strategize and develop plans on how we will put into action the resolutions you have mandated us to enact. This also helps ensure proactive planning and effective use of our resources for the year ahead.

This report endeavors to provide a clear picture of our work over the past year, to talk about some of our upcoming challenges, and to celebrate our members' victories.

BARGAINING AND STRIKE SUPPORT

While CUPE BC is not responsible for collective bargaining, we do offer support, when requested, to Locals facing difficult situations at the bargaining table. Whether that is putting out the call for support on a picket line, applying political pressure by presenting to all levels of government and governing boards, engaging allies, reaching out to other unions, or offering financial support, CUPE BC is always prepared to support our members and help them overcome challenges.

Since our convention last year, collective bargaining has taken place across all sectors. Working collaboratively among our locals and in solidarity with our allies, we closely coordinated and strategized our efforts to shape the provincial wage settlement and achieve historic gains across all sectors. Our members have seen wage increases with inflationary protections, improvements to hours of work and benefits, increased access to leaves including sick leave, domestic violence leave, cultural leave, and leave for gender affirming care. For example:

- Thousands of CUPE members in the community social services sector, among the most precarious workers in the province, achieved low-wage redress and 100-per-cent employer-paid sick leave;
- We saw historic amounts of money at local tables in the K-12 sector;
- Ambulance Paramedics overwhelmingly ratified a new collective agreement that goes a significant way to begin addressing challenges caused by systemic underfunding and 16 years of cuts by the previous BC Liberal governments;
- In the municipal sector, CUPE members in south Vancouver Island saw significant wage increases that included flat wage increases, lifting up the lowest hourly wage earners;
- Bargaining in the Metro Vancouver region ramped up early this year, as staff coordinated and supported efforts to achieve the best deals possible for our members. Through coordination and political action, we reached collective agreements with significant wage increases and key improvements, such as funding for counselling services to better support workers' mental health needs, gains for auxiliary employees, and enhancements to job evaluation programs.

At the same time, significant increases in inflation over the past two years have meant that many of our members struggle to pay essential costs such as housing, food, and transportation and are increasingly concerned about the cost of daily living. An alarming number have reported food bank use to feed their families. We continue our efforts to bargain inflationary protections and negotiate agreements that recognize the high cost of living. In addition to wage improvements, we seek benefit improvements, increased allowances and percentages in lieu, increased hours for part-time employees, and reduced precarity. We were encouraged by the new five-year deal reached between Pacific Blue Cross and members of CUPE 1816: in addition to a 20-per-cent base general wage increase over the term, the new agreement includes fixed cost of living adjustment amounts applied in the first two years and inflationary protection in the form of an ongoing cost of living adjustment clause.

We have also seen the continuing cost of privatization with the strike by CUPE 561 members who work for the U.S.-based, for-profit company First Transit. While seeking a fair collective agreement that includes wage parity with other transit providers in the region, a pension plan, and better working conditions, this job action has once again exposed the perils of contracting out public transit to private corporations who interested only in boosting their profits.

POLITICAL ACTION

Political action has always been at the heart of CUPE BC. Electing progressive candidates to all levels of government is a priority and, over the past year, CUPE members have stepped up to support progressive candidates.

2022 Community Elections Report

CUPE BC's work in the British Columbia local government elections, which concluded on Election Day, October 15, 2022, focused efforts on member mobilization and increasing voter turnout of progressive voters across the province.

Confined by further restrictions for unions in the Local Elections Campaign Financing Act, CUPE BC devoted all resources to unregulated activity in terms of direct member outreach urging votes for endorsed candidates, and targeted public advertising with only a get-out-the-vote message.

In total, CUPE BC advised members to support 282 candidates for mayor, councilor, school trustee, park board commissioner, or regional district director. Recommendations were based on endorsements of the impacted CUPE locals or by CLC Labour Councils, as well as CUPE members running as candidates if no other candidates were endorsed. Of those candidates two thirds were successful, with 187 labour recommended candidates elected.

| | |
|--|-----|
| Total candidates recommended by CUPE BC | 282 |
| Total elected | 187 |
| Incumbents recommended | 130 |
| Incumbents recommended and re-elected | 104 |
| Incumbents recommended and acclaimed | 7 |
| Non-incumbent candidates recommended | 152 |
| Recommended candidates newly elected to position | 76 |
| Recommended incumbents defeated | 17 |
| Recommended candidates elected school trustee | 71 |
| Recommended incumbent School Trustees re-elected | 39 |
| Recommended newly elected School Trustees | 32 |
| Recommended incumbent Councilors re-elected | 65 |
| Recommended newly elected Councilors | 17 |
| Recommended incumbent Mayors re-elected | 9 |
| Recommended newly elected Mayors | 8 |

There were five endorsed incumbent mayoral candidates defeated - in Daajing Giids in Haida Gwaii, Powell River, Campbell River, White Rock, and Vancouver. While not endorsed, incumbent mayors in Kelowna and Kamloops were defeated, according to analysis, because the newly elected mayors were seen as more conservative than their predecessors.

In contrast, communities including Victoria, Saanich, North Cowichan, Langley City, Langley Township, Port Moody, Maple Ridge, New Westminster, and Penticton had a change in mayor, but the endorsed candidates were successful.

Member Mobilization

CUPE member mobilizers participated in 276 shifts of three hours of calling each, for a total of 828 hours of member contact through the Call Hub application.

In the Lower Mainland, the system dialed though and connected in some way to 23,967 unique phone numbers in priority jurisdictions.

Benefitting from coordination with the Vancouver and District Labour Council and the New Westminster and District Labour Council, CUPE BC member mobilizers made live connections with 4,522 members. Thousands of others received reminder voice mails directly, in addition to a Broadcast Voice Message from CUPE BC. Door knocking in Vancouver, where CUPE member density made it possible, also occurred with positive reports from the CUPE activists.

In areas outside of the Lower Mainland locals supported candidates in a variety of ways. In Prince George, member mobilizers directly called members, made work site visits at city hall offices and school lunchrooms with voter card distribution, and hosted a members' zoom forum with candidates attending. Other locals mobilized members to volunteer directly for endorsed candidates in places like Saanich.

Member Survey

Prior to the direct member mobilization, CUPE BC, as directed by a convention resolution, conducted a survey of all members. The survey helped screen the member list of non-current CUPE members to limit union liability regarding election financing laws.

For confirmed members, the survey polled participants about the issues that are top of mind for members and what potential barriers exist to further engagement in political action to advance change on those issues.

Overwhelmingly the main issue for CUPE members in B.C. was affordability, specifically as it relates to housing costs, inflation, childcare, and wages.

The barriers identified concerns such as lack of time due to workload and/or family responsibilities including childcare, communication challenges for members whose first language is not English, and disabilities or illnesses.

Data collected from all member contact during the campaign continues to be analyzed. The next significant project, vital for CUPE BC's ongoing political action, is the integration of all member contact information and results from conversations, interaction with online tools and social media, responses to e-mails, and updated information from CUPE locals. When complete, CUPE BC's future member engagement and mobilization will be more efficient in making sure we are talking to members who want to be contacted, and targeted to the sectors, regions, and issues specifically relevant to each member.

Essential for CUPE BC's campaign was the central communications actions that supported the member-to-member ground game. Direct mail to all members with recommended candidates in their jurisdiction, a pledge-to-vote tool, a candidate search site, e-mails, broadcast voice messages, and a substantial digital and social media advertising buy promoting voting, all complemented the direct member contact and mobilization.

We continue to see the difference that a progressive government can make in British Columbians' daily lives under the BCNDP government. While other provincial governments settled contracts with public sector workers that were far below inflation, in B.C. public sector unions negotiated freely with the provincial government and achieved the best provincial wage settlement in Canada. Under Premier David Eby, the BCNDP government continues to invest in workers, in public services, and in communities—including record investments to address mental health and addiction, housing affordability and the strength of our public healthcare system. While there is still lots of work to do, and we continue to advocate for needed improvements and investments that matter to CUPE members and our communities, we must also reflect on how far we have come, despite the difficulties faced.

Since our last convention, the government has passed or introduced legislation that continues to move B.C. forward on key issues to address inequality and on a path towards reconciliation. The BCNDP's progressive legislative agenda has taken on housing affordability, anti-racist data collection, unfair workers' compensation payments, and gendered pay inequality. It has also entrenched the National Day for Truth and Reconciliation (Sept 30th) as a provincial statutory holiday.

In [December 2021](#), the provincial government established a [Provincial Accessibility Committee](#) (PAC) to support the implementation of the [Accessible British Columbia Act](#) passed in June 2021. Additionally, the province announced the creation of the Accessible Service Delivery Standard and Employment Accessibility Standard Technical Committees, both of which assist the PAC in developing recommendations for accessibility standards. As part of its commitment to implementing the *Accessible BC Act*, the provincial government also commemorated AccessAbility Week (May 29 - June 4, 2022) by introducing BC's *Accessibility Plan*. CUPE BC is proud to support the government in these efforts.

The government has nearly completed a phased-in approach to repatriate 4,000 contracted-out health care cleaning and dietary workers back into the public system. This is a reversal of the BC Liberals' 16-year privatization policy that drove down wages for women and racialized workers, fragmented the healthcare team, and destroyed workers' lives. This repatriation was a great move for public health, but we need the provincial government to bring all services in house across the public sector. This is why we are supporting campaigns at post-secondary institutions to bring vital cleaning services under public operation. This will ensure that students, staff, and faculty have clean and safe spaces to work and learn, and cleaners will be fairly compensated. The

work force providing these services is predominantly racialized and female; contracting out these services for the lowest possible cost is racist and sexist.

Over the past year, we continued to see large investments in childcare that have moved forward the government's 10-year plan to give families access to quality, affordable childcare. The BC NDP has prioritized creating new spaces and reducing the cost of childcare for parents. In addition to the continued expansion of \$10/spaces across the province, the government also reduced childcare fees for parents of infants to children up to age five by more than \$900 last December; by September 2023, parents of school-aged children will not pay more than \$10/day for out of school care. Nonetheless, we need to continue our advocacy for a universal system of public childcare as the government has yet to fully commit to a publicly delivered system of integrated childcare that provides access to fair wages, benefits, and a dignified retirement for childcare workers, most of whom are women and disproportionately racialized. (See the Childcare section of this report for more on our campaign.)

The government's introduction of card check certification last year means that workers can choose to join a union quickly and with less pressure from employers. We have already seen the results of this policy change: in the last half of 2022, union certification applications were more than double the number of applications filed in the first six months of the year. With more workers looking to unions than at any time in the past two decades, this removal of barriers to accessing collective bargaining could not have come at a better time. Card check certification, vociferously opposed by employers and the BC Liberals, will be reversed if the BC Liberals are elected to government again. The BCNDP also increased funding to the Employment Standards Branch, allowing the Branch to increase enforcement of employment standards and the Labour Relations Board to process certification applications. These agencies are still chronically underfunded, but this was a step in the right direction.

These are just some of the many things we have seen from the BCNDP government over the past year. We recognize that this is just the beginning –there is still much work to do. That's why we continue to meet with government representatives, share our vision, and advocate for issues that matter. CUPE BC both speaks for CUPE members and helps CUPE members speak with government. We are proud to be a grassroots Union that ensures workers' voices are heard in Victoria.

Since the last Convention, we have met with the Premier; the Attorney General; the Minister of Labour; the Minister of Education and Child Care; the Minister of Public Safety and Solicitor General; the Minister of Mental Health and Addictions; the Minister of Municipal Affairs; the Minister of Citizens Services; the Minister of Jobs, Economic

Development and Innovation; the Minister of Tourism, Arts, Culture and Sport; the Minister of Transportation and Infrastructure; and the Minister of Agriculture. We met with the Minister of State for Child Care, the Minister of State for Workforce Development, the Minister of State for Infrastructure and Transit, the Parliamentary Secretary for Anti-Racism Initiatives, the Parliamentary Secretary for Gender Equity, the Parliamentary Secretary for Labour, and the Parliamentary Secretary for Community Development and Non-Profits.

In these meetings, we advocate for strong and well-funded public services that are also affordable. These include mental health supports for our members and for all British Columbians, stronger health and safety protections at work, easier access to unionization by card check certification, affordable tuition and access to training, and a system of universal, affordable, inclusive, publicly delivered childcare. We also advocate for anti-racism legislation and policies, implementation of truth and reconciliation practices, better public transportation funding and infrastructure, a stronger public health care system, and adequate public health measures.

In working for fairness in our communities and in our workplaces, we aim not just to identify challenges, but also to provide meaningful solutions that we can work together to achieve. We may not always agree, but we are at the table. We are, for the most part, being heard. This is not the experience of our counterparts across the country.

Since our last convention, we have also held CUPE BC's first lobby week. CUPE members from across the province, Division Executives, and staff met with most of the BC NDP caucus and with members of the opposition parties to discuss CUPE BC's plan for public childcare in BC's public schools. (See childcare report.) On this and many other issues, the BCNDP government continues to consult with regular British Columbians and stakeholder organizations such as CUPE. Thanks to the diligent work of the CUPE National Research branch, we have presented to numerous panels and consultations, providing CUPE's perspective to government and government agencies. In addition to our written Budget 2023 Submission, District Council leaders and local presidents assisted CUPE BC in our presentation to the provincial government's budget committee, advocating for funding improvements and investment in public services and initiatives that support people and strong communities.

There is much to come over the next year. The province will soon engage in consultation on the 2024 Provincial Budget, and we know that a section three Labour Relations Code review will be undertaken in 2023. We will be participating to provide our perspective as the largest public sector union in the province, working across all sectors. The BCNDP government has an aggressive agenda set for the last 18 months

of its mandate. We look forward to advocating for the legislative changes and investments in public services that CUPE members and all workers need in B.C.

Background

UBCM, the Union of BC Municipalities, supports a network of area associations that are similar in function to CUPE's own district councils, providing local governments with a venue to coordinate and discuss matters that relate to their respective regions. There are five area associations, one each for Vancouver Island, the Lower Mainland and Fraser Valley, Northern B.C., the Southern Interior and the Kootenays. Each year these area associations hold conventions in the spring, which discuss issues and resolutions that are then forwarded to the central UBCM convention the following fall.

Local Government Relations Objective in 2022

In recent years, when the focus was more on advocacy with individual local governments and with the UBCM itself, there was little contact with UBCM area associations. In strategic planning conversations during 2021, this lack of interaction with UBCM's regional structures was deemed a missed opportunity to expand local government relations as these associations' annual conventions are great venues in which to build relationships with individual decision-makers. They also offered an excellent opportunity for engagement on issues before they reach a wider, provincial audience. With the support of the Executive Board, the Strong Communities Working Group staff were tasked with negotiating sponsorships and coordinating participation with each of the five area associations in 2022.

AREA ASSOCIATION PARTICIPATION IN 2022

Association of Vancouver Island Coastal Communities (AVICC)

The Vancouver Island District Council has long been engaged in sponsorship of the AVICC annual meeting and conference. In 2021, VIDC and CUPE BC partnered in sponsoring AVICC's online event, with the result of expanding their profile at the event. Early engagement with AVICC revealed that most pre-pandemic sponsors were returning and there were few opportunities to increase engagement; however, perseverance with AVICC representatives resulted in CUPE BC securing title sponsorship of the opening reception, a platinum level of engagement valued at \$6,000. VIDC was also a sponsor, providing additional profile to CUPE at the event.

The AVICC conference was held April 1-3 at the Victoria Convention Centre. CUPE's delegation included both Officers, a VIDC representative, and the Local Government Liaison. Local 8911 members also attended, hosting the trade show booth that was provided as part of the sponsorship package. President Ranalletta addressed the conference as part of the sponsorship's benefits.

Association of Kootenay and Boundary Local Governments (AKBLG)

Funding was provided to AKBLG in 2021 to support a planned in-person gathering that never took place due to pandemic restrictions. The value of that support, \$1,000, was applied to the 2022 event in addition to a donation of \$5,000 to facilitate platinum sponsorship for the conference. For this sponsorship value, CUPE BC was recognized throughout the event as one of the primary sponsors of the AKBLG's conference. Attendance at the conference, which was held April 22-24 in Nelson, could not be arranged given its proximity to the CUPE BC convention and the B.C. School Trustees Association convention held on the same dates.

Southern Interior Local Government Association (SILGA)

SILGA had been consistently enthusiastic about expanded CUPE participation in their annual conference. Unfortunately, the 2022 event (April 26-28) coincided with convention, which limited participation. A silver sponsorship was secured for a donation of \$5,000, and this support included promotion of CUPE BC on all delegate name tags, and exclusive sponsorship of one of the conference's nutrition breaks. In consideration of CUPE BC representatives not being able to attend in-person, which was a complimentary component of silver sponsorship, SILGA provided additional nutrition breaks branded as CUPE BC sponsored components of the conference.

North Central Local Government Association (NCLGA)

The NCLGA has been a challenge to connect with in past years, but for the 2022 conference CUPE BC received a very positive response to its offer of sponsorship. Though the arrangement took some time to coordinate, CUPE BC was successful in securing a silver level sponsorship at NCLGA for a donation of \$5,000. CUPE BC's support was recognized in the form of a title sponsorship for one of the networking lunches provided to delegates. The conference was held May 4-6 in Fort St. John. Work was undertaken to coordinate attendance at the NCLGA, but due to illness and a scheduling conflict with another UBCM area association, participation in the event was not possible.

Lower Mainland Local Government Association (LMLGA)

CUPE BC secured a high-profile sponsorship for the LMLGA conference, held May 4-6 in Whistler. For a donation of \$7,875, we were able to secure title sponsorship of the opening keynote address, and sponsorship of several coffee breaks at the event. Additional resources were allocated to this area association, owing to the large proportion of municipal members employed by LMLGA municipalities. The sponsorship also included a table in the trade show, which was provided to Local 8911 to highlight the issues related to the underfunding and staffing challenges at E-Comm9-1-1.

Attending the conference for CUPE were President Ranalletta, Executive Board members Sarah Bjorknas and Tony Rebelo, the Local Government Liaison and Regional Director for British Columbia, and Local 8911 delegates Carrie James and Donald Grant. President Ranalletta addressed the conference as part of the sponsorship arrangement.

Outcome and Future Plans

Engagement with the UBCM area associations was very positive, and CUPE participants were universally supportive of continued work with these regional structures. Relationships established at the regional events provided a stronger foundation for interventions and interactions with local decision-makers at the larger UBCM event in September. In late 2022 and early 2023, work began to ensure that participation in the area associations would continue in the coming term. Sponsorship has again been secured with all five associations. Improved scheduling for 2023 should result in attendance at a larger number of the regional conferences, further increasing the value of this work.

Overview

The 2022 Union of BC Municipalities (UBCM) annual convention, held in Whistler September 12-16, was the first in-person convention since 2019. Representing CUPE BC at the event, the Division Officers were joined by several members of the Executive board as well as staff from the Strong Communities working group. CUPE BC participants attended discussions on current issues facing local governments, including the toxic drug crisis, mental health care, climate change, childcare, emergency services, and reconciliation, as well as B.C. government policy supporting communities, residents, and local economies.

Engagement Objectives

Participation in the UBCM helps CUPE BC advance priority issues and support our members who provide vital public services while building and maintaining critical municipal infrastructure across the province. It is a central venue for addressing local government issues that cannot be resolved at bargaining tables. Attendance at the annual UBCM convention increases awareness of CUPE BC's role as the voice of municipal workers in the province; it also provides an opportunity to educate local government leaders about CUPE BC's work to make B.C. communities healthier, stronger, sustainable, inclusive, affordable, and safe.

Reception and Sponsorship

CUPE BC was again a substantial sponsor of the UBCM annual convention, the centerpiece of which was our reception for delegates and guests on the third evening of the event. The reception, a regular element of CUPE BC's sponsorship, was very well attended and featured a welcome speech by President Ranalletta. Branding presence was much improved over previous years, increasing delegates' recognition that the event was provided by CUPE BC and leaving them with improved brand awareness.

Vendor Booth

Though not initially included in the sponsorship arrangement, a vendor booth was secured and staffed throughout the convention. The booth offered delegates a chance to meet CUPE BC representatives informally, access information and learn about how the union and its members support their community. To improve understanding of CUPE BC, its structure and its relevance, new written materials were distributed to delegates at the vendor booth.

A number of local government leaders, cabinet ministers, allied organization representatives, MLAs and even the Leader of the Official Opposition in B.C. visited the vendor booth to interact with CUPE BC representatives.

CUPE BC Childcare Campaign

Participation at UBCM 2022 provided a venue to promote the CUPE BC childcare campaign to local government leaders. Both at the vendor booth and at the CUPE BC reception, delegates and guests alike received information about the campaign, and we held conversations with anyone who expressed interest in CUPE BC's proposed model for public childcare.

Strong Communities Working Group

The Strong Communities Working Group (SCWG) is a committee of CUPE National staff and CUPE BC elected officers dedicated to supporting the political and strategic work of the Division and providing additional campaign resources to CUPE Locals in the Region.

This group monitors emerging issues, keeps track of vacancies on various boards and agencies, stays on top of labour relations issues that may need external support, and carries out campaigns to support our members across British Columbia. This working group is unique in CUPE, as no other Provincial Division or National Region collaborates as closely to monitor and coordinate responses to issues affecting CUPE Locals and members. The committee is made up of the following members:

CUPE BC:

- President
- Secretary-Treasurer
- Four GVPs
- CUPE BC Executive Director

CUPE National Staff:

- Regional Director
- Assistant Regional Directors
- Legislative Coordinator
- Local Government Liaison
- Anti-Privatization Coordinator
- Local Community Organizer
- Political Action Coordinator
- Representatives (one from each department):
 - Communications
 - Research
 - Administrative Support

Anti-Privatization

Through major infrastructure projects and post-pandemic austerity measures, CUPE members and our communities are currently facing several key privatization threats. However, with proactive response and education, CUPE members are well positioned to not only fend off privatization but bring contracted out services back to the public sector.

We continue to monitor the development of major infrastructure projects such as the multi-billion-dollar wastewater treatment facilities underway in the Lower Mainland and the Broadway subway line in Vancouver. We know that the federal infrastructure bank places significant pressure on lower levels of government to privatize many aspects of these projects—even at significant risk to quality of services, the high possibility of low return—even no return—on investment of public monies, and the likelihood of that public body being left liable for crumbling infrastructure.

Early in the pandemic, CUPE members identified the need to watch for signs of privatization and the implementation of an austerity agenda. Now three years into the pandemic, and with some of the most immediate concerns addressed, we still need to be mindful that conservative politicians and interest groups are likely to use the pandemic and its aftermath of runaway inflation as an excuse to contract out or otherwise privatize important public services.

This is particularly important in light of B.C.'s local government elections in October 2022, which saw some major municipalities flip to conservative-led councils and school boards. Privatization threats, while always present, are significantly higher under these councils and boards. It is of utmost importance that our activist network—from the member-at-large to the local executive board—keeps a close eye on the meetings and policy changes of these government bodies. The sooner a privatization scheme is caught, the better chance we have of stopping it in its tracks.

To help build anti-privatization capacity in locals, CUPE has developed a new pilot education workshop titled Stop Contracting Out. This workshop offers practical application of CUPE's new toolkit, "Stop Contracting Out: A guide to bringing jobs and services back in house." Through this workshop, locals learn the signs of privatization and explore ways to identify possible services to bring in house. It also examines the steps involved in contracting work back in and working together to build a plan for the work of bringing services back home.

We are also continuing our work to promote Local efforts to protect public services and bring important services back in house. Strong Communities staff are working with Locals and other National Staff on proactive campaigns particularly in the post-secondary and municipal sectors. Local 556 in the Comox Valley continues to be engaged in a significant campaign to protect and expand public services in their region. Beyond creating a public opinion environment in support of public services and the need for well paid jobs in the community, the Local is preparing a second stage of the campaign to bring some contracted out services, such as waste collection, paving, and sidewalk construction, in house.

Early this year, the Local began working on a case to bring contracted out custodial work in after the contractor quit during the pandemic, leaving the Town to rely on the Union to fill the gap the contractor left. Custodians with Local 556 stepped up and brought the standard of cleanliness up to a level the Town hadn't enjoyed in a long time, thus illustrating how much better public services are for everyone when delivered by public workers.

CUPE 3338 continues its leading role in a campaign coalition focused on bringing contracted-out custodial and food services back in house at Simon Fraser University. The Contract Worker Justice campaign is an alliance between the Local, UNITE HERE Local 40, faculty, students, and other employee groups on campus. The goal of the campaign is to restore these workers as direct employees of the university and to ensure that they are given the compensation and respect they deserve for their crucial contributions to the campus community. In July 2022, the SFU president announced that the University would be pursuing a Living Wage certification primarily to support contract workers, including custodial workers represented by CUPE. While this announcement garnered much media fanfare for SFU, they have not taken any measurable steps towards following through with this commitment. As these workers enter bargaining, a living wage will be one priority along with improved working conditions and benefits for their members.

Threats to B.C.'s Health Care System

In recent years, attacks have intensified on Canada's public health care system by individuals and investors seeking to profit from every person's right to access healthcare. CUPE BC is fighting back as a member of the BC Health Coalition, a provincewide coalition of labour and community groups committed to protecting and strengthening Canada's universal health care system. The BCHC has a mandate to fight privatization threats to our health care in B.C. To that end, they have been intervenors in what is called the Cambie Surgeries Case for more than a decade.

In 2009, Cambie Surgeries CEO Brian Day launched his constitutional challenge to public health care in B.C. after he learned that his private, for-profit surgical clinics were slated to be audited by the provincial government. This audit was triggered by patients who complained to the government that they had been illegally overbilled while receiving services at Cambie Surgeries clinics. That audit revealed that Day's clinics had overcharged patients by almost \$500,000 in just 30 days. Instead of paying back the money that had been illegally overbilled, Brian Day and his supporters filed a constitutional challenge at B.C.'s Supreme Court.

This case is seeking to make health care a profitable industry by striking down key pieces of B.C.'s Medicare Protection Act that maintain private and public healthcare as two separate and distinct systems with no financial connection and that limit preferential access to essential health care services for financial gain. The Cambie Surgical case is the most serious threat Canada's universal public health care system in recent memory, as it seeks to erase from our laws the fundamental concept of health care based on need rather than ability to pay.

The legal decisions in this case, if upheld, have the potential to fundamentally shift how health care is delivered in Canada, bringing us closer to a U.S.-style system where insurance corporations rule and health care is treated as another mode of profit generation for the few at the expense of the many. Because Canada has negotiated important protections for our public universal healthcare system within our Free Trade deals, the nature of our system would no longer be public and these Free Trade protections would no longer apply if Brian Day were to win his case.

A Cambie clinic win would allow the full force of U.S. private health insurance firms to enter the Canadian market and bring with them their profit-first ethos. This would have significant implications for all unions in Canada: instead of focusing on bargaining improvements to Extended Health Benefits, we would instead be scrambling to bargain basic health care insurance coverage into all our collective agreements, likely at the expense of benefits above and beyond basic health coverage.

Of particular concern for health care workers themselves would be the reality that a private system would drain health care workers from the public system. We already have a finite number of health care workers and are currently experiencing a shortage. If a private health care system were permitted to flourish, that shortage would be amplified, and the public system would suffer further with longer waits for patient care and poorer working conditions for health care workers.

The Cambie Surgeries Case, having been struck down at the Supreme Court of B.C. and the Court of Appeals, is now on its way to the Supreme Court of Canada. The outcome there will have the potential to impact all territories and provinces, as the laws that Day and his supporters seek to strike down are central to the Canada Health Act and every provincial health care insurance plan.

Related to the overbilling with the Cambie Surgeries Case, in B.C. we are also seeing double billing occurring through investor-owned private clinics, which is in direct contravention of the BC Medicare Protection Act. Some clinics are billing individual patients and public health plans (like MSP) for the same procedures – in effect paying themselves twice for one service. Fortunately, the BCNDP provincial government is committed to fighting these illegal double dipping practices, as the BC Medical Services Commission has filed injunctions against TELUS Health and Harrison Health in an attempt to halt that practice. We have also seen strong messaging from the government that they too are working to protect B.C.'s universal public health care system from capitalism's vultures.

Prior to the COVID-19 pandemic, work had begun to advocate for a province-wide public system of high-quality, affordable, and accessible before- and after-school care delivered by the existing K-12 system. A component of the \$10aDay childcare vision, school-based childcare delivered in-house is a key part of solving B.C.'s childcare crisis and could be realized using existing spaces and existing K-12 staff. CUPE BC's work on school-aged childcare has included the connected goal of seeking more hours for existing education assistants, who would provide qualified and experienced staffing to school-based programs and could increase their hours to full-time as part of this model.

Public Outreach

Work on the childcare campaign in 2022/23 took the form of a cost shared campaign with the National Union providing substantial funding on a matching basis. Major components of the campaign included creation of videos featuring CUPE members and promoting CUPE BC's childcare vision, provincewide multi-channel advertising, outreach with locals, coalition partners and other allies, and direct advocacy to local and provincial governments.

Over the course of the cost shared campaign, which spanned nearly seventeen months, a diversity of advertising was employed to connect with communities across the province. Interim ad performance from January 2023 showed substantial reach, with specific performance for each channel as follows:

- Total Digital Impressions: 5,665,316
- Total Generated Click-Throughs: 42,718
- Total Radio Spots (province-wide): 12,400
- Total website views: 85,503

The campaign also procured support from allied groups, including the Coalition of Childcare Advocates of BC, the BC Teachers Federation, and the BC Federation of Students.

Online Engagement and Mobilization

The central mobilization for the campaign is a digital engagement site that enables supporters to express their support to decision-makers. Since its creation in 2021, the site (www.publicchildcarenow.ca) has targeted local government, generating letters to trustees. In October 2022, following the local government elections and coinciding with

our planned provincial government lobby week (discussed below), the targets were changed to focus on the BC government. The site, which currently generates letters to the Minister of Finance, Minister of Education and Childcare, Minister of State for Childcare, and each supporter's respective MLA, has drawn more than 4,000 participants to date.

Local Government Relations

Campaign work in 2022/23 included providing support to CUPE locals in presenting to their local school boards and directly lobbying their trustees. To support this work on a provincial scale, CUPE BC made childcare the central focus of its sponsored reception for the annual BC School Trustees Association convention. The B.C. division also used sponsorship of the Union of BC Municipalities and their six area associations to encourage local governments to support school boards in providing a public childcare option.

Provincial Government Relations – Lobby Week 2022

CUPE BC executed its provincial government advocacy using two main channels of communication. First, the union's vision for publicly delivered school-aged care was broadly incorporated into all government relations and highlighted through a wide range of regular meetings with government representatives. Second, using a more targeted approach, we participated in a lobby week organized for November 2022, during which CUPE BC representatives met with decision-makers specifically about childcare, providing strong advocacy and written support for our proposed childcare model. The 2022 lobby week incorporated several unique elements, including direct participation by CUPE members who shared their stories as parents struggling to find childcare, education assistants struggling to make ends meet, and current childcare workers who could personally attest to the failure of the existing model. Two local presidents who also participated in the lobby week provided valuable examples of the in-house childcare provided in their respective districts and the benefits of public childcare for workers, parents, and kids.

In another unique element of the 2022 Lobby Week, conversations were held with members of the opposition parties. At a reception held on the first night of the week, and at meetings with each respective caucus, there was direct engagement with members of the BC Liberal and BC Green parties in which both opposition parties expressed support for CUPE BC's proposed model of childcare. These meetings, the first with either party in recent memory, reinforced the union's desire to establish public childcare as a non-partisan issue.

Lobby Week could not have been a more positive experience. We know that elected officials valued hearing about our members' lived experience, and we saw the confidence and skill of our members grow throughout our days in Victoria. Based on the success of this Lobby Week, we look forward to continuing to put the voices and experiences of CUPE members at the forefront of our advocacy work.

Successes

CUPE BC's campaign has clearly impacted the evolution of childcare in our province. Most noticeably, this impact has been seen in the expansion of the Seamless Day model of care. Pilot projects modelling seamless childcare, an integrated childcare model delivered in-house by school districts to kindergarten and grades 1 and 2, now exists in nearly half of B.C.'s school districts. During this most recent round of K-12 bargaining, a number of CUPE locals successfully negotiated before- and after-school care pilot projects that will expand education assistant hours while also providing much needed childcare in their communities. [BC budget 2023].

Next Steps

At the end of the reporting period, work on the campaign focused on assessing the relative successes and shortcomings of tactics used and preparing to continue the campaign in the year to come. Based on the experience of the past year, a greater focus on community engagement, coalition building, direct engagement with locals, and work with newly elected trustees are recommended elements of future work to make universal, public childcare in all B.C. communities a fact of life in our province

ORGANIZING

Our 2022 Organizing Team consisted of Tamara Laza, Elizabeth Locke, and member organizers from every region of the province. Since last convention, we have welcomed the following members into our CUPE family:

CUPE Local 116

UBC Drivers for the Centre of Accessibility Members

CUPE Local 409

New Westminster School District Health Promotion & Prevention Worker Members

CUPE Local 523

Summerland Community Support Members

CUPE Local 718

Organized Crime Agency of BC Civilian Staff Members

CUPE Local 1004

Science World staff

CUPE Local 1622

BC SPCA Richmond Adoption Centre Members

CUPE Local 1936

Fraser River Indigenous Society Members

Richmond Society for Community Living- Child & Infant Development Members

CUPE Local 2278

UBC Exam Invigilators for the Centre of Accessibility Members

CUPE Local 3999

Okanagan Boys & Girls Club Families First Resource Society Member

Working with our allies and supporting other struggles is one of our most important roles in the labour movement. It is, after all, what makes us a movement: practicing allyship allows us to fight for those things that not only improve the broader bargaining context for all unionized workers, but also improve working conditions for all workers and the communities we work in.

There are many organizations that share our values and have built strategic partnerships. These organizations share our concerns around fair and safe work, environmental protection and climate change, the value of public services, and the importance of addressing poverty and inequality while advocating for justice for migrants, Indigenous, and racialized people.

Below are just some of the partnerships and organizations CUPE BC supports throughout the year:

- **BCLA Summer Reading Club Program (BC SRC)**

As B.C.'s largest literacy program for children and families, The BC Summer Reading Club (BC SRC) encourages children to build their reading and literacy skills throughout the summer months. This important initiative is an accessible, diverse, and inclusive program that is developed and managed by the BC Library Association but grows from the work and commitment of individual libraries and staff, and flourishes because of community support and participation.

- **BC Labour Heritage Centre (BCLHC)**

The BCLHC Society preserves, documents, and presents the rich history of working people in British Columbia. Society engages in partnerships and projects that help define and express the role that work, and workers, have played in the evolution of social policy and their impact on the present and future shaping of the province. Sarah Bjorknas represents CUPE BC on the Board of Directors for the BCLHC.

- **BC Health Coalition (BCHC)**

CUPE BC continues to actively participate as a member of the BC Health Coalition and occupies a Labour Co-Chair position on the Coalition's Steering Committee. The BCHC works to keep health care public and accessible.

- **Sustainable Communities Initiative (SCI)**

The SCI's work focuses on regional issues carried out by Metro Vancouver (formerly the Greater Vancouver Regional District), TransLink, and Port Metro Vancouver. The project is funded by a partnership of several unions. The coordinator, Max Gardiner, provides regular reports and works collaboratively with us at the Union of BC Municipalities convention.

- **CoDevelopment Canada (CoDev)**

In 2022 President Karen Ranalletta and Executive Director Kiran Kooner participated in a solidarity delegation to Cuba. Coordinated by CoDev, this was an excellent opportunity to build relationships at the leadership level between CUPE BC and SNTAP. (For more information about CoDevelopment Canada and CUPE BC's funding of their solidarity and partnership work in Latin America, see the International Solidarity Committee's report.)

- **Canadian Centre for Policy Alternatives (CCPA)**

We continue to support the work of the Canadian Centre for Policy Alternatives in their efforts to debunk methodologically flawed research from right-wing think tanks that continually attempt to vilify unions, unionized workers, and the public sector.

- **Coalition of Child Care Advocates of BC (CCABC) & \$10aDay Plan**

The \$10aDay Child Care Campaign is an initiative of the Coalition of Child Care Advocates of BC. The Campaign builds on the ongoing collaboration between the Coalition of Child Care Advocates and the Early Childhood Educators of BC to carry out public education activities related to the Community Plan for a Public System of Integrated Early Care and Learning, or the \$10aDay Child Care Plan.

- **Living Wage for Families**

The Living Wage for Families Campaign encourages employers to pay a living wage as well as advocating for government policies that help families make ends meet. A living wage is the hourly amount a family needs to cover basic expenses.

- **Free Them Now**

Free Them Now is a campaign to free jailed workers in Iran, a country that does not recognize the right to unionize and regularly imprisons worker activists. CUPE BC has been a small supporter over the years, but in 2023 has expanded its support in light of the extreme hardship workers face.

- **BC Poverty Reduction Coalition (BCPRC)**

The BCPRC is comprised of more than 100 organizations and community mobilizations that come together to advocate for public policy solutions to end poverty, homelessness, and inequality in B.C. We are proud to support their campaign for digital justice.

COMMUNITY EVENTS

While we did not have a community events trailer (CET) this past year, CUPE BC's work supporting locals did not slow down. We filled the gap by renting barbeques for locals who needed them, stepping up our distribution of swag, and supporting some of the first in-person events since the pandemic began.

CUPE BC was able to attend events with locals throughout the year. We travelled to District Council, CUPE local and general membership meetings, connecting with local leaders and members in different regions of the province. For example, we participated in a Northern Tour, organized by the NADC, that included the communities of Dawson Creek, Chetwynd, and Fort St. John. We also met with locals on Vancouver Island and the Sunshine Coast. Throughout these tours, Karen Ranalletta continued posting her highly popular President Profiles on Facebook, introducing CUPE local presidents to a larger audience.

In late February this year, CUPE BC joined the BC Fed and other unions at a rally in Abbotsford to support Local 561 transit workers on strike for a fair deal.

Solidarity

In addition to supporting our own members, we also showed up to support other unions. We spent time on the picket lines or attended events for ILWU Local 502, ILWU Local 400, IUOE Local 115, Teamsters Local 213, USW Local 1944, UNITE HERE Local 40, and BCGEU. Karen Ranalletta and Regional Vice-President Debra Merrier travelled to Toronto to support the Ontario School Board Council of Unions (OSBCU) in their strike efforts challenging the Doug Ford government.

Our solidarity efforts were not confined to the picket line. Karen Ranalletta spoke at a rally in support of Iranian women under attack from their own government, and also travelled to Cuba to show international support for union members there (see International Solidarity report). Along with other members of the Executive Board, she also participated in events on Truth and Reconciliation Day to learn more and commit to action.

Pride

CUPE BC participated in a joint Vancouver Pride contingent with other unions through the BC Federation of Labour. Because Pride chose to classify labour as a political party, our ability to participate was limited to a handful of representatives, but we made up for it with our enthusiasm. CUPE BC also had a presence at other Pride events in Burnaby, the Fraser Valley, and at the first-ever Pride event in Dawson Creek.

Swag shipped around the province for community Pride events last year included shirts, hand fans and bandanas. This year, we have registered for the Vancouver Pride parade on our own and will have a vehicle and up to 75 participants. We will continue to attend other Pride events across the province and work to support locals interested in having a presence in their own communities.

COMMITTEES

More than 250 members from across the province have participated in our committees, with diverse geographic, sectoral, gender, and equity representation across all 21 committees.

The role of the committees is to identify issues that require action by CUPE BC and develop potential solutions for consideration by the Executive Board or convention. This work is reflected in reports and recommendations to the executive board, as well as the annual report to convention and resolutions.

Each committee has a two-year term, and committee appointments are made following our convention. This convention marks the end of the 2021 to 2023 term. This term was unique because CUPE BC embarked on a new appointment process developed in part from our work on diversity, equity, and inclusion (DEI). For more details, see the DEI section of this report. We welcomed many new voices and experiences to our committees, which led to great results and renewed energy.

In 2022 we held a special “One Big Committee Meeting” (OBCM) to provide the first in-person opportunities for our committees to meet since the pandemic began. In 2021, this event was held virtually. During that OBCM, committee members developed strategic plans for their committees, laying out the work for their two-year term and supporting CUPE BC’s objectives as well as any relevant resolutions passed at the previous convention. This term, we asked committees to consider projects to advance our work towards truth and reconciliation; we are happy to see the work generated by our committees on this critically important subject.

Committee reports are reviewed at the quarterly Executive Board meetings and each committee and task force reports annually at convention. All committee reports are included in your kits. We encourage you to read them and learn more about the important work each committee has undertaken.

CUPE HEALTH CARE PRESIDENTS' COUNCIL (HCPC)

The CUPE Health Care Presidents Council coordinates Health Sector collective bargaining and contract enforcement, as well as furthering common objectives of CUPE members in these bargaining associations. The HCPC also has a role in promoting and defending our system of publicly funded and publicly delivered health care, which remains under attack in British Columbia.

The council is comprised of presidents and delegates from CUPE Locals 15, 1004, 1978, 4816 and 3403 who represent members in provincial health sector collective agreements for the Community Bargaining Association (CBA), the Health Science Professionals' Bargaining Association (HSPBA) and the Nurses Bargaining Association (NBA). Combined, these CUPE Locals represent nearly 1,800 members in the CBA and approximately 1,200 HSPBA members and 35 NBA members, totaling 3,100 members in CUPE's health sector.

In the past year, these CUPE members and staff participated in historic rounds of sectoral bargaining. The HSPBA ratified a new Collective Agreement in December 2022 that included significant wage increases and a pivotal redesign of the classification system. In March of this year, the CBA ratified a new Collective Agreement that provides for vital Low Wage Redress in addition to the Shared Recovery Mandate, which will see members receive wage increases of up to 18 per cent over the three-year term of the agreement.

At the time of writing, the NBA continues to negotiate for a new Collective Agreement. Our nurses have endured a global pandemic and a seven-year public health emergency from overdose deaths. They deserve recognition for the challenges they experience daily.

There were essential gains for Indigenous workers in health care that were guided by the In Plain Sight Report, including a statement of the harms of colonialism, removing barriers to employment, an expanded definition of family and five paid days for spiritual, cultural, or ceremonial leave. Gender-transitioning members will receive up to eight weeks of paid leave for gender-affirming procedures and control of how name and gender changes are communicated with staff and the public.

The HCPC has also led a successful Cost Share initiative to raise the profile of health sector workers. The campaign focused on the vital services our members provided during the COVID-19 pandemic while combating the overdose epidemic and housing crises. Among other elements, the campaign included a video, “Caring in a Pandemic,” in which members shared true accounts of the challenges they have faced during the pandemic, how COVID-19 has impacted them, the coping mechanisms they have adopted, and how they felt employers could have managed matters differently.

DIVERSITY, EQUITY, AND INCLUSION (DEI) ACTION PLAN

The COVID-19 pandemic highlighted ongoing issues of racism, social injustice, systemic racism, and discrimination—we all witnessed an increase in the number of racially motivated attacks against minority groups and instances of unequal access to resources due to structural inequalities that disproportionately affect marginalized communities. It is important to acknowledge that, although racism is not a new issue, much work remains to be done in order to create a more just and equitable world. This work involves not only addressing individual incidents of discrimination but also tackling the underlying structural and systemic factors that perpetuate inequality and injustice.

In the Fall of 2020, CUPE BC began the important work of recognizing the systemic racism and discrimination that can exist within its structures, policies, and practices, actively undertaking work towards dismantling these barriers. At that time, we engaged Bakau Consulting to conduct an equity audit that would help us proactively take steps to assess and improve our organizational culture with regards to diversity, equity, inclusion (DEI), and justice across various levels of the organization.

The equity audit conducted a full review of the Union's operations through an equity lens. This included everything from policy and strategy development to unconscious bias training, to how events and meetings are organized at CUPE BC. In looking for issues of systemic racism and discrimination, the review concluded with recommendations for change and improvement in areas of policy development, board equity, diversity, and accessibility, improving support systems for diverse communities within the organization, hiring and onboarding practices, decolonizing traditional processes, and enhancing safety at events.

The recommendations stemming from the audit will assist us in eliminating barriers to participation in our Union as well as in achieving equity for all our members and improving the experiences of everyone who engages with CUPE BC across the province. The list of recommendations is long: to follow them will require ongoing work and self-reflection as an organization, which will inevitably involve changes to policies and practices, as well as education and training for staff and members.

To begin that work, we assessed the feasibility of the proposed recommendations from the audit, assigned tasks, and outlined metrics to maintain accountability and transparency in our work. We created a blueprint that will be fluid and guide us, for many years to come, towards becoming a more inclusive organization that addresses diversity and inclusion from the ground up. After all the groundwork, we took the next step to put things into action—beginning with a thorough review of all our policies. We have implemented changes to five of our organization-wide policies to address DEI issues within our organization and continue working to improve others, such as the CUPE BC Scholarship Policy, to make them more inclusive.

We further recognize that no improvement to our systems can occur without centering Indigenous rights and recognition. In conjunction with our DEI efforts, we must take every opportunity to advance reconciliation in our unions structures and systems.

We are slowly chipping away at the mountain with actions that have value and show our commitment to this work. As we progress, CUPE BC will set an example for other Unions and contribute to the broader movement toward equity and justice.

Since our last convention, we've lost a couple of giants in the BC labour movement.

Less than a week after we adjourned in Victoria, the CUPE BC family mourned the loss of former president and secretary-treasurer Bernice Kirk. Bernice, a Coquitlam school board employee and CUPE activist who served as president of Local 561, became CUPE BC's first full-time officer in 1979 when she was elected secretary-treasurer. During the 1980s and much of the 90s, Bernice presided over a period of growth that saw CUPE BC come into its own as a major force in the labour movement, a time that saw the Division change offices three times as its membership expanded by multiple thousands. She was also a key figure in CUPE's becoming the first public sector union to be affiliated with the BC NDP.

And on February 20, we mourned the loss of Ray Haynes, who headed the BC Fed from 1966 to 1973 and, during the 1980s, was chief negotiator for the Vancouver Municipal and Regional Employees Union, a precursor to CUPE 15. Ray spent more than seven decades standing up for workers' rights, including the darkest days of the labour movement in B.C. when we were constantly at battle with right wing employers and premiers. Ray's leadership was instrumental in getting British Columbians to elect the province's first NDP government under Dave Barrett in 1972. And he was a strong believer in the principle of international solidarity, organizing a boycott of non-union-picked grapes in support of Californian farmworkers in the 1970s.

OUR EMPLOYEES

Finally, it is important to acknowledge the contributions and hard work of the CUPE BC staff members, who contribute to the success of this organization.

Our Accounting Department has two dedicated staff, Wendy Monkhouse and Jolanta Osowska, who are responsible for the financial and accounting operations. They continually strive to implement best practices and ensure that CUPE BC's financial records are accurate and transparent to its members. We would also like to congratulate Wendy Monkhouse on her promotion to the CUPE BC staff leadership team as the new Director of Finance.

We would also like to recognize the invaluable work and efforts of our Admin Assistants—Darci Schmid, Chika Buston, Maja Bohinc, Morgan McCrystal, and Nancy Dhillon—who keep things running smoothly, organize and coordinate CUPE BC events, committee meetings, and mailouts, and support the Division Officers. We appreciate all that you do to keep us moving forward.

Lastly, we must acknowledge the work of our Executive Director, Kiran Kooner, who plays a critical role in providing leadership and guidance to staff and manages the day-to-day operations of the organization. She works closely with the elected Officers and Executive board members to implement the organization's goals and objectives.

CUPE BC was again recognized as one of B.C.'s Top Employers for 2023. The award is a special designation that recognizes British Columbia employers that lead their industries in offering exceptional places to work. Receiving this award is a testament to CUPE BC's dedication to its employees and to creating a positive and supportive work environment.

The volume of work done by this small team on behalf of the Executive Board and CUPE members is a testament to their dedication to this Union. Congratulations to all our staff on their 2022 accomplishments and for the positive impact you continue to have on CUPE members.

In addition to our staff, we continue to work with *Sá,μwxí±wu7mesh* *Ášxwumixw* Elder Sam George (Squamish Nation), who provides invaluable support to the CUPE BC Indigenous Committee and our elected officers and staff. Working with Elder George is a unique and privileged opportunity for CUPE BC to build a safer and more inclusive union.

CONCLUSION

This report covers not only the activities of the past year but concludes the two-year term of our Executive Board and sub-committees, and the first under a new leadership team. Over the past term, we have faced almost every conceivable challenge, from elections, disasters, record inflation, and labour relations hardships, all in the midst of recovering from a global pandemic. Our greatest strength lies in the resolve of our members, who have worked on the front lines providing the critical services our communities rely on. Everything we do at CUPE BC will put the needs of members and our Locals first, and we look forward to facing future challenges together.

In solidarity,



Karen Ranalletta
President
CUPE BC

