

2022 CUPE BC RESOLUTIONS

CUPE BC 2022 RESOLUTIONS WORKPLAN						
Resolution No.	Category	Action or Policy	Resolution Summary (CUPE BC will)	Recommended Action	Responsibility	Status
Anti-Privatization						
1	Anti-Privatization	Action	Lobby CUPE National to produce a toolkit to support local unions to campaign for bringing work in-house to build the robust public services. We need to build a more just and equitable economy post- COVID-19.	Review and refresh current document "Bringing our Work Back Home" as needed. Develop the same visual look in a module format.	Committee Chair; Anti-Privatization Coordinator	Pending
Community Social Services						
6	Community Social Services	Action	Lobby the provincial government to: <ul style="list-style-type: none"> Engage with community social services (CSS) funding agencies to ensure all employers have a comprehensive plan/policy in place in the event of an infectious illness outbreak or pandemic; and Develop a strategic plan and commitment to the ongoing and long-term funding, provision and storage of medical grade personal protective equipment (PPE) and N-95 masks for access by CSS workers throughout British Columbia. 	Lobby the provincial government.	President; Legislative Coordinator	Completed
Constitutional						
8	Constitutional		Amended Articles 3, 4, 6, 8 and Appendix B of the CUPE BC Constitution to permit councils to the join the Division.	Amendments to be sent to CUPE National for approval & Local post-approval	CUPE BC Division	Completed
9	Constitutional		Amend Article 5.6 (a) of the CUPE Constitution to rename the "Women's Committee" to the "Women's and Gender Rights Committee"	Amendments to be sent to CUPE National for approval. Notify committee of name change.	CUPE BC Division	Completed
Environment						
10	Environment	Policy/Action	Advocate that members should have the right to operate a clean energy vehicle (RTOCEV) and clean energy equipment by: Seeking recognition of this right as part of provincial and local government outreach;	Lobby the provincial government; Public Employee Article	President; Legislative Coordinator	Completed
10	Environment	Action	Communicating this principle in outreach with the public and such member communications platforms as the Public Employee; and	Review Policy Manual , page 5, Policy #8	CUPE Communications	Completed
10	Environment	Action	Joining an alliance with other unions, labour organizations, and professional organizations to promote and affirm this right.	Create focus and policy groups . Request presentation	CUPE BC Division	Completed
11	Environment	Action	Advocate that the provincial government accelerate and expand the CleanBC Labour Readiness Plan to deliver a just transition for workers across British Columbia that: <ul style="list-style-type: none"> creates new public sector jobs that contribute positively to the climate crisis; and is fair, inclusive, and based on open communication and collaborative planning with communities, workers, and their unions; and aims to have workers make comparable wages and benefits within their existing communities; and 	Government Relations Lobby	President; Legislative Coordinator	In Progress
11	Environment	Action	Promote a comprehensive approach to just transition that includes education, training, apprenticeship, up-skilling, and the opening of regional transition centers to provide community-based support for workers.	Explore the development of a policy on Just Transition.	Environment Committee	Ongoing Committee Work

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Equity						
12	Equity	Action	Work with the CUPE BC Persons with Disabilities Committee to create and implement a campaign to raise awareness that not all disabilities are visible.	Work with the committee to develop the campaign.	Persons with Disabilities Committee; CUPE Communications	Ongoing Committee Work
15	Equity	Policy/Action	Encourage CUPE locals to transition from using the term “brothers/sisters” to more gender-neutral terms including, but not limited to fellow-workers, siblings, kin, members, unionists, folks, friends or cousins.	<ul style="list-style-type: none"> • Board & local education • Develop and send out one page education sheet i.e. terminology, cover history (there is a current glossary of terms) • Hold a Webinar with Adrienne Smith 	Pink Triangle Committee	Completed
16	Equity	Action	Lobby the provincial government to create a framework for workplaces to implement Diversity, Equity and Inclusion (DEI) audits and encourage workplaces to engage by implementing incentives.	Lobby the provincial government.	President; Legislative Coordinator; Racialized Workers Committee	Completed. Submitted Resolutions to BCFED 2022 Convention
Human Rights						
21	Human Rights	Action	Request that CUPE National lobby the federal government to immediately ban the incarceration of immigrant children in Canadian Detention Centres under the authority of the Canadian Border Service Agency (CBSA).	President to request NEB to consider a Resolution to 2023 National Convention.	President	In Progress. For completion in Fall 2023.
23	Human Rights	Action	Lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave; and	<ul style="list-style-type: none"> • Lobby the provincial government • Providing draft model language to locals to include in CAs 	President; Legislative Coordinator	Completed
23	Human Rights	Action	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.	Continue to work with BCFED	President; CUPE Communications	Completed. Submitted Resolutions to BCFED 2022 Convention
24	Human Rights	Action	Request CUPE National lobby the federal government for the decriminalization of sex work;	Lobby the federal government.	Legislative Coordinator	In Progress. For completion in Fall 2023.
24	Human Rights	Action	Support MoveUp’s existing campaign regarding the decriminalization of sex work; and	President to request NEB to consider a Resolution to 2023 National Convention.	President	Completed
24	Human Rights	Action	Support the Canadian Alliance of Sex Work Law Reform in their current constitutional challenge to strike down sex work prohibitions; and		President	Referred to incoming WGR Committee
24	Human Rights	Policy/Action	Develop an internal policy that states “sex trade work is work.”	Develop an internal policy .	CUPE BC Division	Completed

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Composite 2	Human Rights	Action	Develop a campaign to raise awareness about the need for a minimum of five (5) paid cultural, spiritual, and/or religious days to support members to attend ceremonial occasions or celebrate their culture when it does not fit within existing statutory holidays, including the development of materials to support locals bargaining for these days; and	<ul style="list-style-type: none"> • Work with the committees to create their plan (i.e., achievement, audience) • How to support the committee to carry this out (i.e., best practices and examples of language) 	Indigenous Committee; Racialized Worker Committee	Ongoing Committee Work
Composite 2	Human Rights	Action	Invite the BCFED, labour councils, and/or other diverse partners to join the campaign as coalition partners.	Request involvement from potential coalition partners.	President; CUPE Communications	Ongoing Committee Work
K-12						
27	K-12	Action	Lobby the B.C. government to set provincial education levels required to perform the work of Education Assistants (EA) across the province.	Lobby the provincial government.	President; Legislative Coordinator	Completed
28	K-12	Action	Lobby the provincial government to ensure sufficient funding is provided in the funding formula to: <ul style="list-style-type: none"> • help with the retention and recruitment of support staff, and to provide adequate working hours for current support staff (at least 7 hours for all support staff); • to ensure that there are equitable wages in all CUPE job classifications across the province; and • to ensure that there is full replacement of positions when they are vacated. 	Lobby the provincial government.	President; Legislative Coordinator; K-12 Committee	Completed
30	K-12	Action	Lobby the Provincial Government to require school districts to install forward-facing dash cameras in all school buses.	Lobby the provincial government & local school districts.	President; Legislative Coordinator	Completed
31	K-12	Action	Lobby the Provincial Government, the Ministry of Education and WorkSafe BC to require school districts to provide satellite communication devices to school bus drivers operating in areas where cell phone or radio services are not available.	Lobby the provincial government & local school districts.	President; Legislative Coordinator	Completed
Library						
32	Library	Action	Mount a publicity campaign to raise public awareness about the precarity of cross-sector library workers.	Work with the committee to develop a campaign plan.	Library Committee Chair; CUPE Communications	Ongoing Committee Work
Municipal						
35	Municipal	Action	Request an audit by CUPE National Research on municipal budgets to uncover the services reduced or lost as a result of the COVID-19 pandemic.	Request support from National Research.	President	Incomplete
National Union						
36	National Union	Action	Lobby CUPE National to fund a permanent full-time Election Coordinator for the BC Region to support federal, provincial and local government elections, by-elections and boards and other governance bodies.	Submit a request/proposal in Regional Budget Submission.	Secretary-Treasurer	Completed
Occupational Health and Safety						

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38	Occupational Health & Safety	Action	Lobby the provincial government to direct WorkSafeBC to develop psychological health and safety training in all work sites and sectors in accordance with CSA (Canadian Standards Association) Group Z1003 titled "Psychological Health and Safety in the Workplace" to: <ul style="list-style-type: none"> • prevent psychological harm. • promote physiological health of workers. • address problems related to psychological health and safety. 	Lobby the provincial government.	President; Legislative Coordinator	Completed. Submitted Resolutions to BCFED 2022 Convention
38	Occupational Health & Safety	Action	Request CUPE National incorporate psychological health and safety into training courses relating to occupational health and safety, and other courses where appropriate.	Provide the following CUPE National training courses named "Understanding Mental Health Injuries at Work" and "Psychologically Safe Workplaces"	CUPE Education	Completed. Locals are encouraged to request training via CUPE Education
39	Occupational Health & Safety	Action	Lobby the provincial government to direct WorkSafe BC to develop a standardized, comprehensive risk assessment regulation/guideline/education.	Lobby the provincial government & WorkSafe.	President; Legislative Coordinator	Incomplete. Further research required.
40	Occupational Health & Safety	Policy/Action	Lobby the provincial government to amend the <i>Employment Standards Act</i> and <i>Workers Compensation Act</i> to include a zero-tolerance policy for violence in the workplace .	Lobby the provincial government.	President; Legislative Coordinator	Completed. Added to Policy Manual.
44	Occupational Health & Safety	Action	Lobby the provincial government to improve health and safety protections for workers in B.C., and to increase worker representation to the Workers' Compensation Board.	Lobby the provincial government.	President; Legislative Coordinator; OH&S Committee	Completed. Submitted Resolutions to BCFED 2022 Convention
44	Occupational Health & Safety	Action	Undertake a campaign to promote workplace health and safety and provide additional resources for locals and members on the purpose and power of joint occupational health and safety committees.	OH&S committee to develop a framework for the campaign. Further promote CUPE Education training courses.	OH&S Committee; CUPE Education	Ongoing Committee Work
Pension						
45	Pension	Policy/Action	Encourage Locals to advocate on the importance of Pension Plans to consider Indigenous investment opportunities.	Develop a communication toolkit which includes resources to Locals from the Secretary-Treasurer and Communications.	Secretary-Treasurer; CUPE Communications	Completed. Added to Policy Manual. Success story to be highlighted upcoming Public Employee magazine issue.
46	Pension	Policy/Action	Educate and encourage locals to negotiate collective agreement language to eliminate pension enrolment barriers for part-time and precarious workers.	Request the committee to develop draft collective agreement language. Education for the part-time and precarious workers.	Pension Committee; CUPE Staff Advisor	Completed. Added to Policy Manual.
Political Action						

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49	Political Action	Action	<p>Conduct a biennial survey of CUPE BC members on political action engagement to determine:</p> <ul style="list-style-type: none"> • the levels of membership engagement in political activities; • the barriers members face to taking part in the political process; • the supports/resources members need to increase their engagement in politics; and • potential future political activists and/or candidates. 	Committee to work with CUPE Research and Communications to develop a survey (10-15 questions) to send to Locals.	Committee Chair; CUPE Communications; CUPE Research	Completed (Ongoing)
49	Political Action	Action	Develop a strategy for increasing member engagement in political action and move members up the ladder of engagement in politics;	Develop a strategy	CUPE Political Action Coordinator	Referred to incoming Political Action Coordinator
49	Political Action	Action	Create a database of members interested in participating in the political process as volunteers, board members, or candidates.	Create a database	Political Action Staff Advisor	Referred to incoming Political Action Coordinator
Provincial Government						
55	Provincial Government	Action	Lobby the provincial government to move from provincial, percentage-based mandates to sectoral, dollar-based bargaining mandates, and specifically lobby to establish a committee to review the issues; such committee to be comprised of stakeholders from government, unions and employers.	Lobby the provincial government & coordinate with other unions.	President; Legislative Coordinator	Completed
56	Provincial Government	Action	Lobby the provincial government to immediately implement single step (card check) certification.	Lobby the provincial government.	President; Legislative Coordinator	Completed
Composite 1	Provincial Government	Action	Create a province-wide member engagement campaign to promote voting, and ensure members are aware of the labour and/or CUPE endorsed candidates in their community; and	Develop an implementation plan.	Political Action Committee; CUPE Legal; Election Coordinator	Completed (Ongoing)
Composite 1	Provincial Government	Action	Mobilize regional member-organizers or Zone Coordinators, build list-building and direct-engagement capacity, and use other such tactics to ensure engagement in the 2022 local government election adds to ongoing mobilization strategy and advancement of member engagement capacity; and	Develop an implementation plan.	Political Action Committee; CUPE Legal; Election Coordinator	Referred to incoming Political Action Coordinator
Composite 1	Provincial Government	Action	Create a local government engagement plan to map provincial engagement with local government leaders through structures like the BC School Trustees' Association and Union of BC Municipalities and create structures and tools to aid locals in their local government relations work; and	Develop an implementation plan.	Political Action Committee; CUPE Legal; Election Coordinator	Referred to incoming Political Action Coordinator
Composite 1	Provincial Government	Action	<p>Encourage locals to engage in member-to-member political action to mobilize support for labour and/or CUPE endorsed candidates in the 2022 local government general election by:</p> <ul style="list-style-type: none"> • participating in local labour council endorsement processes to ensure that endorsed candidates strongly support public services; and • engaging with members about the importance of voting in local government elections; and • communicating with members about supporting candidates that support working people and public services; and • working with locals to increase opportunities for membership engagement and communication. 	Develop an implementation plan.	Political Action Committee; CUPE Legal; Election Coordinator	Referred to incoming Political Action Coordinator
Provincial Union						

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48	Provincial Union	Policy/Action	Lobby the provincial government to ensure there is internet and cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be.	Continue to Lobby the provincial government. Provincial Budget submission. Coordination with CUPE National.	President; Legislative Coordinator	Partially complete. Added to Policy Manual. Budget Update Pending.
59	Provincial Union	Policy/Action	Provide childcare at every in-person convention and conference.	Develop a process for CUPE BC.	Executive Director; Secretary-Treasurer	Completed
62	Provincial Union	Action	Strike a Safe Union Spaces Working Group to align with the work of National Union's Safer Union Spaces Working Group.	Form a working group.	Executive Board	Pending. Outcome of National Work on Safe Union Spaces

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Reconciliation						
64	Reconciliation	Action	Lobby the provincial and municipal governments to legislate September 30th, the National Day for Truth and Reconciliation, as a statutory day of remembrance for all workers to memorialize and commemorate the history and ongoing impacts of the residential "school" system.	Lobby the provincial government.	President; Legislative Coordinator; Local Government Liaison	Completed
65	Reconciliation	Action	Produce an educational video addressing Indigenous cultural safety. The video will: •be developed by Indigenous experts in cultural safety and in consultation with the Indigenous Workers Committee; •incorporate input from CUPE National Education Representatives in the region; and •be available on the CUPE BC website by 2023.	Committee to work with CUPE Communications to develop a video.	Indigenous Committee; CUPE Communications; CUPE Education	Ongoing Committee Work
68	Reconciliation	Action	Lobby the provincial government to make it mandatory for public employers to provide education on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous-Crown relations as stated in the Truth and Reconciliation Call to Action #57.	Lobby the provincial government.	President; Legislative Coordinator	In Progress. Communication planned for Local Governments for Fall 2023
69	Reconciliation	Action	Urge all CUPE locals to include a territorial acknowledgement appropriate to the location(s) of their bargaining unit(s) in all their collective agreements to recognize that the work of the bargaining unit is being done on the traditional lands of Indigenous Peoples; and	Distribute the CUPE National TRC Guide for recommended language and provide context and resources.	CUPE Staff	Ongoing Committee Work
69	Reconciliation	Policy/Action	Encourage CUPE locals to approach the appropriate Indigenous Peoples to consult and seek permission to include the logo or symbol of the People/land(s) where their bargaining unit(s) are located.	Consider the legalities around this and which tools/resources will be provided to locals?	CUPE Legal; Indigenous Committee	Completed. Added to Policy Manual.
Skilled Trades						
70	Skilled Trades	Action	Lobby the provincial government to: •Credit hours worked through the students' summer works program (e.g. Industry Training Authority Youth Work in Trades program, etc.) to apprenticeship completion hours; •Fund and promote these summer works programs; and •Promote the importance of these programs in the K-12 sector to make students and employers see the value of applying for apprenticeships.	Lobby the provincial government.	President; Legislative Coordinator	Completed
71	Skilled Trades	Action	Lobby the provincial government to establish a trades-related liaison (guidance counselor) in the K-12 sector who promotes, clarifies, and encourages the path to applying for an apprenticeship in skilled trades.	Lobby the provincial government.	President; Legislative Coordinator	In Progress
Union Education						
73	Union Education	Action	Work in conjunction with CUPE National and any other relevant partners to develop, promote and implement violence risk-assessment training.	Discussion ensued on this topic	Community Social Services Committee	Completed. Locals are encouraged to request training via CUPE Education

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75	Union Education	Action	Request CUPE National develop training materials and workshop content on the value and format of political action, and that these materials and content should: <ul style="list-style-type: none"> • integrate into existing and new union development courses; • be flexible and allow for delivery at district council and local meetings; and • focus on the importance of grassroots member involvement in a breadth of political action, both during election periods and as a regular part of a local's work. 	Submit a request to CUPE National to incorporate political action training into the workshops. Work with Union Education.	Political Action Committee; CUPE Education; Election Coordinator	Referred to incoming Political Action Coordinator
Young Workers						
76	Young Workers	Policy/Action	Encourage all locals to provide a seat on their executive boards for a young worker member.	develop tools/resources to provide to locals	Young Workers Committees	Completed. Added to Policy Manual.