



# **RESOLUTIONS**

## **2023 CUPE BC CONVENTION**

### **APRIL 2023**

*Draft 005 – March 23, 2023*

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## RESOLUTIONS SCHEDULE AT CONVENTION

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### Thursday, April 27, 2023

### Time\*

Equity & Human Rights Resolutions \_\_\_\_\_ 1:35 – 4:00 pm

### Friday, April 28, 2023

Standing Resolutions \_\_\_\_\_ 9:25 – 11:25 am

Sector Resolutions \_\_\_\_\_ 2:10 – 3:00 pm

Sector Resolutions (cont'd) \_\_\_\_\_ 3:20 – 4:00 pm

### Saturday, April 29, 2023

Constitution Resolutions \_\_\_\_\_ 11:10 – 11:40 am

General & Remaining Resolutions \_\_\_\_\_ 1:30 – 2:45 pm

General & Remaining Resolutions (cont'd) \_\_\_\_\_ 2:50 pm – 3:55 pm

*\*All times may be subject to change. Please refer to the Convention Agenda to confirm dates and times.*

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## ANTI-PRIVATIZATION

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### No. 1

CUPE BC WILL:

Add the following to the Health Care section of the Policy Manual:

CUPE BC is opposed to the use of Canada Health Transfer funds to fund privatized medical services, including but not limited to surgery, primary health care, diagnostic testing, rehabilitation services, and any other service that is a public health service.

BECAUSE:

- Canada is in a health care worker shortage at all levels and increasing private services directly affects access to public services;
- Canada Health Transfer funds are public dollars and should be used to strengthen our public health care system; and
- Currently in B.C., the private clinics are double billing – a direct violation of the Canada Health Act.

*CUPE BC Anti-Privatization Committee*

Convention:    Carried \_\_\_\_\_            Defeated \_\_\_\_\_

**No. 2**

**CUPE BC WILL:**

Develop and coordinate a provincial contracting-in strategy to support local unions' contracting-in advocacy at public sector institutions in B.C.

**BECAUSE:**

- Eight provinces and all three territories lack successor rights, which means when a contract flips to a new service provider, the union certification is lost, along with jobs, wages, benefits, and seniority;
- A majority of contracted-out workers are earning wages below the living wage;
- In addition to low wages, half of contracted-out food services employers and one third of custodial employers offer no retirement contribution for their employees;
- The COVID-19 pandemic highlighted the importance of access to paid sick leave, yet contracted-out workers are less likely to receive paid sick days than in-house workers, they receive considerably fewer days on average, and this gap extends to other benefits; and
- CUPE research indicates outsourced workers make less than the living wage for their region, downloading costs onto these workers and increasing demand for social supports such as social housing, rent supplements, child care subsidies, food banks, Employment Insurance, and social assistance to make ends meet.

*CUPE BC Colleges Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 3**

**CUPE BC WILL:**

Work with locals to develop a database of contracted-out public services in British Columbia that includes:

- the dates and details of ongoing third-party contracts;
- a system of notifications to provide advance notice of opportunities to bring work back in-house that should be delivered by CUPE members; and
- a central clearinghouse of campaign materials that support anti-contracting out and a bring work back in-house campaign that can be re-used, re-developed, and re-purposed in future campaigns.

**BECAUSE:**

- Privatization is one of the biggest threats facing public workers in British Columbia, and continues as a pervasive model of service delivery that undermines fair wages and working conditions, pensions, and other hard-won gains of the labour movement;
- Contracting out of public services has removed thousands of jobs from the public service in communities across British Columbia, and bringing this work back in-house is a challenge without enough time to mount community-wide campaigns;
- A master database of third-party contracts with a clearing house of past campaign materials will provide locals with the lead time and campaign examples required to create robust and successful campaigns to challenge privatization; and
- Creating systems to better challenge existing privatization, in addition to fighting new privatization attempts, takes the fight for public service delivery to our opponent's door, and will ultimately force the agents of privatization to expend their resources fighting to keep existing contracts, rather than seeking new contracting-out opportunities.

*CUPE BC Anti-Privatization Committee*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_



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## CHILDCARE

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### No. 4

#### CUPE BC WILL:

Continue our provide-wide campaign for universal, public school-aged care delivered in-house by the public school system, focusing on the following campaign tactics:

- development of a more interactive campaign engagement site;
- recruitment of support and endorsement from provincial and local organizations;
- engagement of locals and their respective school boards;
- outreach with public education stakeholders; and
- continued advocacy to provincial decision-makers and the general public.

#### BECAUSE:

- The current system for childcare is dominated by private and not-for-profit providers, and this market-based model continues to fail parents, kids and workers;
- Past work on seamless and integrated childcare in the public school system has resulted in pilot projects in communities around the province, and increased interest by a number of school boards; and
- These examples are providing a public option for before- and after-school care in the K-12 system, which is proving that this model can deliver excellent childcare, and provide much-needed hours of work for existing underemployed support staff; and
- The campaign has built significant momentum and is growing in support, but continued work is needed to build the comprehensive system of universal, public school-aged care that parents, kids and communities need.

*CUPE BC Executive Board*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

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## COMMUNITY SOCIAL SERVICES

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### No. 5

#### CUPE BC WILL:

Engage in discussions with the provincial government and post-secondary education partners to increase availability of, and access to, initial and ongoing education and training for the community social services workers in their own communities.

#### BECAUSE:

- There are significant barriers to access this education throughout B.C.;
- Currently there are not many programs offering this education;
- A large aging population in the province will make it even more critical to have workers to support them;
- Not having these educational opportunities readily available creates a barrier preventing some people from following this career path; and
- Improved access to initial and continuing education opportunities will have a positive influence on recruitment and retention.

*CUPE BC Community Social Services Committee  
Metro Vancouver District Council  
CUPE Local 1936*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 6**

**CUPE BC WILL:**

Lobby the provincial government to ensure that persons served by various community social service agencies are being placed into appropriate living arrangements with appropriate supports; and to provide improved funding for such supports.

**BECAUSE:**

- A lack of appropriate spaces means that vulnerable clients without dependency issues are being placed into harm reduction homes (“Wet Houses”), placing them at risk; and
- Families are struggling to find appropriate residential and personal supports for their loved ones.

*CUPE BC Community Social Services Committee  
Metro Vancouver District Council  
CUPE Local 1936*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

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## CONSTITUTION

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### No. 7

CUPE BC WILL:

Amend article 4.7 of the CUPE BC Constitution to read as follows:

CUPE BC shall **subsidize or** reimburse small locals attending a CUPE BC Convention, the cost to the Local in paying lost wages, hotel and transportation as follows:

- (i) Locals with one hundred (100) or fewer Members, fifty percent (50%) of the cost of two (2) delegates or one hundred percent (100%) of the cost of one (1) delegate;
- (ii) Locals with between one hundred and one (101) and one hundred and twenty-five (125) Members, twenty-five percent (25%) of the cost of two (2) delegates or fifty percent (50%) of the cost of one (1) delegate;
- (iii) Locals with between one hundred and twenty-six (126) and one hundred and fifty (150) Members, twelve and one half percent (12.5%) of the cost of two (2) delegates or twenty-five percent (25%) of the cost of one (1) delegate;

Provided that:

- a) Locals applying are otherwise unable to send two (2) delegates;
- b) Locals applying for such reimbursement shall have a dues structure of no less than one and one half percent (1.5%);
- c) Locals applying for such reimbursement shall submit their request to the CUPE BC Secretary-Treasurer at least forty-five (45) days prior to the commencement date of the CUPE BC Convention for which they wish to receive the above noted reimbursement;
- d) Final approval of any reimbursement shall be subject to a ~~two-thirds (2/3)~~ vote of the CUPE BC Executive Board.

BECAUSE:

- Two-thirds votes are usually required for constitution changes and requiring such a high threshold to approve subsidies for small locals needing financial assistance is an unnecessary barrier.

*CUPE BC Executive Board*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 8**

CUPE BC WILL:

Amend article 4.10 of the CUPE BC Constitution to read as follows:

~~The registration fee for each delegate and alternate delegate to the CUPE BC Convention shall be One Hundred and Seventy five Dollars (\$175.00).~~

**The CUPE BC Executive Board will set the registration fee for each delegate and guest after considering the consumer price index published by Statistics Canada, based on the fee of \$175 for each delegate at the 2023 Convention.**

BECAUSE:

- This language mirrors the CUPE Constitution and allows for the executive board to make necessary increases to accommodate for convention cost increases;
- The General Fund does not have the ability to fully fund convention, and we use almost \$200,000 annually from the Defence Fund to pay for convention; and
- Spending money out of the Defence Fund on convention reduces our ability to run campaigns and provide strike pay.

*CUPE BC Executive Board*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 9**

CUPE BC WILL:

Amend article 4.11 of the CUPE BC Constitution to read as follows.

Each local will be entitled to one alternate delegate. ~~The alternate delegate may replace a regular delegate who is unable to attend the Convention or is required to leave the Convention; in which case the alternate becomes the regular delegate and the former delegate may not be re-seated.~~ **An alternate delegate can speak and vote at Convention only when replacing a delegate from the same chartered organization and only if in possession of that delegate's badge.**

BECAUSE:

- The proposed language would align with the CUPE National constitution. Having a different process for CUPE BC conventions then national creates confusion for locals and delegates; and
- Greater flexibility for locals is important to ensure representation occurs during convention.

*CUPE BC Executive Board*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 10**

CUPE BC WILL:

Amend article 5.2 and 5.4 of the CUPE BC Constitution by deleting 5.2 (q) and 5.4 (k) as follows, and renumbering accordingly:

~~5.2 (q) The President shall receive a daily per diem, the amount to be set and reviewed by the CUPE BC Executive Board.~~

~~5.4 (k) The Secretary Treasurer shall receive a daily per diem, the amount to be set and reviewed by the CUPE BC Executive Board.~~

BECAUSE:

- The practice of officers receiving the daily per diem ended in 2018 when the per diem was rolled into the regular wages of the offices; and
- The constitution should be amended to match the existing practice.

*CUPE BC Executive Board*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 11**

**CUPE BC WILL**

Amend article 5.7 of the CUPE BC Constitution by deleting (f) and (g) as follows, and renumbering accordingly:

- ~~(f) Budgetary requests for Committees be prepared and submitted to the Secretary-Treasurer by the end of each fiscal year for inclusion in the annual budget for approval at the Annual Convention.~~
- ~~(g) Budgetary provisions for Standing Committees, and if possible for Special Committees, shall be prepared and submitted to the Trustees by the end of each fiscal year for inclusion in the annual budget for approval at the Annual Convention.~~

**BECAUSE:**

- This practice does not happen, nor has it for at least 20 years;
- CUPE BC Committee projects are funded out of the Defence Fund, not the General Fund; and
- Having the constitution reflect the active practice and operations of CUPE BC is important.

*CUPE BC Executive Board*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_



**No. 12**

CUPE BC WILL:

Amend article 5.7 (e) of the CUPE BC Constitution to read as follows:

- (e) Reports of Committees activities for the preceding year shall be submitted to the Secretary-Treasurer of CUPE BC at least ~~30~~ **45** days prior to the opening day of the Convention and be presented with their accompanying resolutions to the Convention Floor.

BECAUSE:

- The time required for proofing, printing and collating reports for 21 or more committees is greater than the staff resources available to do the work; and.
- An additional 15 days provides CUPE BC with the time to prepare convention reports and include them in the convention binders without incurring additional expenses with overtime or temporary staff.

*CUPE BC Executive Board*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 13**

CUPE BC WILL:

Amend article 2.2 of the CUPE BC Constitution as follows:

- 2.2 To encourage CUPE Locals in British Columbia and Yukon to affiliate to the BC Federation of Labour, **or the Yukon Federation of Labour**, and to their respective Labour Councils.

BECAUSE:

- CUPE Locals in the Yukon should affiliate to the Yukon Federation of Labour, not the BC Federation of Labour; and
- This amendment should have occurred when Yukon was added to the constitution but was missed at the time.

*CUPE BC Executive Board*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 14**

CUPE BC WILL:

Amend article 5.6 (a) of the CUPE BC Constitution as follows:

The Executive Board shall appoint the following Standing Committees and Chairpersons thereof:

1. Anti-Privatization Committee
2. Education Committee
3. Environment **and Climate Justice** Committee
4. International Solidarity Committee
5. Occupational Health & Safety Committee
6. Pension Committee
7. Political Action Committee
8. Women's and Gender Rights Committee
9. Young Worker's Committee
10. Skilled Trades Committee

BECAUSE:

- The climate crisis is a substantial and existential threat facing humanity and should be at the forefront of work on environmental issues;
- The climate crisis will not affect all populations equally, and those from Indigenous, racialized and other marginalized communities will experience greater affects, and young people will be forced to suffer the effects and repair the damage, done by past generations; and
- The addition of the term climate justice highlights the need for CUPE BC to take a more substantial role in addressing the climate change, and recognizing that the climate change mitigation and corrections necessarily involves addressing social justice and other injustices across society.

*CUPE BC Environment Committee*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 15**

CUPE BC WILL:

Amend article 5.1 (a) and (c) of the CUPE BC Constitution to read as follows:

5.1 (a) The officers of CUPE BC shall consist of the following:

- President
- Secretary-Treasurer
- Four (4) General Vice-Presidents
- Thirteen ~~Nine~~ (913) Regional Vice-Presidents**
- Four (4) Diversity Vice-Presidents

These shall constitute the Executive Board.

(c) The ~~nine~~ **thirteen** Regional Vice-Presidents shall consist of the following:

- 2 representing Vancouver Island
- 3 representing Metro-Vancouver
- ~~4~~ **2** representing Fraser Valley
- ~~4~~ **2** representing Okanagan
- ~~4~~ **2** representing Kootenays
- ~~4~~ **2** representing Northern B.C.

BECAUSE:

- We need equity at the Executive Board table;
- Regional representation and equal numbers at the Executive Board table will create a more reflective and diverse Executive Board; and
- 2 delegates and 1 alternate from each region should be able to amplify and more effectively communicate each regions' needs and wants.

*Vancouver Island District Council*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 16**

CUPE BC WILL:

Amend article 4.12 of the CUPE BC Constitution to read as follows:

Voting shall be by a show of hands or by a standing vote of delegates. In any standing vote, the Chair shall provide accommodation to any delegate with a disability that adversely ~~effects~~ **affects** their ability to participate. The Executive Board may institute an electronic voting system to be used at the discretion of the Chair for any vote. A ~~roll call vote or secret~~ ballot shall be taken if demanded by one-fourth of the delegates present. Except as provided for in Article 4.8, in all votes, each voting delegate has one vote.

BECAUSE:

- A roll call vote would take several hours at the minimum to organize, conduct and record thus effectively shutting down the convention. and We now have the use of secure electronic voting at conventions making a roll call vote archaic and cumbersome.

*CUPE Local 1004*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## ENVIRONMENT

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### No. 17

#### CUPE BC WILL:

Lobby the provincial government to expand on the yearly audit of B.C. municipalities' participation in CleanBC's Roadmap to 2030.

#### BECAUSE:

- The BC government has pledged climate target priorities on the path to net-zero emissions by 2050;
- Municipalities and Regional District's influence approximately 50% of B.C.'s greenhouse gas (GHG) emissions through municipal infrastructure, land use patterns, transportation network, and solid waste;
- The new Local Government Climate Action Program provides 25 million dollars per year to keep communities committed to CleanBC's Roadmap to 2030;
- Only 21 local governments have limited single-use plastics as of 2022;
- Many public solid waste receptacles/bins still only have one receiving option, which establishes that all paper, organics and recycling items will be collected as solid waste;
- Many municipalities have not created jobs that will provide appropriate labour to sort through collected materials, separating the items into the designated end target bins for shipment; and
- Some local governments need to be held accountable pertaining to the gap between the service the community expects and the local government's role in achieving the province's climate goals as a collective.

*CUPE Local 389*

Convention:    Carried \_\_\_\_\_                    Defeated \_\_\_\_\_

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## EQUITY

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### No. 18

#### CUPE BC WILL:

Lobby the provincial government for provincial pay equity legislation to end systemic gender-based discrimination against persons in employment categories involving work traditionally performed by individuals presenting as women.

#### BECAUSE:

- Library workers are predominantly individuals presenting as women, working precarious hours with wages that fall below the wages of counterparts presenting as men in other sectors with jobs that have comparable levels of responsibility and required qualifications;
- Work traditionally performed by individuals presenting as women has often been invisible, and pay equity can ensure that all work is made visible and valued;
- Effective proactive provincial pay equity legislation would benefit all predominantly female sectors, not only library workers;
- B.C. is one of four provinces (alongside Alberta, Saskatchewan, and Newfoundland and Labrador) without either pay transparency or pay equity legislation, and has one of the largest gender pay gaps across the country, with women, on average, making about 20 percent less than men; and
- There is currently no mechanism to compel library boards in British Columbia to address pay equity.

*CUPE BC Libraries Committee  
CUPE Local 402  
CUPE Local 718*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 19**

**CUPE BC WILL:**

Encourage local unions to bargain paid leaves to address the emotional and/or physical impact of miscarriages, stillbirths, infant death, and/or unplanned pregnancies.

**BECAUSE:**

- Most collective agreements do not provide adequate paid leaves to address the aftermath of unplanned pregnancies, miscarriages, stillbirths, and/or infant deaths;
- There is stigma related to abortions, miscarriages, stillbirths, and infant death that often forces women to recover in shame and isolation; and
- Women who experience these issues should not be forced to use sick time or take unpaid leaves as their only options for time away from work.

*CUPE BC Women's and Gender Rights Committee  
Metro Vancouver District Council  
CUPE Local 1936*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 20**

CUPE BC WILL:

Request that the National Union:

- develop, in consultation with the National Persons with Disabilities Committee and like Division committees, an audit toolkit for locals to use to do accessibility audits of their meeting places, other venues they use or intend to use, and their workplaces; and
- develop a workshop to train members on how to conduct accessibility audits.

Encourage locals to:

- use the accessibility audit toolkit to do accessibility audits of all their meeting places, and other venues they use or intend to use;
- use the accessibility audit toolkit to do accessibility audits in their workplaces;
- have their health and safety committees trained in conducting accessibility audits and disability rights for members, especially as they apply to the health and safety of members with disabilities; and
- create a Human Rights or Inclusion, Diversity, Equity and Accessibility (IDEA) Committee that would be trained in disability rights and could advise the local on those rights and areas of the workplace that may need an accessibility audit done.

Ensure members of the CUPE BC Persons with Disabilities Committee have the opportunity to be trained in conducting accessibility audits.

BECAUSE:

- An accessibility audit is a thorough, professional evaluation of how well an environment, building, meeting space, workplace or service meets the needs of people with disabilities;
- An accessibility audit should provide a detailed look at how and where an environment, service, venue, and workplace can improve accessibility in order to be inclusive and respectful to all;
- An accessibility audit would therefore help create an accessible environment, service, venue, and workplace that would remove barriers and create inclusivity for all members; and
- An accessibility audit would help remove barriers and increase diversity in our workplaces and in our union.

*CUPE BC Persons with Disabilities Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_



**No. 21**

CUPE BC WILL:

Work with the BC Federation of Labour to coordinate support for libraries that host a Drag Queen Story Time event.

BECAUSE:

- Libraries and library workers have been subject to anti-2SLGBTQIA+ hate and threats for hosting Drag Queen Story Time events;
- No one should be harassed, threatened, or subjected to violence because of their sexual orientation, gender expression, and/or gender identity;
- CUPE has an obligation to promote the values of equity, safety, and anti-oppression in our workplaces and communities.

*CUPE BC Pink Triangle Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 22**

CUPE BC WILL:

Encourage locals to bargain paid menstrual leave in their collective agreements.

BECAUSE:

- Some women experience significant pain and illness related to menstruation;
- When those who menstruate are forced to use their sick pay banks in order to take time off due to menstruation, this discriminates against them as men due to not have to deal with the impact of monthly menstruation; and
- There is still stigma attached to menstruation.

*CUPE BC Women’s and Gender Rights Committee  
Metro Vancouver District Council  
CUPE Local 1936*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 23**

**CUPE BC WILL:**

Develop and adopt evidence-based policy on the use of language that:

- Acknowledges disability as an aspect of human diversity;
- Avoids reinforcing stigma or dehumanizing a person through labels;
- Assists members in uncovering the ways they reinforce ableism; and
- Provides mechanisms by which members can change the ways they interact to create spaces where all can belong.

Provide training for CUPE locals on the evidence-based policy once it is adopted.

**BECAUSE:**

- Stigma isolates and separates people, especially those with disabilities, including physical, sensory, learning, and mental disabilities, chronic health conditions, substance use disorders, and so on;
- Language creates and reinforces stigma, shapes how we treat others, and how we view ourselves;
- The world is steeped in ableism (the view that non-disabled people are the superior 'norm' that all should strive for), and people can amplify or extend ableism without meaning to; and
- Communities and society can influence people with disabilities to internalize stigmatizing words and beliefs, causing a sense of shame that limits those with disabilities from seeking help or achieving their full potential.

*CUPE BC Persons with Disabilities Committee  
Vancouver Island District Council  
CUPE Local 951*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

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## HEALTH

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### No. 24

CUPE BC WILL:

Promote the idea that infertility is a disability and lobby the provincial government to:

- treat infertility as a medical condition, like any other medical conditions requiring medical procedure(s); and
- provide public financial support to individuals with this disability, in order to reduce barriers in accessing fertility treatments.

Encourage locals to bargain benefits that cover the costs for infertility treatments.

BECAUSE:

- The World Health Organization recognizes infertility as a disease which is a disability, thus the B.C. government ought to recognize it as such;
- Fertility treatments are essential to help build healthy families for people across a large spectrum including 2SLGBTQIA+ families, single people, couples with infertility, patients with cancer and families with genetic conditions;
- Those who require medical intervention to have children (including those who do not identify as women) deserve to access medical assistance and financial support; and
- One's financial situation should not be a barrier for those who want to have children and need IVF in order to do so.

*CUPE BC Women's and Gender Rights Committee  
Metro Vancouver District Council  
CUPE Local 1936*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 25**

**CUPE BC WILL:**

Meet with the provincial government, including the Minister of Mental Health and Addictions, to address the gap that exists between available detox and treatment programs in order to develop and provide increased services to fill this gap.

**BECAUSE:**

- For addiction treatment to be successful, people must have supports in place between the completion of detox treatment and longer-term treatment programs to help assist them to remain “clean and sober” and prevent overdose deaths;
- Due to the COVID-19 pandemic, the availability of detox spaces was reduced; and
- A lack of immediately available, safe treatment spaces can cause more barriers to recovery, and significantly contribute to relapse and overdose deaths.

*CUPE BC Community Social Services Committee  
Metro Vancouver District Council  
CUPE Local 1936*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 26**

CUPE BC WILL:

Lobby the provincial government to:

- treat infertility as a medical condition, like any other requiring a medically necessary procedure(s);
- provide publicly-funded financial support to individuals with this medical condition, so as to reduce financial barriers in accessing medical treatments such as: In Vitro Fertilization (IVF); and

Encourage locals to bargain benefits that treat infertility as a medical condition, and include extended health benefits (EHB) that cover the costs for infertility treatments.

BECAUSE:

- IVF is recognized as a highly successful fertilization treatment by medical professionals;
- IVF is a procedure in which eggs are removed and fertilized in a lab;
- Those who require medical intervention to have children (including those who do not identify as women) deserve to have access to medical assistance and financial support;
- A person's financial situation should not be a barrier for those who want to have children and need IVF treatments in order to do so;
- IVF costs between \$10,000-\$15,000 per cycle, which is financially out of reach for many, especially working-class people, and IVF treatments require more than one cycle in most cases, in order to achieve pregnancy;
- The majority of Canadians, including those living in Manitoba, Ontario, Quebec and New Brunswick, have access to some level of financial assistance for IVF from their respective provincial governments, while British Columbians are left behind; and
- Many of the population of B.C. believe that IVF treatments should be government funded.

*Vancouver Island District Council  
CUPE Local 951*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 27**

**CUPE BC WILL:**

Lobby the provincial government to act on the urgent recommendations of the BC Coroners Service Death Review Panel: A Review of Illicit Drug Toxicity (March 22), which included recommendations to:

- ensure a safer drug supply to those at risk of dying from the toxic illicit drug supply;
- develop a 30/60/90-day Illicit Drug Toxicity Action Plan with ongoing monitoring; and
- establish an evidence-based continuum of care.

**BECAUSE:**

- More than 11,000 British Columbians have died from toxic drugs since B.C. declared a Public Health Emergency in 2016;
- Six British Columbians are dying each day due to a toxic drug supply;
- Illicit drug toxicity is the leading cause of unnatural death in the province, accounting for more deaths than homicides, suicides, motor vehicle incidents, drownings, and fire-related deaths combined;
- In the past 2 years, 65 children and youth have died from using toxic drugs;
- Indigenous people are disproportionately represented in drug toxicity fatalities – 5 times higher than provincial average;
- CUPE workers who have lost family members to toxic drugs need advocates in the labour movement to advocate for a safe, regulated, legal supply of the drugs needed by those who are dependent; and
- Support is needed for CUPE workers across the province who are experiencing first-hand the effects of a toxic drug supply such as overdose and loss of loved ones.

*CUPE BC Executive Board  
CUPE Local 2081*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 28**

**CUPE BC WILL:**

Continue to lobby the provincial government to stop the toxic drug crisis by providing a safe supply of drugs to people living in active addiction.

Continue to educate members and communities on what the toxic drug crisis is, and why providing a safe supply is an appropriate way to save lives.

Lobby the government to provide more resources for addiction treatment and support services including counselling services, and replacement therapy including safe supply.

**BECAUSE:**

- In 2022 more than 1,600 people in British Columbia died because of apparent toxic drug deaths;
- No one chooses to be an addict and die due to drug toxicity;
- Supporting and maintaining healthy and non-judgmental relationships with addicts leads to more seeking help and various recovery strategies;
- People deserve to live;
- People need to be alive to access treatment options; and
- Addiction treatment and mental health supports need to be in place to overcome this social and medical concern.

*CUPE Local 1004*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 29**

CUPE BC WILL:

Lobby the provincial government to form a complete prescription drug markup cap and implement a dispensary fee cap for all prescription drugs services in British Columbia.

BECAUSE:

- Not all prescription drugs fall under the current markup cap ranges;
- Alberta has set dispensary fee caps (2018), but British Columbia has yet to implement any policy;
- Rising inflation translates to a decrease in consumer buying power; and
- Without limited cap protection, pharmacies will continue to charge any price they want.

*CUPE Local 389*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 30**

CUPE BC WILL:

Lobby the provincial government to create a policy for dental practices to follow the British Columbia Dental Association Fee Guide.

BECAUSE:

- The British Columbia Dental Association produces an annual suggested fee guide for dentists in BC;
- Dentists are not required to follow the guide or fee schedule;
- Members are being charged different amounts for the same service throughout B.C.;
- Patients should not have to shop their community to find dentists who are following the annual suggested fee guide; and
- With limits on extended health benefits, switching dentists can become extremely costly for members that experience charges above the suggested fee guide.

*CUPE Local 389*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_



**No. 31**

**CUPE BC WILL:**

Promote the idea that infertility is a disability and lobby the BC provincial government to:

- treat infertility as a medical condition and thus a disability, like any others requiring a medically necessary procedure(s); and
- provide public financial support to individuals with this disability, so to reduce barriers in accessing In Vitro Fertilization (IVF).
- encourage locals to bargain benefits that treat infertility as a disability and include extended health benefits (EHB) that cover the costs for infertility treatments.

**BECAUSE:**

- The World Health Organization recognizes infertility as a disease which is a disability, thus the B.C. provincial government ought to recognize it as such;
- Those who require medical intervention to have children (including those who do not identify as women) deserve to access medical assistance and financial support;
- IVF costs between \$10,000-\$15,000 per cycle, which is financially out of reach for many, especially working-class people, and IVF requires more than one cycle in most cases to achieve pregnancy;
- The majority of Canadians, including those living in Manitoba, Ontario, Quebec, and New Brunswick, have access to some level of financial assistance for IVF from their respective provincial governments, while British Columbians are left behind;
- One's financial situation should not be a barrier for those who want to have children and need IVF in order to do so;
- IVF is recognized as a highly successful fertilization treatment by medical professionals;
- IVF is a procedure in which eggs are removed and fertilized in a lab; and

Many of the population of B.C. believe that IVF treatments should be government funded.

*CUPE Local 718*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

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## HOUSING

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### No. 32

#### CUPE BC WILL:

Strike a housing working group including Indigenous, Black and racialized workers, interested members from the other Equity Committees, CUPE National staff with relevant expertise, and any other community experts as needed, in order to investigate and advocate for program initiatives which will improve access to affordable housing for CUPE members.

#### BECAUSE:

- Racial discrimination exists with regard to who can and cannot access safe, affordable, stable, and appropriate housing, especially with regard to the divide between renters and home owners;
- Gentrification, renovation and affordability are problems in the areas where CUPE members live; and
- Canada has experienced significant immigration in order to bolster the workforce and is expecting even more in coming years, and many of these new workers will require housing supports.

*CUPE BC Racialized Workers Committee*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 33**

**CUPE BC WILL:**

Demand that the B.C. government immediately begin a program of provincially funded public housing construction designed to alleviate the shortage of adequate housing, and to increase the number of union construction jobs in the province.

Demand that the B.C. government establish a system of public land banks designed to remove the control of the land available for public housing from the hands of private developers and speculators, to expedite construction, and to keep prices low.

**BECAUSE:**

- Welcome gains have been made in housing and skilled trades certification under the current provincial administration and this momentum must be continued;
- The cost of housing is not within the range of the working people of B.C.;
- The construction industry accounts for 9.3 percent of the province's Gross Domestic Product, and is seeking government leadership to improve labour conditions; and
- Only 15 percent of construction workers are unionized.

*CUPE Local 1978*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 34**

**CUPE BC WILL:**

Engage locals and members in a provincial campaign to pressure the B.C. government and other public bodies to rapidly expand public housing stock.

Lobby the B.C. government to fund renovations of old social housing stock to increase energy efficiency.

Support a provincial model of public housing that is:

- a permanent and universally-available affordable housing option;
- based on permanently regulated rents set to 30% of income;
- based on tax-exempt housing associations continuously re-investing profits into more social housing development; and
- designed with large dwelling sizes for large families.

**BECAUSE:**

- Welcome gains have been made in housing under the current provincial government and this momentum must be continued;
- Canada has one of the lowest percentages of public housing among Organization of Economic Cooperation and Development (OECD) countries;
- Housing should be treated like a human right, not as a source of profit; and
- Increasing supply alone will not solve our affordability problem.

*CUPE Local 1978*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 35**

**CUPE BC WILL:**

Engage locals and members in a provincial campaign to pressure the B.C government to enact vacancy control legislation.

**BECAUSE:**

- Welcome gains have been made in housing under the current provincial government this momentum must be continued;
- Rents are increasing faster than most workers' wage increases, and 1 in 5 of B.C. renters spend half their income on rent;
- The lack of vacancy control—rents tied to the unit, rather than the tenancy—has created an incentive for landlords across British Columbia to force out long-term tenants who have affordable or lower than market rents so they can raise rents beyond what the current rent control regulations allow;
- Vacancy control will not put a single landlord out of business and doesn't apply to new construction; and
- Vacancy control existed in B.C. in past decades and still exists in Quebec, Manitoba, and PEI.

*CUPE Local 1978*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

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## HUMAN RIGHTS

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### No. 36

#### CUPE BC WILL:

Encourage employers of CUPE members across the province to support our members by meeting their responsibilities to uphold human rights for their employees.

#### BECAUSE:

- Two-spirit, non-binary, and trans people have the right of immediate recognition of all aspects of gender identity and expression including name, pronouns, and access to gendered spaces;
- CUPE members are at the front-line providing services affecting people of these identities; and
- The ultimate responsibility for human rights rests with the employer.

*CUPE BC Pink Triangle Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

### No. 37

#### CUPE BC WILL:

Support the BC Federation of Labour's efforts to advocate for the disbanding of the RCMP's Community-Industry Response Group.

#### BECAUSE:

- The RCMP Community-Industry Response Group has violated human rights and civil liberties in violent and racist attacks on First Nations, Inuit and Métis persons, journalists and protesters; and
- Canada, British Columbia and the Community-Industry Response Group have been rebuked by the United Nations Committee on the Elimination of Racial Discrimination and Amnesty International for these violations.

*CUPE Local 4163*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## INTERNATIONAL SOLIDARITY

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### No. 38

#### CUPE BC WILL:

Serve a resolution to the 2023 National Union convention calling on CUPE to lobby the federal government to immediately ban the practice of incarcerating children and adults seeking immigration and refugee status, or asylum, in Canada.

#### BECAUSE:

- The Government of Canada uses Canadian detention centres, including provincial jails, to detain those seeking asylum, refugee or immigration status, who are often detailed in the same facilities as serious offenders;
- Incarceration is a remedy for a substantial breach of the law, and those seeking a better life or safety from harm in Canada should not be jailed in detention centres as part of the immigration and asylum process;
- Since 2014, more than 850 children have spent time in Canadian immigration detention centres, and this practice can cause children to suffer increased levels of extreme stress, fear, anxiety, and selective mutism, as well as a deterioration of cognitive, physical, and emotional functioning; and
- Canada's practices of incarcerating immigration detainees in provincial jails is inconsistent with the national goal of welcoming immigrants and refugees, and is a violation of international human rights.

*CUPE BC International Solidarity Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 39**

**CUPE BC WILL:**

Support the struggle of the workers and people of Iran for freedom, the right to organize and strike, and for welfare, equality, justice, and dignity by:

- exploring ways of supporting the “Free Them Now” network using domestic funds from the Colleen Jordan Humanity Fund or by other means; and
- joining the international calls for the immediate and unconditional release of all jailed trade unionists and political prisoners in Iran.

**BECAUSE:**

- The current regime in Iran is responsible of committing acts of terror and violence against workers that violate basic human rights, and that must be stopped;
- The acts of violence and oppression in Iran are a matter of international concern, impacting people around the world with family and friends in Iran;
- Ongoing and unchecked violence against workers in Iran acts as a signal to other oppressive and undemocratic leaders who then feel justified in oppressing the human rights of peoples in other jurisdictions; and
- An injury to one is an injury to all regardless of international borders.

*CUPE BC International Solidarity Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_



**No. 40**

CUPE BC WILL:

Amend the Policy Manual to add the following under the International Solidarity section, in the subsection related to Middle East-Palestine:

We support the Boycott, Divestment, and Sanctions (BDS) campaign until Israel abides by international law and ends its illegal occupation of Palestinian land.

BECAUSE:

- The existing policy outlines the Union’s strong support for the Palestinian people and its strong condemnation of Israeli violence, occupation and oppression;
- A growing tactic used by advocates for Palestinian rights is the Boycott, Divestment and Sanctions (BDS) campaign, which applies economic pressure on Israeli companies, businesses and investments;
- The BDS campaign actively focuses on public funds and public employers whose investments passively support the oppression of, and violence against, the Palestinian people; and
- Adding a reference to the BDS campaign to the Policy Manual will endorse this campaign, help advocates and activists advance the campaign’s goals, and ensure that the policy manual remains up-to-date on this important international issue.

*CUPE BC International Solidarity Committee*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 41**

CUPE BC WILL:

Affiliate to the International Lesbian/Gay Association (ILGA) and participate in its activities.

BECAUSE:

- 2SLGBTQIA+ workers in B.C. enjoy rights and freedoms that are not shared everywhere;
- International solidarity must be intersectional; and
- The labour movement can only truly succeed when workers learn and share skills with those from other jurisdictions.

*CUPE BC Pink Triangle Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## K-12

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### No. 42

#### CUPE BC WILL:

Call on the Ministry of Education and local school boards to stop the practice of school liaison officers, or any other police, in schools, and continue to implement mental health teams within schools.

#### BECAUSE:

- Research shows that police often escalate rather than de-escalate incidents in schools, and CUPE members working as mental health support workers would be more appropriate to intervene in these situations;
- According to a survey conducted in November 2022, the majority of Black, Indigenous, racialized, and 2SLGBTQIA+ students do not want school liaison officers present and feel more anxious and afraid with police in schools;
- The provincial government has introduced mental health teams within schools, many of whom are CUPE members; and
- BC Human Rights Commissioner Kasari Govender called for the end of police liaison officers in schools, saying equity-seeking communities had raised significant concerns.

*CUPE BC Pink Triangle Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 43**

**CUPE BC WILL:**

Lobby the Minister of Labour and Minister of Education and Child Care to develop and implement a province-wide strategy to make public schools safer places to work, including provisions to hold school district employers to a higher standard for collaborating with workers and their representatives to ensure safe working environments for all.

**BECAUSE:**

- Violence in the K-12 sector is at an all-time high for CUPE workers, yet employers are discouraging members from reporting violent incidents;
- A substantial number of worksites do not have a joint health and safety committee, despite this being a legal requirement under the WorkSafeBC regulations;
- A history of failure by school district employers is clear evidence that those responsible for worker safety are either incapable or unwilling to take the steps necessary to ensure safe workplaces for CUPE members;
- Worker participation in the development, execution and evaluation of safety plans is essential to worker safety and ensures real-time feedback from those most affected; and
- The B.C. government has the ultimate responsibility for our public education system, and this includes ensuring school district employers are upholding their legal responsibilities to ensure healthy and safe workplaces.

*CUPE BC K-12 Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 44**

**CUPE BC WILL:**

Lobby the BC government to fund a sector-wide 12 percent market adjustment for trades workers in the K-12 sector.

**BECAUSE:**

- Data produced by CUPE research showed that trades wages in the K-12 sector are commonly 9 to 12 percent lower than those paid to the same positions in the municipal sector;
- The K-12 sectors is struggling to retain skilled trades workers given the availability of better wages in the municipal sector;
- Recruitment challenges exist across British Columbia for trades workers, and substantially lower wages places K-12 employers at a significant disadvantage in a world of increased competition for skilled trades workers; and
- A negative 12 percent pay differential over a 35 year career costs K-12 trades workers hundreds of thousands of dollars in wages and pensionable earnings that their colleagues in the municipal sector receive for doing the exact same work.

*CUPE BC K-12 Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 45**

**CUPE BC WILL:**

Lobby the provincial government to alter the K-12 funding model from strictly per-student funding to a hybrid of per-student and block funding, where block funding will be allocated based on the fixed costs associated with facilities operations and maintenance, district-wide expenses, and other costs not impacted by fluctuations in student numbers.

**BECAUSE:**

- The current K-12 funding model is based solely on student numbers, and therefore fails to properly account for fixed costs that do not change with fluctuations in student population;
- There are many reasons for high fixed operating costs relative to the size of student populations, and districts experiencing this pattern of costs and enrolments are at a substantial disadvantage under the current funding model;
- Without a fair system of block funding in addition to the per-student funding, districts are having to take money out of the classroom to pay for facilities, maintenance, infrastructure, and district-wide administrative and overhead costs; and
- Kids and families are the ones who suffer most when the K-12 system is funded incorrectly, and a fully funded public education system with an accurate and fair funding model is needed to ensure our schools meets the needs of communities.

*CUPE BC K-12 Committee  
CUPE Local 728*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 46**

**CUPE BC WILL:**

Lobby the B.C. government to conduct a workplace violence audit in the B.C.'s public school system, both provincially and by district.

**BECAUSE:**

- Violence in the workplace continues to harm members on a daily basis;
- The employer may not always follow WorkSafeBC guidelines on risk assessment;
- Some school districts are asking their employees not to report near-miss violent incidents;
- While all violence cannot be eliminated, it can be mitigated with appropriate violence prevention plans in place; and
- All workers deserve a chance to work in a violence-free workplace.

*CUPE Local 389*

Convention:    Carried \_\_\_\_\_            Defeated \_\_\_\_\_

**No. 47**

**CUPE BC WILL:**

Lobby the B.C. government to ensure all new employees, especially education assistants (EAs), are provided adequate job orientation and training, including any appropriate violence protection education upon being hired.

**BECAUSE:**

- Some school districts have new staff report for duty without an orientation or specific job shadowing;
- A mandatory orientation will provide new employees with a clear understanding of their roles and responsibilities;
- Casual EAs are often dispatched to support students with behaviour support plans, without the appropriate violence protection training currently used in that school;
- Members are sustaining injuries and suffering from violent incidents that may be preventable with additional education provided on day one of arriving at a new assignment.

*CUPE Local 389*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_



**No. 48**

**CUPE BC WILL:**

Lobby the provincial government to end subsidies to private schools and adequately fund public education.

**BECAUSE:**

- Public education should not be supplementing for-profit private schools British Columbia is subsidizing private education with half-a-billion dollars every year while the public education system continues to face shortfalls;
- To manage deficits, school boards have announced deep cuts to children’s music programs and the removal of positions and resources that provide support to our most vulnerable learners;
- The allocation of education funding in B.C. as a percentage of gross domestic product has dropped dramatically over the last couple of decades;
- While private schools receive taxpayer dollars as well as grant funding, tax breaks and subsidies, public schools are falling behind and left to deal with budget shortfalls, particularly when it comes to special education funding; and
- Recent polling suggests that two-thirds of British Columbians do not support public funding of private schools.

*CUPE Local 723*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 49**

**CUPE BC WILL:**

Lobby the provincial government to review and re-assess the current funding model for public education.

**BECAUSE:**

- B.C.'s K-12 student spending is more than \$1,000 less than the national average;
- Since 2000, B.C.'s education spending has fallen by over one percent of gross domestic product (GDP);
- While the COVID-19 pandemic has exacerbated the pressures on public education, the budget shortfalls and other challenges currently facing public education B.C. are the cumulative effects of over 20 years of grossly underfunding the public system;
- B.C. continues to fall behind other provinces, predominantly in funding for inclusive education;
- The review of education finance should be based on principles of adequate, predictable, and equitable funding;
- The Ministry of Education and Child Care needs to end the consideration of a prevalence-based model for special education funding and align special education funding with identified special education needs, including targeted funding for early identification and designation of students with special needs and per-student funding amounts for high-incidence designations.

*CUPE Local 723*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 50**

CUPE BC WILL:

Request National Union researchers undertake a comprehensive study of the current demands of information technology (IT) staff in public education.

BECAUSE:

- IT continues to expand for the needs of school districts IT has become a highly competitive field and retaining staff is challenging;
- Exploring provincial cloud options in managing data could free up higher and lower level IT workload; and
- IT will only continue to expand.

*CUPE Local 723*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 51**

CUPE BC WILL:

Lobby the provincial government to exempt K-12 public education support staff from both the Public Sector Employers Council, as well as the *Public Education Labour Relations Act*.

BECAUSE:

- The collective bargaining process unfairly biases the employer by not providing a free and open bargaining environment;
- The employer should not have to refer the subject of negotiations to a third party not sitting at the table for guidance, nor should the decision regarding wages, benefits, or other items included within the provincial framework be formalized at a provincial level.

*CUPE Local 728*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 52**

CUPE BC WILL:

Lobby the B.C. Minister of Education and Child Care to include mental health and safety education as part of the B.C. school curriculum.

BECAUSE:

- More young workers are injured and killed on the job at an alarming rate;
- Students should be aware of their rights, particularly as they often work in precarious jobs;
- Education is power, and the sooner students are educated in these rights, the more likely they will remain safe at work; and
- Young workers are often afraid to ask questions and often do not know or adhere to OH&S regulations, thus increasing the chances of serious injury or death.

*CUPE BC Occupational Health & Safety Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 53**

CUPE BC WILL:

Promote WorkSafeBC's Violence Prevention Tools and Resources, developed by WorkSafeBC's K-12 sector partners, to help prevent workplace violence in schools.

BECAUSE:

- Violence is an ongoing and increasing issue in the education sector, and has become more prevalent;
- Violence should never be normalized and should always be reported; and
- Workers deserve to be supported when involved in workplace violence.

*CUPE BC Occupational Health & Safety Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## LIBRARIES

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### No. 54

#### CUPE BC WILL:

Lobby the provincial government to provide additional funding strictly to support the hiring of more library workers to offset widespread staffing shortages.

#### BECAUSE:

- Many libraries continue to be understaffed as their limited funding goes directly into providing community programs and services but does not address staffing concerns;
- A significant percentage of library workers are precariously employed as auxiliaries or part-time staff, living in financial hardship with no set schedule, no health plan or benefits;
- The mental health and safety of library workers is directly affected by continuous staffing shortages leading to issues with burnout, illness, or high turnover; and
- Significant limits to public-facing service prevents many library workers from participating in work from home opportunities or flexible work weeks, so increased funding would allow for more flexibility with scheduling including 4-day weeks or other options.

*CUPE Local 389*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## MUNICIPAL

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### No. 55

#### CUPE BC WILL:

Work with district councils to find ways to facilitate and support collaboration and information sharing between the municipal locals in B.C.

#### BECAUSE:

- The municipal sector is very diverse in the size of the locals, the types of work represented, and the issues they deal with;
- Locals in the municipal sector do not have the same opportunities to work together as locals in provincial sectors;
- There is constant change in leadership and activists; and
- Workers are stronger when they work together.

*CUPE BC Municipal Committee  
Metro Vancouver District Council*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## NATIONAL UNION

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### No. 56

#### CUPE BC WILL:

Request the National Union to provide support to locals by providing translation services for collective agreements to more languages than English and French.

#### BECAUSE:

- Resources are needed to correctly translate the language contained in collective agreements; and
- Precarious workers come from diverse backgrounds, and translation of collective agreements is a tool for membership engagement.

*CUPE BC Universities Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

### No. 57

#### CUPE BC WILL:

Request the National Union create a full-time national coordinator staff position to work closely with locals and district councils across the country to find members to apply for pride society boards, and assist with CUPE participation in pride events across the country, among other duties.

#### BECAUSE:

- Many pride societies across the country are not progressive and anti-union; and
- Many locals and district councils across the country need support in participating in local pride events.

*CUPE BC Pink Triangle Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 58**

**CUPE BC WILL:**

Request that the National Union create a job evaluation reclassification (JER) training program and provide National Staff to assist Locals with job evaluation reclassification, if the local has yet to complete the program.

**BECAUSE:**

- Job evaluation reclassification requires specific knowledge and skill set;
- Many locals are overwhelmed with a backlog of requests for reclassification;
- This process is not done in a timely manner, which prevents members from appropriate compensation for the work they are performing; and
- Having a JER training program would ensure that all reclassification has structure, is treated equally, and would alleviate some of the workload from CUPE National Representatives.

*CUPE Local 389*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_



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## OCCUPATIONAL HEALTH & SAFETY

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### No. 59

#### CUPE BC WILL:

Lobby the provincial government to strengthen WorkSafeBC regulations to address increased workplace violence in public-facing buildings such as libraries, community centres, and on public transit.

#### BECAUSE:

- There has been a significant increase in workplace violence impacting library workers;
- The social support network for at-risk individuals in our communities has diminished, and libraries have become one of the only free places to provide support, shelter, and access to the internet and washroom;
- Library workers do not have the necessary training or education to address the increasing societal challenges;
- Due to societal challenges, a multidisciplinary approach is required; and
- Violence is an urgent public health problem, and workplace violence can cause lasting physical and psychological effects on workers across all sectors.

*CUPE BC Libraries Committee  
CUPE Local 402  
CUPE Local 718*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 60**

**CUPE BC WILL:**

Lobby the provincial government to expand legislation preventing employers from forcing staff members to work alone to include new protections against being forced to work alone during daytime hours and working alone when a remote-calling system is in place.

**BECAUSE:**

- Grant’s Law, amendments to the Worker’s Compensation Act and related regulations to prevent working alone, applies only to work scheduled between 11pm to 6am;
- Remote check-in procedures approved by WorkSafeBC like “Buddy call” continue to leave the workers vulnerable for the duration of time between their check-in phone calls;
- Working alone leaves workers vulnerable to violence from the public they serve, and even when a second worker is present, that second worker may be new or younger worker, including a worker who is minor;
- Library workers are among those who are often required to work alone, and do so in public buildings which are openly accessible, where they experience a heightened risk of violence, and where workers have limited supports to draw on should an incident occur.

*Fraser Valley District Council*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 61**

**CUPE BC WILL:**

Encourage all their affiliated locals to negotiate language into their collective agreements to allow all their health and safety representatives paid time from work to attend Day of Mourning ceremonies.

**BECAUSE:**

- More than 1,000 workers in Canada are killed on the job each year and many more die as a result of exposure to hazardous chemicals; and
- Every year on April 28th Unions from across Canada hold Day of Mourning activities in their communities.

*CUPE Local 1978*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 62**

CUPE BC WILL:

Lobby the provincial government to legislate workers' right to participate in safety plan development when working with any and all high-risk situations that require such a plan.

BECAUSE:

- CUPE members work with the most vulnerable individuals and regularly experience violence in the workplace; and
- Those working in high-risk situations are trained professionals who need to be included in the design and development of safety plans that govern their work, both for their safety success and for the safety of those they work with.

*CUPE BC Occupational Health & Safety Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 63**

CUPE BC WILL:

Lobby the provincial government to change the phrase "Near Miss" to "Near Hit" in the WorkSafeBC Regulations and all associated WorkSafeBC documentation.

BECAUSE:

- "Near Miss" is contradictory to how an incident should be defined in nature;
- There is a potential for serious incidents to occur resulting in injury or death; and
- The wording of "Near Miss" does not reflect the same level of importance.

*CUPE BC Occupational Health & Safety Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 64**

**CUPE BC WILL:**

In consideration of the legalization of cannabis and potential employer tactics that seek opportunities to test for all substances or other medical conditions, continue to oppose mandatory drug testing in the public sector.

**BECAUSE:**

- Substance abuse does not mean impairment;
- Random drug testing is not an effective safety mechanism;
- Fear of testing leads to a decrease in reporting; and
- Testing is inaccurate and a violation of privacy.

*CUPE BC Occupational Health & Safety Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## POLITICAL ACTION

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### No. 65

#### CUPE BC WILL:

Develop structures to enhance digital campaign capacity in order to quickly reach members and supporters during election, advocacy, strike avert and support campaigns happening in the region, including:

- a digital engagement and data management plan to better organize and utilize member and supporter information;
- a standardized suite of engagement tools ready for implementation when the need arises; and
- a campaign action centre on the website capable of hosting and better promoting provincial and local campaigns.

#### BECAUSE:

- Political action campaigns often begin with several data processes to edit, update and sort existing member and supporter information, which takes time and resources away from time-sensitive campaigns work;
- Ongoing work is required to maintain an accurate and effective list of members and supporters with whom engagement can occur during campaigns, especially those that arise on short notice;
- Standardized templates and platforms for digital engagement could be created to reduce the time and cost of mobilizing members and supporters;
- Digital engagement pages used for provincial campaigns and by locals are often stand-alone websites that are not integrated into the broader web presence of CUPE in British Columbia, and this both adds additional cost and constitutes a missed opportunity to further engage potential supporters.

*CUPE BC Political Action Committee  
CUPE Local 718*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 66**

CUPE BC WILL:

Encourage locals to incorporate content on provincial and national political action work into local new member orientations, and provide new members with access to political action materials, websites, and opportunities.

BECAUSE:

- Maintaining a highly engaged membership requires ensuring those new to the Union are onboarded to all its activities, including political action work;
- Introducing new members to political action sends a strong message that political action is a foundational element of what it means to be a CUPE member, and connects new members to this work as soon as they join a workplace; and
- Demographic change in Canada has meant that there is a generational change in our workplaces and locals, and recruitment and succession planning is required to ensure there are new members ready to step up as long-time activists retire.

*CUPE BC Political Action Committee  
CUPE Local 718*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 67**

CUPE BC WILL:

Lobby the BC NDP to increase party engagement with rural and remote areas of the province, particularly in the North and Okanagan regions.

BECAUSE:

- CUPE BC is affiliated with the BC NDP as the party of labour;
- As a provincial organization, the BC NDP needs to ensure they have active and engaged party members and voters in every riding; and
- Progressive, labour-friendly voters exist in every riding across the province and deserve fair representation.

*Northern Area District Council*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## POST-SECONDARY

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### No. 68

#### CUPE BC WILL:

Request the National Union undertake research to expose excessive administrative compensation in post-secondary education, as well as training for post-secondary locals to interpret their institutions' budgets.

#### BECAUSE:

- In the last two decades, post-secondary institutions have seen an alarming increase in the amount of administrative bloat
- B.C. universities have experienced a steady increase in the number of high-paying executive positions while class sizes have steadily grown, demonstrating a terrible prioritizing of applying funds to well off executives rather than to student resources
- Post-secondary executives routinely receive compensation in excess of \$200,000 per year (and vice-presidents can receive over \$300,000), salaries easily 7 times higher than many of their front line workers.
- The Vancouver Sun B.C. Public Sector Salaries database is no longer accurate enough to be depended upon as a useful tool with which post-secondary activists can hold their employers to account.

*CUPE BC Universities Committee*

Convention:    Carried \_\_\_\_\_            Defeated \_\_\_\_\_

**No. 69**

**CUPE BC WILL:**

Lobby the B.C. government to recognize the importance and uniqueness of publicly funded community colleges and special purpose and research universities throughout B.C. to ensure all are properly funded.

**BECAUSE:**

- Underfunding post-secondary institutions (PSIs) prevents students from receiving the education and training they need to fill the gap of skilled workers required in BC;
- Publicly funded PSIs ensure good jobs in communities that support the sustainability and growth in regions throughout B.C.;
- Increased public funding ensures that students are not left trying to fill funding gaps created by years of underfunding; and
- Properly publicly funded PSIs ensure that workers can choose and can afford to live and stay in the communities that support diversity and sustainability through all regions of B.C.

*CUPE BC Colleges Committee*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_



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## PROVINCIAL GOVERNMENT

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### No. 70

#### CUPE BC WILL:

Lobby the B.C. government to work with their federal counterparts to expand labour mobility, permanent residency access, qualification recognition and credentialing, and work permit access for migrant workers, permanent residents, new Canadians, refugees, and others new to Canada, and to advocate that the B.C. government increase protection for these workers to ensure their workplace and labour rights are upheld.

#### BECAUSE:

- British Columbia is challenged by a general labour force shortage, that relates in part to a misalignment of worker skills and qualifications to labour force demands;
- Much more can be done to realize the labour force potential of those new to Canada, and in so doing, these workers can be provided access to good jobs, fair wages, workplace rights and supports, benefits and a pension, and the ability to join or start a union; and
- Migrant workers and other such workers who are new to Canada often do not have access to basic workers' rights, and are significantly more susceptible to exploitation, discrimination, intimidation, abuse and harassment by their employers.

*CUPE BC International Solidarity Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 71**

**CUPE BC WILL:**

Lobby the provincial government to ensure there is affordable, reliable internet and cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be.

**BECAUSE:**

- Many government and health services, employers, retailers, and education programs have gone to online services only, and therefore everyone needs to be able to access these services regardless of where they live;
- Internet and cell phone service has opened the door to many services being more accessible, including virtual/phone medical appointments, government services, ordering groceries and other items online, and working remotely from home, this is especially true for those with disabilities such as environmental sensitivities, mobility, and transportation issues;
- Access to reliable internet and cell phone services continues to be a necessity as we emerge from the pandemic; and
- The inability to access reliable cell and internet services also undermines access to health care as it prevents access to online services, doctors, nurses, or other practitioners, especially in the winter months when travel is restricted.

*Vancouver Island District Council  
CUPE Local 951*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

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## PROVINCIAL UNION

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### No. 72

#### CUPE BC WILL:

Create a peer support system for newly elected local executive members that uses the structure and distribution of district councils to create a peer support group in each region.

#### BECAUSE:

- There has long been demand for a mentorship model that enables long-serving local executive members to share knowledge and experience with newly elected members, and that connects newly elected members to the substantial experience within the union;
- A model of peer support based around district council areas will help connect mentors and mentees within their region, ensuring the experience and local knowledge are part of the peer support model;
- The model can incorporate both online and in-person components, utilizing existing venues like district council meetings, schools, conventions, and other gatherings to facilitate in-person engagement without adding new and costly events; and
- The development of the system can begin with a pilot test in one or two districts before building out to a full scale in every region.

*CUPE BC Education Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 73**

**CUPE BC WILL:**

Create a mentorship toolkit in partnership with equity committees and will encourage locals and district councils to utilize the toolkit in order to create opportunities for equity-deserving members to join local committees, executive boards, and otherwise get involved in their locals.

**BECAUSE:**

- Equity-deserving members face systemic barriers to representation in leadership and decision-making roles within locals and district councils;
- Succession planning that takes representation of equity-deserving members into consideration is needed; and
- This proposal aligns with Goal 2 of CUPE’s National Anti-Racism Strategy, which strives to increase the representation of Indigenous, Black, and racialized members in the Union.

*CUPE BC Racialized Workers Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 74**

**CUPE BC WILL:**

Commit to making hybrid (in-person and virtual) format meetings available for all CUPE BC committee meetings except the One Big Committee Meeting.

**BECAUSE:**

- CUPE activists live in all areas of British Columbia, but in-person meetings are all held in the lower mainland, which adds the burden of extra travel time, book off, and childcare to those committee members living outside the lower mainland;
- It is critical to have diverse voices on our committees, and hybrid meetings would encourage greater participation through greater accessibility;
- Many barriers to attending in-person meetings exist and being able to attend a meeting virtually would help reduce many of those barriers, while still allowing those who are able to attend in-person, to do so; and
- By ensuring the One Big Committee meeting (OBCM) to remain in-person, it would allow committee members to gather once a year in-person to network and socialize.

*Vancouver Island District Council  
CUPE Local 951*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 75**

**CUPE BC WILL:**

Ensure there is an alcohol-free, respite room available during every convention, starting with the 2024 convention, which:

- opens just prior to the start of convention each day, stays open throughout convention and into the evenings, including for the full duration of all convention events scheduled during the evenings; and
- provides light refreshments such as tea, coffee, water, juice, soft drinks, vegetable platters, and cookies.

**BECAUSE:**

- Many delegates, including those with disabilities, may need a quiet, alcohol-free place to rest, recuperate, and socialize during convention to ensure they are able to fully participate;
- Many convention social events include alcohol, and some delegates may not be comfortable being around alcohol and its consumption, and would be able to use the alcohol-free space as a place where they too could socialize safely; and
- Convention needs to be inclusive and enable the safe, comfortable, and full participation of all delegates.

*CUPE BC Persons with Disabilities Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 76**

**CUPE BC WILL:**

Raise awareness regarding the intersectionality of equity issues by providing the time and space for the four equity committees (Indigenous, Racialized Workers, Persons with Disabilities, and Pink Triangle), the Women’s and Gender Rights Committee, and the Young Worker’s Committee to:

- explore the intersectionality of their issues;
- network between the committees and outside of the committees; and
- devise a plan for raising awareness of those issues and work towards addressing them.

**BECAUSE:**

- Workers who experience the overlap of intersectional issues face additional barriers in the workplace and society;
- Understanding and including intersectionality when addressing gender equality makes the discussion more inclusive for all women regardless of their ability, age, economic standing, identity, orientation, race, or religion; and
- Providing time and space for equity committee members to network encourages dialogue and collaboration on issues of mutual concern.

*Vancouver Island District Council  
CUPE Local 951*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 77**

**CUPE BC WILL:**

Hold up the work of the Indigenous Committee’s objectives of advancing truth and reconciliation, decolonization, and indigenization by granting an additional day, for a total of two consecutive days of meeting time, to complete the challenging work of the Indigenous Committee.

**BECAUSE:**

- Indigenous Committee members experience deep emotional labour while doing the heavy lifting of educating, change-making, and decolonizing work and union spaces;
- Indigenous cultural safety is achieved through a trauma-informed practice and traditional ways of being, which takes additional time; and
- CUPE BC recognizes the importance of equity, equality, truth and reconciliation, and fighting anti-Indigenous racism.

*CUPE BC Indigenous Committee  
Metro Vancouver District Council*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 78**

**CUPE BC WILL:**

Encourage locals and district councils to affiliate with their local pride society, including volunteering for positions on these organizations’ board of directors.

**BECAUSE:**

- Pride societies across the province would benefit from a better understanding of the roles unions play and the progressive values we promote; and
- Unions have long been on the front line fighting for the rights of 2SLGBTQIA+ persons.

*CUPE BC Pink Triangle Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_



**No. 79**

**CUPE BC WILL:**

Change the name of the Sergeant-at-Arms Committee to a title that reflects the duties of the position and does not use colonial language.

**BECAUSE:**

- Sergeant-at-Arms is language attributed to policing and the military, both groups that have actively enforced damaging colonial institutions, structures and law upon Indigenous, Black and Racialized peoples;
- The use of the Sergeant-at-Arms language can be a trigger for many equity deserving workers who have endured harmful profiling and/or treatment at the hands of the police and military;
- As part of our commitment to truth and reconciliation, it is important to dismantle colonial practices and structures that negatively impact Indigenous peoples.

*CUPE BC Women's and Gender Rights Committee  
CUPE Local 1936*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 80**

**CUPE BC WILL:**

Amend the Policy Manual language on Work From Home in the Labour Relations section to read as follows:

Remote Work: CUPE BC supports the ability of workers to work from home, or an alternate location that is not their regular workplace, provided the following considerations are met:

- Each employee freely volunteers to work remotely, and can withdraw that consent at any point without penalty;
- All work conducted remotely remains bargaining unit work and that remote work not become a venue for contracting out;
- All rights and provisions of collective agreements are respected and upheld in the context of the remote work environment;
- Remote workers are afforded full and complete health and safety protections establishing a safe and ergonomic working environment, with necessary equipment and supplies provided by the employer;
- Work performed remotely is clearly defined and delineated, with any limits based on bona fide operational requirements, not arbitrary employer choices;
- Specific hours and days are established for work performance, and during which an employee's home or work location is considered a workplace; and
- Provisions exist to limit expansion of workload, and productivity requirements are equal to those expected of an employee working at a conventional workplace.

**BECAUSE:**

- The existing CUPE BC policy language on working from home dates back to 1990 and states an outright opposition to any such provision;
- The COVID-19 pandemic provided substantial opportunities to test and develop models for remote work that benefit workers and employers alike;
- Remote work arrangements have transitioned from temporary provisions in response to pandemic-related workplace closures to permanent provisions for more flexible working options that provide a plethora of benefits to members; and
- Lancaster House and other such resources provide clear guidelines for regulations covering remote work in a labour relations context that can be implemented into the CUPE BC policy as a base on which additional policy language can be built in years to come.

*CUPE Local 2950*  
*CUPE Local 3799*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 81**

CUPE BC WILL:

Delete the sub-section of the Policy Manual under the Labour Relations section, titled “Work at Home”, which expresses opposition to work from home.

BECAUSE:

- Locals have a responsibility to their members to bargaining language that reflects the work their members do.

*CUPE Local 403*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## RECONCILIATION

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### No. 82

#### CUPE BC WILL:

Create a campaign advocating that June 21st, National Indigenous People's Day, is recognized as a statutory holiday in British Columbia.

#### BECAUSE:

- British Columbia is the singular province that passed the Declaration on the Rights of Indigenous Peoples Act into law in November 2019;
- It makes sense that British Columbia, with 204 First Nations follow the Yukon and Northwest Territories, who recognize June 21st, as a statutory holiday; and
- Having a provincial statutory holiday means more workers across the province will be able to recognize and learn about the unique heritage, diverse cultures, and contributions of First Nations, Inuit and Métis peoples.

*CUPE BC Indigenous Committee  
Metro Vancouver District Council*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 83**

**CUPE BC WILL:**

Submit a resolution to the 2023 CUPE national convention calling for provision and promotion of online member resources on truth and reconciliation that educate members on the history of Canada’s oppression of Indigenous people, the history of the residential school and other colonial systems, and the Truth and Reconciliation Commission’s recommendations.

**BECAUSE:**

- It is important to understand the history of oppression of Indigenous Peoples in Canada;
- The information available in mainstream media still perpetuates much of the colonial oppression that continues discrimination against Indigenous People, and an accurate history of Canada’s relationship with Indigenous People is difficult to find without already knowing where to look;
- Information about reconciliation often reflects only portions of the Truth and Reconciliation Commission’s finding and recommendations, and available resources are not generally designed for a union audience; and
- For CUPE to be more active and engaged in supporting reconciliation at all levels, national, provincial, and local, more member resources are needed to help members understand the recommendations, how they apply to the labour movement, and how members can support their advancement.

*CUPE BC Education Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 84**

**CUPE BC WILL:**

Host and cover the costs of a 1-day virtual workshop about Indigenous cultural safety in alignment with Safe Union Spaces and further education toward truth and reconciliation.

**BECAUSE:**

- Public sector workers have a responsibility to learn more about Indigenous peoples as workers and as patrons of the services that CUPE members provide;
- Call to Action 57 advocates for conflict resolution, human rights, and anti-racism; and
- The United Nations Declaration on the Rights of Indigenous Peoples Article 7.1 states that “Indigenous individuals have the rights to life, physical and mental integrity, liberty and security of person.”

*CUPE BC Indigenous Committee  
Metro Vancouver District Council*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 85**

**CUPE BC WILL:**

Serve a resolution to the CUPE 2023 national convention seeking the creation of education resources to assist locals in improving or developing territorial acknowledgments with region-specific information.

**BECAUSE:**

- Supporting locals in acknowledgement protocols helps them in their path toward reconciliation;
- With more than 200 distinct First Nations, activists in British Columbia have more to learn than any other province, and it is important to know the differences between unceded, core, and shared territories;
- Respectful acknowledgment of First Nation protocol is increasingly becoming normalized; and
- It is a sign of respect and recognition to learn about the territory or territories you live, learn, and work on.

*CUPE BC Indigenous Committee  
Metro Vancouver District Council*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 86**

**CUPE BC WILL:**

Submit a resolution to the next CUPE national convention requesting the National Union to call upon provincial and municipal governments to provide education to public servants and all elected officials as outlined in the Truth and Reconciliation Commission's call to action #57.

**BECAUSE:**

- This continues the path of reconciliation as outlined in #57 of the Truth and Reconciliation Commission's 94 Calls to Action;
- This training will equip public servants and elected officials with the knowledge and skills necessary to effectively engage with Indigenous communities and address issues of discrimination and marginalization; and
- Ensuring that public servants and elected officials are educated on the history of Indigenous peoples and equipped with the necessary skills to work effectively with Indigenous communities is crucial for building a more just and equitable society.

*CUPE BC Racialized Workers Committee  
Metro Vancouver District Council  
CUPE Local 1936*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_



**No. 87**

**CUPE BC WILL:**

Encourage locals to engage in conversations in their regions about decolonizing the names of public buildings; namely, but not limited to, public schools.

**BECAUSE:**

- The colonization of lands have extended to buildings that bear the names of settler colonizers who have caused harm;
- Decolonizing building names on places of learning creates safer and more inclusive spaces for children, youth, and K-12 workers;
- Encouraging people to question the system of colonization that we currently operate within will continue to remove barriers;
- This will create safer spaces for broader community members who have experienced colonization currently or historically;
- Many public buildings in British Columbia are named after historical figures who were involved in colonization, which can be traumatic and triggering for Indigenous and racialized people and communities;
- Renaming these schools can be an important step towards reconciliation and promoting respect for Indigenous and racialized communities; and
- As a union that represents diverse members and advocates for social justice, there is a responsibility to support initiatives that promote equity, diversity, and inclusion and create more culturally-safe spaces throughout the province where our members live and work.

*CUPE BC Executive Board*  
*CUPE BC Racialized Workers Committee*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 88**

**CUPE BC WILL:**

Call upon provincial and municipal governments to provide education to public servants and all elected officials as outlined in the Truth and Reconciliation Commission's Call to Action #57.

**BECAUSE:**

- This continues the path of reconciliation as outlined in #57 of the Truth and Reconciliation Commission's 94 Calls to Action;
- This training will equip public servants and elected officials with the knowledge and skills necessary to effectively engage with Indigenous communities and address issues of discrimination and marginalization; and
- Ensuring that public servants and elected officials are educated on the history of Indigenous peoples and equipped with the necessary skills to work effectively with Indigenous communities is crucial for building a more just and equitable society.

*Metro Vancouver District Council  
CUPE BC CUPE Local 1936*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

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## SKILLED TRADES

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### No. 89

#### CUPE BC WILL:

Lobby the B.C. government to address challenges in trade worker recruitment and retention by urgently creating more trades training spaces in public post-secondary institutions and ending modularization of trades professions.

#### BECAUSE:

- There is a province-wide shortage of trades workers, with greater impacts on public sector employers who have challenges competing with private sector recruitment tactics;
- Growth in trades training has not kept pace with expansion of the post-secondary system, which has focused on converting colleges to universities in the past twenty years;
- Modularization of the trades, a process whereby trades are broken down and taught in component parts, undermines trades professions and furthers shortages of qualified tradespeople;
- The neglect of the past BC Liberal government accelerated the growing shortage in qualified trades people during their 16-years in office, and encouraged private sector training colleges to fill gaps they created in the capacity of the public system; and
- The current BC NDP government has yet to make a significant investment in funding for post-secondary education to correct years of underfunding by the past government.

*CUPE BC K-12 Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

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## TRANSPORTATION

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### No. 90

#### CUPE BC WILL:

Develop and execute a campaign and government relations strategy to advocate for:

- increased public funding for B.C.'s transit systems to facilitate growth in service, reduce reliance on fare revenues and move towards free, universal public transit in all communities, including urban, rural, and suburban areas;
- targeted operational and capital funding to support small community transit systems and public inter-community transit options for those in rural and remote areas; and
- universal public operation of all public transportation systems, the elimination of private, for-profit contract operators, and the returning of all transit operations to an in-house operation model.

#### BECAUSE:

- Expanding existing transit systems makes good use of public resources to provide sustainable and affordable mobility to all citizens, and helps reduce cost of living for workers and other transit users;
- Without full systems of public transportation, access to services in and between communities is limited for those from low and middle incomes, leading to transportation inequity and transportation poverty;
- Rural, remote and Indigenous communities have even lower access to transit services, and the lack of rural public transportation limits access to employment opportunities and medical and social services that can only be accessed by those with a personal vehicle;
- Increasing transit service levels and reducing reliance on personal vehicle use will make a considerable contribution to addressing climate change—the single largest source of greenhouse gas emissions comes from the transportation sector, where single occupancy vehicles are a substantial contributor to these totals; and
- Public transportation systems should be operated by public workers and delivered in-house by local and provincial government, and not be a source of private profit for corporations, hedge funds and foreign capital interests.

*CUPE BC Environment Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 91**

**CUPE BC WILL:**

Lobby the provincial government to increase fines for motorists who fail to stop for flashing stop signs on school buses to:

1. \$1,000 and up;
2. 6 demerits and up;
3. Suspension of license for 3 months;
4. Mandatory safety course or driver re-training.

**BECAUSE:**

- The current fine in BC is not a sufficient deterrent;
- The potential for loss of life, trauma to student witnesses and mental wellbeing of K-12 bus drivers is immeasurable;
- Making changes now will increase the deterrent, making people accountable to paying attention to flashing lights on a school bus; and
- One tragedy is one too many.

*CUPE Local 440*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 92**

**CUPE BC WILL:**

Lobby the provincial government to:

- 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;
- ensure there is appropriate funding for cleaning and snow/ice removal from all bus stops regardless of how remote they may be;
- increase public funding for British Columbia's transit systems to facilitate growth in service, reduce reliance on fare revenues and move towards free, universal public transit in all communities, including urban, rural, and suburban areas; and
- introduce a provincially funded system of transit subsidies to provide greater affordability for low- and middle-income workers, new Canadians, those from marginalized communities, and those with transit access challenges.

**BECAUSE:**

- When Greyhound cancelled bus service in the northern and remote regions of B.C., it significantly increased the risk factor for women and persons with disabilities who are forced to either walk or take their chances hitch-hiking to buy groceries or attend medical/dental/personal appointments;
- Persons with disabilities are left without accessible transportation and may not even have the dangerous option of walking or hitch-hiking due to vision, hearing, or other issues;
- Rural and remote communities have less access to transit services due to a lack of services, which severely limits mobility for those from such communities both in terms of intercommunity travel and intracommunity travel;
- In northern communities, bus stops are not covered, leaving people with disabilities unable to move, walk or access the bus stops safely;
- City services are not adequately funded to be able to do a good job cleaning and/or removing snow and ice from these bus stops, again creating safety and accessibility issues for many whether they are disabled or not;
- Increasing transit service levels provides a lower cost, higher quality alternative to personal vehicle transportation, and reducing personal vehicle use makes a substantial contribution to addressing climate change; and
- Expanding existing transit systems makes good use of public resources to provide affordable and universal mobility to all citizens and helps reduce the cost of living for workers and other transit users.

*CUPE BC Persons with Disabilities Committee*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

**No. 93**

CUPE BC WILL:

Amend the Policy Manual to add the following new section:

PUBLIC TRANSPORTATION

Accessibility: We support public transit programs, facilities, vehicles and supports that ensure public transportation is accessible to everyone by following the model of universal design.

Affordability: We support the elimination of all fares and user fees for public transit, beginning with the elimination of fees and fares for all transit users 18 years of age and under.

Funding: We support the full public funding for public transportation systems, and the elimination of reliance on gas taxes and other forms of financially unsustainable subsidy and fee models.

Public Operation: We support full public operation of all public transit systems in British Columbia. We support the full elimination of contract operators within public transit systems, including those established by Public Private Partnerships (P3s), and support bringing all transit operations work in-house.

Rural Access: We support the provision of a full public transit systems in small and rural communities, and the provisions of public transportation between small communities and larger, regional centres.

Safety: We support the provision of safe and inviting public transportation systems that ensure riders are free from harassment, discrimination, violence, and other negative and oppressive behaviours that limit access to marginalized groups. We support the provision of mental health and addictions support in public transit systems to support riders who experience mental health issues and overdoses while using transit systems.

BECAUSE:

- There is no comprehensive policy language in the Policy Manual on public transportation, which is a foundational public service on which hundreds of thousands of British Columbians rely;
- For many, public transit is the only option for mobility and access to employment, education, medical and other services, and should be accessible to all British Columbians regardless of age, ability, location, income or other factors;
- Transit should be publicly funded with ongoing, sustainable base funding, and not rely on user fees or funding models that are regressive and unstable;
- Public transit should be delivered by public workers, and not be contracted out to private operators who use public transit as a source of private profit; and
- Public transit should be safe for everyone, and with resources to address the social and medical issues that occur while riders are accessing services.

*CUPE BC Transportation Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

**No. 94**

**CUPE BC WILL:**

Develop and support a strategy to lobby the Union of British Columbia Municipalities (UBCM) and provincial government to expand transit for students and workers in communities across B.C.

**BECAUSE:**

- Increasing access to public transit supports our goals in addressing the climate emergency;
- Better transit options encourage people to want to stay and learn and work in their communities and help their communities grow;
- Communities with robust public transit and easy access encourage people to live and stay in those communities; and
- Increasing public transit use helps to reduce traffic congestion.

*CUPE BC Colleges Committee*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_



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## UNION EDUCATION

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### No. 95

#### CUPE BC WILL:

Engage our National Union and advocate for the creation of region-specific indigenous education workshops and modules to introduce and support culturally appropriate and consistent best practices.

#### BECAUSE:

- We need to align with the provincial government in implementing the United Nations Declaration on the Rights of Indigenous Peoples, and adopting the Truth and Reconciliation Commission of Canada's Calls to Action;
- As part of our work to create true and lasting reconciliation with Indigenous peoples in B.C. we will work in collaboration with knowledge keepers in the development of these workshops and modules; and
- Education is one of the only ways that we can truly understand and accept our collective past and learn how to move forward and grow together.

*CUPE BC Colleges Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 96**

**CUPE BC WILL:**

Request the National Union engage the members of the Pink Triangle Committee, Indigenous Committee, Persons with Disabilities Committee, Racialized Workers Committee, Women’s and Gender Rights Committee, and Education Committee to participate in pilot testing of new workshops on equity, diversity, inclusion, and reconciliation, at no cost to the Division.

**BECAUSE:**

- The National Union commonly tests course material before formalizing new courses and programs, and often uses targeted groups for this focus testing;
- The topics of equity, diversity, inclusion, and reconciliation are areas of specific knowledge, and members’ experiences and existing knowledge are valuable inputs into the course development process on these key topics; and
- Having CUPE BC committee members volunteer to participate in focus testing of new material will be beneficial for both those participating and the National Union, who will get informed feedback from active members.

*CUPE BC Education Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

**No. 97**

**CUPE BC WILL:**

Request that the National Union develop educational materials to inform members about the recent changes to WorkSafeBC regulations regarding workers' right to refuse unsafe work.

**BECAUSE:**

- Supporting members with information about their workplace rights falls to the National Union, which has resources to provide education and direct support to members and locals;
- WorkSafeBC recently changed regulations and procedures for refusal to undertake unsafe work and re-assignment of that work (3:12 Procedures for refusal and 3:12.1 Reassignment of refused work) and these changes includes substantial differences from past regulations; and
- Members need to know their rights and should have resources to support their ongoing learning as important workplace rules and regulations are amended.

*CUPE BC K-12 Committee*

Convention:    Carried \_\_\_\_\_                      Defeated \_\_\_\_\_

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## LATE RESOLUTIONS

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### Late Resolution No. 1

CUPE BC WILL:

Create a podcast similar to CUPE Ontario's "CUPE CAST", with a focus on union business, and any related information relevant to CUPE members in British Columbia and the Yukon.

BECAUSE:

- Information is key to building networks and establishing relations with any and all who are seeking information to become active in their respective local; and
- This also can be a megaphone in expanding our voice and vision to anyone who wants to be involved in unions, whether they are a part of one, or want to join one.

*CUPE Local 389*

Convention:    Carried \_\_\_\_\_    Defeated \_\_\_\_\_

## Late Resolution No. 2

### CUPE BC WILL:

Work with allied organizations and stakeholders to lobby the provincial government to establish minimum standards for emergency communication services (9-1-1), ones based on those recommended by the National Emergency Number Association and National Fire Protection Association, and ensure that emergency communications agencies are fully funded to meet those standards.

Submit a resolution to the 2023 CUPE National Convention asking the National Union to lobby the Government of Canada to provide direct funding to emergency communications agencies to support the conversion to Next Generation 9-1-1 platforms in order to meet the increased capacity of these new technologies.

### BECAUSE:

- Current standards for 9-1-1 services in British Columbia are optional and there is no universal minimum requirement for response times;
- Funding for emergency communications is primarily drawn from local government, and there is no structure or legislation requiring local governments to adequately fund these critical services;
- Lack of universal minimum standards and mandated minimum funding levels for emergency communications poses a risk to the health and safety of residents and first-responders alike; and
- New changes to 9-1-1 operational models and technologies, collectively titled Next Generation 9-1-1, has the potential to vastly increase emergency communication capacity and improve outcomes for residents and first responders, but comes with a substantial cost not able to be borne by local governments alone.

*CUPE Local 8911*

Convention: Carried \_\_\_\_\_ Defeated \_\_\_\_\_

