



RESOLUTIONS

TO THE

CUPE BC CONVENTION

APRIL 2024

REFERENCE INFORMATION

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Resolution Schedule at Convention

Thursday, April 25, 2024

Time*

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Sectoral Resolutions (cont'd) _____	3:15 pm – 3:55 pm

Friday, April 26, 2024

Time*

Standing Resolutions _____	9:30 am – 10:30 am
Standing Resolutions (cont'd) _____	10:40 am – 11:25 am
Equity & Human Rights Resolutions _____	1:35 pm – 2:50 pm
Equity & Human Rights Resolutions (cont'd) _____	3:00 pm – 4:30 pm

Saturday, April 27, 2024

Time*

Constitution Resolutions _____	9:50 am – 10:50 am
General & Remaining Resolutions _____	10:55 am – 11:35 am
General & Remaining Resolutions (cont'd) _____	2:00 pm – 3:00 pm
General & Remaining Resolutions (cont'd) _____	3:10 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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CONSTITUTIONAL RESOLUTIONS

No. 1

CUPE BC WILL:

Amend Appendix A of the CUPE BC Constitution – CUPE BC Defence Fund Formula and Regulations to read as follows:

Article 4. Schedule of Benefits

Benefits provided by the CUPE BC Defence Fund Formula shall be ~~\$15.00~~ **\$25.00** per day, to a maximum of ~~\$75.00~~ **\$125.00** per calendar week.

The CUPE BC Executive Board shall have the authority to adjust the benefits payable under these Defence Fund Regulations. **This adjustment shall take place annually to reflect increases in the cost of living.**

BECAUSE:

- The daily rate has not changed in several years while the cost of living has increased considerably; and
- The direction for the CUPE BC Executive Board to address this annually puts more responsibility on the Board to review the rate. The current language is too vague regarding the review.

CUPE Local 1004

Convention: Carried _____ Defeated _____

No. 2

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:

With the advent of electronic voting, the need for a roll call vote has become outdated.

A roll call vote would under the best conditions take several hours to conduct and disrupt the flow of the convention.

CUPE BC Local 1004

Convention: Carried _____ Defeated _____

No. 3

CUPE BC WILL:

Amend Article 6.1 of the CUPE BC Constitution by adding a new section (f), reading as follows:

6.1 (f)

Candidates for all vice-president and alternate positions are prohibited from running as slates in all CUPE British Columbia elections.

BECAUSE:

- Slates have the potential to bring the divisiveness of electoral politics into the union, thus disrupting our solidarity;
- Slates could result in strife between CUPE BC's regions, as it is very possible that a winning slate of General Vice-Presidents could consist of members from only one region, thus reducing representation from other regions;
- Slates could make it more difficult for new candidates to defeat incumbents, thus risking stagnation on the Executive Board; and
- Instead of needing to appeal to the membership by relying solely on their own qualities, candidates who are part of slates can mask personal deficiencies by being associated with other, more appealing members of the slate.

CUPE Local 4163

Convention: Carried _____ Defeated _____

No. 4

CUPE BC WILL:

Amend the Constitution by changing Article 1. A. of the CUPE BC Bylaws to read as follows:

CUPE BC 2023 BYLAWS**1. EXECUTIVE**

- A. The Executive Board shall constitute the **administrative governing** body of CUPE BC between Conventions and shall meet at least four (4) times a year. Meetings of the CUPE BC Executive Board shall be at the call of the President, or in the absence of that officer, at the call of the Secretary-Treasurer, or upon the request of a majority of the members of the Executive Board provided that a minimum of seven (7) days' notice of such meetings shall be sent to all members of the Executive Board.

BECAUSE:

- The Constitution mandates the existence of an Administrative Committee with duties and powers that differ from the Executive Board;
- The use of the term “administrative body” to describe the Executive Board creates contradiction and confusion between the roles of the Administrative Committee and Executive Board; and
- Replacing “administrative” with “governing” provides greater clarity in the roles of these two bodies, and is a better reflection of the responsibilities of the Executive Board.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 5

CUPE BC WILL:

Amend Article 5.6 (d) of the Constitution to read as follows:

- 5.6. (d) Each standing, sectoral and equity committee shall have co-chairpersons, one to be appointed pursuant to 5.6 (a), (b) or (c) above and the other to be elected by committee members. Wherever possible ~~gender and racial parity~~ **diversity** shall be taken into consideration.

BECAUSE:

- Ensuring inclusive language and practices are present throughout our Union's structures and documents is important, and is part of ongoing work to improve CUPE BC's equity, diversity and inclusion.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 6

CUPE BC WILL:

Amend article 2.1 (b) of the Constitution to read as follows:

- b) The advancement of the social, economic and general welfare of public employees, **with particular attention to defending workers and marginalized communities from the formidable threats posed by the climate emergency.**

BECAUSE:

- The climate crisis poses an existential threat to everyone and disproportionately afflicts the most vulnerable among us.
- Inaction and insufficient response risks triggering catastrophic repercussions and threatens to dismantle the progress we have made in advancing social and economic justice.
- It is our ethical duty to advocate for sufficient action and to actively engage in the protection of those disproportionately affected – workers and marginalized populations.

CUPE BC Environment & Climate Justice Committee

Convention: Carried _____ Defeated _____

No. 7

CUPE BC WILL:

Amend article 2.1 (e) of the Constitution to read as follows:

~~e) To promote the respect and conservation of the earth's environment.~~

To

e) To actively leverage our collective influence and resources to combat the accelerating climate crisis, prioritizing actions to avert further irreversible damage to the climate and biophysical systems.

BECAUSE:

- Seventy-six per cent of British Columbians recognize the need for "radical transformations" across all sectors of society to address climate change; and
- Sixty per cent of British Columbians acknowledge that the current efforts of the governments of B.C. and Canada fall short of addressing the climate crisis, and a growing conservative backlash threatens even these achievements.

CUPE BC Environment & Climate Justice Committee

Convention: Carried _____ Defeated _____

EQUITY & HUMAN RIGHTS RESOLUTIONS

No. 8

CUPE BC WILL:

Publicly campaign for employers and government to prioritize permanent cost of living adjustment (COLA) for workers with disabilities receiving long-term disability (LTD) income;

Encourage Locals and the National Union to make COLA to LTD plans a bargaining priority in all sectors; and

Request that the National Union share researched resources, model collective agreement language, and speaking points on the need and rationale in solidifying COLA for workers receiving LTD.

BECAUSE:

- Long-term disability (LTD) plans overwhelmingly only pay the amount based on a percentage of a workers pre-disability earnings;
- Cost of living is staggeringly high for all British Columbian workers, particularly those who face systemic barriers such as living with a disability;
- Absent a cost of Living adjustment (COLA) clause in legislation or a collective agreement, LTD benefits will continue to fall below and income needed to survive in B.C.; and
- This issue disproportionately impacts workers with disabilities, and CUPE is committed to fighting discrimination against equity deserving members.

CUPE Local 387

CUPE Local 1760

CUPE Local 1767

CUPE Local 1816

CUPE Local 3787

Convention: Carried _____ Defeated _____

No. 9**CUPE BC WILL:**

Publicly campaign to demand employers and the provincial government prioritize a permanent cost of living adjustment (COLA) for workers with disabilities receiving long-term disability (LTD) income;

Encourage locals and the National Union to make COLA for LTD plans a bargaining priority in all sectors; and

Request that the National Union share researched resources, model collective agreement language, and speaking points on the need and rationale in solidifying COLA for workers receiving LTD.

BECAUSE:

- Most LTD plans only pay an amount based on a percentage of a worker's pre-disability earnings;
- The cost of living is staggeringly high for all British Columbian workers, particularly those who face systemic barriers such as living with a disability, or belonging to an equity-deserving group;
- Absent a COLA clause in legislation or a collective agreement, LTD benefits will continue to fall below the rate of income needed to survive in B.C.; and
- This issue disproportionately impacts workers with disabilities and members of other equity-deserving groups, and CUPE is committed to fighting discrimination against all equity-deserving members.

CUPE BC Persons with Disabilities Committee
CUPE BC Racialized Workers Committee

Convention: Carried _____ Defeated _____

No. 10

CUPE BC WILL:

Amend the Human Rights section of the Policy Manual as follows:

Pornography: ~~We oppose pornography wherever it is found in the workplace or community.~~ **We oppose the predatory nature of the pornography industry, the way in which a substantial proportion of pornography furthers exploitation and subjugation of those from equity seeking-groups, and its contribution to such pervasive and abusive practices as “sextortion” and non-consensual sharing of images and videos. As in other forms of sex work, we support fair compensation and safe working conditions, strong regulations to ensure participation is consensual, a high standard for worker health and safety protections, and the principle that workers should have the ultimate agency over the use of their images and likenesses.**

BECAUSE:

- The existing policy dates to 1985, and many elements of how information and imagery is created, shared, and consumed have changed in the last 40 years, as have societal values regarding pornography;
- Inclusive feminism incorporates the principle that sex workers deserve respect and protection, and including those who participate in the creation of pornography;
- In 2022, a policy was adopted to recognize that sex trade work is work, and policy statements supporting sex trade work while opposing all forms of pornography is a contradictory position;
- The porn industry—dominated by large and unaccountable corporations, production companies and social media platforms—continues to be exploitative and to carry on practices from which workers need protection; and
- The presence of pornography in the workplace is a labour relations matter, and one made increasingly complex by social media platforms, such that a blanket statement may unduly cause harm to members who participate in content creation in addition to their unionized work.

CUPE BC Executive Board

CUPE BC Persons with Disabilities Committee

Convention: Carried _____ Defeated _____

No. 11

CUPE BC WILL:

Amend the existing policy statement on pornography within the Human Rights section of the Policy Manual to align with more recent policies around sex trade work, as follows:

Pornography: We oppose pornography wherever it is found in the workplace ~~or community.~~

BECAUSE:

- Pornography is created through sex trade work, and policy was adopted in 2022 to state that sex trade work is work;
- Inclusive feminism includes the protection of sex trade workers, including those who make pornography;
- This policy has been on the books since 1985 and our world has evolved considerably since then; and
- Maintaining opposition to pornography in the workplace is an important aspect of consent culture and prevention of sexual harassment.

CUPE Local 951

Vancouver Island District Council

Convention: Carried _____ Defeated _____

No. 12

CUPE BC WILL:

Lobby the provincial government to expand financial supports for families with children that have diverse needs and extreme medical conditions, including increased funding for parents who are forced to leave the workforce, increased support for treatments and therapies, and full funding for in-home caregiver services.

BECAUSE:

- Parents with children with multiple or serious medical complications and/or diverse needs can experience extreme challenges due to the challenges involved including treatments, equipment, supplies and the need to forgo their own employment.

CUPE Local 1004

Convention: Carried _____ Defeated _____

No. 13

CUPE BC WILL:

Lobby the provincial government to establish a provincial guaranteed income supplement to assist senior women living in poverty in British Columbia.

BECAUSE:

- In addition to having a lower retirement income, women are almost twice more likely to live alone in their senior years as men, and therefore face a higher risk of poverty;
- British Columbia has the highest seniors' poverty rate of any province or territory—8.8 percent vs 6.6 percent nationally—and 2/3 of poor seniors in B.C. are women;
- Almost 1 in 5 B.C. seniors are living in unaffordable housing;
- The number of older adults (55 to 64) and seniors (65+) who were homeless in Metro Vancouver grew by 284 percent between 2008 and 2017; and
- The burden of the cost for essential health services that seniors rely on, including home support, residential care, prescription medications, community mental health, and vision and dental care, comes primarily out-of-pocket for lower-income seniors, resulting in one of every 10 B.C. seniors reporting unmet health care needs due to an inability to afford the costs associated.

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

Convention: Carried _____ Defeated _____

No. 14

CUPE BC WILL:

Lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave; and

Support other, existing campaigns calling on the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid sick leave.

BECAUSE:

- Survivors of intimate partner violence and sexual assault often experience trauma along with physical injury from which it may require time to recover;
- Women fleeing abusive relationships must often abandon their homes and search for a new home, and such a search may take time;
- Women who have experienced sexual or intimate partner violence may be faced with protracted court hearings and cannot afford to take time off work to attend required court dates; and
- Leaving an abusive intimate partner most often means a loss in household income, and survivors of intimate partner and/or sexual violence should not be faced with an additional loss in income at a time that is already financially precarious.

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

Convention: Carried _____ Defeated _____

No. 15

CUPE BC WILL:

Urge locals to negotiate language that calls for 15 weeks of paid trans or gender-affirming care leave into their collective agreements.

BECAUSE:

- Trans or gender-affirming care is expensive; however, necessary for those who require such care;
- Trans or gender-affirming care often requires significant periods of leave from employment in order to recover from the physical and/or psychological aspects of such care; and
- Being able to access paid trans or gender-affirming care leave can help save lives.

*Fraser Valley District Council
Metro Vancouver District Council
CUPE BC Women’s and Gender Rights Committee*

Convention: Carried _____ Defeated _____

No. 16

CUPE BC WILL:

Request that the CUPE National Union Education Branch create an activist training course for CUPE members participating in picket lines, counter-protests, and other forms of activism related to fighting hate and anti-unionism.

BECAUSE:

- Keeping our members safe when at rallies or on picket lines should be our top priority;
- The growing hatred against marginalized groups has resulted in hostile and potentially dangerous situations for those who attend rallies such as anti-SOGI (Sexual Orientation and Gender Identity) rallies to protest this hatred;
- In order to encourage our members to attend protests, rallies, and picket lines, we need to empower and inform our members on tools that will help them stay safe during and after such events;
- CUPE members are not covered by WorkSafeBC if injured at protests or rallies, and as such must understand their rights; and
- The doxing of members who attend in protest at rallies such as anti-SOGI rallies is a growing issue and as such, we need to educate our members on how to protect themselves from such harm.

Fraser Valley District Council
Metro Vancouver District Council
CUPE BC Women’s and Gender Rights Committee

Convention: Carried _____ Defeated _____

No. 17**CUPE BC WILL:**

Express solidarity and support, and stand with the members of UNITE HERE Local 40 who work for the Sheraton Vancouver Airport Hotel and Radisson Blu Vancouver Airport Hotel, the majority of whom are racialized workers, and have been on strike for 8 months and 2 years respectively.

BECAUSE:

- Workers at the Sheraton Vancouver Airport hotel have been on strike for a living wage, and face an employer who has chosen to put workers on the street rather than provide a fair wage;
- The Sheraton Vancouver Airport Hotel, while being part of a multinational chain of hotels, is owned by one of the wealthiest families in Canada;
- Owners at the Radisson Blu Vancouver Airport hotel (formerly the Pacific Gateway Hotel) used the COVID-19 pandemic to terminate 143 long-term hotel workers, and refused to recall them when the volume of business returned;
- The 70 percent of workers terminated by the Radisson Blu hotel during the pandemic, and not recalled, were mostly women and predominately racialized women;
- In September 2023, the Radisson Blu hotel was found to be in violation of the BC Labour Code for using scab labour;
- In August 2023, the Sheraton Airport hotel was found to have again violated the BC Labour Code by moving events and bookings to adjacent non-union properties operated by the same ownership group, this was its fifth Labour Code violation; and
- These hotels and their callous actions are classic examples of corporate greed – both of these hotel employers are using their economic power to oppress a workforce of low-wage earners, who are predominantly from equity-deserving backgrounds.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 18

CUPE BC WILL:

Lobby the provincial government to create a Red Dress Alert System in B.C.

BECAUSE:

- Indigenous women, youth, and 2SLGBTQIA+ people continue to go missing and the public needs to know so they may be found in a timely manner;
- Indigenous women, youth, and 2SLGBTQIA+ people are more likely to be a victim of violence, be murdered or trafficked;
- The Ontario Federation of Labour has already endorsed this, and work on a Red Dress Alert System has already begun in Manitoba; and
- It is important for British Columbia to be a part of this work as the Highway of Tears, located on Highway 16 from Prince Rupert to Prince George, is notorious for reports of missing Indigenous women, youth, and 2SLGBTQIA+ people.

CUPE BC Indigenous Committee

Convention: Carried _____ Defeated _____

No. 19

CUPE BC WILL:

Take steps to encourage committees to become more familiar with the Truth and Reconciliation Commission's calls to action through recognized training.

BECAUSE:

- The TRC Call to Action # 57 states: "We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism."; and
- It is important that we work together in the spirit of Truth and Reconciliation.

CUPE BC Indigenous Committee

Convention: Carried _____ Defeated _____

No. 20**CUPE BC WILL:**

Lobby the provincial government to make it mandatory for all public transportation to have priority accessibility seating, with large print signs, automated voice messaging (at each stop asking passengers to give the priority accessible seating to those in need of it), and visual technology on all public transportation such as buses and trains, so that persons with disabilities (visible and invisible), pregnant people, elderly people, caretakers with young children, and anyone using mobility assistive equipment can get to their destination safely without facing barriers and with dignity;

Collaborate with organisations doing disability advocacy work to determine how we can work together to improve priority seating, to remove barriers so people who need accessibility seating can use it without barriers or judgement, safely and with dignity on all public transportation such as buses and trains; and

Collaborate with all other public transportation in the province to jointly create promotional material (advertisements, social media posts, etc.) to promote awareness of the importance of and need for priority seating on all public transit.

BECAUSE:

- All workers, including persons with disabilities (visible and invisible), pregnant people, the elderly, those with children, or dependents, and anyone needing to use mobility assistive equipment, have the right to use public transportation to get to their destinations safely, without facing barriers or judgement, and with dignity;
- Not all disabilities are visible, so promoting information about priority seating on public transit builds allyship and understanding for those that need to ask to use priority accessible seating;
- People that require priority accessible seating on public transit, often find it difficult to advocate for themselves; they face difficulties (such as being pushed and shoved), judgement (people refusing to believe they need priority accessible seating), and barriers (such as other passengers pushing ahead to take a priority accessible seat and refusing to give that seat up); and so they may be afraid to advocate for themselves; and
- We must stand together to advocate for those who are unable or afraid to advocate for themselves.

CUPE BC Persons with Disabilities Committee

Convention: Carried _____ Defeated _____

No. 21

CUPE BC WILL:

Encourage locals and district councils to utilize and promote the work of organisations led by trans and gender diverse educators such as the ARC Foundation and the Canadian Anti-Hate Network.

BECAUSE:

- Hate is on the rise around the world, but more specifically in B.C.;
- Fighting hatred, discrimination, racism, and inequality are among our core principles; and
- Hate impacts a person’s self-esteem and can lead to a deterioration of one’s mental health, such as experiencing feelings of anxiety and depression, even thoughts about self-harm and suicide.

CUPE BC Pink Triangle Committee

Convention: Carried _____ Defeated _____

No. 22

CUPE BC WILL:

Encourage locals to prioritize negotiating language for the inclusion of trans and gender diverse members in local collective agreements, including benefits.

BECAUSE:

- Trans and gender diverse people are part of our union and we all share responsibility to protect the rights of all workers;
- Active, ongoing threats to the rights of trans and gender diverse people through anti-SOGI (Sexual Orientation and Gender Identity) protests, restrictive policies, and microaggressions continue to impact workers' lives; and
- There are existing resources available including the *CUPE Bargaining Beyond the Binary* guide and *Transition at Work* guide from the Canadian Labour Congress.

CUPE BC Pink Triangle Committee

Convention: Carried _____ Defeated _____

SECTORAL RESOLUTIONS

No. 23

CUPE BC WILL:

Lobby the provincial government to make membership in the Environmental Operator Certification Program (EOCP) mandatory for individuals involved in the installation and maintenance of water, sanitary, and storm infrastructure.

Engage in advocacy efforts, including meetings with government officials, public awareness campaigns, and collaboration with relevant stakeholders, to emphasize the importance of mandatory EOCP membership.

BECAUSE:

- Environmental Operators play a critical role in ensuring the safe and continuous operation and maintenance of water, sanitary, and storm infrastructure in British Columbia;
- The delivery of clean water and the proper removal of used water from homes and businesses depend on a complex network of pipes, equipment, and qualified individuals;
- The certification provided by the Environmental Operator Certification Program (EOCP) is a key indicator of the competence and expertise necessary for effective infrastructure installation and maintenance; and
- The presence of uncertified or unqualified workers in the installation and maintenance of water systems may lead to potential negative impacts on public health and safety.

CUPE Local 23

Fraser Valley District Council

Metro Vancouver District Council

CUPE BC Municipal Committee

Convention: Carried _____ Defeated _____

No. 24

CUPE BC WILL:

Lobby the provincial government to recommend that all municipalities participate as living wage employers as highlighted in the Living Wage for Families BC program.

BECAUSE:

- A living wage is the hourly amount calculated for each region needed to cover basic expenses in a household, and lifts working families out of poverty;
- The minimum wage is a government response to address working poverty, whereas the living wage is an employer’s opportunity to address the same problem;
- Employers have found that implementing a living wage has decreased their recruitment and retention issues;
- Studies show that when low-wage workers see an increase in their wages they spend their money locally.
- A living wage allows families to participate in the social, civic, and cultural lives of their communities—those with a living wage support local business and participate in community events.
- We all benefit when we reduce poverty in our communities, and we all have a role to play in ending poverty.

CUPE Local 23
Fraser Valley District Council
Metro Vancouver District Council
CUPE BC Municipal Committee

Convention: Carried _____ Defeated _____

No. 25

CUPE BC WILL:

Add Social Services to the *Seamless Childcare Now* campaign.

BECAUSE:

- All B.C. families with school-aged kids deserve quality, affordable childcare close to home;
- CUPE Social Service workers currently perform various levels of Childcare throughout British Columbia;
- Social Services are underfunded both provincially and municipally, making it extremely difficult to bargain fair wage and benefit increases; and
- Adding them to the proposed publicly funded model will combine a currently used childcare option with the proposed before- and after-school childcare option, maintaining a standard in service, while creating an opportunity for wage parity for similar jobs in Social Services and the K-12 sector.

CUPE Local 389

Convention: Carried _____ Defeated _____

No. 26

CUPE BC WILL:

Lobby the provincial government to adequately fund public education.

BECAUSE:

- Schools are being tasked with more complex needs/requirements and programs for students;
- From Administrative Assistants to Youth Care Workers and Indigenous Education Assistants, workloads have changed and increased while training and staffing have not kept up with the demands; and
- Investing in B.C. students is money well spent, they are the leaders of tomorrow and require adequate service levels to help reach their goals.

CUPE Local 723

Convention: Carried _____ Defeated _____

No. 27

CUPE BC WILL:

Lobby the provincial government to end subsidies to private schools.

BECAUSE:

- Public education has seen a significant increase in student needs (trauma, complex medical, intensive behaviour, anxiety) as well as increased IT and other administrative programs while funding has not kept up with those needs;
- Prior to forming government, the BC NDP was critical of subsidies for private schools;
- Public education is society's equalizer—it provides opportunities for all students, regardless of their socioeconomic status; and
- B.C. students deserve better, they are the leaders of tomorrow and require adequate service levels to assist in reaching those goals.

CUPE Local 723

Convention: Carried _____ Defeated _____

No. 28

CUPE BC WILL:

Endorse the British Columbia Federation of Students' *Fund It, Fix It* campaign to restore public funding to British Columbia's colleges, universities, and institutes.

BECAUSE:

- The BC Federation of Students' campaign aligns with CUPE BC's goal of restoring public funding to post-secondary education in British Columbia;
- Past cuts in funding to B.C.'s post-secondary system have resulted in privatisation and service cuts that both reduce the quality of education provided, and negatively impact CUPE members working in the sector;
- An underfunded public post-secondary system is itself a tool of privatisation, pushing students and prospective students to seek out spaces in private colleges and universities when the public system is intentionally overburdened and unsupported;
- Underfunding of public post-secondary education is a major driver of increases in tuition fees, which offload the costs of the public system to students – including the many CUPE members who are both students and workers in the system – and make education out of reach for low-income and middle-income families; and
- Recent changes to international student quotas by the federal government will make the funding crisis in B.C.'s post-secondary system even worse in the years to come.

CUPE Local 2396

Convention: Carried _____ Defeated _____

No. 29

CUPE BC WILL:

Lobby the B.C. government to establish minimum standards for 9-1-1 services in the province based on the National Emergency Number Association (NENA), National Fire Protection Association (NFPA), and Next Generation 9-1-1 standards;

Submit a resolution to the next CUPE National Convention calling for Canada-wide standards; and

Work with other organisations and stakeholders to build support for this campaign.

BECAUSE:

- British Columbia lacks 9-1-1 service standards, emergencies are left waiting on hold and 9-1-1 operators are suffering from burnout;
- Several CUPE locals in the province of British Columbia represent 9-1-1 operators who play a critical role in ensuring public safety; and
- The implementation of Next Generation 9-1-1 is imminent, and will allow the public to contact 9-1-1 by text message and submit photos and videos, adding stress to an already overburdened system.

Metro Vancouver District Council

Convention: Carried _____ Defeated _____

No. 30**CUPE BC WILL:**

Lobby the provincial government to complete the post-secondary funding review and commit to a meaningful increase in public funding to B.C.'s post-secondary system.

BECAUSE:

- Public post-secondary education in B.C. has been strategically underfunded for nearly forty years, offloading the cost of attaining college and university education onto families, and creating a venue for privatisation of public education;
- One of the most insidious forms of privatisation of public education has been the proliferation of international education, which turns our public institutions into businesses that focus more on selling education at market rates than on providing the training, education and research that our province requires;
- Underfunding of public institutions has reached a crisis point with declining international revenues, high annual cost increases, and years of underfunding leading to layoffs, service cuts, program reductions, and even potential bankruptcies at several B.C. institutions;
- The underfunding of public post-secondary education affects all British Columbians and undermines our future prosperity, and is particularly impactful to the more than 15,000 CUPE members who work in the public post-secondary system whose jobs are made more precarious every day that the funding crisis is not addressed.

CUPE BC Executive Board
CUPE BC Colleges Committee
CUPE BC Universities Committee

Convention: Carried _____ Defeated _____

No. 31

CUPE BC WILL:

Amend the Post-Secondary section of the Policy Manual as follows:

~~FINANCES: We support increased funding to B.C. Universities to protect current programs and services, to reduce workloads and burnout of CUPE members and to meet future demand. We support for increased funding to support the additional enrolment into post secondary institutions in British Columbia and funding to bring unionized staffing up to satisfactory levels.~~ **We support the restoration of majority public funding to B.C. public post-secondary institutions to reverse the privatisation of public post-secondary education, protect and expand programs and services, reduce unreasonable workloads for staff, and better support students and their families. We support the elimination of the public post-secondary system's reliance on profit from international education, corporate donations, unaffordable tuition fees, unsustainably low service levels, and profit drawn from business and ancillary services. We support a post-secondary system that is future-ready, able to provide the programs, services, and research necessary to support workforce transitions, help facilitate a changing economy, and help B.C. respond to climate change among the many other social, economic, and environmental priorities for British Columbians.**

BECAUSE:

- Provincial governments since the 1980's have been slowly and strategically defunding public post-secondary education, replacing direct public funding with private revenue from tuition fees, international education, business operations, land development, corporate sponsorship and other forms of privatisation;
- The privatisation of public post-secondary education has created a cycle of chronic underfunding that prevents institutions from offering a breadth and depth of programs that help respond to the economic, social and environmental needs of the province, and instead forces institutions to focus on revenue generation through programing with high fees and low costs;
- This privatized model of funding results in service cuts, unmanageable staff workloads and burnout, high costs and limited affordability for students and families, and a slow erosion of service and education quality;
- Without strong and stable public funding, our post-secondary system is not able to support the research and development work needed to address major challenges like climate change, nor facilitate the necessary advancement of the B.C. economy beyond fossil-fuel dependent resource extraction; and
- Private funding sources like international education are inherently unstable, affected by national and global factors beyond the control or influence of British Columbia, and critical public services like post-secondary education should be economically dependent an unstable and unpredictable business model.

*CUPE BC Colleges Committee
CUPE BC Universities Committee
CUPE BC Executive Board*

Convention: Carried _____ Defeated _____

No. 32

CUPE BC WILL:

Continue the province-wide campaign for universal, public school-aged childcare in the public school system, focusing on engagement with locals and their respective school boards, outreach to the public through community events and ally organisations, and continued advocacy to provincial decision-makers.

BECAUSE:

- The provision of childcare in B.C. continues to be dominated by private for-profit and not-for-profit delivery models that fail to meet the childcare needs of families, and fail to fairly compensate workers;
- Ongoing work on seamless and integrated childcare in the public school system continues to produce results, with new public programs that provide much-needed childcare for parents, and more hours for existing school support staff;
- B.C. government pilot projects for seamless and integrated childcare will soon reach the end of their terms, and advocacy is needed to ensure these projects are converted to permanent programs, and expanded to other schools and districts;
- The campaign continues to build momentum, having gathered endorsements from a diversity of voices, including Vancity Credit Union, BC Building Trades, the Centre for Family Equity, and the City of Vancouver; and
- In addition to creating more hours for CUPE members in the K-12 sector, the campaign helps all of CUPE’s 100,000 members in B.C. access the affordable, reliable, and safe childcare spaces their families need.

*CUPE BC Executive Board
CUPE BC K-12 Committee*

Convention: Carried _____ Defeated _____

No. 33

CUPE BC WILL:

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

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 changes 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, increased costs related to aging facilities, 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 meet the needs of communities.

CUPE BC K-12 Committee

Convention: Carried _____ Defeated _____

No. 34

CUPE BC WILL:

Create a library lobby toolkit through the Strong Communities Working Group.

BECAUSE:

- The general public does not understand how to advocate for library services; and
- Such a resource would outline steps and best practices to advocate for funding and services for all library types.

CUPE BC Libraries Committee

Convention: Carried _____ Defeated _____

No. 35

CUPE BC WILL:

Request that the National Union create a library-specific bargaining guide, covering topics such as violence in the workplace, public incidents, third-party sexual harassment, artificial intelligence and automation, and including advice on bargaining with other unions at the same site and in the sector.

BECAUSE:

- Such a guide would establish a foundation of best practices for all library types and sizes to work towards;
- The information contained would help locals fill gaps in many collective agreements; and
- A guide with this information would provide locals and bargaining committees with examples of strong, proven collective agreement language.

CUPE BC Libraries Committee

Convention: Carried _____ Defeated _____

No. 36**CUPE BC WILL:**

Create a comprehensive campaign aimed at educating the public on the transferable skills gained through visual arts and humanities programs, emphasizing their relevance to trades and job-ready programs in post-secondary education.

Through the campaign, highlight specific skills, such as critical thinking, creativity, communication, problem-solving, and cultural competency, acquired by students in visual arts and humanities programs that are applicable and beneficial in trades and job-ready sectors.

BECAUSE:

- Visual arts and humanities programs play a crucial role in developing transferable skills that are applicable across various disciplines, including trades and job-ready programs;
- Visual arts and humanities programs continue to be underfunded, with programming being reduced or eliminated in many post-secondary institutions, posing a threat to the availability of these valuable educational opportunities;
- There needs to be an increased advocacy effort through the provincial government and Institutional Board of Governors to secure adequate funding for these programs to ensure their continued availability and effectiveness;
- Emphasis should be placed on a comprehensive support for job-ready programs and allocating funds for hiring and retaining qualified staff, including instructors, mentors, and support personnel.
- The success of these job-ready programs relies not only on financial support but also on the provision of adequate resources and staffing to ensure effective implementation; and
- Educational institutions both secondary and post-secondary should be encouraged to collaborate in designing and implementing initiatives that showcase the connection between visual arts and humanities education and success in trades and job-ready programs, despite funding challenges.

CUPE BC Universities Committee

Convention: Carried _____ Defeated _____

No. 37**CUPE BC WILL:**

Support all outsourced services at post-secondary education institutions being moved in-house and lobby the provincial government through the Ministry of Post-Secondary Education and Future Skills to ensure that all 'contracted out' services at post-secondary education institutions be brought back in-house.

BECAUSE:

- Employing workers directly at post-secondary institutions ensures that all university employees will receive dignified wages and benefits for providing vital services at our campuses, including the diligent servicing and maintenance of university assets to ensure the health and safety of students, staff, and faculty;
- Bringing work in-house helps ensure everyone in the workplace can bargain for better wages and working conditions and have the protection of a union;
- 'In-sourcing' is a matter of basic social justice for workers who will give loyal service to post-secondary institutions and encourages retention and stable employment;
- Contracting out creates workers who are disconnected from the community they provide critical services for, othering them by denying them the ability to protect their labour rights and gain better working conditions (like wages, benefits, pensions and the like);
- A 'contracting out' system pushes down wages by incentivizing external, profit-hungry companies to minimize all labour costs at the expense of workers, negatively impacting wages, working conditions, employment security, pensions, and benefits;
- Excluding vulnerable workers from unionized positions with good wages and benefits is inconsistent with post-secondary institutions' commitments to equity, diversity & inclusion; and
- Inadequate and insecure pay leads to financial strain, stress, and anxiety for workers and their families.

CUPE BC Universities Committee

Convention: Carried _____ Defeated _____

STANDING RESOLUTIONS

No. 38

CUPE BC WILL:

Lobby the B.C. government to withdraw its support for the International Holocaust Remembrance Alliance Working Definition of Antisemitism (IHRA-WDA), and create resources for locals to work against the IHRA-WDA in municipal and education sector workplaces.

BECAUSE:

- The IHRA-WDA falsely conflates antisemitism with legitimate criticism of Israel and Zionism;
- This has led to suppression of free speech and political expression in universities and workplaces, as outlined by Independent Jewish Voices Canada in their October 2022 report; and
- The real fight against antisemitism must be joined to the struggle for equality and human rights for all people.

CUPE Local 15
CUPE Local 1936
CUPE Local 2278
CUPE Local 5536
CUPE BC Racialized Workers Committee

Convention: Carried _____ Defeated _____

No. 39

CUPE BC WILL:

Lobby the B.C. government to oppose the adoption of the International Holocaust Remembrance Alliance Working Definition of Antisemitism (IHRA-WDA); and

Create resources for locals to push against the International Holocaust Remembrance Alliance Working Definition of Antisemitism (IHRA-WDA) in municipal and education sector workplaces.

BECAUSE:

- The IHRA-WDA falsely conflates antisemitism with legitimate criticism of Israel and Zionism;
- This has led to suppression of free speech and political expression in universities and workplaces, as outlined by Independent Jewish Voices Canada in their October 2022 report; and
- The real fight against antisemitism must be joined to the struggle for equality and human rights for all people.

CUPE Local 391

Convention: Carried _____ Defeated _____

No. 40

CUPE BC WILL:

Publicly support and participate in the international Boycott, Divestment and Sanctions (BDS) campaign to end Israeli apartheid and oppression of the people of Palestine, cease doing business with suppliers named in the BDS campaign, and form a committee to investigate and report to members on BDS campaign divestment options within CUPE BC funds, including the union defence funds.

BECAUSE:

- The Policy Manual statements related to Palestine outline the union's strong support for the Palestinian people, and its condemnation of Israeli violence, occupation, and oppression – this has been our position for decades.
- Since 2005, Palestinian trade unions and federations have called for international solidarity in supporting the BDS campaign, which applies economic pressure on Israeli companies, investments, and business partners abroad;
- The BDS campaign actively focuses on public funds and public employers, whose investments support the oppression of the Palestinian people; and
- The BDS campaign is a global movement made up of church groups, academic associations, and unions – including provincial chapters of CUPE in Ontario and Manitoba – and is effectively challenging international support for Israeli apartheid in historical parallel to the previous struggle of South Africa.

CUPE Local 15

CUPE Local 1936

CUPE Local 2278

CUPE Local 5536

CUPE BC Racialized Workers Committee

Convention: Carried _____ Defeated _____

No. 41

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 B.C. government has pledged climate target priorities on the path to net-zero emissions by 2050;
- Municipalities and regional districts influence approximately 50 percent 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 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 _____

No. 42

CUPE BC WILL:

Support members who face discrimination, repercussions, punitive actions, or termination in the workplace due to their stance on Gaza.

BECAUSE:

- As workers we have a right to use our voices to speak up for inhumane treatment of our brothers, sisters, and siblings worldwide;
- Under section 2 of the Charter of Rights and Freedoms, Canadians are guaranteed freedom of thought, belief and expression;
- If a member is not using hate speech or violating any existing policies, they deserve to be protected by the Union as there is no just cause for repercussions or termination;
- We call for justice for all workers who have been made to feel unsafe for supporting just resistance against colonisation;
- We call on CUPE BC to take immediate measures to ensure the safety and protection of workers;
- If our organisations will not protect us from bullying, harassment, punitive actions, and, on the contrary, enforce these actions further silencing staff members from making calls for peace and social justice we require protection from the union so that our members will not lose their jobs for supporting a just cause; and
- It sends a message to all workers that freedom of speech no longer applies if we cannot speak out in defence of the right of Indigenous people to self-determination and resistance to occupation.

CUPE Local 1004

Convention: Carried _____ Defeated _____

No. 43

CUPE BC WILL:

Lobby the Provincial Government to publicly fund infertility treatments including In Vitro Fertilization (IVF).

BECAUSE:

- The World Health Organisation recognizes infertility as a disease, so the B.C. Provincial Government needs to recognize it as a disease as well;
- There are medical reasons behind why some women can't have children, and they need help;
- In Vitro Fertilization (IVF) costs between \$10,000 - \$15,000 per cycle, which is financially out of reach for many;
- IVF requires more than one cycle on 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;
- Ones' financial situation should not be a barrier for women 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 from a woman's body and fertilized in a lab; and
- More than half the population of B.C. believe that IVF treatment should be government funded (survey conducted by a group advocating for this issue, Greg and Nicole Nouch).

*Fraser Valley District Council
 Metro Vancouver District Council
 CUPE BC Women's and Gender Rights Committee*

Convention: Carried _____ Defeated _____

No. 44**CUPE BC WILL:**

Call on the CUPE National Executive to work collaboratively with the Canadian Labour Congress and the other national affiliates to:

- Increase pressure on the Canadian government to call for a full and permanent ceasefire in Gaza, the immediate cessation of Israeli armed attacks on civilian populations in other parts of Palestine, an arms embargo on Israel, and increased contributions of aid to the people of Gaza; and
- Better promote the calls by united voices of labour, both in Canada and globally through the International Trade Union Confederation, for an immediate and permanent ceasefire, the release of all hostages, and the full respect of international law.

BECAUSE:

- CUPE BC has very clear policy on its support for the Palestinian people and for a lasting peace that upholds human rights, opposes armed attacks on civilians, and acts of oppression and annexation;
- The voice of CUPE on international affairs is the National Union, and when the National Union's voice on such matters is not heard, it creates pressure on other chartered bodies to fill that vacuum, creating a venue for confusion and contradiction in messages and demands;
- CUPE should speak with a single and clear voice on matters of international justice and human rights;
- The National Union has very clearly opposed the siege on Gaza and called for an immediate and permanent ceasefire, the upholding and application of international law on genocide and war crimes, the reinstatement of Canadian funding to the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), and for an arms embargo on Israel; and
- CUPE has long stood against acts of war and violence, regardless of the causes and justifications presented, and there is no justification for genocide, war crimes, and crimes against humanity.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 45

CUPE BC WILL:

Encourage locals to engage in member-to-member political action work to encourage members to re-elect a BC NDP government in the 2024 B.C. general election.

BECAUSE:

- From the elimination of regressive taxes like bridge tolls and MSP fees, to the introduction of card check certification, the BC NDP has made life better for working people in the past eight years;
- 16 long years of BC Liberal governments undermined public services and affordability in British Columbia to such a point that the BC NDP government has much work left to do to undo the regressive policies, laws, and structures of the Gordon Campbell and Christy Clark governments;
- The re-named BC Liberal Party is led by Kevin Falcon, one of the most regressive architects of Gordon Campbell's attacks on working people and public services;
- The BC Conservative Party is an incubator of socially regressive ideology, and in addition to undermining fiscal progressive values, their election would see an attack on many equity-deserving groups;
- CUPE's membership in British Columbia, with nearly 1 in every 50 holding a CUPE membership card, constitutes a substantial voting block of citizens who, simply by exercising their democratic rights, can make a substantial change to our province's future.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 46

CUPE BC WILL:

Lobby the provincial government to improve health and safety protections for workers, provide funding to local governments, health authorities, and other public sector employers to undertake initiatives and programs that make workplaces safer for those who deliver public services, and do a better job holding employers accountable when safe workplaces are not maintained.

BECAUSE:

- Incidences of violence persist in workplaces across the province, and have been increasing in sectors where members deal directly with vulnerable populations;
- Stories from members in the K-12, library, community social service, health/emergency services and other sectors paint a clear picture of workplaces in which employers are failing daily to ensure a safe environment for workers;
- Understaffing, under-funded services, absence of proper protocols, unsafe facilities, and lack of support by employers are all part of a growing problem of unsafe work in the public sector, which itself leads to stress, anxiety, and mental health challenges for workers asked to perform their duties in unsafe settings; and
- Leadership, funding, and accountability needs to come from the B.C. government to ensure our workplaces are safe and productive for workers, patrons, clients, students and other service users.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 47**CUPE BC WILL:**

Request that the National Union develop a plan to be federal-election-ready, with a robust strategy to help re-elect a New Democrat in every existing NDP seat and educate working people about the dangers of a Pierre Poilievre-led Conservative government.

Develop a British Columbia implementation plan that would help locals protect and grow NDP seats in our province.

BECAUSE:

- If a federal election were held today, nearly 2/3 of seats in the House of Commons would go to the Conservative Party led by Pierre Poilievre despite 60 percent of Canadians supporting other parties;
- Pierre Poilievre and the Conservative Party of Canada, like their provincial counterparts, are an anti-worker/anti-union party, whose election would surely usher in a gutting of the federal labour code, attacks on workers' most fundamental and Constitutional rights, and the mass defunding of public services;
- CUPE members in virtually every sector would feel the negative effects of these attacks, directly or indirectly;
- The Federal NDP, the voice of working people in Canada's political system, is consistently under-represented in Parliament due to our undemocratic first-past-the-post electoral system that results in the NDP's nearly 20 percent public support producing less than 8 percent of seats in which they are elected;
- A substantial proportion of the NDP Caucus is from B.C. where traditionally, the three main federal parties are virtually tied in public support;
- The same flawed electoral system that suppresses progressive representation on a national scale also means that small changes to the proportion of British Columbian's voting Conservative instead of Liberal could virtually wipe out NDP seats in B.C., essentially nullifying the votes of millions of working people; and
- Despite the Confidence and Supply Agreement between the NDP and Liberals, the realities of the current minority government and hung parliament means that an election could happen at anytime.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 48

CUPE BC WILL:

Request that the National Union work with B.C. locals to negotiate pensions for all workers, such that every single CUPE member in British Columbia has a pension to rely on when they retire.

BECAUSE:

- The recent strike by Local 561 transit operators highlighted the extreme financial stress and uncertainty caused when workers don't have a pension;
- Without a pension, workers are often forced to work well past the age of 65, placing stress on many aspects of their health;
- Though many workers may want to work beyond the age of 65, this should be a choice not the result of financial necessity;
- The ongoing cost of living and affordability crisis in Canada makes saving for retirement nearly impossible without a pension, and the lack of housing affordability and access to affordable rental housing further exacerbates financial insecurity for those living without a pension or retirement savings; and
- Pensions should be a universal right for every worker.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 49**CUPE BC WILL:**

Request that the National Union work with the Canadian Labour Congress to increase pressure on the Government of Canada to:

- Provide direct aid and assistance to Cuba, whose communities and people are suffering under a near 60-year blockade by the United States of America;
- Call for an end to Cuba's designation as a terrorist state; and
- Lobby the U.S. government to re-introduce the Obama era relaxations of their embargo, which were reversed by Donald Trump in 2017.

BECAUSE:

- The oppression of Cuba by the United States is a long-standing global injustice that represents the worst of American imperialism, and the use of the term terrorism to describe Cuba's self-determination is shameless propaganda;
- The economic oppression of the people of Cuba constitutes an abuse of their fundamental human rights, which should prompt more substantial action by the Government of Canada;
- As the world has moved on from the Cold War and as leaders and governments have changed, there is more than ample reason for the United States to moderate its position on Cuba;
- CUPE has ongoing relationships with Cuban workers and their unions, and itself is directly involved in providing aid, support, and solidarity to the people of Cuba.
- Canadians are facing challenges when making donations to Cuba and/or sending remittances to Cuban friends and family through financial institutions in Canada with U.S. ties;
- Canadian companies who do business with Cuba are punished by this cruel and inhuman blockade on Cuba, and are compelled to participate in United States economic sanctions against Cuba or risk inordinate fines and other punitive measures; and
- Since 1992, the international community, including Canada, has overwhelmingly rejected United States economic sanctions and blockade against Cuba through 31 consecutive votes in the United Nations General Assembly.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 50

CUPE BC WILL:

Support the ongoing political engagement of CUPE members in British Columbia by hosting a series of political action workshops for members.

BECAUSE:

- Political action is a key tool to achieve gains for members that cannot be won at the bargaining table, and to use our activism to build a better world;
- Getting involved in political action can be intimidating for new union members, and those who don't come from a political background;
- Workshops provide an excellent venue to train activists with useful skills, and impart valuable knowledge, helping rank-and-file members become politically engaged activists; and
- Maintaining a strong activist base helps with succession planning across all chartered bodies, building abilities and experience in new activists who can share the work of our union, and provide a base of activists with the skills to lead.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 51**CUPE BC WILL:**

Lobby the British Columbia government to remove tuition fees from all trades education at public universities and colleges, replacing lost revenue with public funding, and making trades education free in the province of British Columbia.

BECAUSE:

- British Columbia faces a massive skilled trades shortage, and removing cost barriers to trades education will help provide greater access to a career in the skilled trades, bolstering the trades labour supply;
- The removal of financial barriers to trades education will provide additional access to those from equity-deserving groups for whom financial barriers are often more impactful, and who already face systemic barriers participating in a skilled trades education and career;
- Trades education is a key tool to enable those from low- and middle-income backgrounds to gain employment skills and transition into meaningful, family-supporting employment—whether a new worker recently graduated from high school, or a worker undertaking a change of profession mid-career;
- Increases in the supply of qualified trades labour would benefit the B.C. economy in many ways, including attracting investment, shortening build times, reducing structural and cyclical unemployment, and contributing to the tax base; and
- Free public trades education would help reverse the trend towards privatisation in post-secondary education, provide an infusion of public funding to stabilize and support B.C.'s underfunded public college and teaching university system, and deliver a well-trained future-ready workforce that can help build a better B.C. for everyone.

CUPE BC Executive Board

CUPE BC Skilled Trades Committee

Convention: Carried _____ Defeated _____

No. 52

CUPE BC WILL:

Lobby the B.C. government to expand the CleanBC Plan to:

- target the large portion of emissions (~33%) that are generated by wealthy British Columbians;
- reduce emissions with the urgency demanded by the climate crisis, establish a target of a sixty percent reduction from 2007 levels by 2030 and achieve a net-zero status by 2040; and
- recognize the interconnected ecological and social crises arising from the climate emergency, embedding equity, anti-racism, social justice, and respect for Indigenous Title and Rights into its language.

BECAUSE:

- While CleanBC is a pioneering framework for confronting climate change, its current measures fall short of the aggressive strategies required to match the gravity and immediacy of our global environmental emergency;
- Seventy-six per cent of the broader B.C. population recognize the need for "radical transformations" across all sectors of society to address climate change, reflecting a growing understanding of the extensive systemic changes required to mitigate the worst impacts of global warming;
- Governments require support from civil society groups and organisations like labour unions to enable bolder action on key issues, especially given the emergence of a right-wing backlash and influential industry lobbyists; and
- British Columbia has a responsibility as a historically high emitter with abundant wealth to fund the transition here and abroad – our fair share responsibility (Paris Article 2(2)).

CUPE BC Environment & Climate Justice Committee

Convention: Carried _____ Defeated _____

No. 53

CUPE BC WILL:

Request that the National Union develop and implement a comprehensive Climate Emergency Action Plan (CEAP), specifying goals, strategies, and timelines to mobilize our collective power and demand speedy and deep elimination of emissions to reduce the carbon footprint of the union with the ability for the plan to be used as a template by chartered bodies such as divisions, district councils, and locals.

BECAUSE:

- The National Union's Environmental Policy, redeveloped in 2021, is a comprehensive document clearly articulating a progressive vision for CUPE in relation to climate change and other pressing environmental issues, but we need to translate this inspiring vision into action;
- The CUPE Environmental Policy does not articulate how the National Union might undertake its own work internally and, in its outreach, to address the climate crisis;
- Without leadership from the National Union, chartered bodies may struggle to develop their own plans and strategies to undertake internal and external work on climate change and environmental justice, and
- A CEAP developed by CUPE would be a vital resource for locals, district councils, and provincial divisions to take meaningful action to address the climate emergency.

CUPE BC Environment & Climate Justice Committee

Convention: Carried _____ Defeated _____

No. 54**CUPE BC WILL:**

Submit a resolution to the 2024 BC Federation of Labour Convention, calling on the Federation to:

- create a position paper for B.C.'s labour movement to call for increased action by the B.C. government on climate change, mandated elimination of emissions and increased investment in clean jobs, green technology, conservation of resources and energy and other forms of alternatives to fossil fuel-dependent economic structures – recognizing the clear and present danger of climate change, and mobilizing at the speed and scale required;
- develop a campaign to support the outcomes articulated in the position paper, with tool kits for affiliates and their locals, and digital and other engagement strategies to mobilize B.C.'s workers to be a voice for climate action and justice.

BECAUSE:

- Tackling climate change requires collective action, and for the labour movement in B.C., this is best done through the BC Federation of Labour;
- Working collectively through the Federation, B.C.'s labour movement could play a pivotal and transformative role in mobilizing communities to tackle climate change;
- Environmental and labour concerns are not at odds; in fact, workers staunchly support both the creation of quality jobs and the preservation of our environment. The longevity of our employment and the welfare of our communities are inextricably bound to the vitality of the Earth's ecosystems; and
- The Federation has an active Climate Justice and Jobs Standing Committee well positioned to support the development and execution of such a policy paper and supporting campaign.

CUPE BC Environment & Climate Justice Committee

Convention: Carried _____ Defeated _____

No. 55

CUPE BC WILL:

Lobby the provincial government to direct WorkSafeBC to develop health and safety training in all work sites and sectors about the new Occupational Health and Safety regulations pertaining to violence upon their adoption.

BECAUSE:

- Workers need to be informed of the important new measures coming into effect and governing workplace health and safety;
- Through this process, WorkSafeBC would require employers to have education programs for workers on the new regulations, and consider how those will be implemented in their respective workplaces; and
- This training would establish a universal minimum standard for employers to follow.

CUPE BC Occupational Health & Safety Committee

Convention: Carried _____ Defeated _____

No. 56

CUPE BC WILL:

Lobby the provincial government to direct WorkSafeBC to increase the annual training hours for existing Worker Safety Representatives from 8 hours per year to 16 hours per year.

BECAUSE:

- There are significant changes coming to many WorkSafeBC regulations, bringing substantial changes that need to be understood and onboarded;
- The current time allotted for existing members is not sufficient to educate Worker Safety Representatives on the existing regulations, and these workers struggle with the limited time allowed for their education and training; and
- Without additional time allocated, the role of these representatives will be undermined by lack of sufficient access to education and training.

CUPE BC Occupational Health & Safety Committee

Convention: Carried _____ Defeated _____

No. 57

CUPE BC WILL:

Lobby WorkSafeBC to broaden the scope of mental health (psychological injuries) modules / mental health first aid in all levels of Occupational First Aid training.

BECAUSE:

- Broadened first aid training to include mental health will better prepare attendants to deal with possible mental health challenges and psychological injuries while attending to those in crisis;
- Not all signs of mental health and psychological injuries can be as obvious as physical injuries;
- Responding to mental health issues and psychological injuries should be part of conventional first aid response; and
- This inclusive approach helps create a model of universal design for mental health response, rather than past approaches that have limited mental health support and response to psychological injuries to a small number of individuals in niche roles.

CUPE BC Occupational Health & Safety Committee

Convention: Carried _____ Defeated _____

No. 58

CUPE BC WILL:

Work with the BC Teachers' Federation to lobby the government of British Columbia to amend the public-school curriculum on financial literacy to include information on pensions.

BECAUSE:

- Saving for retirement is among the largest financial investment people make;
- A strong foundation of financial literacy can help support multiple life goals, including affording post-secondary education, saving for a home purchase, running a business, managing debt obligations and avoiding insolvency, and ensuring financial stability upon retirement;
- The compounding nature of interest means that early saving for retirement creates exponentially larger savings opportunities, both relieving the burden of saving more later in life, and producing greater retirement income; and
- Teaching young people about the importance of saving and the need to save for retirement without teaching about pensions is a pervasive way in which governments undermine the expectation that workers deserve pensions.

CUPE BC Pension Committee

Convention: Carried _____ Defeated _____

No. 59

CUPE BC WILL:

Request the National Union lobby the federal government and collaborate with national organisations to advocate for an increase in the Canadian pension plan death benefit payout, aiming to provide enhanced financial support to all beneficiaries based on inflation.

BECAUSE:

- An increased death benefit could help alleviate some of these disparities by ensuring that their families receive adequate financial support after their passing, helping to mitigate economic hardships and provide a measure of financial security;
- Increasing the death benefit would help racialized workers by addressing financial disparities and providing greater support to their families in times of need;
- Racialized workers often face systemic barriers that limit their access to wealth and resources, making them more vulnerable to financial instability; and
- Advocating for this change can also address broader systemic issues of equity and inclusion within the pension system.

CUPE BC Racialized Workers Committee

Convention: Carried _____ Defeated _____

No. 60

CUPE BC WILL:

Request that the National Union develop a structured, well-researched, and in-depth analysis of the Canadian Pension Plan (CPP) to formulate a plan of action for a progressive proposal to government officials to increase the CPP for all eligible citizens.

BECAUSE:

- The Canadian Pension Plan (CPP) is based on a formula in which the working people contribute and the fund pays out with interest earned upon retirement; however, with inflation, the benefit paid does not match the total costs of everyday living;
- The cost of food, fuel, electricity, utilities, and rent itself, have increased to a point where those receiving a CPP pension are often only a penny shy of bankruptcy;
- Immigrants to Canada do not have access to the same pension benefits under the CPP model given a reduced time in which they can pay into the fund, and no alternate option exists to support this diverse community in their retirement years with stable and supportive income;
- The structure of the CPP creates a tiered system which does not deliver retirement equity to all that have contributed to the country; and
- For those not able to afford life post-retirement, many of whom must choose between food, shelter, or healthcare as they cannot afford all three, the lack of equity in CPP as the country's main provider of retirement income is a substantial injustice.

CUPE BC Racialized Workers Committee

Convention: Carried _____ Defeated _____

No. 61**CUPE BC WILL:**

Lobby the provincial government to ensure all public sector institutions are no longer excluded from subsidies/grants supporting affordable apprenticeships that are currently available to private companies and only certain public employers.

BECAUSE:

- The B.C. Employer Training Grant (ETG) offers funding to employers to support skills training for employees;
- ETGs are available to businesses and organisations of all sizes, including self-employed individuals, but provincial government employers—including crown corporations and agencies, hospitals, regional and provincial health authorities, and public post-secondary institutions—are not eligible;
- Only sole proprietors, partnerships, corporations, and some public and not-for-profit employers are eligible for the employer's tax credit, and many public employers are also excluded from this grant as well;
- Without equal access to these grants, public sector employers experience a barrier to bringing apprentices into the workplace, further devaluation and distancing these employers in relation to their skilled trades workforce; and
- Given the role of apprentice in recruitment of skilled trades workers, the lack of grant funding creates a cascading chain of barriers that result in public sector employers being at a disadvantage in the market for skilled trades workers in comparison to private, for-profit firms who turn public subsidies into private profit.

CUPE BC Skilled Trades Committee

Convention: Carried _____ Defeated _____

No. 62

CUPE BC WILL:

Establish a young workers scholarship in collaboration with the Young Worker's Committee to fund up to one young worker from each region to attend a week-long education program hosted by the Canadian Labour Congress.

Work to expand the young workers scholarship program in consultation with Young Worker's Committee.

BECAUSE:

- Young workers will be the future leaders of the labour movement;
- Smaller, remote unions and locals often do not have the funds to send a young worker with other delegates or in place of another delegate;
- Young workers are underrepresented in union education because of their age and level of experience within their union;
- The labour movement is seeing a large turnover with a lot of recent retirees, and young workers need to be educated and given a chance to build experience in order to propel the movement forward; and
- It would create positive encouragement for other young workers to be involved in their local.

CUPE BC Young Worker's Committee

Convention: Carried _____ Defeated _____

GENERAL RESOLUTIONS

No. 63

CUPE BC WILL:

Continue to host the Presidents' Academy in future years and look for opportunities to expand participation from other executive positions, and members from equity-deserving communities.

BECAUSE:

- Supporting presidents is important work for CUPE BC; and
- Sharing information on how to navigate and utilize support structures saves presidents' time, and lead to quicker outcomes for members and prevent duplication of work; and
- Turnover in the workforce is having an effect on our leaders, the result being a high rate of turnover of local presidents.

CUPE Local 23

Convention: Carried _____ Defeated _____

No. 64

CUPE BC WILL:

Advocate for 5 days of paid leave for all those affected by natural and environmental disasters.

BECAUSE:

- Currently, workers must use their vacation time when natural and environmental disasters occur that prevent their physical ability to travel to work and home safely; and
- Workers should not have to use vacation time or sick time for such situations when safety is a factor.

CUPE Local 622

Convention: Carried _____ Defeated _____

No. 65

CUPE BC WILL:

Form a committee looking into the feasibility of creating a CUPE BC-organized and run, long-term disability program for all CUPE BC members.

BECAUSE:

- As it currently stands, CUPE BC locals are dependent upon their collective agreements for long-term disability where it can range from non-existent to partially member-funded to fully member-funded.
- The unification of more than 100,000 CUPE BC members forming a bargaining unit for the purpose of finding a long-term disability provider would allow a cost effective, fair and equitable access for all CUPE BC members regardless of local size.

CUPE Local 622

Convention: Carried _____ Defeated _____

No. 66

CUPE BC WILL:

Lobby the provincial government to create and fund infant & toddler daycare at public service job sites.

BECAUSE:

- Recruitment and retention have become an increasing problem, and many employees are forced to quit or take extended leaves due to lack of childcare availability;
- Public Service workers are frontline workers, and childcare should not be a barrier for these critically needed employees;
- The before- and after-school childcare pilots are filling a need for parents and cutting down on multiple location changes for children with trusted, quality childcare providers; and
- A similar program needs to be created for infants and toddlers as the ratio requirement makes it even more difficult to find spaces.

CUPE Local 723

Convention: Carried _____ Defeated _____

No. 67

CUPE BC WILL:

Lobby the provincial government to act on the BC Coroners Service Death Review Panel report: “An Urgent Response to a Continuing Crisis” (November 1, 2023), by displacing the toxic, illicit drug supply with a safer, legal, and regulated supply of substances for those at risk of harms or death; and

Collaborate with national drug advocates to better understand the toxic drug crisis and determine how to effectively lobby government for a safer supply.

BECAUSE:

- More than 14,000 British Columbians have died from toxic drugs since B.C. declared a public health emergency in 2016;
- Six to seven British Columbians die each day due to a toxic drug supply;
- Illicit drug toxicity is the leading cause of death in the province for individuals aged 10 to 59, accounting for more deaths than homicides, suicides, motor vehicle incidents, drownings, and fire-related deaths combined;
- From January 2016 to December 2023, 182 children and youth aged 10 to 18 died from using toxic drugs;
- Indigenous people are disproportionately represented in drug toxicity fatalities, 5.9 times higher than the provincial average;
- CUPE workers who support family members that struggle with substance use and those that 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 Local 951

Vancouver Island District Council

CUPE BC Persons with Disabilities Committee

Convention: Carried _____ Defeated _____

No. 68

CUPE BC WILL:

Engage CUPE locals and members in a provincial campaign to pressure the provincial government and other public bodies to rapidly expand public housing stock;

Lobby the 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 percent of your income;
- based on tax-exempt housing associations continuously re-investing profits into more social housing development;
- designed with large dwelling sizes for large families; and
- accessible for persons living with disabilities.

BECAUSE:

- Welcome gains have been made in housing under the current provincial government and we must keep the momentum going;
- Canada has one of the lowest percentages of public housing among the Organisation for Economic Co-operation and Development (OECD) countries;
- Housing should be treated like a human right, not as a source of profit;
- Increasing supply alone will not solve our affordability problem; and
- People living with disabilities do not have access to affordable and/or accessible housing.

CUPE Local 1936

Convention: Carried _____ Defeated _____

No. 69

CUPE BC WILL:

Engage CUPE locals and members in a provincial campaign to pressure the provincial government and other public bodies to rapidly expand public housing stock;

Lobby the 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 percent of your income;
- Based on tax-exempt housing associations continuously re-investing profits into more social housing development;
- Designed with large dwelling sizes for large families.

BECAUSE:

- Welcome gains have been made in housing under the current provincial government and we must keep the momentum going;
- Canada has one of the lowest percentages of public housing among Organisation for Economic Co-operation 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 2278

Convention: Carried _____ Defeated _____

No. 70

CUPE BC WILL:

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

BECAUSE:

- Welcome gains have been made in housing under the current provincial government and we must keep the momentum going;
- Rents are increasing faster than most workers' wage increases with 1 in 5 B.C. renters spending 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 1936

CUPE Local 2278

Convention: Carried _____ Defeated _____

No. 71

CUPE BC WILL:

Work to make Naloxone training, and access to Naloxone, available to all CUPE members at their workplaces, in response to British Columbia’s toxic drug crisis.

BECAUSE:

- The toxic drug crisis affects everyone, and is an issue for public workers;
- Evidence shows that Naloxone and workers trained in its use saves lives;
- Public workers are often first responders to critical health issues and need to have proper tools and training to respond appropriately; and
- Having public employees trained to administer Naloxone reduces stigmatization and the harms associated with it.

CUPE Local 1936
CUPE Local 2278
CUPE Local 5536
Metro Vancouver District Council

Convention: Carried _____ Defeated _____

No. 72

CUPE BC WILL:

Lobby the provincial government to stop the toxic drug crisis by providing a safe supply of drugs to people who use drugs;

Educate members and communities on what the toxic drug crisis is and why providing a safe supply is an appropriate way to save lives; and

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

BECAUSE:

- More than 2,500 people have died because of apparent toxic drug deaths in British Columbia in 2023, and more than 13,000 people have died because of apparent toxic drug deaths in British Columbia since the government declared a provincial public health emergency in 2016;
- No one chooses to die due to drug toxicity;
- Supporting and maintaining healthy and non-judgmental relationships with people who use drugs leads to more people seeking help and various recovery strategies;
- People who use drugs are loved and 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 2278

CUPE Local 5536

Metro Vancouver District Council

Convention: Carried _____ Defeated _____

No. 73

CUPE BC WILL:

Lobby provincial and municipal governments to stop the cruel, unsafe, discriminatory, and dehumanizing practice of street sweeps and decampments of houseless communities;

Advocate for humane and equitable solutions to British Columbia's housing crisis; and

Educate CUPE members, and the larger community, about anti-capitalist alternatives to governments and police forces performing street sweeps and decampments.

BECAUSE:

- Housing is a fundamental human right;
- Street sweeps and decampments are not evidence based, trauma-informed solutions to the housing crisis;
- Street sweeps and decampments infringe on the self-determination of unhoused populations to create autonomous communities that best meet their needs;
- Public employees should not be forced to deprive communities of their basic human rights to carry out their job duties; and
- When there is no affordable, supportive or subsidized housing, people need to have the ability to secure their fundamental rights by any means necessary.

CUPE Local 2278

CUPE Local 5536

Metro Vancouver District Council

Convention: Carried _____ Defeated _____

No. 74

CUPE BC WILL:

Support the Canadian Drug Policy Coalition by endorsing their document, *“To End a Crisis: Vision For BC Drug Policy.”*

BECAUSE:

- The document is a comprehensive policy platform aimed at ending the unregulated toxic drug crisis and fostering healthy communities;
- The toxic drug crisis is killing British Columbians at an unprecedented rate;
- Drug policy impacts everyone and will require bold action and solidarity by all parties impacted to make the changes necessary to save lives;
- The working class in British Columbia is particularly impacted by this crisis and represents the overall disposability of working people; and
- The labour movement, and CUPE specifically, is in a unique position to galvanize societal momentum for broad social change efforts.

CUPE Local 5536

Convention: Carried _____ Defeated _____

No. 75

CUPE BC WILL:

Lobby the provincial government to mandate municipalities to provide designated, and safe encampment areas that are in close proximity to basic, essential services (such as water, sanitation, garbage, electricity, etc.).

BECAUSE:

- The practice of encampment teardowns is cruel and in violation of individual rights to shelter;
- Designated encampment sites would help centralize resources for vulnerable populations; and
- Designated and safe encampment sites with necessary, essential services will help mitigate the ongoing and cyclical displacement of community members.

*Fraser Valley District Council
Metro Vancouver District Council*

Convention: Carried _____ Defeated _____

No. 76

CUPE BC WILL:

Lobby the provincial government to mandate municipalities to provide designated areas for encampments in proximity to basic, essential services (such as water, sanitation, garbage, electricity, etc.).

BECAUSE:

- The practice of encampment teardowns is cruel and in violation of the right to shelter;
- Designated encampment sites would centralize resources for vulnerable populations;
- It will mitigate cyclical displacement for community member.

CUPE BC Community Social Services Committee

Convention: Carried _____ Defeated _____

No. 77

CUPE BC WILL:

Lobby the provincial government and the Minister of Mental Health and Addictions to address the gap that exists between available detox and treatment programs in order to develop and provide increased services to people struggling with addictions issues.

BECAUSE:

- In order for addictions 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 to prevent overdose deaths;
- Without these supports to address the gap between detox and treatment programs, existing funding and resources could potentially be squandered;
- During the COVID-19 pandemic, the availability of detox spaces was significantly reduced, resulting in decreased resources for people struggling with addictions; and
- Rural and remote communities, particularly in the northern regions, do not have equal access to treatment options.

*Fraser Valley District Council
Metro Vancouver District Council*

Convention: Carried _____ Defeated _____

No. 78

CUPE BC WILL:

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

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 to prevent overdose deaths;
- Without these supports to address the gap between detox and treatment programs, existing funding and resources could potentially be squandered;
- Due to the COVID-19 pandemic, the availability of detox spaces was significantly reduced; and
- Rural and remote communities, particularly in the northern regions, do not have equal access to treatment options.

CUPE BC Community Social Services Committee

Convention: Carried _____ Defeated _____

No. 79

CUPE BC WILL:

Amend the Policy Manual by repealing the following statements:

~~**South America:** We oppose CANDU sales to Argentina. We Oppose American efforts to threaten and undermine the democratically elected Venezuelan government and to remove President Hugo Chavez.~~

~~**Transfer Payments:** We oppose Canada Health and Social Transfer cuts, and support maintaining funding health care, social programs and post-secondary education.~~

~~**Legion:** We support expelling branches of the Pacific and Dominion Commands of the Legion that persist in the racist policy of not allowing turbans to be worn.~~

~~**BC Federation of Labour Convention:** We support holding five-day annual Federation conventions.~~

~~**Elections:** We oppose the Single Transferable Vote system as proposed by the Citizen's Assembly.~~

~~**Heritage Day:** We support declaring the third Monday in February as a Statutory Holiday to be known as Heritage Day.~~

BECAUSE:

- With respect to South America, the position is outdated, with many changes in Argentina since 1978, the death of Hugo Chavez in 2013, and the inability to assert that democratic structures have been maintained in Venezuela in the subsequent years;
- With respect to transfer payments, the Canadian Health and Social Transfer no longer exists, and this section presents too simplistic a view of Canada's system of federal transfers to articulate an informed position;
- With respect to Legions, though historically there were a number of Legion branches that banned all head coverings when this policy was written in 1994, the existing national policy of the Legion is that exceptions must be made for turbans and other religious head coverings;
- With respect to BC Federation of Labour conventions, this policy statement is 30-years old and the existing system of biennial BC Fed Conventions is now the accepted format;
- With respect to elections, the statement relates to a specific electoral reform proposal from 2005 that is now nearly 20-years of out date and has not been revisited since, and the statement relative only to this piece of history;
- With respect to Heritage Day, this policy statement from 1980 is outdated given that the third Monday in February is already a statutory holiday (Family Day) and the statement contains no information about what a Heritage Day would entail or why such a day should be supported; and
- The Policy Manual is not simply a history of positions taken, but needs to be a guide to our current positions on matters that might require comment or action—outdated and inaccurate positions and statements lessen its reliability and value.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 80

CUPE BC WILL:

Lobby the provincial government to raise additional revenues by fairly taxing the wealthy and corporations, and by closing tax loopholes.

BECAUSE:

- The BC NDP government has done much to support public services, make life more affordable, and reverse the damage done by the BC Liberal Party's 16 years in office, but has not reversed the massive tax cuts given to the wealthy and well connected by the likes of Gordon Campbell, Christy Clark, and Kevin Falcon;
- The Provincial Treasury needs additional revenue to match the spending required to rebuild, support, and make sustainable key public services;
- Fighting and reversing austerity politics requires both the restoration and protection of public services, and the restoration of fair taxation methods and levels;
- The current tax regime in British Columbia hits working people and middle-income earners hardest as they don't qualify for many of the supplements and assistance provided to the lowest income brackets, and don't benefit from the high wages and tax schemes/loopholes that benefit the wealthy;
- Concepts of tax relief, or more specifically "middle class tax relief" peddled by conservative politicians are a trojan horse, providing massive tax cuts to the wealthy, immaterial tax reductions to everyone else, and ushering in huge cuts in government services that leave workers worse off financially; and
- The Auditor General of British Columbia has already identified billions in annual tax revenue that is uncollected due simply to the unwillingness of successive BC governments to close well-known and unfair tax loopholes.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 81**CUPE BC WILL:**

Continue to lobby the provincial government to address the toxic drug crisis by:

- ensuring a safer drug supply for those at risk of dying from the toxic illicit drug supply, and those living with active addiction; and
- providing more resources for addiction treatment and support services; and

Continue work with advocates for harm reduction and safe supply to educate members and communities on the toxic drug crisis and how safe supply saves lives, and undertake outreach to decision-makers to expand support for safe supply.

BECAUSE:

- More than 14,000 British Columbians have died from toxic drugs in B.C. since a public health emergency was declared in 2016 and 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;
- On average, between six and seven British Columbians are dying every day as a result of the toxic drug supply, and between 2016 and 2023, 182 children and youth aged ten to eighteen died from using toxic drugs;
- Indigenous people are disproportionately represented in drug toxicity fatalities, with a rate more than five times higher than the provincial average;
- CUPE workers who support family members who struggle with substance use, as well as those that have lost family members to toxic drugs, need advocates in the labour movement to fight for a safe, regulated, legal supply of the drugs needed by those who are dependent; and
- Work on this issue is ongoing following a resolution passed by members in 2023, and should continue in support of the many CUPE members who are experiencing first-hand the effects of the toxic drug crisis on their families and communities.

CUPE BC Executive Board

Convention: Carried _____ Defeated _____

No. 82**CUPE BC WILL:**

Develop a provincial government-focused campaign to lobby elected officials to immediately and rapidly expand prescribed and non-prescribed safe drug supply options;

Create a lobby document that locals can use to advocate for safe drug supply in their communities;

When considering candidates to endorse for election, prioritize those who strongly support expansion of safe drug supply;

Lobby to replace the toxic, unregulated drug market with a government regulated alternative, akin to substances like alcohol, tobacco, and cannabis;

Develop a community-focused issue-based campaign around de-stigmatization of those who use drugs; and

Create an educational plan to inform CUPE members about the urgent and critical need for a safe drug supply.

BECAUSE:

- With over 14,000 lives lost since B.C. declared a toxic drugs public health emergency, and a further estimated 225,000 at risk of dying – it's time to urgently act;
- Death due to drug toxicity is the leading cause of unnatural death in British Columbia; a great number of those dying from toxic drugs have attention deficit hyperactivity disorder (ADHD), anxiety, and other mental health problems;
- The panel of 21 subject experts on the BC Coroners Service Death Review Panel on toxic drugs agree that the current drug policy framework of prohibition is the primary driver of B.C.'s illegal, unregulated and toxic street supply; and
- The mental health of many CUPE members is suffering due to the impacts of the toxic drug crisis. Each coroner's report announcing more preventable deaths is triggering to families who have lost loved ones, have family members at risk of dying due to a toxic drug supply, or are on the front lines of this crisis.

CUPE BC Persons with Disabilities Committee

Convention: Carried _____ Defeated _____

No. 83

CUPE BC WILL:

Advocate at the municipal and provincial levels for the creation of non-market and/or cooperative housing units in B.C. on public land, encourage locals to explore adding non-market housing units when they redevelop buildings, and make it CUPE BC policy to support real rent controls throughout B.C.

BECAUSE:

- Housing is a union issue: workers in B.C. cannot keep up with the cost of housing, CUPE members increasingly cannot afford to live near where they work, especially for those who do not already own their home, and the high cost of housing instils even more precarity in people's lives;
- Housing is an equity issue: the housing crisis affects everybody and, at the same time, systemic discrimination has created even more barriers to securing affordable, stable, and secure housing for people of equity-deserving identities;
- Housing is a human rights issue: Canada's *National Housing Strategy Act* recognizes housing as a human right and commits organisations and governments to view housing from a human rights perspective; and
- Although the housing crisis was not created by unions, it can be meaningfully addressed at the community level by unions.

CUPE BC Racialized Workers Committee

Convention: Carried _____ Defeated _____

No. 84

CUPE BC WILL:

Lobby the provincial government to make people living in B.C. with mental health and/or substance use a priority by providing Medical Services Plan (MSP) coverage for all mental health and substance use services, including access to psychiatrist and/or psychologist services.

BECAUSE:

- Many substance use and mental health challenges for people of equity-deserving identity are rooted in systemic discrimination;
- CUPE National Anti-Racism Strategy Goal #9, Political Action, calls for addressing racism through political action;
- Reducing barriers to access mental health and substance use services directly benefits those who have suffered systemic discrimination and intergenerational trauma;
- Overdose is the leading cause of death for people aged 10 to 59 in B.C.;
- Fighting for the good of all includes fighting for the provision of health services for everybody, including mental health and substance use.
- Even CUPE members with health benefits are struggling to meet their mental health needs, and many unionized workers, particularly those in sectors such as community social services, still lack the coverage they need to fully cover all their mental health appointments throughout the year; and
- Workers who may come in and out of bargaining units, such as seasonal workers, are often largely racialized and/or of other equity-deserving identities.

CUPE BC Racialized Workers Committee

Convention: Carried _____ Defeated _____

LATE RESOLUTIONS

Late Resolution No. 1

CUPE BC WILL:

Launch a provincial campaign to pressure the provincial government to enact vacancy control legislation.

BECAUSE:

- Welcome gains have been made in housing under the current provincial government and we must keep the momentum going;
- Rents are increasing faster than most workers' wage increases with 1 in 5 B.C. renters spending 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 _____

Late Resolution No. 2

CUPE BC WILL:

Launch a provincial campaign to pressure the provincial government to expand public housing stock;

Demand that the government expand access to subsidized housing (rent geared to income) by increasing units and by reducing assessment criteria;

Demand that the government eliminate the BC Housing registry waitlist; and

Support a provincial model of public housing that is:

- Permanent and universally-available;
- Based on regulated rents set to 30% of your income; and
- Designed with large dwelling sizes for families.

BECAUSE:

- Welcome gains have been made in housing under the current provincial government and we must keep the momentum going;
- People are waiting up to five years to access subsidized housing;
- Canada has one of the lowest percentages of public housing among 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 _____

Late Resolution No. 3

CUPE BC WILL:

Research and compile its locals and members that work for non-profit housing and public housing providers;

Create a separate sector on CUPE BC’s website for housing sector workers; and

Strategize a plan of action for CUPE BC’s housing sector workers to strengthen and expand their work, to improve their collective agreements, and to protect these workers from the constant threats of privatisation at the hands of private investors and developers.

BECAUSE:

- There is a housing crisis in this province and more public housing is the solution;
- CUPE BC is a champion for public housing and its housing sector workers can lead the way;
- Unions are the best defense against privatisation efforts and contracting out, problems that plague non-profit and governmental housing providers; and
- Many workers at non-profit housing providers are not unionized.

CUPE Local 1978

Convention: Carried _____ Defeated _____

Late Resolution No. 4

CUPE BC WILL:

Advocate within CUPE National, the BC Federation of Labour, and Canadian Labour Congress for an increase in the amount of time allotted at conventions for resolutions and to strategize other ways to address more resolutions per convention; and

Arrange more time for resolutions in the earlier parts of conventions.

BECAUSE:

- Only a small number of resolutions are addressed at each CUPE, BCFED, and CLC convention;
- Collectively, we spend a lot of time, money, and energy to be away from our homes and families to attend conventions; so, we should make the best use of that time by addressing more resolutions; and
- The labour movement needs to utilize what little time it has together to maximize discussion on changes to constitutions, policies, and political actions.

CUPE Local 1978

Convention: Carried _____ Defeated _____

Late Resolution No. 5

CUPE BC WILL:

Organize a course for CUPE delegates at Harrison Winter school; and

Create a course outline for this course includes:

- The history of CUPE;
- The structure of CUPE;
- Collective Agreements;
- Strategies to strengthen our union activism at work and in the community;
- Strategies to organize non-unionized workers; and
- Navigating Committees, Conventions, Resolutions, and Political Action.

BECAUSE:

- CUPE should increase its visibility at Harrison Winter School;
- CUPE locals are decentralized and, therefore, need more opportunities to collaborate together with members from other CUPE locals; and
- New stewards and delegates from CUPE locals often feel isolated and lost and are seeking direction from CUPE.

CUPE Local 1978

Convention: Carried _____ Defeated _____

Late Resolution No. 6

CUPE BC WILL:

Work with our National Union to develop a delegate engagement plan for CUPE delegates to BC Federation of Labour conventions and at Canadian Labour Congress (CLC) conventions;

Coordinate with its CUPE BC delegates every morning of a convention day at BC Federation of Labour conventions; and

Work with our National Union to coordinate and meet with its CUPE delegates every morning of a convention day at CLC conventions.

BECAUSE:

- CUPE BC can accomplish more at convention if we are united under a common plan of action; and
- CUPE locals are decentralized and, therefore, need to take advantage of all opportunities to collaborate together.

CUPE Local 1978

Convention: Carried _____ Defeated _____

Late Resolution No. 7

CUPE BC WILL:

Lobby the B.C. government to withdraw its support for the International Holocaust Remembrance Alliance Working Definition of Antisemitism (IHRA-WDA), and create resources for locals to work against the IHRA-WDA in municipal and education sector workplaces.

BECAUSE:

- The IHRA-WDA falsely conflates antisemitism with legitimate criticism of Israel and Zionism;
- This has led to suppression of free speech and political expression in universities and workplaces, as outlined by Independent Jewish Voices Canada in their October 2022 report; and
- The real fight against antisemitism must be joined to the struggle for equality and human rights for all people.

CUPE Local 1978

Convention: Carried _____ Defeated _____

Late Resolution No. 8**CUPE BC WILL:**

Publicly support and participate in the international Boycott, Divestment and Sanctions (BDS) campaign to end Israeli apartheid and oppression of the people of Palestine, cease doing business with suppliers named in the BDS campaign, and form a committee to investigate and report to members on BDS campaign divestment options within CUPE BC funds, including the union defence funds.

BECAUSE:

- The Policy Manual statements related to Palestine outline the union's strong support for the Palestinian people, and its condemnation of Israeli violence, occupation and oppression – this has been our position for decades.
- Since 2005, Palestinian trade unions and federations have called for international solidarity in supporting the BDS campaign, which applies economic pressure on Israeli companies, investments, and business partners abroad;
- The BDS campaign actively focuses on public funds and public employers, whose investments support the oppression of the Palestinian people; and
- The BDS campaign is a global movement made up of church groups, academic associations, and unions – including provincial chapters of CUPE in Ontario and Manitoba – and is effectively challenging international support for Israeli apartheid in historical parallel to the previous struggle of South Africa.

CUPE Local 1978

Convention: Carried _____ Defeated _____

Late Resolution No. 9

CUPE BC WILL:

Demand an immediate ceasefire in Israel-Palestine, for an end to Israel's blockade of Gaza, and for the restoration of aid and the basic necessities of life;

Publicly express solidarity with Palestinian trade unions;

Donate to humanitarian support that is desperately needed in Palestine;

Call for an end to all forms of complicity with Israel's crimes, most urgently halting the arms trade with Israel, as well as funding and military research; and

Call for negotiations for implementation of UN resolution 242 and related resolutions, and the creation of a Palestinian state.

BECAUSE:

- Over 2 million people – half of them children – are running out of water, food, and fuel;
- The death toll will continue to rise without immense social pressure;
- These are the official calls of Palestinian trade unions; and
- Israel has rejected a democratic solution, as set out in numerous UN resolutions.

CUPE Local 1978

Convention: Carried _____ Defeated _____

Late Resolution No. 10

CUPE BC WILL:

Endorse the British Columbia Federation of Students *Fund It, Fix It* campaign to restore public funding to B.C.'s colleges, universities and institutes.

BECAUSE:

- The BC Federation of Students' campaign aligns with CUPE BC's goal of restoring public funding to post-secondary education in British Columbia;
- Past cuts in funding to B.C.'s post-secondary system have resulted in privatisation and service cuts that both reduce the quality of education provided, and negatively impact CUPE members working in the sector;
- An underfunded post-secondary system is itself a tool of privatisation, pushing students and prospective students to seek out spaces in private colleges and universities when the public system is intentionally overburdened and unsupported;
- Underfunding of public post-secondary education is a major driver of increases in tuition fees, which offload the costs of the public system to students--including the many CUPE members who are both students and workers in the system--and make education out of reach for low- and middle-income families; and
- Recent changes to international student quotas by the federal government will make the funding crisis in B.C.'s post-secondary system even worse in the years to come.

CUPE Local 5278

Convention: Carried _____ Defeated _____

Late Resolution No. 11**CUPE BC WILL:**

Strongly condemn the use of the death penalty by the Islamic Republic of Iran as a method to suppress protests and silence dissent among workers and the broader population;

Demand the immediate cessation of all executions in Iran, urging the Iranian government to align with international human rights standards;

Express solidarity with the people of Iran, particularly those affected by the oppressive actions of the regime, and support their pursuit of justice, freedom, and human rights;

Advocate for the global isolation and boycott of the Islamic regime of Iran until it puts an end to the use of executions and addresses the crimes against humanity committed; and

Clearly communicate to CUPE National, relevant international bodies, and human rights organisations CUPE BC's strong condemnation of the death penalty in Iran and CUPE BC's commitment to advocating for justice and human rights on a global scale.

BECAUSE:

- The Islamic republic of Iran employs the death penalty as a means to suppress worker protests and dissent among various sections of the population;
- In 2023, over 800 prisoners, including children, were executed in Iran, highlighting a severe violation of human rights;
- CUPE holds a steadfast stance against the death penalty, viewing it as a form of state-sponsored terrorism aimed at instilling fear in society;
- CUPE stands in solidarity with those affected by the heinous state crime of executions and condemns the Islamic regime for resorting to such actions; and
- CUPE believes in the importance of taking a strong stand against crimes against humanity committed by the Iranian government.

CUPE BC International Solidarity Committee

Convention: Carried _____ Defeated _____

Late Resolution No. 12

CUPE BC WILL:

Lobby the provincial government and dedicate efforts to ensure that front line workers safety is a priority.

BECAUSE:

- Transit workers are facing ever increasing violence;
- Safety for all workers must be made a priority; and
- A violent act to one worker has implications for the safety and well-being of all CUPE members.

CUPE BC Transportation Committee

Convention: Carried _____ Defeated _____

