

2023 CUPE BC RESOLUTIONS

CUPE BC 2023 RESOLUTION WORKPLAN						
Resolution No.	Category	Action or Policy	Resolution Summary (CUPE BC WILL)	Recommended Action	Responsibility	Status
Anti-Privatization						
1	Anti-Privatization	Policy	Add the following to the Health Care section of the Policy Manual: CUPE BC is opposed to the use of Canada Health Transfer funds to fund privatized medical services, including but not limited to surgery, primary health care, diagnostic testing, rehabilitation services, and any other service that is a public health service.	Update the Policy Manual	CUPE BC Staff	Completed
2	Anti-Privatization	Action	Develop and coordinate a provincial contracting-in strategy to support local unions' contracting-in advocacy at public sector institutions in B.C.	Committee to develop action plan.	Anti-Privatization Committee and Strong Communities Working Group	Ongoing
Childcare						
4	Childcare	Action	Continue our province-wide campaign for universal, public school-aged care delivered in-house by the public school system, focusing on the following campaign tactics: <ul style="list-style-type: none"> • development of a more interactive campaign engagement site; • recruitment of support and endorsement from provincial and local organizations; • engagement of locals and their respective school boards; • outreach with public education stakeholders; and • continued advocacy to provincial decision-makers and the general public. 	Action plan to be developed	Strong Communities Working Group with Secretary Treasurer, General Vice-President (Sheryl Burns), and Privatization Coordinator for cost share	Ongoing
Community Social Services						
5	Community Social Services	Action	Engage in discussions with the provincial government and post-secondary education partners to increase availability of, and access to, initial and ongoing education and training for the community social services workers in their own communities.	Lobbying	President and Legislative Coordinator	Ongoing
6	Community Social Services	Action	Lobby the provincial government to ensure that persons served by various community social service agencies are being placed into appropriate living arrangements with appropriate supports; and to provide improved funding for such supports.	Lobbying	President and Legislative Coordinator	Ongoing
Constitution						
7	Constitution	Constitutional	Amend article 4.7 of the CUPE BC Constitution to read as follows: CUPE BC shall subsidize or reimburse small locals attending a CUPE BC Convention, the cost to the Local in paying lost wages, hotel and transportation as follows: (i) Locals with one hundred (100) or fewer Members, fifty percent (50%) of the cost of two (2) delegates or one hundred percent (100%) of the cost of one (1) delegate; (ii) Locals with between one hundred and one (101) and one hundred and twenty-five (125) Members, twenty-five percent (25%) of the cost of two (2) delegates or fifty percent (50%) of the cost of one (1) delegate; (iii) Locals with between one hundred and twenty-six (126) and one hundred and fifty (150) Members, twelve and one half percent (12.5%) of the cost of two (2) delegates or twenty-five percent (25%) of the cost of one (1) delegate; Provided that: a) Locals applying are otherwise unable to send two (2) delegates; b) Locals applying for such reimbursement shall have a dues structure of no less than one and one half percent (1.5%); c) Locals applying for such reimbursement shall submit their request to the CUPE BC Secretary-Treasurer at least forty-five (45) days prior to the commencement date of the CUPE BC Convention for which they wish to receive the above noted reimbursement; d) Final approval of any reimbursement shall be subject to a two-thirds (2/3) vote of the CUPE BC Executive Board.		CUPE BC Staff	Completed
8	Constitution	Constitutional	Amend article 4.10 of the CUPE BC Constitution to read as follows: The registration fee for each delegate and alternate delegate to the CUPE BC Convention shall be One Hundred and Seventy-five Dollars (\$175.00). The CUPE BC Executive Board will set the registration fee for each delegate and guest after considering the consumer price index published by Statistics Canada, based on the fee of \$175 for each delegate at the 2023 Convention.		CUPE BC Staff	Completed

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10	Constitution	Constitutional	Amend article 5.2 and 5.4 of the CUPE BC Constitution by deleting 5.2 (q) and 5.4 (k) as follows, and renumbering accordingly: 5.2 (q) The President shall receive a daily per diem, the amount to be set and reviewed by the CUPE BC Executive Board. 5.4 (k) The Secretary-Treasurer shall receive a daily per diem, the amount to be set and reviewed by the CUPE BC Executive Board.		CUPE BC Staff	Completed
11	Constitution	Constitutional	Amend article 5.7 of the CUPE BC Constitution by deleting (f) and (g) as follows, and renumbering accordingly: (f) Budgetary requests for Committees be prepared and submitted to the Secretary-Treasurer by the end of each fiscal year for inclusion in the annual budget for approval at the Annual Convention. (g) Budgetary provisions for Standing Committees, and if possible for Special Committees, shall be prepared and submitted to the Trustees by the end of each fiscal year for inclusion in the annual budget for approval at the Annual Convention.		CUPE BC Staff	Completed
12	Constitution	Constitutional	Amend article 5.7 (e) of the CUPE BC Constitution to read as follows: (e) Reports of Committees activities for the preceding year shall be submitted to the Secretary-Treasurer of CUPE BC at least 30 45 days prior to the opening day of the Convention and be presented with their accompanying resolutions to the Convention Floor.		CUPE BC Staff	Completed
13	Constitution	Constitutional	Amend article 2.2 of the CUPE BC Constitution as follows: 2.2 To encourage CUPE Locals in British Columbia and Yukon to affiliate to the BC Federation of Labour, or the Yukon Federation of Labour , and to their respective Labour Councils.		CUPE BC Staff	Completed
14	Constitution	Constitutional	Amend article 5.6 (a) of the CUPE BC Constitution as follows: The Executive Board shall appoint the following Standing Committees and Chairpersons thereof: 1. Anti-Privatization Committee 2. Education Committee 3. Environment and Climate Justice Committee 4. International Solidarity Committee 5. Occupational Health & Safety Committee 6. Pension Committee 7. Political Action Committee 8. Women's and Gender Rights Committee 9. Young Worker's Committee 10. Skilled Trades Committee		CUPE BC Staff	Completed
Equity						
18	Equity	Action	Lobby the provincial government for provincial pay equity legislation to end systemic gender-based discrimination against persons in employment categories involving work traditionally performed by individuals presenting as women.	Lobby the Provincial Government	President and Legislative Coordinator	Completed
19	Equity	Action	Encourage local unions to bargain paid leaves to address the emotional and/or physical impact of miscarriages, stillbirths, infant death, and/or unplanned pregnancies.	Prepare draft language to share with Locals in an Eblast	Human Rights Representative (Sarah Cibart) and Research Representative (Anusha Bairam), CUPE BC	Ongoing

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20	Equity	Action	<p>Request that the National Union:</p> <ul style="list-style-type: none"> •develop, in consultation with the National Persons with Disabilities Committee and like Division committees, an audit toolkit for locals to use to do accessibility audits of their meeting places, other venues they use or intend to use, and their workplaces; and •develop a workshop to train members on how to conduct accessibility audits. <p>Encourage locals to:</p> <ul style="list-style-type: none"> •use the accessibility audit toolkit to do accessibility audits of all their meeting places, and other venues they use or intend to use; •use the accessibility audit toolkit to do accessibility audits in their workplaces; •have their health and safety committees trained in conducting accessibility audits and disability rights for members, especially as they apply to the health and safety of members with disabilities; and •create a Human Rights or Inclusion, Diversity, Equity and Accessibility (IDEA) Committee that would be trained in disability rights and could advise the local on those rights and areas of the workplace that may need an accessibility audit done. <p>Ensure members of the CUPE BC Persons with Disabilities Committee have the opportunity to be trained in conducting accessibility audits.</p>	Resolution to National, Diversity Vice-President can take to National Committee Eblast to locals	Persons with Disabilities Committee, Diversity Vice-President	In Progress
21	Equity	Action	Work with BC Federation of Labour to coordinate support for libraries that host a Drag Queen Story Time event.	Liaise with BC FED	President	Ongoing
Health						
Composite 1 (27 and 28)	Health	Action	<p>Lobby the provincial government stop the toxic drug crisis and act on the urgent recommendations of the BC Coroners Service Death Review Panel: A Review of Illicit Drug Toxicity (March 2022), which included recommendations to:</p> <ul style="list-style-type: none"> • ensure a safer drug supply to those at risk of dying from the toxic illicit drug supply and those people living in addiction; • develop a 30/60/90-day Illicit Drug Toxicity Action Plan with ongoing monitoring; and • establish an evidence-based continuum of care. <p>Lobby the government to provide more resources for addiction treatment and support services including counselling services.</p> <p>Continue to educate members and communities on what the toxic drug crisis is, and why providing a safe supply is an appropriate way to save lives.</p>	Meet with chair of Health Care Presidents' Council, Health Sector Coordinator	President and Legislative Coordinator	Ongoing
29	Health	Action	Lobby the provincial government to form a complete prescription drug markup cap and implement a dispensary fee cap for all prescription drugs services in British Columbia.	Lobby	President and Legislative Coordinator	Completed
30	Health	Action	Lobby the provincial government to create a policy for dental practices to follow the British Columbia Dental Association Fee Guide.	Lobby	President and Legislative Coordinator	Completed
Housing						
32	Housing	Action	Strike a housing working group including Indigenous, Black and racialized workers, interested members from the other Equity Committees, CUPE National staff with relevant expertise, and any other community experts as needed, in order to investigate and advocate for program initiatives which will improve access to affordable housing for CUPE members.	Develop strategy and action items	President, Legislative Coordinator, and Research Representatives (Anusha Balram and Harp Sandhu)	Ongoing

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34	Housing	Action	Engage locals and members in a provincial campaign to pressure the B.C. government and other public bodies to rapidly expand public housing stock. Lobby the B.C. government to fund renovations of old social housing stock to increase energy efficiency. Support a provincial model of public housing that is: • a permanent and universally-available affordable housing option; • based on permanently regulated rents set to 30% of income; • based on tax-exempt housing associations continuously re-investing profits into more social housing development; and • designed with large dwelling sizes for large families.	will follow from 32	President, Legislative Coordinator, and Research Representatives (Anusha Balram and Harp Sandhu)	Ongoing
Human Rights						
36	Human Rights	Action	Encourage employers of CUPE members across the province to support our members by meeting their responsibilities to uphold human rights for their employees.	Committee to develop action plan.	Pink Triangle Committee	In Progress
International Solidarity						
38	International Solidarity	Action	Serve a resolution to the 2023 National Union convention calling on CUPE to lobby the federal government to immediately ban the practice of incarcerating children and adults seeking immigration and refugee status, or asylum, in Canada.	Resolution to National		Completed
39	International Solidarity	Action	Support the struggle of the workers and people of Iran for freedom, the right to organize and strike, and for welfare, equality, justice, and dignity by: • exploring ways of supporting the “Free Them Now” network using domestic funds from the Colleen Jordan Humanity Fund or by other means; and • joining the international calls for the immediate and unconditional release of all jailed trade unionists and political prisoners in Iran.	Donation via Colleen Jordan Humanity Fund	Secretary-Treasurer	Completed
K-12						
43	K-12	Action	Lobby the Minister of Labour and Minister of Education and Child Care to develop and implement a province-wide strategy to make public schools safer places to work, including provisions to hold school district employers to a higher standard for collaborating with workers and their representatives to ensure safe working environments for all.	Lobby	President and Legislative Coordinator	Completed
52	K-12	Action	Lobby the B.C. Minister of Education and Child Care to include mental health and safety education as part of the B.C. school curriculum.	Lobby	President and Legislative Coordinator	Ongoing
Municipal						
55	Municipal	Action	Work with district councils to find ways to facilitate and support collaboration and information sharing between the municipal locals in B.C.	Add to Think Tank Agenda	DC Presidents' Council	Completed
National Union						
58	National Union	Action	Request that the National Union create a job evaluation reclassification (JER) training program and provide National Staff to assist Locals with job evaluation reclassification, if the local has yet to complete the program.	Resolution to National		Completed
Occupational Health & Safety						
60	Occupational Health & Safety	Action	Lobby the provincial government to expand legislation preventing employers from forcing staff members to work alone to include new protections against being forced to work alone during daytime hours and working alone when a remote-calling system is in place.	Lobby	President and Legislative Coordinator	Completed
61	Occupational Health & Safety	Action	Encourage all affiliated locals to negotiate language into their collective agreements to allow all their health and safety representatives paid time from work to attend Day of Mourning ceremonies.	Prepare draft language to share out to the Locals in an Eblast	Occupational Health & Safety Committee, CUPE BC Staff	In Progress

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Political Action						
65	Political Action	Action	Develop structures to enhance digital campaign capacity in order to quickly reach members and supporters during election, advocacy, strike avert and support campaigns happening in the region, including: • a digital engagement and data management plan to better organize and utilize member and supporter information; • a standardized suite of engagement tools ready for implementation when the need arises; and • a campaign action centre on the website capable of hosting and better promoting provincial and local campaigns.	Action plan to be developed	Political Action Coordinator, Communications	In Progress
66	Political Action	Action	Encourage locals to incorporate content on provincial and national political action work into local new member orientations, and provide new members with access to political action materials, websites, and opportunities.	Action plan to be developed	Political Action Committee	In Progress
67	Political Action	Action	Lobby the BC NDP to increase party engagement with rural and remote areas of the province, particularly in the North and Okanagan regions.	Lobby the NDP	President and Legislative Coordinator	Completed
Post-Secondary						
68	Post-Secondary	Action	Request the National Union undertake research to expose excessive administrative compensation in post-secondary education, as well as training for post-secondary locals to interpret their institutions' budgets.	Resolution to National		Completed
Provincial Government						
70	Provincial Government	Action	Lobby the B.C. government to work with their federal counterparts to expand labour mobility, permanent residency access, qualification recognition and credentialing, and work permit access for migrant workers, permanent residents, new Canadians, refugees, and others new to Canada, and to advocate that the B.C. government increase protection for these workers to ensure their workplace and labour rights are upheld.	Lobby	President and Legislative Coordinator	Completed
71	Provincial Government	Action	Lobby the provincial government to ensure there is affordable, reliable internet and cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be.	Lobby	President and Legislative Coordinator	Completed
Provincial Union						
73	Provincial Union	Action	Create a mentorship toolkit in partnership with equity committees and encourage locals and district councils to utilize the toolkit in order to create opportunities for equity-deserving members to join local committees, executive boards, and otherwise get involved in their locals.	Action plan to be developed	Racialized Workers Committee	In Progress
75	Provincial Union	Action	Ensure there is an alcohol-free, respite room available during every convention, starting with the 2024 convention, which: •opens just prior to the start of convention each day, stays open throughout convention and into the evenings, including for the full duration of all convention events scheduled during the evenings; and •provides light refreshments such as tea, coffee, water, juice, soft drinks, vegetable platters, and cookies.	Part of Convention planning	Secretary-Treasurer & CUPE BC Executive Director	Completed
76	Provincial Union	Action	Raise awareness regarding the intersectionality of equity issues by providing the time and space for the four equity committees (Indigenous Workers, Racialized Workers, People with Disabilities, and Pink Triangle), the Women and Gender Issues Committee, and the Young Workers Committee to: •Explore the intersectionality of their issues; •Network between the committees and outside of the committees; and •Devise a plan for raising awareness of those issues and work towards addressing them.	Schedule during One Big Committee Meeting	Secretary-Treasurer & CUPE BC Executive Director	Completed

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80	Provincial Union	Policy	Amend the Policy Manual language on Work From Home in the Labour Relations section to read as follows: Remote Work: CUPE BC supports the ability of workers to work from home, or an alternate location that is not their regular workplace, provided the following considerations are met: <ul style="list-style-type: none"> • Each employee freely volunteers to work remotely, and can withdraw that consent at any point without penalty; • All work conducted remotely remains bargaining unit work and that remote work not become a venue for contracting out; • All rights and provisions of collective agreements are respected and upheld in the context of the remote work environment; • Remote workers are afforded full and complete health and safety protections establishing a safe and ergonomic working environment, with necessary equipment and supplies provided by the employer; • Work performed remotely is clearly defined and delineated, with any limits based on bona fide operational requirements, not arbitrary employer choices; • Specific hours and days are established for work performance, and during which an employee's home or work location is considered a workplace; and • Provisions exist to limit expansion of workload, and productivity requirements are equal to those expected of an employee working at a conventional workplace. 	Amend the Policy Manual	CUPE BC Staff	Completed
Reconciliation						
82	Reconciliation	Action	Create a campaign advocating that June 21st, National Indigenous People's Day, is recognized as a statutory holiday in British Columbia.	Develop a campaign	Indigenous Committee	In Progress
83	Reconciliation	Action	Submit a resolution to the 2023 CUPE national convention calling for provision and promotion of online member resources on truth and reconciliation that educate members on the history of Canada's oppression of Indigenous people, the history of the residential school and other colonial systems, and the Truth and Reconciliation Commission's recommendations.	Resolution to National		Completed
84	Reconciliation	Action	Host and cover the costs of a 1-day virtual workshop about Indigenous cultural safety in alignment with Safe Union Spaces and further education toward truth and reconciliation.	Action plan to be developed	Secretary-Treasurer and Executive Director	Pending
Composite 2 (86 and 88)	Reconciliation	Action	Call upon provincial and municipal governments to provide education to public servants and all elected officials as outlined in the Truth and Reconciliation Commission's Call to Action #57 and submit a resolution to the next CUPE national convention requesting the National Union to do the same.	Lobby & Resolution to National	President and Legislative Coordinator	Ongoing
Skilled Trades						
89	Skilled Trades	Action	Lobby the B.C. government to address challenges in trade worker recruitment and retention by urgently creating more trades training spaces in public post-secondary institutions and ending modularization of trades professions.	Lobby	President and Legislative Coordinator	Completed
Transportation						
90	Transportation	Action	Develop and execute a campaign and government relations strategy to advocate for: <ul style="list-style-type: none"> • increased public funding for B.C.'s transit systems to facilitate growth in service, reduce reliance on fare revenues and move towards free, universal public transit in all communities, including urban, rural, and suburban areas; • targeted operational and capital funding to support small community transit systems and public inter-community transit options for those in rural and remote areas; and • universal public operation of all public transportation systems, the elimination of private, for-profit contract operators, and the returning of all transit operations to an in-house operation model. 	Action plan to be developed	Anti-Privatization Committee and Strong Communities Working Group	Ongoing

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92	Transportation	Action	<p>Lobby the provincial government to:</p> <ul style="list-style-type: none"> • put a permanent solution in place for accessible public transit in the northern and remote regions of British Columbia to alleviate the crisis created by Greyhound's cancellation of bus service in these communities and regions; • ensure there is appropriate funding for cleaning and snow/ice removal from all bus stops regardless of how remote they may be; • increase public funding for British Columbia's transit systems to facilitate growth in service, reduce reliance on fare revenues and move towards free, universal public transit in all communities, including urban, rural, and suburban areas; and • introduce a provincially funded system of transit subsidies to provide greater affordability for low- and middle-income workers, new Canadians, those from marginalized communities, and those with transit access challenges. 	Lobby	President and Legislative Coordinator	Ongoing
93	Transportation	Policy	<p>Amend the Policy Manual to add the following new section:</p> <p>PUBLIC TRANSPORTATION</p> <p>Accessibility: We support public transit programs, facilities, vehicles and supports that ensure public transportation is accessible to everyone by following the model of universal design.</p> <p>Affordability: We support the elimination of all fares and user fees for public transit, beginning with the elimination of fees and fares for all transit users 18 years of age and under.</p> <p>Funding: We support the full public funding for public transportation systems, and the elimination of reliance on gas taxes and other forms of financially unsustainable subsidy and fee models.</p> <p>Public Operation: We support full public operation of all public transit systems in British Columbia. We support the full elimination of contract operators within public transit systems, including those established by Public Private Partnerships (P3s), and support bringing all transit operations work in-house.</p> <p>Rural Access: We support the provision of a full public transit systems in small and rural communities, and the provisions of public transportation between small communities and larger, regional centres.</p> <p>Safety: We support the provision of safe and inviting public transportation systems that ensure riders are free from harassment, discrimination, violence, and other negative and oppressive behaviours that limit access to marginalized groups. We support the provision of mental health and addictions support in public transit systems to support riders who experience mental health issues and overdoses while using transit system.</p>	Amend the Policy Manual	CUPE BC Staff	Completed