



CUPE BC 2024 CONVENTION SECRETARY-TREASURER'S REPORT

Introduction

The Secretary-Treasurer position is unique as it blends political duties with administrative and financial responsibilities. Performance is measured in a variety of duties, including political activities, operation effectiveness and financial outcomes. This report covers the activities since the last convention, with the exception of our financial reporting, which is done on a calendar year basis. I will try to tell the story of our financial performance and how our union operates.

It can be easy to overlook a union's internal operations and instead focus on the campaigns, actions, and political goals, as those issues are far more exciting. Yet all our outcomes depend on the systems we often neglect, and it's here where I see an excellent opportunity for CUPE BC, CUPE National and the labour movement. Modernization of a union's operations is far beyond administrative structure or governance. It involves embracing technology that can allow us to better serve our members, understanding best practices of non-profits for leadership, and challenging ourselves on financial and economic systems so we are better resourced than ever to face the challenges.

Significant items to note for 2023 was a switch of the primary banking institution to Vancouver Savings Credit Union (Vancity), which was completed to better support the new online per capita program. The timing of switching banking institutions results in some timing issues with moving term deposits over, but those changes will be resolved in 2024. The second significant item to note is the double-digit investment returns, which drove a big increase in surplus for the year.

CUPE BC Finances

CUPE BC's financial operations exist in three separate funds. The General Fund covers operation and governance items; the Defence Fund is responsible for campaigns, donations, and strike pay; and the Colleen Jordan Humanity Fund (CJ

Fund) is responsible for international and domestic humanity and solidarity projects. All per capita contributions from locals go into the General Fund. They then are transferred to the Defence Fund and Colleen Jordan Humanity Fund.

The constitutional breakdown of per capita per fund is:

General Fund:	.08%
Defence Fund:	.05%
<u>CJ Fund:</u>	<u>.01%</u>
Total:	0.14%

These three funds are regularly monitored, and quarterly reports are provided to the CUPE BC Executive Board and Trustees. Our finances are cared for by CUPE BC's accounting department – Director of Finance Wendy Monkhouse, Accountant Jolanta Osowska, and supported by our admin team with primary support from Darci Schmid.

The most significant factor impacting our financial performance in 2023 was our investment returns. CUPE BC holds investments in all three funds and returns in 2023 averaged 15.41%. Investment gains are called “unrealized gains”, as they don't represent actual cash received, but represent the increase of the value of our holdings which would only become realized if we sold our shares. The total value of all unrealized gains in 2023 was roughly 1.5 million dollars. This is a very large amount and to put it in perspective, our 2023 investment returns were greater than most of our past annual consolidated surpluses for all three funds put together.

Growing our investments has been an important aspect to support our strategic financial goals to diversify our income streams and to build our strike fund. While strong returns are great, it's important to reflect we've had years of negative returns as well. A critically important factor to remember is CUPE BC is dependent on investment returns to grow our defence fund. We do not bring in enough revenue to build the fund in a timely manner, so we operate in a system of constant risk.

For our membership, the last few years have been very turbulent for CUPE members and locals. Major swings in membership numbers during the pandemic resulted in uncertain per capita predictions, post pandemic inflation has put immense pressure on members affordability, and increased the cost of holding events significantly. CUPE BC faces significant challenges hosting events with substantial cost increases. With

locals achieving strong wage increases our revenue has grown and along with investment returns we have continued to improve services offered to locals and members.

Future Challenges

There are always challenges for CUPE BC to address and overcome. From large-scale job actions and financial debts to today's high inflation and recovery economy. In 2020, we were planning our first "SuperCon", a conference with a new, modern format that was unfortunately cancelled due to COVID-19. The budget was set at \$50,000. In 2024, we are on track for SuperCon with almost the same structure and size but with a budget of \$100,000. This example is reflective of the new reality we have with event planning. As we negotiate new event contracts, we are being shocked just how much costs have increased; this means taking a sober look at the scale and frequency of events as well as understanding we cannot pass along costs to locals who are facing their own financial challenges.

While financial goals are often broken down into each of the three funds, we have one significant project that impacts all three – update of our Expense Policy. This policy governs important items like per diem rates, mileage, and a variety of reimbursement issues. While we have made some changes over the years, the per diem rate has not changed in far too long. A significant increase is required to even match CUPE National, yet such an increase will have large increases in CUPE BC expenses related to committees, Executive Board, and conference expenses. Discussions have already begun with the CUPE BC Trustees, the CUPE BC Executive Board and a working group including CUPE BC finance staff who will be tasked to conduct a complete review and update of the Expense Policy. We will provide advance notice of any changes to locals before implementation.

A new project launched in 2024 was the inaugural Presidents Academy. This education program has been a long-standing goal, and I was very proud to have built the financial capacity to run our first cohort. Working closely with CUPE National in BC, we hosted 20 participants who built skills related to leading their locals and navigating the world of CUPE. The budget for this program was set at \$100,000 as CUPE BC covers the full cost of every participant. Removing any financial costs on locals ensures there are no financial barriers for locals to participate.

General Fund

Our total income from all sources in 2023 was \$4,101,823; our total spending was \$3,602,593, resulting in a year-end surplus of \$499,230. This improved our asset position in the General Fund from \$2,462,617 in 2022 to \$2,961,847 at 2023 year-end.

The 2023 surplus was driven largely by two key factors: higher-than-anticipated revenue of roughly \$260,000 and unrealized investment gains of over \$140,000. Spending below budget estimates rounds out the remaining surplus.

In 2023, we began a test launch of our new online per capita program for locals with a pilot group of 10 locals. The program has the look and feel of online banking, allowing locals to submit per capita data and choose their preferred option of payment, including online payment options. Our decision will not force locals to pay online, and locals may still elect to send cheques, but all paperwork will be shifted online to ensure the security of record keeping. In addition, we will build out support for locals, including a resource section to provide easy access.

Expenses

General Fund expenses are concentrated in a few key areas. Administrative expenditures cover items like staffing, office expenses, and direct expenditures, which include big items like conventions, committees, Executive Board, and conferences. Convention expenses remain a challenge as we currently expense a significant amount of convention items to the Defence Fund. This practice was established at a time in our history when the General Fund could not afford all convention expenses, and we have continued the practice ever since. This creates a problem where we technically cannot afford our annual convention with General Fund resources. For 2023 roughly \$540,000 of convention expenses came from the General Fund, with roughly \$200,000 from the Defence Fund.

Goals of the General Fund

- A. **Build the capacity to move convention costs from the Defence Fund to the General Fund where they belong (an ongoing challenge since identified in 2016).**

STATUS: Remains a major challenge.

Currently, the General Fund cannot absorb the nearly \$200,000 of convention expenses paid out of the Defence Fund. In addition, convention expenses are increasing dramatically, and the General Fund is facing significant headwinds with higher operating costs (venue, hotel, food costs) from inflation. We have seen nearly 30% increases in some convention expenses from last year, creating additional financial stress on CUPE BC. Further, our convention contracts for 2028 and 2029 will be with the Vancouver Convention Centre, which may add nearly \$75,000 per day to expenses.

- B. **Diversify income with an investment fund.**

STATUS: Ongoing.

In October 2022, CUPE BC established an investment fund for the General Fund with a 1.25-million-dollar deposit. In 2023, our investment returns were 14.68%, representing an unrealized gain of over \$140,000. We will focus on building the investment account to a meaningful level before adjusting our investment strategy from growth to income generation. The reason for generating income from alternative sources is to improve our money per member ratio, which creates an opportunity for CUPE BC to provide more services for locals and members than we could simply rely on dues income.

- C. **Have an operating reserve ratio of 12 months in reserves.**

STATUS: Improving.

Over the past few years, our operating reserve ratio has held within a range of 60%. Benefiting from investment returns and an accumulated surplus, our ratio exceeds 70% for the first time. Achieving our target requires discipline yet must be balanced against operating needs. The purpose of having a strong operating reserve ratio is to ensure that CUPE BC has the capacity to operate during prolonged periods of income interruption. A good example is during a large-scale job action, where locals are on strike and not paying dues. CUPE BC must have a

strong liquidity position to ensure we are able to run operations and support our locals when they need us the most.

D. Have the correct staffing level for the workload.

STATUS: Improving but remain understaffed.

This is always controversial to write, but silence never helps resolve a challenge like this. What must be said is that CUPE BC is understaffed. The size of membership, events, and the complexity of challenges faced have increased the demand on the staff of CUPE BC. The growth of CUPE BC has not resulted in an equal increase in our staffing levels. This same reality is faced by almost all of our locals and members as more and more work falls on the same (or fewer) shoulders. This situation is awkward for an organization which is both a union and employer to acknowledge, but this challenge will remain until we recognize it exists and commit to building the capacity in the General Fund to allow for this increase to our operations.

In addition to staffing, the workload on full-time elected officers continues to grow, and similar to the stress on local leadership, we have remained constant on the number of full-time officers (two), from when we had 65,000 members to today, at 102,000 members. Being mindful of workload levels is important to ensure we have the capacity and resources to respond to the challenges our members face.

Defence Fund

Our total income from all sources in 2023 was \$3,796,080; our total spending was \$846,795, resulting in a year-end surplus of \$2,949,285. This improved our asset position in the Defence Fund from \$10,120,611 in 2022 to \$13,069,896 at 2023 year-end.

Included in the income to the Defence Fund is \$227,397, which comes from the Colleen Jordan Humanity Fund (CJ Fund). This transfer of funds is completed in compliance with Article 8.1(b)(ii), which was implemented after the Defence Fund was nearly exhausted and CUPE BC was forced to take on multiple loans. The loans have since all been paid off. Considering CUPE BC is reaching its savings target in the Defence Fund, the Executive Board and Trustees will need to review the necessity of having funds diverted from the CJ Fund to the Defence Fund and whether it's appropriate to amend the Constitution at a future convention.

The surplus exceeds our target with our goal of saving roughly one million dollars each year to build the Defence Fund. This goal balances the need to save with the need to support locals and advance our issues.

The growth in the overall asset position is an essential goal for CUPE BC. In 2021 we increased our savings target from 10 to 12 million to reflect the increase in the size of membership. We still do not have a systematic approach to reviewing the savings target and adjusting, but having a target is one of the most critically important financial responsibilities of CUPE BC. This goal must be shared by every local and delegate at the convention. Without prioritizing building our strike fund we remain at risk of running out of strike funds in a large dispute, which, for historical reminder, occurred in 2007 and in 2014.

Action Programs

Action Programs represent campaigns, projects, communications support for our convention and promotional goods. Campaigns are further divided into two categories CUPE National provides significant funding assistance for strong communities and anti-privatization programs. However, to access this funding, CUPE BC must first spend its own money and then invoice CUPE National throughout the year to receive reimbursement.

Total spending included:	
From CUPE BC	\$ 519,134
<u>From CUPE National</u>	<u>\$ 672,000</u>
<u>Total:</u>	<u>\$1,191,134</u>

Since Action Program spending represents the largest financial commitment in the Defence Fund outside of strike support, we must work closely with the Executive Board and CUPE National to ensure our spending supports our need to significantly build the assets in the Defence Fund.

Community Events Vehicle

In 2023, our new community events vehicle hit the road, and we returned to having a strong presence in community and local events. One long-standing problem for CUPE

BC and our drivers has been the parking situation. We have never had a permanent, secured parking solution and to ensure the security of our events vehicle, our driver's personal vehicle and the safety of those picking up and dropping off the vehicle in the early mornings, late evenings, or on weekends. This spring (2024), we purchased a small warehouse space in Langley, which allows us to park our vehicle and our driver's personal vehicle inside and have it locked and secured with 24-hour access. This move aligns with our financial goals and the safety of an important resource.

Investments

Funds in the Defence Fund are held in both cash, term deposits and equity investments. The average 2023 rate of return for Defence Fund investments was 16.95%. Within the Defence Fund we have roughly \$8,000,000 held in investments, while investing does carry risks, those risks are necessary as we cannot build or rebuild a defence fund to handle a large-scale strike on dues income alone.

CUPE BC has four-term deposits of \$250,000 for a \$1,000,000 total. The maturity dates are spread out over the year. As noted in the introduction, we completed two of the term deposit transfers into Vancity in 2023 and will complete the remaining in 2024. We take any interest earned as income and re-invest only the principle. This design aims to provide a secure floor over our \$750,000 minimum required position, which, if we fall below, would trigger an additional per capita levy on affiliated locals. In 2023, this strategy provided an additional \$26,515 in revenue.

The decision to invest funds supports our goal of building our asset position. The Defence Fund cannot rely on dues revenue alone to build to the level we require; we simply do not receive enough income to meet the potential costs of potential labour disputes. Because of this, we accept market risk and invest funds to try to meet our obligations.

Goals of the Defence Fund

A. Hold \$12,000,000 in the Defence Fund.

STATUS: Achieved.

We have reached our goal almost two years earlier than anticipated due to our large investment gains.

B. Target \$1,000,000 (minimum) per year in savings to build the Defence Fund.**STATUS: Achieved**

We exceeded our goal with higher than anticipated revenue, and our budgeted amount set aside for strike pay came in under budget.

C. Monitor the necessity of the equity cap distribution between the CJ Fund and the Defence Fund**STATUS: Ongoing.**

Following the 2014 labour dispute, which decimated our Defence Fund and resulted in CUPE BC taking on a substantial debt, convention delegates approved a resolution to divert 50% of future revenue from the CJ Fund to the Defence Fund. Since then, we have paid off our debts and built up the Defence Fund. As we have achieved our goal, we should consider restoring the original funding formula or reviewing our current and future financial needs and adjust the funding formula as necessary.

Colleen Jordan Humanity Fund

The CJ Fund was created by delegates at the 2005 CUPE BC Convention. The purpose is to have a dedicated funding source for international solidarity and domestic anti-poverty initiatives.

Our total revenue in 2023 was \$445,371. Still, there are many transactions to clarify to understand the funds available to spend. The CJ Fund is complex due to half of the per capita revenue being diverted to the Defence Fund and the use of an endowment fund, which generates additional revenue.

- A. Total per capita revenue is \$454,794. One-half is diverted to the Defence Fund as per our Constitution, leaving \$227,397 which is reported as Per Capita Revenue.
- B. Our endowment style investment strategy provides \$38,919 in additional income.
- C. The \$227,397 and \$38,919 provides \$266,316 of cash available to spend.
- D. Net investment gain of \$158,831 is reported in our financial statements.
- E. Excess of total revenue over expenditures was \$235,963.

The \$235,963 surplus improved our asset position in the CJ Fund from \$1,872,340 (2022) to \$2,108,303 (2023).

CUPE BC is required to administer the CJ Fund in accordance with the CUPE BC Colleen Jordan Humanity Fund Guidelines (Appendix B of the CUPE BC Constitution). These guidelines outline a formula for spending summarized as:

- **20%** of revenue to be reinvested to build the fund

Of the funds available after re-investment:

- Up to **70%** for international humanity and development work
- Up to **30%** for Canadian Anti-Poverty Work

In 2019, the Fund was transformed into an Endowment Fund. The Investment Policy was changed to ensure dividend returns can be used to finance projects. This is a major evolution of the CJ Fund. For years, surpluses have grown the asset position into a very healthy total, and there wasn't an initial plan for those funds. So, to protect the savings but increase the number of funds available to finance projects, I worked with our investment managers to redesign the investment portfolio into an Endowment Fund.

This investment model is an excellent example for locals who find themselves cash-rich but budget-poor. Instead of using term deposits, investing savings in the same model as the CJ Fund locals can create a secondary source of income to better resource our locals and support our members.

The International Solidarity Committee report covers many of the great projects we support, and I encourage delegates to read it to learn more.

Hardship

The CJ Fund has supported CUPE members in a variety of ways. From fires to floods we have seen major disasters strike, and we have used the CJ Fund to support members in need. In 2023 we saw again a new yearly reality of devastating fires impacting our members and communities. Because of our limited resources vs. the large size of the membership, CUPE BC only provides donations of \$500 to members in extreme hardship, such as the loss of a child, terminal illness, or loss of home without insurance. We have increased our funding for hardships every chance we have, but the need continues to grow. I believe this is an unfortunate reality as income

inequality pushes more and more members into precarious situations and close to the edge of hardship.

A final note is the funds in the CJ Fund are held in cash, and equity investments. The 2023 average rate of return was 14.61%.

Goals of the CJ Fund

A. Continue growth of the endowment fund model and track income from investments.

STATUS: Ongoing.

B. Monitor hardship spending and ensure we have enough funds available for both member hardships and disaster relief.

STATUS: Ongoing.

Increased budget for 2024; monitoring will be ongoing.

C. Ensure we spend as close to zero as possible each year.

STATUS: Ongoing.

Work to improve the unrealized gains vs. retained earnings.

Financial Statements & Auditors Report

Following this report are the audited financial statements for 2023 and the Auditor's Report prepared by the firm of Matthews Campbell, Chartered Professional Accountants.

The Division has utilized Matthews Campbell to conduct the audit of our finances and is very satisfied with their high level of detailed work and professionalism. They continue to provide guidance to us on how to improve the controls on the Division's financial operations. Having an external auditor provides another level of financial oversight and has been a long-standing practice of CUPE BC.

CUPE BC Trustees

The work of our CUPE BC Trustees is critical and too often overlooked. I appreciate the attentive and thoughtful approach that Debbie Mohabir, José Van Berkel and

David Robertson have brought to their work. In my time in the Secretary-Treasurer's office, they have all been very supportive and an excellent resource. Their report can be found in the convention binder and will be delivered following my report.

The Trustees have done excellent work assisting with the investment manager review process and recommendations to streamline our adjustments for the vehicle mileage allowance. Their recommendations have improved CUPE BC's operations and have helped me be a better Treasurer. And because she has made her decision to not seek re-election as a Trustee, I would like to make a special acknowledgement and express my gratitude to José for her service. CUPE BC's financial processes are better because of her work and guidance.

Membership

CUPE Locals are always in a state of change, with new locals forming, mergers, organizing drives, and changes in the workplace. CUPE BC tracks membership data from per capita statements received from locals. At 2023 year end we have 160 locals with 102,404 members.

Per capita reports provide some of the most accurate details for the total number of members in our province. Below are two tables as of February 2024. Data is provided by looking at region/location and sectors. Sector designation is determined by local self-selection, and CUPE BC respects locals' choice of classification.

Region	Locals	Full-Time	Part-Time	Total Membership
Fraser Valley	11	5,173	2,109	7,282
Kootenay	22	1,696	766	2,462
Metro	42	26,128	27,400	53,528
North	29	3,460	2,053	5,513
Okanagan	18	6,587	2,299	8,886
Provincial	4	3,960	1,887	5,847

Vancouver Island	34	12,078	6,808	18,886
Total	160	59,082	43,322	102,404

Sector	Locals	Full-Time	Part-Time	Total Membership
Agencies/Boards	7	1,647	140	1,787
Colleges	6	654	301	955
Community Social Services	5	882	1,543	2,425
Health	4	3,809	1,607	5,416
Library	5	653	899	1,552
Multi Sector	6	8,253	5,583	13,836
Municipal	60	17,743	16,200	33,943
Schools	51	18,988	10,174	29,162
Transportation	4	1,350	104	1,454
Universities	12	5,103	6,771	11,874
Total	160	59,082	43322	102,404

What is important to acknowledge is the ratio between full-time and part-time is improving. A few years back, I raised concerns that we were on a path to being 50% split between the two categories. The challenge that we face is the amount of dues paid is very different between the two categories, but the cost of servicing remains constant. What occurs is the same amount of dues (income) must be divided by a greater number of members. This stretches an organization like CUPE and can cause

significant servicing challenges. I want to thank all locals who have worked to strengthen conversion language or fought to increase the hours of work of auxiliary and part-time members to livable hours. This work makes a meaningful impact to CUPE members, with the added benefit of supporting our ability to support CUPE Locals and members.

Internal Operations

CUPE BC has a small office of dedicated individuals. Karen and I are the two full-time elected officers and are supported by a hard-working group of Executive Board members who volunteer a lot of their own time in service to this great union. I want to express my gratitude for the support of Executive Board members who always step up when needed to assist with the workload of Karen and myself.

While CUPE BC may appear as a large organization, the reality is we have a very small staff team of eight employees led by our Executive Director Kiran Kooner, and our Director of Finance Wendy Monkhouse. Over the last eight years, I have focused on building our staff team to ensure we have the staff resources to match the work demands. Having enough staff is a significant challenge, similar to the reality our members face in their workplaces. Addressing this challenge is complex; in my experience, it is not politically acceptable to do less (smaller events, fewer committees, for example), which means we must resist adding more projects while we try to build funding capacity to add staff. This strategy has been successful to date but faces significant headwinds, including the high-cost increase in hosting events and the physical office space, which maxes out at 12 workstations. Focusing on internal capacity and staff support is critically important and is one of the largest (often unseen) responsibilities of the Secretary-Treasurer.

We continue to focus on becoming more efficient at accomplishing our known tasks, so we have more capacity to react to unknown events. Known events are items like conventions, executive board meetings, and conferences. The unknown is responding to emergent situations. Our project management software helps us prepare and track events better than we ever have before.

The goal of becoming more efficient isn't simply a catchy phrase but an absolute necessity. During my time in the office, I have witnessed firsthand the dedication our staff members have to CUPE members. I have also witnessed how the growth of our

union, the growth of events like convention, Executive Board, conferences and meetings have grown far faster than our staff support. Without intervention, CUPE BC will become trapped in a cycle of only having the staff resources to organize events, with little to no capacity to follow through with any outcomes from those events. A good example is the ability to act on resolutions passed at convention. Between conventions, less the time already dedicated to planned events, we have roughly six months to complete all actions required from resolutions passed at the convention. This example highlights the immense pressure we face to meet the needs and expectations of locals and members.

Lastly, we have spent considerable effort over the past year working on our diversity, equity and inclusion action plan. The first phase includes updating many internal policies and procedures to ensure we operate in a way that respects all people. This work isn't the most flashy, but it's critical to truly change workplace culture for the better. As we review our systems, we must look for ways to include all members, especially those excluded in the past, and build a union that recognizes there is great strength in diversity. By opening our union to new voices, by centering reconciliation with indigenous peoples we can build a better union than ever before.

Planning for the Future

I continue to focus on modernizing CUPE BC to be the absolute best union in BC. I believe our members deserve that, and it takes a commitment to continuous improvement. I have learned in my time that we must be mindful of the pace of change, which, if not managed, can burn out our activists and staff, who spend more time updating systems than completing actions that really matter to our members.

At this year's convention, we will hold a forum on our convention and whether it is meeting the needs of locals and delegates. I have had countless conversations with local leaders over the years who ask for opportunities for education or sector meetings during conventions. It's important to remember that while the Constitution requires us to hold conventions annually, and there are specific activities we must conduct, a lot of the convention design is up to us. We have the ability to adjust the set-up and agenda to meet our current and future needs; we just need to reach a common agreement on what those changes should look like.

In addition, our committee structure could use a review. I understand proposing this can be extremely controversial, but I think it warrants attention when you consider that some committees were created to respond to certain circumstances, which subsequently have also had other solutions developed. We have numerous situations of duplication, with committees created to do certain work, but then (CUPE) specialized staff positions were created to also do the work. Having committee terms end in the middle of election campaigns or in the middle of an education calendar doesn't make sense. The needs of large sectors might be different than those of smaller sectors, but we have a uniform approach to committee design. I think it's worth a conversation about whether our committees are structured in a way that works for the Division, locals and the members of the committees.

No changes should be considered without also recognizing the recruitment and development opportunities our committees provide to CUPE activists. However, I believe if we could re-think our committees, we could build a system that eliminates duplication and frustration of expectations and produces more meaningful outcomes for CUPE locals and members.

Conclusion

For a few years now, I have said that CUPE BC is undergoing a quiet transformation. We are evolving and embracing new ideas and technologies. I don't focus on this out of personal preference, but what I see is the absolute need to evolve before facing a crisis. CUPE BC has delivered great services and events for our members, often out of the sheer will of our staff, volunteers, and officers. I can only imagine what we can accomplish with a greater investment in our staff, and even better organized and operating office, a more informed and involved Executive, and better and more collaborative tools for local leadership.

The modernization of CUPE BC won't happen because of one person's will. I could not do this job without the support and ideas of the CUPE BC office staff. I sincerely appreciate the dedication they bring to their work every day. We have had significant changes in our office, but we have a great team, and I can't tell you how much I enjoy going into the office and working with such dedicated and amazing people. Kiran, Wendy, Jolanta, Darci, Chika, Morgan, Maja Nancy and Katrin – thank you for everything you do.

I would like to acknowledge each of the members of our Executive Board who have worked hard to strengthen our Division and our union in every corner of the province. Each one of them steps up when called on and always puts the needs of CUPE members first.

I also want to express my sincere appreciation to local presidents and executive members from every CUPE local across BC. The work you do with and for your members every day is vital to the continued strength of our union. As your Secretary-Treasurer, it's my goal to make the lives of our local leadership better.

I must also thank all the CUPE National servicing representatives, specialists and support staff who do incredible work supporting our locals and representing our members. Finally, I would like to give special recognition to the leadership team of Regional Director Martina Boyd, Assistant Regional Directors Rob Jandric and Ryan Boyce for their cooperation throughout the year. In addition, the Strong Communities Working Group works closely with the Division to fight for CUPE members in British Columbia. I thank them for their dedication to you and the additional support they provide to CUPE BC.

We all know how much our work and volunteerism take us away from our family. I want to thank my wife Kathryn for her love and support, and our two amazing children, Audrey and Sophie, who keep me grounded in what's important in life. I want to thank my parents, Jim and Diane, who were members of the Telecommunications Workers Union and Hospital Employees' Union, for instilling their labour values and encouraging me to work to make the world a better place. I thank my sister and brother-in-law Alison and Dwight and their kids Mason and Ainsley for their love and support. Also, I would like to mention and thank Kathryn's parents, Don, a retired member and long-time Vice President of CUPE Local 50; Lori, a retired member from CUPE Local 2011; and my sister-in-law Kelly, a member of the Health Sciences Association. I am often obsessed with our financial position and policies. Without my friends and family to ground me, I would have burnt out long ago.

We know that our work as trade unionists and labour activists will never end. There will always be another employer or government trying to take away the collective rights we have fought for over many years. Unions are more important now than ever. We must continue to renew our union and organize within our membership so we can face the challenges ahead and win.

I am proud to be a CUPE member, and I want to thank my home local 374, for all its support. It is an honour to serve as Secretary-Treasurer for CUPE British Columbia and work on behalf of the 102,000 CUPE members across the province. There are a lot of challenges ahead, but by working together, we can overcome any obstacle and continue to stand shoulder and shoulder as proud members of this great union.

Respectfully submitted,

Trevor Davies
Secretary-Treasurer
CUPE BC Division

April 2024

