



ANNUAL REPORT

2023–24



About CUPE BC

CUPE BC represents more than 100,000 workers in British Columbia who deliver public services across a wide range of sectors including public and post-secondary education, childcare, community social services, community health, local government, transit, emergency services, and libraries.

CUPE BC acknowledges that British Columbia is located on the homelands of 203 distinct Indigenous nations and cultures; more than 30 different languages and close to 60 unique dialects are spoken in the province. We ask all members to reflect, acknowledge and honour in their own way the First Nation land on which they are located.

About this Report

This document reports on the work of CUPE BC between April 1, 2023 and March 31, 2024, with some exceptions due to differences between the reporting period, fiscal year and other timelines. Reporting includes activities undertaken directly by CUPE BC, and as part of the Strong Communities Working Group.



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Karen Ranalletta

PRESIDENT, CUPE BC



The strength of our union is our members. Nothing in this report would be possible without the dedicated work of our locals, local leaders, and members.

Karen Ranalletta
President, CUPE BC



PRESIDENT'S MESSAGE

Dear Members,

This year has been a busy one, with two high-profile strikes, increased community engagement, an historic organizing drive, a province-wide campaign, and substantial government relations work. As you read the coming pages, it is important to remember that all of these projects, initiatives, campaigns, and events are in addition to the daily commitment to support locals and members, and the continuous effort needed to keep our union running.

The strength of our union is our members. Holding the membership together are our local activists—shop stewards, unit chairs, local executive members, and local presidents—who work tirelessly to achieve the solidarity that makes our union function. It is this important work happening in locals every single day which ensures members' rights are upheld, collective agreements are enforced, and that our labour is protected. Nothing in this report could be achieved without the dedicated work of CUPE local activists, and the critical everyday responsibilities of our local leadership.

I want to provide special recognition to the members and leadership of Locals 4500 and 561, who both faced down challenging employers this past year. Every time members make the difficult choice to put down their tools and walk a picket line, they do so for all of us. This was the case with Local 561 and 4500 members as their victories will resonate across every bargaining table in the province in the months to come. When you take on one of us, you take on all 730,000 of us, and both strikes illustrated that principle.

As I look towards 2024/25, and the fall B.C. election and upcoming round of provincial bargaining, I know there is hard work on the horizon. I am confident in our team, our local leadership, and our members to do what is required to build on our successes. CUPE BC is ready to offer support as we all strive together to build a stronger B.C. for working people and their families.

In solidarity,
Karen Ranalletta, President



Trevor Davies

SECRETARY-TREASURER,
CUPE BC



The work outlined in this report, and the continuing efforts to improve our structures, will make CUPE BC stronger, more versatile, adaptable, and responsive.

Trevor Davies
Secretary-Treasurer, CUPE BC

SECRETARY- TREASURER'S MESSAGE

Dear Members,

I am so pleased to present this annual report for our 2024 Convention. This report, and its updated format, represents the ongoing efforts to modernize and improve our structures and reporting models. Providing better information about the work of the Executive Board opens the door to more feedback from members, making our democracy stronger.

The breadth and depth of work outlined in this report represents the continued expansion of CUPE BC's role and functions, as we continue to seek out new ways to support and resource locals and local leadership. This continued expansion would not be possible without strong and stable finances, providing the fiscal resources needed to invest in new technology like the PerCap program project, or education programs like the new Presidents Academy and SuperCon.

The other important resource that enables CUPE BC to achieve its goals is the unique partnership that exists in B.C. The work CUPE BC and the BC Region does together—in particular through the Strong Communities Working Group—stands alone in CUPE's structure, and the ongoing investment we make in this collaboration continues to benefit

locals, members, and communities. Indeed, much of the work reported on in this document is a function of this collaboration.

As CUPE BC continues to grow and expand, we will begin to experience the natural growing pains that come with getting larger. As organizations evolve, so too must their structures, adapting to increased numbers, new technology, and a changing world. The work outlined in this report, and the ongoing efforts by the Officers and Executive Board to improve our structures, will make CUPE BC stronger, more versatile, adaptable, and responsive.

I want to close by providing thanks to everyone who helped CUPE BC achieve its goals in 2023/24: the wonderful and dedicated CUPE BC staff, the excellent National Union staff of the BC Region, the three BC Region directors and the BC Region Administrative Officer, and all the members of our Executive Board. Most of all, thank you to the more than 100,000 CUPE members in British Columbia who support our union, provide the vital resources that make what we do possible, and who go to work every day to deliver the services communities rely on.

In Solidarity,
Trevor Davies, Secretary-Treasurer

EXECUTIVE BOARD MEMBERS & TRUSTEES

THE 2023–2025 CUPE BC
EXECUTIVE BOARD WAS ELECTED
AT THE 2023 CONVENTION



Karen Ranalletta
PRESIDENT



Trevor Davies
SECRETARY-TREASURER



Dal Benning
GENERAL VICE-PRESIDENT



Sheryl Burns
GENERAL VICE-PRESIDENT



Amber Leonard
GENERAL VICE-PRESIDENT



Tony Rebelo
GENERAL VICE-PRESIDENT



Debra Merrier
DIVERSITY VICE-PRESIDENT,
INDIGENOUS



Taily Wills
ALTERNATE DIVERSITY VICE-
PRESIDENT, INDIGENOUS



Laurie Whyte
DIVERSITY VICE-PRESIDENT,
PERSONS WITH DISABILITIES



Monica Brady
ALTERNATE DIVERSITY VICE-
PRESIDENT, PERSONS WITH
DISABILITIES



Joyce Griffiths
DIVERSITY VICE-PRESIDENT,
PINK TRIANGLE



Hailey Fielden
ALTERNATE DIVERSITY VICE-
PRESIDENT, PINK TRIANGLE



Edward Parsotam
DIVERSITY VICE-PRESIDENT,
RACIALIZED WORKERS



Cindy Ozouf
ALTERNATE DIVERSITY
VICE-PRESIDENT, RACIALIZED
WORKERS



Sara Manchester
REGIONAL VICE-PRESIDENT,
FRASER VALLEY



Ryan Doman
ALTERNATE REGIONAL VICE-
PRESIDENT, FRASER VALLEY



Anita Early
REGIONAL VICE-PRESIDENT,
KOOTENAYS



Michelle Bennett
ALTERNATE REGIONAL VICE-
PRESIDENT, KOOTENAYS



Sarah Bjorknas
REGIONAL VICE-PRESIDENT,
METRO VANCOUVER



Donald Grant
REGIONAL VICE-PRESIDENT,
METRO VANCOUVER



Lee-Ann Lalli
REGIONAL VICE-PRESIDENT,
METRO VANCOUVER



**Chloe
Martin-Cabanne**
ALTERNATE REGIONAL
VICE-PRESIDENT,
METRO VANCOUVER



Paula Bass
REGIONAL VICE-PRESIDENT,
NORTH



Jeanette Beauvillier
ALTERNATE REGIONAL
VICE-PRESIDENT, NORTH



Nicole Cabrejos
REGIONAL VICE-PRESIDENT,
OKANAGAN



Lois Rugg
ALTERNATE REGIONAL VICE-
PRESIDENT, OKANAGAN



Dan MacBeth
REGIONAL VICE-PRESIDENT,
VANCOUVER ISLAND



Kirk Mercer
REGIONAL VICE-PRESIDENT,
VANCOUVER ISLAND



Tiffany McLaughlin
ALTERNATE REGIONAL
VICE-PRESIDENT,
VANCOUVER ISLAND



José Van Berkel
TRUSTEE



Debbie Mohabir
TRUSTEE



David Robertson
TRUSTEE

NATIONAL UNION

Supporting locals with labour relations functions, including all parts of the bargaining cycle, is the responsibility of the National Union. This is work that happens every day in the BC Region.

CUPE BC's role as a provincial division includes supporting this work through community outreach, government relations, communications, public advocacy, financial and other resources, event support, and solidarity actions. The past year saw CUPE BC undertake each and every one of these functions, supporting locals in achieving their goals at and beyond the bargaining table.

STRONG COMMUNITIES WORKING GROUP

The Strong Communities Working Group (SCWG) is made up of CUPE National staff and CUPE BC elected officers, and acts as a partnership between the Division and the National Union's BC Region. Resourced by five dedicated National staff, the SCWG supports the political and strategic work of the Division, and provides additional campaign, outreach, government relations, event planning, and political action resources to CUPE locals in the B.C. Region. It is a structure completely unique to British Columbia, and provides a venue for collaboration and alignment between the National Union and the Division for the benefit of locals and members.

Composition and Changes in 2023/24

The Strong Communities Working Group brings together the CUPE BC Officers, General Vice-Presidents and Executive Director with the National Union's B.C. directors, National Union specialists from Communications and Research, plus five dedicated SCWG staff.



The five dedicated SCWG staff include:

- ▶ A **Political Action Coordinator** who helps locals engage in political work to support and elect progressive decision-makers, and who leads political action work on federal, provincial, and local elections;
- ▶ An **Anti-Privatization Coordinator** who works to combat local and provincial privatization efforts, supporting locals to resist contracting out and to bring work back home;
- ▶ A **Legislative Coordinator** who monitors the B.C. government, ensures locals are aware of emerging issues that affect them, helps locals take their issues to provincial decision-makers, and supports CUPE BC's overall government relations work;
- ▶ A **Local Government Liaison** who monitors local government issues, helps locals interact with their local municipal councillors and trustees, and ensures CUPE BC is represented to local government organizations like the Union of BC Municipalities; and
- ▶ A **Local Community Organizer** who coordinates the resources CUPE BC provides to locals for events and outreach, helps locals and district councils undertake community outreach, and coordinates CUPE BC participation in regional events across the province.

The Political Action Coordinator is a new position, beginning in 2023, and expands the capacity of the SCWG to mobilize members for political action and engagement.

SCWG Work in 2023/24

The work of the Strong Communities Working Group can be found throughout this report as this group is integrated closely with the work of CUPE BC in many of the core functions.

BARGAINING

Bargaining for most locals whose collective agreements were directly related to the provincial bargaining process concluded in early 2023. Despite this, the past year saw a very active 12 months at the table.

In 2023/24 there were 456 active collective agreements in the British Columbia Region, and 94 of these were bargained since Convention 2023. The majority of these settlements—nearly two-thirds—were with local governments and connected entities, reflecting the constant state of bargaining that occurs in the municipal sector. The past year also saw two high-profile and successful strikes, in which strong leadership, and even stronger resolve, helped members achieve substantial gains that will benefit workers and their families for years to come.

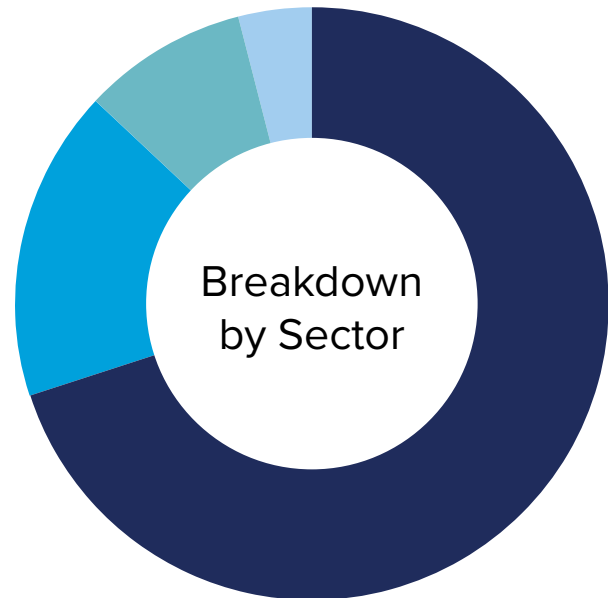
Common Issues

The major issue common to nearly all bargaining tables was the effect of rising cost of living and lack of affordability on workers and their families. Additionally, issues of workplace safety, benefit levels, access to leaves, hours of work, work-life balance, precarity, job security, and retirement security were all major themes of the past year. Another common thread at many bargaining tables was the issue of parity between workers, with CUPE member across sectors and regions demanding equal work for equal pay. As noted below, this was a central issue in both strikes occurring in the past year.

Several bargaining tables were overshadowed by privatization threats and realities, as CUPE members bargained with private operators whose business



94 of **456** active collective agreements in B.C. were bargained in 2023/24



- 70% Municipalities and Libraries
- 17% NGOs and Agencies
- 8% Post-secondary Education
- 4% Other

model withdraws profit from public services, or as members faced employers opening the door to privatization by changing public service delivery structures. In each case, CUPE members—through their locals and with the support of both the Division and National Union—stood strong and prevailed. This experience underscored the major threat privatization poses, and the need to continue to fight privatization of public services beyond the bargaining table.

Bargaining Support

CUPE BC and the Strong Communities Working Group provided substantial support to the bargaining process in 2023/24. A number of locals received



assistance with government relations work—both local and provincial—and benefitted from resources that assisted with public outreach, community engagement, and membership mobilization. As the only Provincial Division of CUPE that maintains a strike fund, CUPE BC also provided direct financial support to members on the picket line. In the 2023 fiscal year, more than \$207,500 was issued in strike pay to CUPE members from CUPE BC’s defence fund.

In 2023, CUPE BC directly supported members on the picket line with more than \$207,500 in strike pay.

STRIKE SUPPORT – CUPE 561, FRASER VALLEY TRANSIT OPERATORS

In 2023, CUPE 561 members showed tremendous courage and resolve, taking an historic and ultimately successful stand for fairness and the right to retire with financial security. Seeing a 32 percent wage gap between their own wages as Fraser Valley transit operators and those of operators in Metro Vancouver, and without a pension that enabled retirement security, CUPE 561 members walked off the job when the employer—a private transit operator contracted by BC Transit—refused to come close to their demands.

The dedication and strong commitment of CUPE 561 members eventually prevailed. Not only did the local win a substantial market adjustment and introduction of a pension, their strategic and inspiring outreach with the public through their four-month strike maintained strong public support every step of the way. In what would become British Columbia’s second longest transit strike ever, CUPE 561 members achieved their goals at the table, and built strong public awareness and support at the same time.

CUPE BC was active in supporting Local 561 in all aspects of their work, helping with events, membership and community engagement, public outreach, government relations, and support on the picket line. With CUPE BC’s support the Local was able to host multiple rallies, Burma Shaves (roadside visibility events), and other actions that kept the public informed and engaged, and helped shed light on the mistreatment of workers by their multinational, private, for-profit employer.

STRIKE SUPPORT – CUPE 4500, TRANSLINK SUPERVISORS

2024 saw the BC Region’s second transportation strike in as many years, as CUPE 4500—representing transit supervisors in Metro Vancouver—took job action in January. CUPE 4500’s 180 members took on TranksLink—one of the largest transit authorities in Canada—demanding equal wages with other supervisors performing the same work.



After multiple attempts to reach a settlement at the table and with the help of a mediator, and following repeated public mischaracterizations of their position by the employer, CUPE 4500 members made the difficult decision to shut down the Metro Vancouver bus system for a two-day job action. CUPE BC and the Strong Communities Working Group supported Local 4500’s members, providing help with outreach and picketing materials, assistance in coordinating with other unions, and support with local and provincial government relations.

The Local was ultimately successful, winning the wage fairness they set out to achieve, and using strong communications and media relations strategies to keep the public informed and avert public anger over a service disruption.

ORGANIZING

The BC government’s removal of barriers preventing workers from accessing union representation has provided thousands of British Columbians the opportunity to improve their workplaces, gain access to fair pay, and achieve a greater work-life balance. This change—the introduction of single-step certification, or “card check”—denies employers the unfair advantage they had under the previous system, and provides a clearer and safer path for workers to unionize. Growth in CUPE’s membership since this legislative change was implemented is a clear indicator of the way in which the previous regressive policy limited worker choice and freedoms.



As of March 31, 1,252 new members had joined CUPE through organizing efforts around the province. Highlights from the successful year of organizing include:

- ▶ 21 residence staff organized and joined Local 1858 at Vancouver Island University in Nanaimo;
- ▶ 12 workers at the Lumby Branch of the Okanagan Regional Library joined Local 1123;
- ▶ 34 workers at the Kootenay Society for Community Living joined Local 3999; and
- ▶ 850 Graduate Academic Research Assistants at the University of British Columbia’s Vancouver campus joined Local 2278.

Even more impressive than the above-noted successful drives are the several pending applications awaiting a BC Labour Relations Board ruling, which include 91 new potential Local 718 members at the Richmond Oval, and more than 3,200 Graduate Research Assistants at the University of British Columbia.

If outstanding LRB applications are successful, the BC Region will have added nearly 4,500 new members in 2023/24.

HEALTH CARE PRESIDENTS COUNCIL

The Health Care Presidents Council report can be found in Appendix B.



POLITICAL ACTION

Political action work is undertaken all year long—in advance of elections, during campaign periods, and in the months following as new elected officials take office. Monitoring the political landscape, recruiting and training activists willing to stand for election, developing the tools, strategies, and resources for campaigns, and mobilizing members and activists in elections is the everyday work of CUPE BC and the Strong Communities Working Group. This constant cycle of political action is particularly relevant in British Columbia where local government by-elections occur when vacancies arise, meaning that there is nearly always an active election or by-election.

2023-24 ELECTION ACTIVITY

Local Government By-elections

Multiple local government by-elections took place in the past year, and CUPE members were informed and encouraged to participate based on the affected local's desired level of engagement. Three are of note for their active participation from CUPE members.

A by-election was held in June to fill two vacancies on the Prince George School District board, and unfortunately this by-election featured a number of candidates

promoting misinformation about, and opposition to, the SOGI 1-2-3 curriculum. Local 3742 and 4991 engaged in the political action process, helping recruit progressive candidates, making formal endorsements, and promoting the progressive choices to members. The Local's work was successful, and not only were the endorsed candidates elected and anti-SOGI candidates defeated, but the work of CUPE activists helped increase voter turnout compared with past school district by-elections.

In the School District 91 by-election, CUPE 4177 supported candidate Richard Gratz. By working with the local labour council and talking to members about the importance of the election, the endorsed candidate won. He is now bringing his progressive, inclusive ideas to the District.

In School District 40, CUPE 409 endorsed progressive candidate Jalen Bachra—a member of the governing and NDP-aligned Community First New Westminster municipal party—in an important by-election. Unfortunately, due to a series of challenges including a 4-way split in the vote, the endorsed candidate was unsuccessful. The local's involvement did, however, produce an increase in engagement among members that will lead to expanded future political action leading into the next municipal general election.



Provincial By-elections

The provincial government held two by-elections in the summer of 2023, both of which were won by the BC NDP. Joan Philip won in Vancouver-Mount Pleasant, becoming the first Indigenous member of the Legislature to also represent the traditional territory of her Nation. Sooke School District trustee Ravi Parmar won in Langford-Juan de Fuca.

Development of a By-election Strategy

Work in the past year included consideration of how locals can be better supported to engage when by-elections are called. The greatest challenge is often timing, as these elections can be called with little notice. Work is underway to develop a by-election response strategy that will help locals quickly mobilize to engage in these critical elections when they arise. By-elections, especially for local government roles, often have very low turnout, meaning that even basic work by a CUPE local to remind their members to vote can shift power on a local board or council towards progressive policies, delivering more support for working people and families with a few emails or phone calls. This strategy will be further developed following the 2024 BC election.

When it comes to local government by-elections, a single CUPE local can shift the power on a local board or council towards progressive policies and deliver more support for working people and families, often with a few emails or phone calls.

PREPARING FOR THE 2024 BC ELECTION

The next provincial election will be on October 19, 2024. CUPE BC will be leading a member-focused strategy that will make it easier for locals and activists to connect with members about the issues that matter to workers. This work will be supported by the Strong Communities Working Group, in particular the new Political Action Coordinator whose role will support the campaign through to election day in October.

CUPE BC's work on the 2024 BC Election will be member-focused: from the 200 member activists that will lead the work, to the thousands of CUPE members who will be mobilized to support progressive candidates.

To support the campaign goal, CUPE BC aims to teach and mentor 200 members in the skills needed to be involved in the election. Courses will train members in everything from introductory methods of talking about politics in a polarized world, to advanced volunteering skills that help campaigns win. Trained members will join a cross-local network that will focus us on getting members interested in the election and voting for candidates that will best advance the needs of working people.



CUPE members were front and centre in the 2023 Manitoba election that saw the province's Conservatives defeated by Wab Kinew and the Manitoba NDP. CUPE leaders were active in helping get out the vote in the final days of the campaign.

A government that works for working people

The 2024 B.C. general election appears to be a three-party race, with the BC NDP incumbent government being challenged by the BC United—the rebranded BC Liberal Party—and the BC Conservatives.

The 16 years of BC Liberal governments were some of the worst for working people in British Columbia's history, with ongoing attacks on public services and the workers who provide them, and with cuts and privatization that took money out of the pockets of low- and middle-income earners to benefit the wealthy and well-connected. Current BC United Leader Kevin Falcon was a primary force behind the BC Liberals' attacks on working people and public services, serving in key ministerial roles including as Minister of State for Deregulation.

The BC Conservatives' approach to working people and public services is even more regressive than BC United's, and this is evident in the politics of the federal

Conservative Party as well as the many other provincial Conservative governments. From Danielle Smith in Alberta, Doug Ford in Ontario, and Blaine Higgs in New Brunswick, provincial Conservative governments are gutting public services, suppressing fair wages, and trying to take away the constitutional rights of workers.

The evidence that a Conservative or BC United government would be a disaster for working people is everywhere to be seen in provinces without an NDP government.

Work on the 2024 B.C. election will include encouraging members to support the re-election of the David Eby BC NDP government. Throughout the past eight years, the BC NDP government has steadfastly supported public services, workers, and labour rights, investing in the things that matter to working people, and building a better B.C. for everyone. Though there



is much more to do, David Eby's government is moving in the right direction on issues that matter, and the BC NDP is the only party that is committed to supporting workers and strong public services.

Throughout the past eight years, the BC NDP government has steadfastly supported public services and the workers who provide them, investing in the things that matter to working people, and building a better B.C. for everyone.

POLITICAL ACTION TOOLS AND RESOURCES

The 2023/24 year included an increased focus on developing CUPE BC's political action capacity. Major projects have focused on data use, resource development, and training.

Improving Digital Engagement

A large component of development work in 2023/24 has involved looking at the way in which CUPE BC's campaign data is collected, stored, and used. Given the number of digital engagement campaigns hosted and supported by the Division through the Strong Communities Working Group, there is a substantial database of supporters. Work to better organize and use supporter data is ongoing and will include a database clean-up (identifying old records, duplicates, etc.), better tagging, and better protocols. This work will help align engagement so supporters are kept better informed of work they care about, and not contacted about issues they are not interested in.

The ongoing digital engagement work will focus on better data collection and use, ensuring more customized engagement with activists and supporters on issues that matter to them.

Political Action Toolkit

Another ongoing project is the development of a political action toolkit, which will support locals in testing political action strategies for the 2024 BC election. The toolkit will be supported by evening information sessions for local presidents and political action committee members. These resources and information sessions will provide an outline of changes to election legislation and will break down the stances of various parties on issues affecting workers in B.C. They will also teach members how to run vote-promotion campaigns.

Activist Education and Training

As noted above, a substantial portion of the B.C. election strategy in 2024 involves activist education and training, but this is not the only activist training work that is being developed. In June, a session will be offered at SuperCon on aligning locals' needs with the opportunities that emerge during elections. Additionally, work to better engage with district councils began in 2023, and this engagement includes training and education opportunities that will bring important political action learning to every region of the province.

Political action training and support is always available for locals and district councils—contact your National Servicing Representative to connect with the Political Action Coordinator and other Strong Communities Working Group resources.

CAMPAIGNS

SEAMLESS CHILDCARE NOW

CUPE's dedication to affordable, accessible, and public childcare dates back decades, and the current campaign represents our union's most recent work on this important topic. The campaign for seamless and integrated childcare, a province-wide system of public school-aged care in the K-12 model, has been a primary campaign goal of CUPE BC since before the pandemic. Members most recently re-affirmed their commitment at the 2023 convention, voting on a resolution to extend this important campaign work.

Work on the campaign has been ongoing throughout the reporting period, led by CUPE BC's Officers and the Anti-Privatization Coordinator. With the support of a multidisciplinary team from the Strong Communities Working Group, as well as Representatives in the K-12 sector, work has been done across B.C. to support K-12 locals advancing this campaign in their districts.

Work on the ground has been supported by a CUPE National cost-shared campaign that has included an updated website, a new suite of brand assets with an updated branding model, new campaign videos, targeted digital advertising, updated written materials, and a multi-community transit shelter ad buy. The provincial work has advanced the campaign by better articulating the campaign goals, and boosted engagement and interactivity with supporters.

A critical element of the current campaign work is community outreach and coalition building. Working with locals and activists, the campaign has supported event participation and sponsorship as a means to host campaign tables at key community events like the Vancouver Folk Festival, pride events, and fall festivals. Also, working with CUPE BC's provincial partners, the campaign has secured more than 14 key endorsements including from the City of Vancouver, the Centre for Family Equity, and Vancity Credit Union, who contributed \$30,000 to the campaign.



CUPE BC representatives have also met with the provincial government multiple times since convention 2023 to lobby for the expansion of public childcare pilot programs across B.C. This work supports the many K-12 locals across the province to push their local school districts to implement public childcare pilots in local schools.

TRANSIT CAMPAIGN

At the 2023 Convention, members passed a resolution calling for a provincial campaign for expanded public transportation. For implementation, the campaign will be rolled out in two phases and focuses on three main asks: public operation of public transportation, increased funding for urban and suburban rapid transit, and the creation of a network of public, rural inter-community transportation.

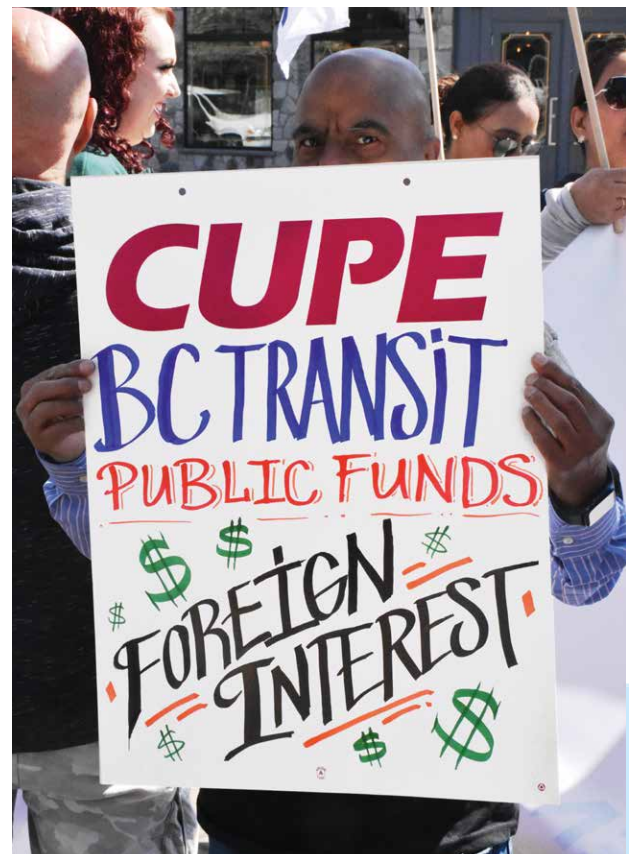
To support phase one—which will include research, brand recognition, and message testing—cost-shared funding was approved by the National Executive Board in December 2023. Phase two will use the data and assets developed by phase one to undertake outreach across the province.

OTHER ANTI-PRIVATIZATION CAMPAIGNS

Campaigning against the forces of privatization is an ongoing process, one that includes building capacity to fight privatization attempts, dealing with imminent or active privatization efforts by employers, and working to bring previously privatized work back in house. Below are some of the major projects of the past year.

City of Vancouver: Mayor’s Budget Task Force Review

Since the local government elections in 2022—an election that saw many municipalities, including the City of Vancouver, flip from progressive to conservative majorities—work has been ongoing to monitor potential schemes by right-leaning councils. For the City of Vancouver, privatization efforts began nearly



immediately and took the form of a task force asked to review the City's budget.

Functioning as a core service review, the final report of the Budget Task Force claimed that the City strayed far outside its mandate in respect to the services it provides to Vancouverites. The report made a number of concerning recommendations that open the door to the privatization of key functions like community centres, aquatic services, and arenas, as well as proposing a reduction in grant funding to the many community groups that provide important services residents rely on.

CUPE BC and the Strong Communities Working Group are supporting CUPE 15, 1004, and 391 as they fight to maintain public services and protect members' work from the threat of privatization.

Vancouver Island University (VIU): Contracting Out of Members' Work

Like many Canadian post-secondary institutions—particularly smaller regional universities—VIU has experienced severe financial challenges due to longstanding underfunding and a substantial drop in international student enrolments following the COVID-19 pandemic. VIU's longstanding structural financial challenges have left it without the necessary resources to weather enrolment fluctuations, and short-sighted thinking among the institution's leadership has led to multiple proposals for contracting out work. Support has been provided to Local 1858 to fight these regressive efforts, which will include a cost shared campaign, and both local and provincial advocacy.

Surrey School District: Bringing Our Work Back Home

This is B.C.'s largest and fastest growing school district. There is a long history of contracting out of the Trades/Maintenance and Grounds departments with this school district and Local 728 is fighting back with a cost-shared campaign.

Langley Township: Privatization of New Publicly-Funded Childcare Spaces

The Township is utilizing provincial childcare funding to build new childcare facilities. They initially indicated to the Local that this would be delivered in-house using CUPE workers, however, this has not proved to be the case. It now appears the Township is seeking an external contract operator. Local 403 is pushing back, seeking proactive engagement with the Township to ensure public, in-house delivery of childcare spaces is considered by Council before a final decision is made.

City of Surrey: Contracting Out Existing Childcare Operations

The City appears to be slowly reducing their in-house childcare programming—both in hours and number of locations—despite significant demand from parents and ballooning waitlists. Instead, the City is contracting the work out to local non-profits, effectively privatizing public childcare spaces. Local 402 is in talks with the City to halt this practice and to restore robust in-house childcare programming.



PROVINCIAL GOVERNMENT RELATIONS

2024 BC BUDGET

As in recent years, CUPE members across British Columbia had a strong and notable presence in the 2024 Budget consultations held by the Select Standing Committee on Finance and Government Services, a bi-partisan committee of the BC Legislature. CUPE activists made 20 recommendations over the course of ten presentations in eight communities, capped off by a 23-page written submission. When the final report on the consultations was released by the Committee, 50 of the Committee's 166 recommendations related to issues advocated by CUPE members.

Budget 2024 was presented on February 22, and while it contained no new substantial investments, it included several key elements for CUPE members. The 2024 BC budget fully funded the negotiated settlement across the public sector without any program, staffing or service cuts like those seen in other provinces. The budget also continued investments in key public services, absorbing challenges presented by inflationary increases and a slowing economy, while continuing

previously announced investments across the entire public sector. The BC NDP government's continued investments in the public services that matter to working people is a testament both to the value of a progressive government, and the tireless advocacy of CUPE BC and others in B.C.'s labour movement.

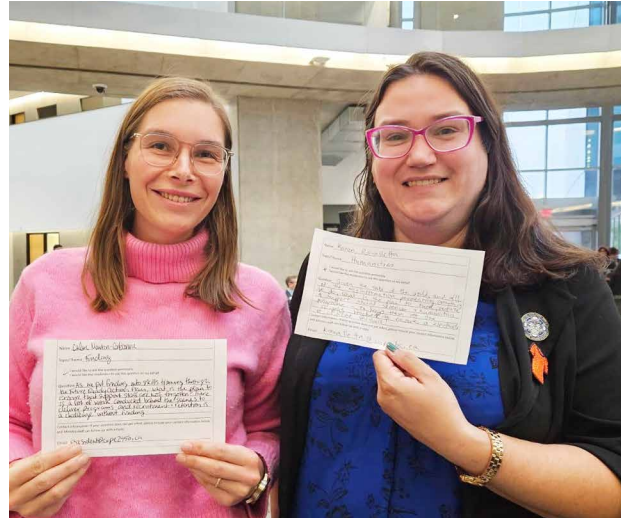
SUBMISSIONS AND CONSULTATIONS

CUPE BC continues to take an active role in participating in government consultations, making submissions on issues that matter to members and all working people. As B.C.'s largest union, it is critical that CUPE BC's voice is used to promote progressive public policy, and advocate for the stronger public services that build a better B.C. for everyone.

Consultations and calls for input occur all the time, and it is not possible to document every interaction—particularly those that occur within sectors. The following

list outlines the major provincial government consultations that CUPE BC participated in during the reporting period:

- ▶ Childcare BC Plan
- ▶ Education Assistant Standards/Credentialing
- ▶ Colleges Bargaining Structure
- ▶ K-12 Indigenous curriculum creation and implementation
- ▶ Labour Relations Code Review
- ▶ Post-Secondary Education Funding Review
- ▶ Post-Secondary Education Sexualized Violence Action Plan
- ▶ Provincial Budget 2024
- ▶ WorkSafe BC/Occupational Health and Safety – presumption of psychological injury
- ▶ WorkSafe BC/Occupational Health and Safety – various issues



GENERAL RELATIONS WITH THE BC GOVERNMENT

Until last October, with the election of the Manitoba NDP, British Columbia had the only progressive provincial government in the country. Looking at the experience of CUPE members across the country, the benefits of a progressive provincial government could not be more clear.

While other provincial governments were promoting austerity, the BC NDP government has been investing in British Columbians. While elsewhere in the country provincial governments refuse federal investments, electioneering for Conservative leader Pierre Poilievre, the BC NDP has secured record investments to reduce the cost of childcare and build affordable housing—two critical issues for CUPE members.

Action on issues that matter to workers: housing, healthcare, safety, and affordability

The first eighteen months of Premier David Eby's BC NDP government saw fast action to tackle the housing crisis, with a number of new initiatives to address affordability. Other key measures included major steps

to diversify B.C.'s economy to better prepare for a low carbon future, and generate more family-sustaining employment. The Eby government has also dismantled racist barriers that prevented professionals from entering the workforce, providing additional labour force to support local economies, and an influx of new workers to help strengthen the province's public healthcare system.

In the last year, the BC NDP government has focused on legislation that prioritizes the well being of B.C. families and workers by creating more affordable housing in every community, incorporating gig workers under the *Employment Standards Act* and WorkSafe BC coverage, ensuring that federally regulated workers' picket lines are recognized by the Labour

Relations Board, and protecting people—especially young people—from online sexual exploitation. The David Eby government has also worked to address equity and affordability by raising the minimum wage to match inflation, providing free prescription contraception, offering a BC Hydro rebate, and by increasing the BC family benefit and Climate Action tax credit. Government also increased the number of \$10/day childcare spaces and boosted the number of families who receive the affordable childcare benefit.

These are just some of the many actions taken by the BC NDP government over the past year as Premier Eby moved at a rapid pace to introduce new programs, funding, regulations, and legislation to make a difference in the lives of working people. While CUPE BC continues to advocate for the many more initiatives required to reverse the impact of the BC Liberal's 16-years in office and address affordability, the government deserves substantial credit for the depth and pace of change since David Eby became Premier.

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Government Outreach

Multiple meetings occurred with government representatives throughout the year, and discussed a range of issues that matter to members. These engagements included both direct outreach by CUPE BC on behalf of members broadly, and assistance to CUPE locals and members to advocate directly to government with CUPE BC's assistance. The recent practice of including member voices wherever possible in provincial government outreach continued in the 2023-24 year, both by highlighting member stories and experiences, and by having members present where the opportunities arise.

More than 30 formal meetings were held with government MLAs, cabinet ministers, and the Premier's Office.

In the last year, meetings were held with multiple members of the Government Caucus (BC NDP MLAs), cabinet ministers, and with the Premier directly. More than thirty such meetings were held since the past convention. Common topics included advocacy on the campaign for public childcare, support for striking transit workers, improvements to WorkSafe coverage for all workers, and ending the private operator model at BC Transit. Most meetings included some form of advocacy for increased funding across provincial sectors to deliver critical public services to communities across the province.



GENERAL RELATIONS WITH THE OPPOSITION PARTIES

The past year has seen both the BC United and the BC Conservatives focusing on stoking division and promoting hate, both in the Legislature and across communities. At the same time, these parties have opposed action the province is taking to create affordable housing, and stood against critical measures to address the mental health and addiction issues that are claiming more lives every day and challenging communities across B.C.

Opposition Outreach

CUPE BC met with representatives of the opposition parties on four occasions. The focus of these meetings was advocacy on public childcare and publicly delivered transit services, and providing education about the union and the work CUPE members do in communities across the province.

2024 BC ELECTION

As the Spring 2024 session of the BC Legislature draws to a close, all parties will be moving into election campaign mode, meaning much of the government relations work will be suspended as the government moves into caretaker mode. This provides opportunity for reflection, and space to consider how CUPE BC's relationship with government has evolved and would change if the BC NDP is not successful in October 2024.

From the current dynamic of having issues addressed, problems solved, and challenges acknowledged, the election of either the BC United or BC Conservatives would move CUPE BC back to the days where calls are not answered, questions not responded to, nor input considered. In addition to the expected attacks on workers and working people, and the rollback of most or all of the gains made in the past eight years, the loss of the current relationship with government adds yet another reason to invest as much as possible in maintaining a progressive provincial government.

LOCAL GOVERNMENT RELATIONS

UNION OF BC MUNICIPALITIES (UBCM)

The 2023 UBCM annual convention was held at the Vancouver Trade and Convention Centre from September 18 to 22. CUPE's delegation to the event included eight members of the Executive Board, and eight staff from the Strong Communities Working Group and municipal sector.

Participants observed that the tone of debate had changed following the general municipal election in 2022, with the newly elected councils noticeably further right on the political spectrum. Key themes of the conference were affordable housing, street-level crime, the toxic drug crisis, decriminalization, climate change, and the effects of the past summer's wildfires. There was a clear focus on market-based solutions to the problems facing communities, and while public services and public operation were not identified as problems to be addressed, they were likewise not presented as solutions to the challenges local governments are facing.

Conference Proceedings and Resolutions

The Convention featured more than 20 learning sessions, most of which relied on case studies that could not be generalized. This is a concerning indication that information, ideas, and development are not being drawn into the local government world in British Columbia, and perhaps explains the lack of progress on key community issues.

The convention considered 166 regular resolutions, one extraordinary resolution, five special resolutions, and two late resolutions. Delegates passed all five



special resolutions. Topics included the lack of access to healthcare in small and rural communities, B.C.'s toxic drug crisis, funding for police training, decriminalization and public use, and 911 service delivery. The resolution on 911 service delivery was especially of note as it was closely related to CUPE's own advocacy on this issue, aligning with calls by Local 8911 for service funding and governance stability.

Tradeshaw Booth

The 2023 UBCM tradeshow booth marked a substantial step forward in branding and materials since the

last such tradeshow in 2019. Updated and better branding made clear CUPE's role and purpose, and improved materials drew attention and proved popular. Interactions with hundreds of local government decision-makers occurred at the CUPE BC booth during the course of the weeklong conference, and conference participants left conversations better informed about CUPE members' work in the sector, and CUPE BC's role as a sector partner.

CUPE BC Reception

CUPE's reception was once again one of the most popular and talked-about events of the week, and saw a very large turnout. The event suffered somewhat from its own success as the size of the available facilities was not well matched to the large number of participants. Despite this challenge, the event was very successful, being well planned and well executed.

UBCM AREA ASSOCIATIONS

The UBCM has five area associations that bring together the local governments in their respective regions. The Area Associations each have a representative structure, and annual meetings every spring that discuss regional issues, serve resolutions to the main UBCM conference later in the year, and serve as a venue for workshops and sponsor participation.

Since 2021, CUPE BC has sponsored each of the five Area Associations, and sent participants to represent CUPE members at each event, building relationships with local decision-makers, and promoting the work CUPE members do across communities. CUPE BC sponsorships also support the several locals undertaking outreach at Area Associations to advance their own local government relations strategies.

2023 Area Association Sponsorships

The following summarizes CUPE BC engagement in area associations in 2023:

- ▶ **Association of Kootenay Boundary Local Governments (AKBLG):** CUPE BC was again a platinum level sponsor the AKBLG, making CUPE BC one of the more substantial supporters

of the event. The Local Government Liaison attended the conference, held in Cranbrook, to represent CUPE members and interact with local governments in the region.

- ▶ **Association of Vancouver Island and Coastal Communities (AVICC):** CUPE BC's sponsorship supported the opening reception, and a trade show booth was hosted. Sponsorship was coordinated with the Vancouver Island District Council, and several members of the Executive Board and Strong Communities Working Group staff attended the conference, which was held in Nanaimo.
- ▶ **Lower Mainland Local Government Association (LMLGA):** CUPE BC was again the keynote sponsor of the LMLGA conference in 2023, this year held in Harrison Hot Springs. CUPE participation included a trade show booth and an address to the conference by President Ranalletta. The event was attended by several members of the Executive Board and Strong Communities Working Group, and CUPE BC participation supported parallel engagement by locals seeking to relate with local government decision-makers.



- ▶ **North Central Local Government Association (NCLGA):** CUPE BC was a silver sponsor of the 2023 NCLGA conference in Prince George, providing support for one of the delegate lunches. The conference was attended by members of the Executive Board, who represented CUPE members in the region and monitored discussion and debate at the meeting.
- ▶ **Southern Interior Local Government Association (SILGA):** CUPE BC's silver level sponsorship supported the conference materials and one of the nutrition breaks, and promotion included having the CUPE BC logo on all delegate name tags. The Local Government Liaison attended the conference, which was held in Nelson.

BC SCHOOL TRUSTEES ASSOCIATION (BCSTA)

The BCSTA is the provincial organization of school trustees and serves as a representative and advocacy structure for those serving on school district boards. The organization is an important public education stakeholder, and a centralized venue for outreach to all local government decision-makers in the K-12 system. CUPE BC has a long history of developing relations with the BCSTA, and a mainstay of this work is the sponsorship of the BCSTA's annual general meeting in the form of a reception for BCSTA members.

In 2023, the scheduling of the CUPE BC Convention overlapped with the BCSTA's annual meeting, and



consequently the sponsorship was moved to the organization's December learning conference. The sponsored reception was well attended and featured an address by President Ranalletta and an information table promoting the *Seamless Childcare Now* campaign. Multiple members of the Executive Board, as well as a number of K-12 local presidents, attended the reception to strengthen relations with the several hundred trustees that attended the event.

BRITISH COLUMBIA LIBRARY ASSOCIATION (BCLA)

The BCLA is a province-wide organization representing libraries and the library community, providing professional development and advocacy for the sector. CUPE BC is a long-time sponsor of the BCLA's annual conference and participates in the event each year. In 2023, this participation included a trade show booth and workshop. The booth was supported by members of the Executive Board and Strong Communities Working Group, providing information about CUPE library workers, materials on workplace safety, information about the CUPE BC Libraries Committee, and information about the CUPE BC childcare campaign. The workshop, titled *Libraries: Windows to their community*, explored the benefits of hiring a workforce that reflects the local community, and featured a panel of CUPE library workers speaking about the importance of having diversity among library workers in order to serve diverse communities.



GENERAL LOCAL GOVERNMENT RELATIONS

Ongoing work to strengthen government relations at the local level continues year-round, working to connect CUPE local executives with progressive city councillors, school trustees, and library and other board members. Locals are assisted in developing productive relationships with these community leaders, ensuring when issues arise, there are supportive decision-makers who will take workers into consideration. Education with local executives about the importance of government relations has led to increased engagement with decision-makers in a number of municipalities, bringing together civic leaders and local executives to solve outstanding issues, and navigate challenging budget deliberations.

School Trustee Project

A new project with the Centre for Civic Governance (CCG)—formerly the Columbia Institute—and Institute for Public Education (IPE) will advise this work across the K-12 sector. The “School Trustee Project” will develop a network for progressive trustees to learn from and support each other, and will provide resources and education to assist them in advancing progressive policy. The Project will be led by a steering committee that includes members from CUPE BC, BCTF, CCG, and IPE. The Project hosted two events in the past year, one an online webinar titled *How to read a budget as a political tool*, and the second was a session at the High Ground conference in which trustee participants heard directly from Secretary-Treasurer Davies and Clint Johnston, President BCTF, about their respective members working in the sector.

COALITION WORK

In order to advance CUPE BC's work and support the development of stronger communities, CUPE BC works with a number of organizations as coalition partners.

Practicing allyship with coalition partners and beyond allows CUPE members to fight for those things that not only improve the broader bargaining context for unionized workers, but also improve working conditions for all workers and their communities.

In 2023, CUPE BC provided more than \$425,000 in funding to more than 45 projects and organizations to advance labour, social justice, environmental, international solidarity, and other progressive work.

There are many organizations that share members' values, and with whom CUPE BC has built strategic partnerships. These organizations support the principle that work should be fairly compensated and safe, place a high value on high-quality public services, stand together to fight climate change, and believe in the importance of addressing poverty and inequality while advocating for justice for women, migrants, Indigenous, and racialized people. Below are just some of the key partnerships and organizations CUPE BC has supported throughout the year.

BC LIBRARY ASSOCIATION

CUPE BC was again the title sponsor of the Summer Reading Club, providing \$50,000 to support the province-wide program that encourages youth reading and literacy. CUPE BC's funding supports the provision of medals, given out by local public libraries in communities across B.C., to each young reader who completes the program. This sponsorship is just one of the many ways CUPE BC supports the BCLA.



BC LABOUR HERITAGE CENTRE (BCLHC)

The BCLHC preserves, documents, and presents the history of working people in British Columbia. The BCLHC writes articles to help understand workers' history in B.C. produces a labour history storytelling podcast, and produces labour history lesson plans, among other work. CUPE BC provides financial support and has representation on the Centre's board.

BC HEALTH COALITION (BCHC)

The BC Health Coalition champions a strong public health care system that is accessible to all. Following last year's win in the landmark Cambie Clinic case to stop the privatization of public healthcare, the BCHC has been busy in the ongoing fight to improve and expand the public health care system. The organization has embarked on a listening campaign to inform campaign priorities, while continuing with work to improve seniors' care and advocate for reforms to primary health care. CUPE BC is an ongoing funder of the BCHC and maintains a seat on the Coalition's governing board.

SUSTAINABLE COMMUNITIES INITIATIVE (SCI)

The SCI is a partnership of unions and the BC Region of the Canadian Labour Congress that comes together and pools resources to monitor local government activities in Metro Vancouver, and which undertakes strategic outreach and relationship-building with progressive decision-makers in the region. The SCI's monitoring work focuses on unique regional issues carried out by Metro Vancouver, TransLink, and Port Metro Vancouver, with regular reporting and briefs on decisions, planning, and issues. The SCI also organizes events that bring together unions and local decision-makers for information sharing and policy conversations. CUPE BC is one of the primary partners for the SCI.

CODEVELOPMENT CANADA (CODEV)

CoDevelopment Canada is a B.C.-based NGO that works for social change and global education in the Americas. CoDev works with partner organizations in such countries as Cuba, Honduras, Brazil, El Salvador, and Guatemala, and in partnership with other organizations in B.C. and across Canada. CUPE BC provides funding to CoDev's work from the CJ Humanity Fund and based on recommendations of the International Solidarity Committee. More information about current campaigns can be found in the International Solidarity Committee Report.

CANADIAN CENTRE FOR POLICY ALTERNATIVES-BRITISH COLUMBIA (CCPA-BC)

CUPE BC continues to support the work of the Canadian Centre for Policy Alternatives-BC in their efforts to debunk methodologically flawed and ideologically repugnant research from right-wing think tanks that

continually attempt to vilify unions, unionized workers, and the public sector. CUPE BC has representation on the CCPA-BC Steering Committee and participates in planning, fundraising, and decision-making for the organization.

COALITION OF CHILD CARE ADVOCATES OF BC & \$10aDAY CHILD CARE CAMPAIGN

The *\$10aDay Child Care Campaign* is an initiative of the Coalition of Child Care Advocates of BC. The campaign builds on the ongoing collaboration between the Coalition of Child Care Advocates and the Early Childhood Educators of BC to achieve universal \$10 per day childcare. This campaign and its supporting organizations are key allies in CUPE BC's campaign for seamless and integrated school-aged care in the public school system, and CUPE BC is a long-time and strong supporter of the *\$10aDay Childcare Plan*.

LIVING WAGE FOR FAMILIES

The *Living Wage for Families Campaign* encourages employers to pay a living wage and advocates for government policies that help families make ends meet. Employers who make this commitment can become a living wage employer once they meet all criteria and certify. A living wage is calculated based on the hourly wage a family with two income earners needs to cover basic expenses.

In 2023, the Living Wage Report showed that families in Metro Vancouver had to spend over \$4,000 more for the same goods as in the previous year. Housing costs rose to 16.6 percent higher than they were in 2022, and food costs rose by 6.1 percent. A living wage is crucial to ensure that workers can afford to live in the communities they work in, and that families can have a basic standard of living.

CUPE BC is a support of the campaign and is itself a living wage employer.

BC POVERTY REDUCTION COALITION (BCPRC)

The BCPRC is comprised of more than 100 organizations and community mobilizations that come together to advocate for public policy solutions to end poverty, homelessness, and inequality in B.C. Current projects include hosting anti-oppression workshops, collaborating on research reports, and leadership in policy changes to address poverty. CUPE BC is a member and financial supporter of the Coalition.

CENTRE FOR FAMILY EQUITY (CFE)

The Centre for Family Equity, formerly known as the Single Mothers' Alliance, addresses family poverty in B.C. This membership-based organization of low-income parents and caregivers, the majority of whom are lone mothers, has members in over 41 communities across the province. The CFE carries out community-engaged research and proposes evidence-based public policy solutions to address family poverty in BC. CUPE BC is an organizational supporter and has endorsed the CFE's *Transit for Teens* campaign, building off of the CFE's previous win of free transit for children under the age of 12.

UNION PROTEIN PROJECT

The Union Protein Project is a non-profit society started in 2006 by unions and the United Way in response to the shortages of protein-based food in B.C. food banks, and the struggle to ensure that vulnerable people get this key nourishment. CUPE BC is an organizational member and supporter of this organization.



MEMBER & PUBLIC OUTREACH

SOLIDARITY EVENTS

In addition to supporting CUPE 561 and 4500 members on the picket line, support was also provided to other striking unions. President Ranalletta and Secretary-Treasurer Davies spent time on the picket lines of MoveUp members on strike at Capilano University, and UNITEHERE! members at the Sheraton Airport Hotel in Richmond.

President Ranalletta, Regional Vice-President Bjorknas and other leaders made a number of visits to the picket lines of the Teaching Support Staff Union at Simon Fraser University during their strike in 2023. CUPE BC, CUPE Metro, and CUPE 3338 also jointly organized a rally in support of TSSU members. Not only did CUPE BC's support show solidarity from the post-secondary sector, but it also provided direct support to CUPE 3338 members affected by the strike.

Other solidary actions in the past year included support to the ILWU, and participation in a solidary rally in support of striking public sector workers in Quebec held during the 2023 National Convention in Quebec City.



LOCAL AND DISTRICT COUNCIL EVENTS

Members of the Executive Board participated in local and district council events throughout the year, and coordination was undertaken to ensure that each meeting of a district council was attended by a CUPE BC officer or General Vice-President whenever possible.

From summer membership barbecues to community events, CUPE BC Executive Board members worked diligently across the year to support and attend local events, representing the Division and assisting locals with outreach. Too many events were attended to compile a comprehensive list, but the following examples demonstrate the engagement with local and community events across the year:

- ▶ Multiple members of the Executive Board participated in the Local 728 Red Dress event on May 5 in Surrey;
- ▶ In May, President Ranalletta participated in CUPE 2081's speaker events with author and storyteller Ivan Coyote;



- ▶ In June, President Ranalletta and General Vice-President Rebelo travelled to Cranbrook to participate in the Spirit of the Rockies Festival, after which they travelled to Kimberley for a ceremony to re-dedicate a Veterans memorial (memorial plaques had to be replaced following vandalism, and CUPE BC donated the funds for the replacement plaques);
- ▶ Secretary-Treasurer Davies and other members of the Executive Board joined the Fraser Valley District Council's community barbecue in Chilliwack in July, providing support to striking members of CUPE 561 as part of the event;
- ▶ Present Ranalletta attended Local 723's 65th anniversary celebration in Campbell River in September;
- ▶ In November, President Ranalletta joined Regional Vice-Presidents for a tour of Northern communities, including Prince Rupert, Kitimat, Nisgaa, and Terrace, which was organized by the Northern Area District Council;
- ▶ President Ranalletta attended the CUPE 873, Ambulance Paramedics of British Columbia, annual convention in November.

COMMUNITY EVENTS VAN

The Community Events Van (CEV) hit the road in this past year, launching informally following the 2023 convention. During the reporting period, the van was used to support multiple CUPE BC events, featuring prominently in community sponsorships and events. The CEV has also been used at select local and regional events, and provided support for CUPE 561 and 4500 strike actions and events.

Following a year of developing policies and practices to support wider use, bookings were opened in early 2024 for locals wishing to use the CEV at local events and for their own community sponsorships. Response to the CEV's availability was swift, with multiple locals booking this new resource for barbecues, pride events, festivals, and parades throughout the summer.



PRIDE EVENTS

CUPE BC continues to support pride events across the province each year, and to participate in regional events to directly demonstrate support for the 2SLGBTQIA+ community. A primary means of pride event support is through branded items, and in 2023 a new suite of materials was created, including a new pride t-shirt for CUPE members participating in pride events in their communities. In total, this past year saw more than 17,000 items of CUPE and CUPE BC branded items distributed for 14 pride events across the province in 2023. These items included t-shirts, stickers, temporary tattoos, colouring books, bandanas, hand fans, pens, and pencils.

Over 17,000 CUPE and CUPE BC branded items were distributed for 14 Pride events across the province in 2023.

Vancouver Pride

Unlike past years in which CUPE BC was part of a multi-union float, the Union sought its own registration in the 2023 Vancouver Pride Parade, providing more opportunity for member participation and engagement. All 75 available spots were filled by members and their families once registration was opened. The parade entry included the new Community Events Van and brought together members from across the region, allowing locals to participate without having to file their own registration.



Victoria Pride

Multiple CUPE locals participated in Victoria Pride, supported by CUPE BC and the Vancouver Island District Council. Involvement was coordinated by the Victoria Labour Council, and through the Island Labour Council, CUPE members from across Vancouver Island travelled to Victoria to participate in the event.

Fraser Valley Pride

CUPE hosted three tables at the Fraser Valley Pride event, including one by CUPE 561, one from CUPE 774, and a Fraser Valley District Council (FVDC) table. CUPE tables provided food, offered children's entertainment, and collect signatures for the *Seamless Childcare Now* campaign. Several members of the Executive Board attended the event, and helped to distribute CUPE, CUPE BC, and FVDC branded items to participants.



SPONSORSHIPS AND ADVERTISING

Several projects were undertaken in the past year to better promote CUPE BC. One such initiative involved seeking better promotion in the neighbourhood of the BC Regional Office, which is a high-traffic zone of Metro Vancouver. Ad reservations were taken for street-level fixtures in the blocks around the Regional Office; these are currently being used by other advertisers, and will become available for CUPE BC at the end of existing contracts. To-date, one such reservation has been converted to an active ad.

As in previous years, CUPE BC continued its practice of placing province-wide advertising to mark Labour Day and recognize the work of members, in addition to advertising taken in other forms across the year.

Vancouver Canadians Sponsorship

2023 saw CUPE BC return as a sponsor of the Vancouver Canadians, a minor league affiliate of the Toronto Blue Jays. The advertising package included a CUPE BC-sponsored game, and an outfield sign that was seen by 300,000 community members during the season. This sponsorship has been extended to the 2024 season, and work to secure arena/rink board advertising for 2024-25 is also being undertaken.



HAPPY LABOUR DAY FROM BC'S LARGEST UNION

CUPE BC
CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA

CUPE BC's 100,000 members provide the public services and education that build strong communities.

The advertisement features a dark blue background with a white curved banner at the top containing the text 'HAPPY LABOUR DAY FROM BC'S LARGEST UNION'. Below this is the CUPE BC logo, which consists of a stylized blue flower icon and the text 'CUPE BC' in large white letters, with 'CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA' in smaller white letters underneath. To the right of the logo is a photograph of three people: a woman in a dark blue uniform, a man in a grey and red patterned shirt with a headband, and a man in a plaid shirt and glasses. The text 'CUPE BC's 100,000 members provide the public services and education that build strong communities.' is positioned to the right of the logo.



INTERNAL OPERATIONS

CONVENTION

The 2023 convention was held April 26 to 29 at the Victoria Conference Centre on Vancouver Island. More than 520 delegates participated in the convention, which held elections for the Executive Board and one of three trustees, and passed more than 50 resolutions.

Future Convention Challenges

Convention 2024 returns to Vancouver for the first time since the COVID-19 pandemic, and is scheduled for April 24 to 27, at the Westin Bayshore Hotel. Early in the preparatory work for this convention, it became clear that the venue no longer comfortably accommodated CUPE BC's needs. In response, research has been conducted into alternative options for the future, and this produced the finding that CUPE BC's convention is unable to fit into hotel convention spaces in the Vancouver region. Consequently, the 2028 and 2029 conventions will need to be held at the Vancouver Convention Centre, a move that will result in substantial cost increase.

THINK TANK

Think Tank is a three-day planning session held each summer that brings together the Executive Board, CUPE BC staff, and National staff from the region to discuss direction arising from each year's convention, and to develop a plan to implement resolutions passed by members. In 2023, Think Tank was held at Harrison Hot Springs Hotel July 18, 19 and 20.



COMMITTEES

The CUPE BC constitution outlines 21 committees that provide advice to the Executive Board on a range of issues, providing input from members into decision-making between conventions. Committees operate on a two-year term that mirrors the term of the Executive Board and begins with a special “One Big Committee Meeting”, or OBCM, that brings committee members together for a common orientation and social engagement. Committees are organized into three categories—Equity, Sector and Standing—to reflect the different types of issues they are advising on.

2023-25 Term of Office

For the 2023-25 term, 207 members were appointed to CUPE BC committees, and the term began at the OBCM held on October 11 and 12 at the Sheraton Hotel in Surrey. At meetings held during the OBCM, committees considered emerging and ongoing priorities, and developed workplans for the coming term. In just two days, the OBCM brought together more than 200 members for 20 committee meetings and produced more than 100 recommendations and goals for the coming term.

In just two days, the OBCM brought together over 200 members for 20 committee meetings and produced almost 100 recommendations and goals for the coming term.

Changes to Anti-Privatization and Education committees

In consideration of the evolution of CUPE BC structures, changes were made to two committees for the 2023-25 term. The membership of the Education Committee, whose mandate is essentially the provision of member input into National Union education programming in the region, was rationalized to one representative from each District Council. This change ensures broad geographic representation, and better aligns the committee with District Councils as the major sponsor of the regional education model.

The second change was to the membership of the Anti-Privatization Committee, which was harmonized with the Admin Committee through the Strong Communities Working Group. This evolution was in recognition that the committee pre-dates the existence of the Strong Communities Working Group and the dedicated National Representatives whose everyday work is helping locals fight against privatization and contracting out. Through Admin Committee participation, democratic input and oversight is maintained, while the structure is made more efficient, effective, and responsive when confronting challenges and opportunities.

PRESIDENTS ACADEMY

This year saw the creation of the CUPE BC Presidents Academy, a week-long orientation for new local presidents in the form of a series of workshops. A project of the Strong Communities Working Group, the





Presidents Academy was developed in partnership with the National Union’s BC Region to help support the many new local presidents in British Columbia following an increase in local executive turnover.

The 2024 Presidents Academy was held in Harrison Hot Springs between February 5 and 10, and twenty local presidents participated. The week-long orientation was incorporated into the Canadian Labour Congress’ Winter School, which provided much-appreciated logistical and administrative support. Housing the Presidents Academy in Winter School also allowed participants to share in the programming and solidarity of the larger CLC event, while still maintaining the intimacy of the Academy’s small class size.

The audit, conducted in 2021, produced a long list of recommendations that have given rise to ongoing work and self-reflection as an organization, and tangible changes to policies and practices, as well as education and training for staff and members. Following a long-term plan for implementation of the audit findings, organizational evolutionary work has been ongoing, and has focused initially on policy review and revision. In 2023, the special Executive Board meeting in May was devoted to advancing this work, featuring a two-day Anti-Oppression Training workshop with Adrienne Smith. Executive board members participated in weeklong training to build skills to assist in fair decision making in their roles as leaders.

DIVERSITY, EQUITY, AND INCLUSION ACTION PLAN

In the fall of 2020, CUPE BC began the important work of recognizing the systemic racism and discrimination that can exist within its structures, policies, and practices, actively undertaking work towards dismantling these barriers. As part of this work, an equity audit was conducted to help take steps to proactively assess and improve organizational culture with regards to diversity, equity, and inclusion (DEI).



Reconciliation

In conjunction with ongoing DEI work, CUPE BC is committed to advancing reconciliation within the union's structures and systems. Work in recent years has focused on greater inclusion of our Elder Sáᓄw̱x-ł̱w̱7mesh Ášxwumixw, Elder Sam George of the Squamish Nation, in meetings, events and other gatherings. Equally, and with Elder Sam's leadership, work has involved opening the door to Indigenous practices and ceremonies at CUPE BC events, to both support Indigenous CUPE members at those events and advance Indigenous ways of knowing and sharing within the union. Sincere thanks is provided to Elder Sam for his leadership and guidance in this work.

STAFFING

After a period of higher turnover, the past year has been a relatively stable period for CUPE BC staffing with few changes and turnovers.

Nancy, who came on staff in a temporary role, was made permanent in an Admin Support position replacing a staff member who departed to pursue other opportunities in the previous year.

In January 2024, Chika was granted a leave of absence to take on an important role leading the government funding support to legacy initiatives recommended by the National Association of Japanese Canadians. The

goal of this work is to recognize and repair some of the lasting harms perpetuated by the province against Japanese Canadians during the Second World War. In February, CUPE BC welcomed Katrin who will work in a temporary capacity for the remainder of the calendar year.

CUPE BC's Executive Board is extremely appreciative of the excellent work of staff, whose commitment and hard work enables CUPE BC to provide better support and better services to members every day.

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FINANCE AND CAPITAL UPDATES

The Secretary-Treasurer's report contains full details on CUPE BC's financial management and developments in the 2023-24 year. This report can be found as part of the Convention 2024 Reports, and on the CUPE BC website as part of the Convention 2024 page.

APPENDIX A: PRESIDENT'S ACTIVITY REPORT, 2023

DATE	MEETING/CONFERENCE/EVENT
January 1	STAT – New Year's Day
January 3 – 6	Vacation
January 9 – 11	National Executive Board Anti-Racism Training – Toronto
January 11 – 12	Safe Union Spaces Working Group Meeting – Toronto
January 12	BCFED Executive Officers' Meeting
January 13	BCLA Meeting
January 13	2023 Convention Kick-off Meeting
January 13	Meeting with BCRO Regional Director
January 15	USW 1944 Rally – Burnaby
January 16	CUPE BC Universities Committee Meeting
January 19	BCFED Executive Council Meeting
January 19	Meeting with Tracey O'Hara, CUPE 411
January 20	Meeting with Paul Simpson, CUPE 379
January 21	Fraser Valley District Council AGM
January 24	Board of Trade – State of the City Address with Mayor Ken Sim
January 24	Northern Area District Council Meeting
January 26	Meeting with Anna Chudnovsky, BCTF
January 26	Meeting with Bruce Campbell, CUPE 23
Jan. 29 – Feb. 1	CLC Winter School Ranking Officers' Seminar – Harrison Hot Springs
January 30	SCI Partner Meeting
February 3	Rightsolders and Education Stakeholder Roundtable
February 6	Meeting with Minister of Labour and MLA Routledge
February 6	Speech from the Throne
February 7	Question Period at the Legislature
February 7	Meeting with Minister of State for Workforce Development
February 7	Meeting with Minister of Citizens Services
February 7	Meeting with Minister of Agriculture and Food
February 7	Mtg. w/ Minister of Education and Childcare and Minister of State for Childcare
February 7	Meeting with Gary MacLlssac, UBCM
February 8	Meeting with John Davison, PSEC
February 8	Meeting with Attorney General
February 8	Meeting with Speaker of the House
February 8	Meeting with Tina Dhami, CUPE 1767
February 8	Meeting with Minister of Mental Health & Addictions
February 9	Meeting with Minister of Transportation and Infrastructure
February 10	CUPE National Ombuds Subgroup Meeting
February 11	Vancouver Island District Council Meeting – Parksville
February 13	Meeting with Peter Musser, Burnaby Public Library
February 14	Women's Memorial March
February 15	CUPE BC Admin Committee Meeting
February 16 – 17	CUPE BC Executive Board Meetings
February 16	Meeting with Rina Hadziev, BCLA
February 16	Meeting with MLA Paddon
February 17	Mtg. w/ Sussanne Skidmore and Hermender Singh Kailley, BCFED
February 17	Fraser Valley District Council Meeting
February 20	STAT- Family Day
February 22	CCPA BC Board Meeting
February 22 – 24	CUPE National Library Workers' Committee Meeting – Ottawa
February 25	BC NDP Provincial Council Meeting
February 25	OMDC Meeting – Kelowna

DATE	MEETING/CONFERENCE/EVENT
February 27 – 28	Provincial Budget – Victoria
February 27	Meeting with Veronique Fleury, CUPE 4227
February 27	Meeting with Premier Eby
February 27	Meeting with Minister of Tourism, Arts, Culture, and Sport
February 28	Meeting with Minister of Jobs, Economic Development, and Innovation
February 28	Meeting with Brynn Bourke, BC Building Trades
March 1	Meeting with Officers, Local 401
March 1	Mtg. w/ Tiffany McLaughlin, CUPE 1858; and Jeff Virtanen, CUPE 606
March 2	Meeting with Locals 439 and 556
March 3	Meetings with CUPE 476 and 798
March 4	CUPE 801 membership meeting and tour of shíshálh Nation
March 5	Sunshine Coast Labour Council International Women's Day Event
March 6	Meeting with BCTF
March 7	BC Office of the Human Rights Commissioner Final Report Event
March 7	CUPE Metro International Women's Day Event – North Vancouver
March 8	West Coast Leaf Equality Breakfast
March 8	Meeting with Usman Mustaq and Noal Amit, BC Health Coalition
March 8	Meeting with BCGEU
March 9	BCFED Executive Officers' Meeting
March 9	HEU Women in Leadership Panel
March 9	CUPE Metro District Council Meeting
March 10	Meeting with Troy Clifford, CUPE 873
March 10	Meeting with Neal Adolph, United Way
March 10	Meeting w/ Sharon Gregson, \$10aDay Campaign
March 12	National Executive Board Women's Breakfast
March 12 – 15	CUPE National Women's Conference
March 15	CUPE 1004 Unit Meeting – FPSE
March 16	Meeting with Daun Frederickson, CUPE 1091
March 18 – 21	BCTF AGM – Greetings
March 20	CUPE 561 picket lines
March 23	Meeting with Parliamentary Secretary for Labour
March 23	Meeting with Yvette Mercier, CUPE 389
March 23	Meeting with CLC
March 24	Mtg. w/ Stephen von Sychowski, President of the Vancouver and District Labour Council
March 24	Meeting with Ryan Doman, CUPE 774
March 25	Columbia Institute Higher Ground Conference – Harrison Hot Springs
March 27	Canadian Healthcare Coalition Lobby – Ottawa
March 28 – 30	National Executive Board Meetings – Ottawa
March 29	Briefing with Minister of State for Workforce Development
April 1	Memorial Service for Ray Haynes, Legend of BC Labour Movement
April 3	Meeting with Minister of Municipal Affairs
April 3	Meeting with Green Party Policy Staff
April 3	Meeting with Minister of Transportation and Infrastructure
April 3	Meeting with Minister of Environment and Climate Change Strategy
April 4	Meeting with Minister of Social Development and Poverty Reduction
April 5	Meeting with Shireen Clark, CUPE 374
April 6	BCFED Executive Officers' Meeting
April 6	Meeting with Brian Leonard, BCPVPA
April 7	STAT – Good Friday
April 10	STAT – Easter Monday
April 12 – 14	BCLA Conference
April 13	Meeting with April Sims, Washington State Labor Council
April 15	Assoc. of Vancouver Island and Coastal Communities AGM – Nanaimo

DATE	MEETING/CONFERENCE/EVENT
April 17	K-12 Presidents' Council
April 18	Meeting with Siobhán Vipond, Executive Vice-President CLC
April 19	CUPE BC Convention New Delegate Orientation
April 19 – 21	HSA Convention
April 22	CUPE 561 Event
April 24 – 29	CUPE BC Annual Convention
April 24	CUPE BC Admin Committee Meeting
April 25	CUPE BC Executive Board Meeting
April 26	Unveiling Ceremony at the Legislature
April 26 – 29	CUPE BC Official Convention
May 3 – 5	Lower Mainland Local Govt. Association Conf. – Harrison Hot Springs
May 4	BC FED Officers' Meeting
May 4	CUPE Metro Meeting
May 5	Local 728 Red Dress Event
May 8 – 12	Canadian Labour Congress Convention – Montreal
May 17	QMUNITY IDAHOT Breakfast
May 18	Local 2081 Event with Ivan Coyote
May 19	Meeting with Office of the Ombudsperson BC
May 19	Meeting with Local 50's Wild Animal Rehabilitation Centre
May 22	STAT – Victoria Day
May 23	CUPE National Working Group Meeting
May 23	Meeting with Shaneza Bacchus, Local 3338
May 24	Meeting with Brian Leonard, President BCPVPA
May 25	Meeting on Mental Health & Addiction
May 26	Meeting with MLA Henry Yao
May 26 – 27	Okanagan Mainline District Council Think Tank – Kelowna
May 28	CUPE Spring School Opening Plenary – Kamloops
May 29 – 30	CUPE BC Executive Board Training – Kamloops
May 31 – June 3	CUPE Ontario Convention – Toronto
June 3	CoDevelopment Canada Solidarity and Fundraising Dinner
June 6	Meeting with Minister of Mental Health and Addictions
June 6	BBQ for Local 561 President
June 6	SCI Dinner
June 6 – 7	CUPE BC Admin Planning Sessions
June 9 – 11	BC FED Regional Conference – Prince George
June 11	Dinner w/ Prince George CUPE Locals: J. Henley, 3799; P.Bass, 3742; B.Larsen, 4991; J.Beauvillier, 4990; K.Welch, 1048; L.Yearley, 4951; D.Forfar, 399; J.Gibson and N.Angrignon, Prince George Area Office.
June 13 – 15	CUPE National Executive Board Meetings – Ottawa
June 17	Kimberley Veteran's Memorial Park Plaque Dedication and Dinner
June 18 – 19	Meetings with Cranbrook Area Locals
June 19	CUPE National Trial Appeal Panel
June 20	CUPE Local 561 Rally
June 21	Meeting with Minister of Finance
June 22	Meeting with MLA Sonia Furstenau
June 23	BC FED Officers' Meeting
June 23	CUPE BC Team Dinner
June 24	Local 1091 BBQ Social
June 26	Western Premier's Conference – Whistler
June 27	CUPE National Working Group Meeting
June 29	Meeting with Neal Adolph, CUPE Political Action Coordinator
June 29	TSSU Picket Line
July 1 (3)	STAT – Canada Day (observed)
July 4	Rally at Carousel Theatre

DATE	MEETING/CONFERENCE/EVENT
July 4	CUPE BC All Presidents' Call
July 5	Local 561 Rally with CUPE National President & Secretary-Treasurer
July 6	Meeting with Minister of Education and Child Care
July 8	Local 561 BBQ
July 11	CUPE 718 Summer BBQ
July 12	Meeting with Women Transforming Cities
July 13	CUPE Metro Meeting
July 18 – 20	CUPE BC Think Tank – Harrison Hot Springs
July 20	CUPE BC Executive Board Meeting
July 24	Meeting with Vim Sharma, CUPE 386
July 24	Mtg. w/ CUPE 8911, Minister of Public Safety, and Solicitor General
July 25	Mtg. w/ Minister of Environment & Climate Change Strategy and BC Federation of Labour
July 27	Meeting on Summer Reading Club w/ Rina Hadziev, BCLA
July 29	Mission Pride Event
August 1	Meeting with MLA Ravi Parmar
August 1	Meeting with Rina Hadziev, Executive Director BCLA
August 2	Meeting with Minister of State for Child Care
August 7	STAT – BC Day
August 10	CUPE Metro Meeting
August 11	Meeting with Heather Stoutenburg, Provincial Director of BC NDP
August 14 – 25	Vacation
August 29	Meeting with Cuban Embassy Press Attache and VCSC
August 31	Meeting with Tuesday Andrich, CUPE Privatization Coordinator
September 1	CUPE National Committee Meeting
September 1	Meeting with Anita Zaenker, Earnescliff
September 4	STAT – Labour Day
September 5	Meetings in Victoria
September 6	Mtg. w/ Jill Atkey and Bryan Woo, BC Non-Profit Housing Association
September 6	Meeting with Scott McIntosh, CUPE 1004
September 7	BC FED Officers' Meeting
September 8	Meeting with Bill Kilgannon, Interim Director, CCPA
September 8	Meeting with Bruce Anderson, CEO of BC PSEA
September 9	Okanagan Mainline District Council Meeting – Kamloops
September 10	McSpadden Park Community Event
September 11	CUPE National Safe Union Spaces Working Group Meeting
September 11	Meeting with Kevin Millisp, Executive Director of the Columbia Institute
September 11	Meeting with Stephanie Smith, President BCGEU
September 12	CCPA BC Committee Meeting
September 13	Meeting with Neal Adolph, CUPE Political Action Coordinator
September 13	Meeting with Sam George, CUPE BC Elder
September 14	Meeting with Brian Littler, Executive Director of UPSEA
September 14	CUPE 454 Member BBQ
September 14	QMUNITY A Taste of Pride Event
September 14	Meeting with Candace Rennick, CUPE National Secretary-Treasurer
September 16	CUPE 723 Anniversary Event – Campbell River
September 19	Meeting with Cuban Ambassador to Canada
September 19	BC FED Officers' Meeting
September 19 – 21	CUPE National Executive Board Meetings – Ottawa
September 23	BC NDP Provincial Council Meeting
September 24	CUPE 1123 Member BBQ – Kelowna
September 25	Meeting with Rebecca Maurer, CEO of PSEA
September 25	Meeting with Siobhán Vipond, Executive Vice-President CLC
September 26	CUPE BC Admin Committee Meeting

DATE	MEETING/CONFERENCE/EVENT
September 27 – 28	CUPE BC Executive Board Meeting
September 28	CUPE 15 Steward Appreciation Dinner
September 29	Meeting with Clint Johnston and Carole Gordon, BCTF
September 29	BC FED Event at BC Lions
September 30	STAT – National Day for Truth & Reconciliation
October 1 – 4	Manitoba Election – Winnipeg
October 4 – 5	K-12 Presidents' Council
October 5	BC FED Officers' Meeting
October 5	Meeting with Minister of Post-Secondary Education and Future Skills
October 9	STAT – Thanksgiving Day
October 10	CUPE Saskatchewan Rally at Saskatchewan Legislature - Regina
October 11 – 12	CUPE BC One Big Committee Meeting
October 12	Meeting with April Sims, President of Washington State Labor Council
October 13	Early Learning and Child Care Summit
October 16	BC Building Trades Convention – Victoria
October 16	Meeting with Minister of Labour
October 19 – 20	CUPE National Executive Board Meetings – Quebec
October 22 – 27	CUP National Convention – Quebec
October 30	Meeting w/ Sharon Gregson, \$10aDay Campaign
October 31	Meeting with Minister of Labour
November 1	BC Government and First Nations Leadership Gathering
November 2	BC NDP Affiliated Unions Chair Meeting
November 3	Meeting w/ Sarah Bjorknas and Metro Vancouver Alliance
November 5	CUPE 873, APBC Convention
November 7	Mtg. w/ Michael McMillan, Matt Prescott, James Suderman, HEABC
November 7	BC Labour Code Event
November 8	Meeting with Min. of Labour and Min. of Mental Health and Addictions
November 9	BC FED Officers' Meeting
November 10 – 12	CUPE Northern Area Tour: Prince Rupert, Kitimat, Terrace
November 11	STAT – Remembrance Day
November 15	Meeting with MLA Joan Phillip
November 23	CUPE BC Admin Committee Meeting
November 24	CUPE BC Reception at BCSTA Trustee Academy
November 27	CUPE Regional Project & Planning Session
November 27	Mtg. w/ Minister of Education and Child Care and Minister of State for Child Care
November 27	Meeting with Premier David Eby
November 28	CUPE BC Admin Committee Meeting
November 29	CUPE BC Holiday Party
November 29	Meeting with Kevin Millsip, Executive Director of the Columbia Institute
November 29 – 30	CUPE BC Executive Board Meeting
December 4 – 15	Medical Leave
December 25	STAT – Christmas Day
December 26	STAT – Boxing Day

APPENDIX B: HEALTH CARE PRESIDENTS COUNCIL REPORT

CUPE represents approximately 3,000 healthcare workers in Metro Vancouver and Vancouver Island who work for health authorities and non-profit organizations, as well as 5,000 Ambulance Paramedics and Emergency Dispatchers across the province. These members provide vital care in communities across B.C., working in supportive housing, shelters, community health centres and clinics, and life-saving overdose prevention sites.

Locals in the sector have members in one or more bargaining associations that reflect the different types of work performed by members—CUPE members fall into four associations. In these associations, unions bargain together, with the largest union under each collective agreement taking a coordinating role. The labour relations framework established by this structure governs much of how the sector operates, and thus the report is organized into sections reflecting the different associations.

BARGAINING & LABOUR RELATIONS

Health Sciences Professionals Bargaining Association (HSPBA)

The HSPBA includes the many technical and professional disciplines in the health care system, including roles like social worker, laboratory technician, and pharmacist. There are more than 27,000 workers represented by this bargaining association with the Health Sciences Association (HSA) representing the largest proportion.

CUPE, along with the other unions of the HSPBA, is in the process of implementing a new province-wide classification system. This has been a primary focus of work in 2023-24, involving months of negotiations with the Health Employers Association of BC (HEABC), and the submission of arbitrations for dozens of members. This process has included an opportunity for every single member represented under the HSPBA agreement to engage with CUPE to make sure that their jobs are correctly matched in the new systems.

The impact of the new classification system will see the lowest-paid members in each profession receiving an average wage increase of 4 percent, and some members will see increases of as much as 15 percent. For any members whose job is assessed into a lower paid classification in the

new system, CUPE has ensured that their wage is green-circled and maintained.

Community Bargaining Association (CBA)

The CBA represents workers who provide health care and associated services in community settings, including such programs as community clinics, mental health centres, supportive housing, and social service agencies. More than 21,000 workers are represented under the CBA agreement; the BC General Employees' Union (BCGEU) has the most members in the Association.

In March 2023, members ratified a new Community Bargaining Association Collective Agreement that brought them to wage parity with the Facilities Bargaining Association (FBA), which is led by our sister union, the Hospital Employees' Union (HEU). This is a substantial accomplishment, one that has taken decades to achieve.

Despite this achievement, there remain specific areas of disparity that must be corrected. A good example is benefit levels, a topic on which CUPE continues to advocate for improvement, in particular for psychological support, which is desperately needed in the sector.

Ambulance Paramedics and Ambulance Dispatchers Bargaining Association

The Ambulance Paramedics and Ambulance Dispatchers Subsector Collective Agreement covers more than 5,000 paramedics and ambulance dispatchers in B.C. CUPE 873 represent the employees in the Ambulance subsector.

Local 873 is working to implement significant gains made in the last round of bargaining that support recruitment and retention, which remains a significant problem with hundreds of vacant jobs across the province. Local 873 has seen an increase in employer-funded training opportunities and the creation of new full-time and regular part-time jobs in almost every station in the province. The B.C. government has invested millions of new dollars into the BC Emergency Health Services staffing and infrastructure. When paired with new stations and critical infrastructure repair, increases in mental health benefits and full-time critical incident stress peers, new and experienced paramedics are better supported in their life-saving work.

Nurses Bargaining Association (NBA)

The NBA represents more than 51,000 registered, psychiatric, and licensed practical nurses working in hospitals, long-term care facilities, community and public health, and other such settings across the province. The BC Nurses' Union (BCNU) has the largest number of members in this bargaining association.

In an unprecedented round of collective bargaining, the NBA achieved significant wage restructuring and premium pay for non-casual employees, which has had a positive impact on CUPE's licensed practical nurses. During bargaining, the Association concurrently negotiated directly with the Ministry of Health to achieve another billion dollars in improvements, including additional psychological support and funding for career laddering education.

CUPE is now the third largest union in the NBA, following the BCNU and the HSA.

POLITICAL ACTION

Fighting Privatization

On April 6, 2023, the Supreme Court of Canada (SCC) dismissed an appeal by Dr. Brian Day relating to the lower court's finding against the case brought by the Cambie Clinic, one that would have opened the door to mass privatization across the sector. The SCC's dismissal finally concludes a 14-year battle and is an important milestone in the fight against privatization of Canada's public health-care systems.

While this victory is worth celebration, defenders of public healthcare must not get complacent. Telus and other corporations continue to exploit cracks in the system that allow private infiltration of our public functions to expand privatization and undermine our globally-recognized public model. Substantiating these fears, and only 20 days after the SCC's dismissal, the Medical Services Commission of British Columbia and Telus Health reached a settlement regarding Telus' Life Plus program. Telus agreed to comply with the requirements of the Medical Protection Act, but will continue to operate its private, for-profit clinics.

Overdose Crisis

At the 2023 CUPE BC Convention, delegates passed a resolution calling for action in response to the worsening overdose crisis in British Columbia. On January 24, B.C. Chief Coroner Lisa Lapointe released the Unregulated Drug Death report, which showed there were 2,511 suspected illicit drug deaths in our province in 2023—this translates to seven deaths per day.

A recent Coroner's Service Death Review Panel report recommended providing controlled drugs to people without prescriptions, and a report by B.C.'s Provincial Health Officer, Dr. Bonnie Henry, in February called for an expansion of safe supply across the province. Over 14,000 British Columbians have died from toxic drugs since April 2016 when a public emergency was declared. Despite these staggering facts, the government continues to reject these reports, resulting in thousands of British Columbians continuing to die each year.

Presumptive Coverage for Health Workers

Another priority of members in the health sector is universal access to WorkSafeBC presumptive coverage for psychological injury claims. Firefighters, police officers, nurses, paramedics, and other first responders in B.C. already benefit from the presumption that their psychological injuries are work-related, and this saves injured workers from what can often be a lengthy, difficult, and traumatizing WorkSafeBC claim investigation. It also saves WorkSafeBC substantial funds in investigations that invariably conclude that workers' injuries are indeed work-related.

The Ministry of Labour is considering expanding this presumption to other professions who frequently submit claims. The correct approach is to provide presumption to all workers in British Columbia, a position supported by the B.C. labour movement. Due to the significantly higher rates of psychological injury in the health sector, CUPE's local leaders will engage in lobbying efforts in 2024 to call for a presumption for all workers in the first instance, but make clear that CUPE members working in community health must be included in any expansion of the presumption legislation.



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