**Resolutions**

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| **COVER** | **BLOCK: Equity & Human Rights Resolutions** |
| **Resolution No. 9 Covers No. 8** |  |

CUPE BC WILL:

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

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

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

BECAUSE:

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

*CUPE Local 387*

*CUPE Local 1760*

*CUPE Local 1767*

*CUPE Local 1816*

*CUPE Local 3787*

*CUPE BC Persons with Disabilities Committee*

*CUPE BC Racialized Workers Committee*

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