



 **CUPEBC**  
**ANNUAL REPORT**  
2025–2026

## 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, 2025 and March 31, 2026, 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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Our union stood strong because local activists—bargaining committees, strike committees, shop stewards, unit chairs, local executive members, and local presidents—worked tirelessly to achieve and mobilize the solidarity that is the source of our collective power.

Dear Members,

I am so excited to present this report, showing another year of CUPE BC engaging with communities across British Columbia, standing up for workers and human rights, and ensuring our members are skilled up to organize and campaign where it matters most.

This last year had its fair share of challenges. Bargaining committees were called on to stand firm in the face of a challenging round of provincial bargaining, and resist several regressive employers who picked fights they couldn't win. At the same time, the unhinged agenda of the current U.S. administration has continued to impact economies around the world, including, and especially here in British Columbia, stressing public resources and making our victories beyond the bargaining table harder to achieve.

I could not be more proud of how CUPE members stepped up to meet these challenges. Members held the line, walked the line, and drew new lines in the sand to establish the standards by which we expect to be treated, compensated, and supported. Our union stood strong because local activists—bargaining committees, strike committees, shop stewards, unit chairs, local executive members, and local presidents—worked tirelessly to achieve and mobilize the solidarity that is the source of our collective power.

Looking toward 2026–27, we again have our work cut out for us. The local government and school board elections in October will determine the fight needed to defend and grow public services, in a time where our communities need them the most. We have been laser focused on ensuring that we have a strong elections strategy, and that we back it up with regular and relentless engagement with those who are elected throughout their term.

The work ahead involves all of us, together, ensuring we hold employers accountable, winning the wages and benefits that make life more affordable, and forcing governments of all stripes to better support public services and the workers who provide them.

In solidarity,

**KAREN RANALLETTA**  
PRESIDENT



Financial strength is key to sustaining the important strategic work of our union, while we also support members who make the difficult choice to put down their tools, and walk a picket line.



Dear Members,

It is my pleasure to present this annual report for our 2026 Convention.

As you will read in this report, 2025–26 was a busy year. The Officers and Executive Board set aspirational goals to improve the work of the Division, and to streamline how that work is done. Concrete improvements to executive board meetings, committee structures, and convention planning were just some of the initiatives completed this year, while we also expanded political action, took on more campaigns work, and doubled-down on our commitment to achieve universal, school-based childcare.

The bargaining challenges members experienced this year were a near weekly reminder of the need to maintain stable and deep financial resources. Financial strength is key to sustaining the important strategic work of our union while we also support members who make the difficult choice to put down their tools, and walk a picket line.

CUPE BC's strong financial position in this past year also enabled continued expansion of education and training through the new Secretary-Treasurers Academy, a logical pairing to the highly successful Presidents Academy program that is entering its fourth year. This sort of capacity building, along with our biennial SuperCon and ongoing political action training, help build bargaining and political power, the kind we need to face down governments and corporations in a world growing less predictable and more unstable.

Thank you to all the folks who served CUPE BC over the past year, our Executive Board, the CUPE BC staff, and the National staff assigned to the Division. Thanks also to the BC Region staff, the directors, national servicing representatives, specialists and support staff whose daily work makes the lives of CUPE members better.

And to our members across British Columbia, thank you for delivering the public services that strengthen our communities.

In solidarity,

**TONY REBELO**  
SECRETARY-TREASURER

# EXECUTIVE BOARD MEMBERS & TRUSTEES

THE 2025–2027 CUPE BC EXECUTIVE BOARD WAS ELECTED AT THE 2025 CONVENTION



**Karen Ranalletta**  
PRESIDENT



**Tony Rebelo**  
SECRETARY-TREASURER



**Amber Leonard**  
GENERAL VICE-PRESIDENT



**Dal Benning**  
GENERAL VICE-PRESIDENT



**Nicole Cabrejos**  
GENERAL VICE-PRESIDENT



**Ryan Doman**  
REGIONAL VICE-PRESIDENT, FRASER VALLEY



**Dustin LePage**  
REGIONAL VICE-PRESIDENT, KOOTENAYS



**Lee-Ann Lalli**  
REGIONAL VICE-PRESIDENT, METRO VANCOUVER



**Donald Grant**  
REGIONAL VICE-PRESIDENT, METRO VANCOUVER



**Tammy Murphy**  
REGIONAL VICE-PRESIDENT, METRO VANCOUVER



**Sheryl Burns**  
GENERAL VICE-PRESIDENT



**Debra Merrier**  
DIVERSITY VICE-PRESIDENT, INDIGENOUS



**Morning Star Trickey**  
DIVERSITY VICE-PRESIDENT, PERSONS WITH DISABILITIES



**Joyce Griffiths**  
DIVERSITY VICE-PRESIDENT, PINK TRIANGLE



**Edward Parsotam**  
DIVERSITY VICE-PRESIDENT, RACIALIZED WORKERS



**Sarah Mooy**  
ALTERNATE REGIONAL VICE-PRESIDENT, KOOTENAYS



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



**Sian Nalleweg**  
ALTERNATE REGIONAL VICE-PRESIDENT, NORTHERN B.C.



**Dawn Armstrong**  
ALTERNATE REGIONAL VICE-PRESIDENT, OKANAGAN



**Amy Issel**  
ALTERNATE REGIONAL VICE-PRESIDENT, VANCOUVER ISLAND



**Shawn Bortolon**  
ALTERNATE DIVERSITY VICE-PRESIDENT, INDIGENOUS



**Juno Diane**  
ALTERNATE DIVERSITY VICE-PRESIDENT, PERSONS WITH DISABILITIES



**Cody Beyer**  
ALTERNATE DIVERSITY VICE-PRESIDENT, PINK TRIANGLE



**Cindy Ozouf**  
ALTERNATE DIVERSITY VICE-PRESIDENT, RACIALIZED WORKERS



**David Robertson**  
TRUSTEE



**Kyle Clark**  
TRUSTEE



**Vacant**  
TRUSTEE

# NATIONAL UNION

The National Union is responsible for supporting locals with labour relations functions, including all parts of the bargaining cycle. This work happens every day in British Columbia.

As a provincial division, CUPE BC's role includes supporting this work through collaboration around community outreach, government relations, communications, public advocacy, financial and other resources, event support, and solidarity actions. During the past year, CUPE BC helped locals achieve their bargaining and labour relations goals by providing this type of support throughout the province.

## STRONG COMMUNITIES WORKING GROUP

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

The working group acts as a partnership between the Division and the National Union's BC Region. The group supports the political and strategic work of CUPE BC and provides additional campaign, outreach, government relations, event planning, and political action resources to CUPE locals in the 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.

### SCWG work in 2025–26

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.



### The five dedicated SCWG staff include:

- 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 mayor, council, and school trustees, and ensures CUPE BC is represented to local government organizations like the Union of BC Municipalities;
- A **Local Community Organizer** who coordinates CUPE BC resources for local events and outreach across the province, including strike and picket line support, solidarity actions, and community outreach;
- 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.

## BARGAINING

The 2025–26 year has seen widespread collective bargaining across all sectors and in every corner of the province. CUPE locals faced significant challenges at the table while bargaining provincial agreements, including K-12, Health, Post-Secondary, Ambulance Paramedics of BC, BC Assessment, and Community Social Services. Bargaining for several provincial agreements is still underway.

Global and trade uncertainty, and a challenging provincial financial outlook, resulted in protracted and difficult negotiations with significant delays. Despite this context, local leadership, bargaining committees, and national staff were united by the challenge and overcame it with confidence and skill, leaving no CUPE members behind.

In other sectors, including municipalities and libraries, CUPE locals achieved improvements in job security, reduced precarity, and improved retirement security. These gains were not achieved overnight and locals had to work hard to mobilize and engage with members to fight for critical priorities.



### Three B.C. CUPE locals engaged in job action in 2025:

- In August, CUPE 4094 members working as Air Canada flight attendants, and Air Canada Component members from coast-to-coast, walked off the job after a lengthy fight for fair wages and better working conditions. They stood up to their employer and refused to return to work in the face of a labour board order.
- CUPE 2269 members, employees of the District of Squamish, walked picket lines to fight for fair wage increases in line with those achieved by others doing the same work in the region.
- Members of CUPE 1699 working for the Regional District of Fraser-Fort George also engaged in job action, fighting an employer trying to pay them less than their municipal counterparts doing the same work.

The resiliency, hard work, and strong will of these locals won good settlements, ones that each of these locals, and others, can build on in the years to come.

Additionally, with the help of CUPE National Representatives and specialists, these members and their locals demonstrated to all B.C. employers the power of worker solidarity, and the futility of taking on Canada's largest union. Looking ahead to 2026–27, the high-profile job actions of the past year have sent a clear message to employers across British Columbia.

**CUPE members have the power, commitment, and support to win, and attempts to pressure workers to accept less will be met with the full force of Canada's largest union.**

## ORGANIZING

Organizing successes in B.C. continue to roll in with the help of "card check" or single step certification. Many of our newly organized members work in community social services, municipal recreation and fitness facilities, fire protection, and associations.

In addition to the below noted successful drives, there are several pending applications before the BC Labour Relations Board awaiting decisions. These include more than 3,500 Graduate Research Assistants at UBC, 14 workers at Taproot Community Support Society in Parksville, and approximately 270 Premium Rate Instructors (working in fitness, arts, and culture) at the City of Delta.

### Organizing highlights from the past year include:

- Air North flight attendants in the Yukon
- Paid on call firefighters in Ladysmith and Gabriola Island
- Community social services workers at organizations in Vancouver, Chilliwack, and Langley
- Fitness workers in Abbotsford, Mission, and Richmond



## STAFFING AND LOCAL SUPPORT

The National Union, in addition to supporting locals with labour relations and bargaining, also organizes new members, implements National Union initiatives and projects in the B.C. region, coordinates and promotes political action, and supports the British Columbia provincial division (CUPE BC).

National staff who support the work of CUPE locals work out of one of nine area offices or the BC Regional Office in Burnaby; area offices are located in Comox, Cranbrook, Fraser Valley (Abbotsford), Kelowna, Nanaimo, Prince George, Terrace, Trail, and Victoria.

There are 124 staff in the region; 63 Servicing Representatives, 24 specialists (Organizing, Research, Communications, Education, Health and Safety, Job Evaluation, Legal, Human Rights), 34 administrative positions, and 4 directors.

Servicing Representatives work directly with locals to advise and support collective agreement issues, labour relations, and collective bargaining. They engage additional support from specialists when needed; in preparations for bargaining, when negotiations get difficult, or when additional technical expertise is necessary.

## ANTI-PRIVATIZATION

Members of CUPE 728 have been fighting ongoing contracting out in the Surrey School District since 2024. In the last year, the local focused on outreach to stakeholders and the wider community to grow support for this issue in advance of bargaining; including partnering with CUPE 402 to host an outdoor movie and BBQ that local electeds also attended. CUPE 728 will continue to fight privatization in bargaining later this year with a push to strengthen their contracting out language knowing that the support of their community is behind them.

CUPE 3338 has been working to bring cleaners in-house at Simon Fraser University for several years now. While it was a priority for this round of negotiations, the local has not been able to resolve this in bargaining and cleaning services remain contracted out to a third-party operator. Despite these challenges, the local has strengthened representation of workers from this unit on their executive board and is in a strong position to continue this fight when the cleaning contract comes up for renewal in the upcoming year.

A newly developed week-long anti-privatization and political action course was offered at CUPE Fall School in Nanaimo. *Campaigning to Keep Public Services Public* is a non-partisan course that provides an in-depth understanding of privatization and the warning signs that help locals to identify when privatization is coming. The course also explored the conditions that create a successful anti-privatization campaign, the steps locals can take to increase the likelihood of success for their campaign, and explained how locals can identify and elect local government decision-makers that value keeping public services public. Participants were interested in continuing to learn about fighting privatization beyond this course.



# CAMPAIGNS

CUPE BC campaigns have a range of goals, including supporting locals struggling with challenging employers, promoting CUPE representation to new and potential members in support of organizing work, and generally promoting the value CUPE members bring to the community. Most CUPE BC campaigns aim to win victories for members beyond the bargaining table, improving the lives of members on issues their collective agreement cannot address. Two central campaigns occupied the Division's work in 2025–26.

## SEAMLESS CHILDCARE NOW

Work to achieve universal school-aged care in our public education system continued this past year through another cost-shared campaign supported by the National Union. Digital and community-level advertising was secured in the fall and spring, running between September 2025 and March 2026, with a break for the holiday season. This was designed to capture the attention of parents feeling the back-to-school pressure, and to drive support for the campaign leading up to, and immediately following, the presentation of BC Budget 2026.



The campaign's digital ad campaign ran across conventional social media, Pinterest, and on news outlets and popular mobile apps. Ad performance surpassed industry benchmarks across all platforms, highlighting how childcare is valued by British Columbians, and how well the campaign message resonated with the target audience.

### More funding in Budget 2026

The 2026 British Columbia Budget held little to celebrate, and featured a number of austerity measures, with notable exceptions in healthcare and childcare. Childcare received a \$330 million additional investment, which is a win for childcare advocates across the province. Of that package, \$25 million was earmarked for school districts to use for small infrastructure to support childcare programming, and for operating funding to get these public childcare programs. This is a huge win for the Seamless Childcare Now campaign and is a direct result of our efforts over the years.

### Legislative change and policy influence

A major policy milestone this period was the province's tabling of Bill 19, the School Amendment Act, on Oct 7, 2025. This bill removes key legislative barriers that have historically prevented school districts from publicly delivering in-house childcare. This change directly reflects years of advocacy by CUPE BC and aligns with the broader goal of building a new, public childcare system that integrates before and after school care within schools.

In a related development, the Anti-Privatization Coordinator was appointed by the Minister of Education and Childcare to the Provincial Childcare Council. The council is mandated to advise and provide recommendations to the ministry on childcare initiatives. While participation in the council is covered by a non-disclosure agreement, and discussions at that table are confidential, this appointment creates an important opportunity to connect CUPE BC's priorities directly to provincial policy development and system design.

## POST-SECONDARY EDUCATION (PSE)

In 2025–26, public systems of PSE across the country, and here in British Columbia, confronted a mounting crisis due to years of funding cuts and neglect by provincial governments. Work throughout the year focused on key foundational strategies: cooperation with institutional groups, engagement with government, and outreach to non-traditional allies.

CUPE BC developed relationships with all three groups that represent colleges, institutes, and universities in British Columbia. Discussions included developing a more unified message to government, defending the public system, and working more collaboratively to protect the sector. Working with the National Union, CUPE BC has also undertaken outreach with Colleges and Institutes Canada, Universities Canada, and Polytechnics Canada; deepening partnerships to support a united defence of the public system.

In addition to strong advocacy with the B.C. Government on the need to invest in PSE, CUPE BC participated in the Post-Secondary System Review, providing a thoughtful and fulsome response to the review questions that was informed by decades of institutional knowledge of local leaders, members, and staff. The submission can be found on the CUPE BC website. CUPE BC also participated in national lobby days; meeting with more than a dozen federal Members of Parliament—mostly from B.C. This outreach focused on the need for a more rationally planned public system, with improved cooperation and management, and increased public funding.

Work in the past year has also included outreach with the business community, aiming to build consensus among divergent groups about the need to properly fund PSE. This work is just beginning, but to-date has included key organizations like the Vancouver Board of Trade, who were very open to increased collaboration.



## VANCOUVER'S "ZERO" BUDGET

In the 2022 election, Ken Sim and his right-wing ABC party won a majority on Vancouver City Council. Since their election, Sim and ABC Vancouver has moved to abolish the elected Park Board, voted to end the City's Living Wage Policy, implemented an unelected, unaccountable and partisan Budget Task Force to propose "efficiencies", and set direction of gentrification for the Downtown Eastside by decentralizing services and freezing any new supportive housing.

In the fall of 2025, ABC councillors voted to implement a zero-percent tax increase for 2026, refusing to implement standard

inflationary measures that would ensure city revenues keep pace with costs. The measure was proposed alongside a plan to eliminate 400 city positions, and sparked record-setting community opposition. In response to citizen outrage, ABC council members engaged in a Trump-style campaign of disinformation, publicly discounted criticism, and dismissed calls for accountability. In the months that followed, more than 250 unionized positions, mostly CUPE work, were slashed.

As the largest municipality in B.C., the City of Vancouver has significant regional and provincial influence. Vancouver is often seen as a trend and pattern setting municipal employer, and decisions—good or bad—can become a reference point for other local governments. Beyond this influence and the direct effect on those members losing work or whose workload will increase, the cuts are extremely harmful to the thousands of CUPE members who call Vancouver home, and who rely on city services. For these reasons, the Division was determined to step in and support the progressive response.

Working with a coalition of Vancouver locals, CUPE BC undertook a cost-shared campaign with the support of the National Union. The campaign began in March 2026 and will gather voices and input on how to build a Better Vancouver, one that focuses on public services, affordability, inclusion, honest governance, and progressive values. The vision of the campaign is to unite voices across communities and workplaces, within labour and other movements, to force the city to listen to its citizens and build a Vancouver that works for everyone.



**Protect Vancouver's Public Services**

**NO MEANS NO!**

Tell City Council to reject the "zero means zero" budget

**ADD YOUR NAME**

## COALITION WORK

### BC Health Coalition (BCHC)

The BC Health Coalition champions a strong public health care system that is accessible to all and defends the principles of universal public access. The organization was an intervenor in the successful landmark Cambie Health Clinic legal case to stop the privatization of public health care and has been busy since then in the ongoing fight to improve and expand the public system. Recent work has included generating B.C.-based support for the fight to stop health care privatization in Alberta by the province's conservative government. CUPE BC is an ongoing funder of the BCHC and has a seat on the coalition's governing board.

### BC Society for Policy Solutions (BCSPS)

The BC Society for Policy Solutions is a progressive public policy research institute that looks at issues facing British Columbia and proposes bold and achievable policy solutions that center social, economic, environmental and racial justice. Together with community partners and collaborators, their work addresses many of the most pressing issues facing people in B.C., including climate and energy policy, labour precarity and workers' rights, decolonization, housing, living wages, poverty and welfare, tax fairness, healthcare, seniors care, and education. CUPE BC has representation on the BCSPS Board and is an organizational funder.

### BC Labour Heritage Centre (BCLHC)

The BC Labour Heritage Centre 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 CUPE Metro District Council has representation on the Centre's board.

### BC Library Association (BCLA)

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, and the library workers who deliver the program locally, engaging with kids and families to promote positive experiences with books and reading.



### Centre for Civic Governance (CCG)

The CCG (formerly the Columbia Institute) is an independent public policy think tank based in British Columbia. Their mission is to grow, foster, and support progressive leadership to advance equitable, inclusive, and resilient communities across Canada. CUPE BC provides funding for organizational support and has representation on the Board. CCG is a primary partner in The Trustee Project, providing networking opportunities and educational resources for progressive elected school board trustees. This project is a major initiative for CUPE BC given the ongoing work to support K-12 locals, address challenges in the public education sector, and see the implementation of in-house, school-based childcare.

### Coalition of Child Care Advocates of BC & \$10aDay Child Care Campaign

The \$10aDay Child Care Campaign, an initiative of the Coalition of Child Care Advocates of BC, builds on the ongoing collaboration between the coalition 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 coalition's \$10aDay Childcare Plan.

### British Columbia Federation of Students (BCFS)

As part of the Division's ongoing work on public post-secondary education, the past year saw closer cooperation with the province's student movement via greater engagement with the BCFS. At their December 2025 meeting, the executive board voted to endorse the BCFS Cuts Suck Fix Education campaign, and in January 2026 President Karen Ranalletta spoke at a BCFS rally on post-secondary education affordability, where she was joined by members of the Admin Committee who together shared CUPE BC's support for the event.

### Living Wage BC

Living Wage BC encourages employers to pay a living wage and advocates for government policies that help British Columbians make ends meet. Employers who make this commitment can become certified under the program once they meet all criteria. Living wage calculations are done throughout different parts of the province to show how much money earners need to cover basic expenses in that location.

Since the first Metro Vancouver living wage calculation in 2008, the living wage has been higher than the B.C. minimum wage, and the gap has been widening since 2021. 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 supporter of the campaign, has representation on the steering committee, and is itself a living wage employer.

### CoDevelopment Canada (CoDev)

CoDev Canada is a British Columbia-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 Collen Jordan Humanity Fund based on recommendations of the International Solidarity Committee. More information about current campaigns can be found in the International Solidarity Committee Report.

### Women Transforming Cities (WTC)

Women Transforming Cities aims to radically shift social, economic, and political power to equity-deserving groups to reshape who cities are built by and for so that communities' needs are met and everyone can belong, participate, and thrive. In community, they work with

front-line organizations and labour groups to deliver training on intersectional feminism, community organizing, and understanding local government. They develop resources to support civic engagement, democratic participation, and local advocacy. CUPE BC is an accountability partner for WTC's Our City Hall campaign, a City of Vancouver focused initiative.

### Union Protein Project

The Union Protein Project is a non-profit society that was 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 project.

### Non-traditional ally outreach

Outreach work was undertaken in 2025–2026 to outreach with a range of non-traditional allies, seeking alignment and agreement from organizations that have not traditionally worked with labour. In the past year, meetings were held with the Greater Vancouver Board of Trade, Urban Land Institute, British Columbia Business Council, and Surrey and White Rock Board of Trade, with more scheduled for the year to come.

This work, which has to-date focused on building support for public post-secondary education reform, expands advocacy capacity by diversifying the union's relationships and broadening understanding of issues.



# LOCAL GOVERNMENT RELATIONS

CUPE BC's local government relations work reflects an ongoing commitment to develop productive relationships with local decision-makers, namely elected city mayors and councilors, regional district directors, school board trustees, and appointed library board trustees. These relationships are cultivated within associations representing the local leaders and sectors regionally and provincially. The associations and respective annual conferences provide spaces to interact with decision makers outside of labour relations, allowing for opportunities to discover and reinforce areas of shared interest, and to showcase the expertise of CUPE BC members and leaders.

Embedded in CUPE BC's approach is recognition that productive relations with local government decision makers shapes a landscape that is generally better for locals, and inherently supports bargaining. However, this is only part of what motivates work with

local governments. Important decisions are made by local governments every day, and these directly and indirectly impact all CUPE members who, with their families, rely on the services, facilities and supports of local governments in their communities. This duality of purpose is reflected in the work of CUPE BC, the Strong Communities Working Group, and the Local Government Liaison, whose work includes promoting CUPE and the work of members, bringing people together to advocate on policy change, and directly engaging to avert or address conflicts.

## LOCAL GOVERNMENT RELATIONS PLAN

For the first time in recent memory, a formal, written government relations plan was developed for local government outreach through to the end of the 2022–2026 term. Key objectives of the final two years of the term

were shaped by the proximity of the October 2026 election and included continued improvement to outreach materials; updated efforts to earn greater influence with both endorsed and non-endorsed elected leaders; seeking new and more innovative ways to engage leaders; better mobilizing local government relations to support other issues; and doing advance work to begin the 2026–2030 term with swift and compelling outreach following the 2026 election.

### Union of BC Municipalities (UBCM) and area association sponsorship

A key venue of representing members and locals to local government is maintaining strong relationships with the Union of BC Municipalities, their Area Associations, and key leaders. UBCM has a more than one-hundred year history being the common voice for local government in the province, and plays a convening, advocacy, service, and funding role for the province's municipalities and regional districts, plus the Islands Trust and some First Nation's governments. CUPE BC maintains strong relations with UBCM through direct engagement and broad participation as described herein.

Like CUPE, the UBCM has both a provincial and regional model of representation, and five area associations provide regional venues for local government to gather, discuss, strategize, and recommend, with resolutions and proposals flowing through from spring regional conferences to the central UBCM annual general meeting each fall. CUPE BC continues to maintain strong presence and participation at each of these events.

### Association of Kootenay Boundary Local Governments (AKBLG):

CUPE BC was again a platinum-level sponsor of the AKBLG, making CUPE BC one of the more substantial partners. General Vice-President Sheryl Burns addressed the convention with greetings from CUPE BC, and participated in the meeting, as a sponsor delegate, along with SCWG staff.

### Association of Vancouver Island and Coastal Communities (AVICC):

CUPE BC's sponsorship was tied to 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 along with the Local Government Liaison and other SCWG 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 2025, which was held in Whistler. Unfortunately, the conference conflicted with the CUPE BC convention so representation was limited to staff, who supported a trade show booth and provided the keynote introduction.

### North Central Local Government Association (NCLGA):

In 2025, CUPE BC increased its sponsorship to gold level support, providing the opportunity to welcome the delegates at the opening reception. President Karen Ranalletta provided the opening remarks, supported by Regional Vice-President Paula Bass. Together with SCWG staff, Executive Board members participated in the event as sponsor delegates, learning about issues and making new connections.

### Southern Interior Local Government Association (SILGA):

CUPE BC's silver level sponsorship again facilitated CUPE BC's branding on all delegate name tags, a high visibility partnership. Unfortunately, the conference timing conflicted with CUPE BC's own convention and another of the associations, meaning that in-person participation was not possible.



## 2025 UBCM Annual Conference and General Meeting

UBCM's annual convention is the primary forum for the organization's policy-making and direction-setting. Local governments of all sizes from across the province meet annually to pass resolutions that form the basis of policy-making and strategic plans. CUPE BC remains a major partner for this event, and participation in the UBCM convention is a significant venue for annual local government relations work.

### 2025 Participation

The 2025 UBCM annual convention was held at the Victoria Convention Centre September 22–26, and the theme was "Charting the Course"—not significantly different in content or tone from the previous two conventions of this term.

CUPE BC's delegation to the convention included CUPE BC officers Karen Ranalletta, Tony Rebelo, Dal Benning, Ryan Doman, Dustin LePage, assigned national staff. The delegation was joined by CUPE National Secretary-Treasurer Candace Rennick and her Executive Assistant, who supported outreach work and participated in information sharing between national and provincial models for local government relations outreach. The delegation was supported by CUPE BC staff, whose role in supporting event preparation and execution is key to success.

### Resolutions and Key Themes

A total of 276 resolutions were placed before the members, including one Extraordinary Resolution and five Special Resolutions submitted by the UBCM Executive. Key themes of the conference were tariffs and taxes, civic discourse and civil behaviour, affordable housing, the toxic drug crisis, climate change, and the critical role of public libraries in the social and physical infrastructure of communities.

Workers and public services were not a focus of the conference or sessions, and CUPE BC's

participation was a timely reminder to local leaders that public services, and the workers who deliver them, are important to their communities and the voters they serve.

### Exhibitor Booth & Reception

As a keystone partner, CUPE BC is afforded an exhibitor booth at all UBCM annual conventions, even in years where no formal trade show takes place. This booth is an essential venue to connect with local government leaders and participants, and to both distribute information and collect contacts. Additional investments were made in 2025–2026 consistent with the government relations plan, and this included improved promotional materials, refreshed branding, and updated written information. More than 300 delegates entered the draw hosted at the booth, and this included 35 mayors, 152 councillors, and 38 regional area directors self-identified on entry forms; the remaining 105 entries were a mix of non-elected delegates and unidentified entrants.

There are many competing receptions and events during the week of UBCM, but CUPE BC's reception continues to be a highlight of the week for conference delegates and attendees. Anticipated and talked about with excitement, the reception provides a networking venue for delegates and other participants, and provides a key touchpoint for CUPE BC outreach. The success of this event can be quantified in the increasing attendance numbers, which reached upwards of 1,200 in 2025.

### Federation of Canadian Municipalities (FCM)

The FCM is the national voice for Canada's local governments, holding an annual conference to discuss the issues impacting the sector in all parts of the country. As with the UBCM, but on a national scale, the annual gathering includes workshops, resolutions debate, and a trade show, and is a great venue for outreach and engagement. Participation in FCM is coordinated by the National Union,



and in 2025, included President Ranalletta by virtue of her role as a General Vice-President of the National Union. This engagement, which included SCWG staff for the first time, sparked conversation of increased participation, which is now planned for the 2026 FCM annual conference in June.

### British Columbia 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 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 relations with the BCSTA, and a mainstay of this work is the sponsorship of the association's annual general meeting in the form of a reception for its members. The 2025 reception was well attended by trustees, who were joined by multiple members of the Executive Board, as well as a number of K-12 local presidents who thanked trustees for their work, and answered questions about the Division's proposal for integrated childcare.

### 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 2025, this participation included an exhibitor booth and a speaking role, providing greetings and introducing the keynote speaker. The booth was supported by members of the CUPE BC Library Committee, along with CUPE BC officers and national staff, providing information about CUPE library workers, materials on workplace safety, and the launch of a comprehensive CUPE survey about health and safety in public libraries.

The conference also provided an opportunity to attend a meet-and-greet with public library board trustees through the British Columbia Library Trustees Association—CUPE delegates took full advantage of the opportunity, connecting with trustees from across the province and discussing issues of shared concern.



# POLITICAL ACTION

Political action is year-round work for CUPE BC. It happens before elections are called, during campaign periods, and for each term, begins as new elected officials take office. From regular monitoring of the political landscape, frequent engagement with members, recruiting and training activists so that they can have an impact during elections, and developing the tools, strategies, and resources for running political campaigns, political action is always ongoing.

Since the conclusion of the 2025 federal election, CUPE BC has been focused on building momentum, expanding capacity and developing strategy to fully engage in the 2026 B.C. local government elections. This work, along with ongoing efforts to strengthen influence and shape policy within the BC NDP, have been the major political action focus of 2025–2026.

## FEDERAL

Federal political action is directed by the National Union and CUPE BC's role is to

provide input through the democratic structures of the union, and to implement pan-Canadian campaigns within our province.

### 2025 Federal Election

The 2025 federal election concluded only days before the 2025 CUPE BC Convention. As reported in 2025, CUPE BC was an active participant in the National Union's Canada-wide strategy to support New Democrat candidates. Though the outcome was disappointing, B.C. again was a source of strength among a much-reduced NDP Caucus with three of seven elected caucus members coming from British Columbia. CUPE members campaigning in these ridings—Vancouver Kingsway, Vancouver East and Courtenay-Alberni—made substantial contributions to delivering these necessary wins.

CUPE BC stands ready to campaign in any by-election that arises, and has worked to remain election-ready. In case an early election is called (as may be the case given the government's minority position in Parliament).

### 2026 Federal NDP Convention & Leadership Election

CUPE BC had a strong presence at the 2026 federal NDP Convention as delegates sought to adopt policy and set direction for a national renewal of the party. Together with the National Union and labour delegates, CUPE BC was able to prioritize resolutions that matter to working people, advancing practical solutions that make life better for workers and communities.

The March 2026 convention marked the end of the months-long process to select a new NDP leader. CUPE BC endorsed and promoted Rob Ashton, President of the International Longshore and Warehouse Union (ILWU), who was not ultimately successful, but whose candidacy elevated the important role the labour movement plays in supporting the NDP, and the party's foundational role as the parliamentary voice of workers and their families.



## PROVINCIAL

The past year saw no elections or by-elections for members of the Legislature, and thus provincial political action was focused on expanding influence within the BC NDP, and ensuring the voices of working people are better reflected in the direction of government. A central element of this work was coordinating strong attendance at the BC NDP Convention where more than 50 CUPE members from around the province attended as delegates from their electoral district associations or on behalf of CUPE chartered bodies.

### Political Action Summit

Prior to the BC NDP Convention, CUPE BC hosted a Political Action Summit to help delegates maximize their participation, and to help unite and coordinate the many CUPE members attending the convention from different electoral district associations, local unions, district councils, and CUPE BC. Summit sessions included workshops on how convention functions, how best to connect with other Party members about CUPE priorities, the importance of labour delegates, and a review of resolutions. This was the first such event of its kind, and members feedback highlighted the value of the information provided, and appreciation for the opportunity to connect as a team in advance of the convention.

### 2025 BC NDP Provincial Convention

The BC NDP Convention is held biennially in odd-numbered years and for 2025, was set in Victoria between November 14 and 16. CUPE BC coordination helped advance priority resolutions related to public services, infrastructure, transportation, education, and human rights, and helped elect the labour-sponsored slate of activists to serve as the party executive until the next convention in 2027.

Through the debate, CUPE members and other delegates articulated their frustration with the B.C. Government's slow progress on

a host of issues, and their demand for stronger and more principled leadership. Among those elected at the meeting was CUPE BC General Vice-President Dal Benning, who received delegates' support to serve as one of the party's provincial vice-presidents and this election will help ensure strong CUPE BC representation.

## LOCAL

In most years, ongoing political action work at the local level includes supporting locals and district councils to actively campaign in the many local government by-elections that happen each year. However, 2025-2026 saw a greatly reduced number of such elections as by-elections are not commonly called when a general election for local governments is only months away. So for local government political action, this past year was one in which attention focused largely on planning for 2026.

### 2026 Local Government Election planning

Local government elections have a unique impact on CUPE members, tens of thousands of whom are directly employed by the municipalities, school districts, and regional districts whose leadership will be elected this

fall. Other members are affected indirectly, as local governments fund and govern library, community service, public safety and other interconnected CUPE employers. All members, however, are impacted by these elections as local governments have direct authority over the litany of public services, programs, facilities, grants, and infrastructure that all CUPE members rely on every day.

### Mobilizing Activists to Directly Engage

Past political action successes have shown that when members receive encouragement, support, and training, they are a force to be reckoned with. Accordingly, a central strategy of the political action plan for the 2026 election is member-organizer recruitment and training. Using a workshop model developed and tested in 2025, the training program began in February 2026 at the Canadian Labour Congress (CLC) Pacific Region Winter School with a focus on developing members' skillset to support the candidates they hope will succeed in their communities.

In April 2026, CUPE BC partnered with the CLC Pacific Region to deliver a series of one-day workshops around the province titled Building Worker Power through Local Government. These explored the role that local governments

play in the day-to-day lives of working people, promoted an understanding of issues that local governments can help solve, recommended ways to find good candidates, and built participants' comfort-level talking politics. Trainings were offered in eight communities around the province.

Additional intensive training that helps build worker power to improve local governments is planned later in 2026, as are information sessions for CUPE locals and political activists.

### Promoting Progressive Candidates

Starting in March 2026, CLC Labour Councils around the province began endorsing incumbent candidates for local elections. CUPE BC has provided support to directly affected locals to ensure that they are included in these processes, or to provide support on building processes for making endorsements independent of the CLC.

Simultaneously, work has begun to develop a central database and web access portal that will enable CUPE BC to share endorsed candidate names with members by community, and enable members to look up the endorsed candidates for their community. Work is also underway to develop a household mailer to provide physical poll card with the endorsed candidates for their community to all those members with an address on file.

### Strengthening CUPE's network of political activists

At the November 2025 Political Action Summit, an action plan for the network of members who have received political action training was discussed. The plan includes launching a series of network socials in British Columbia, the first of which took place in Victoria in March 2026. Five more events were held in communities around the province in April, and three additional gatherings are planned before the end of spring. These socials strengthen the provincial network through socializing, connection, short learning opportunities, and building memories outside of the normal grind of political action.





# PROVINCIAL GOVERNMENT RELATIONS

## GENERAL RELATIONS WITH THE BC GOVERNMENT

In each year, multiple meetings occur with government representatives, discussing a range of issues that matter to members. These engagements include both direct outreach by CUPE BC on behalf of members broadly, and assistance to CUPE locals and members to advocate directly to government on a specific issue.

In 2025–2026, CUPE BC held multiple meetings with members of the Government Caucus (BC NDP MLAs), cabinet ministers, and with Premier Eby directly. Notable topics included integrated, school-based public childcare, ending the privatization and contracting out of public transit, improvements to WorkSafe coverage for all workers, reforms to the Labour Relations Code, post-secondary education funding and system design, and strengthening emergency communication services.

Overall, the volume of direct engagement with the B.C. Government was down compared to previous years as the focus shifted towards CUPE members engaged in provincial bargaining.

### Supporting locals' engagement with government

In addition to CUPE BC's legislative priorities, that are largely set by members at conventions, the Division supported important initiatives led by local leadership. CUPE 2278 advocated for changes to the Labour Relations Code to protect student workers, and CUPE 8911 engaged in advocacy to build a 9-1-1 system that is sustainably funded and meets high standards for service responsiveness.

## 2026 BC BUDGET

### Budget consultations

Annually, a provincial consultation is held that affords members of the public and organizations to submit their budget priorities for the coming year. The consultation,

undertaken by the Select Standing Committee on Finance and Government Services, a bipartisan committee of the Legislature, is held through May and June, and gathers input through hybrid and in-person hearings, written submissions, and surveys.

Again in 2025, CUPE BC coordinated with members from around the province to participate in a mix of in-person and virtual hearings, and advocate for budget priorities that make life more affordable, transportation more accessible, schools safer, and public services better. Members who participated in the consultation brought their lived experience in communities, and relevant knowledge from the front lines, to recommend ways British Columbia can better deliver for workers, families, and communities.

### 2026 Budget Announcement and analysis

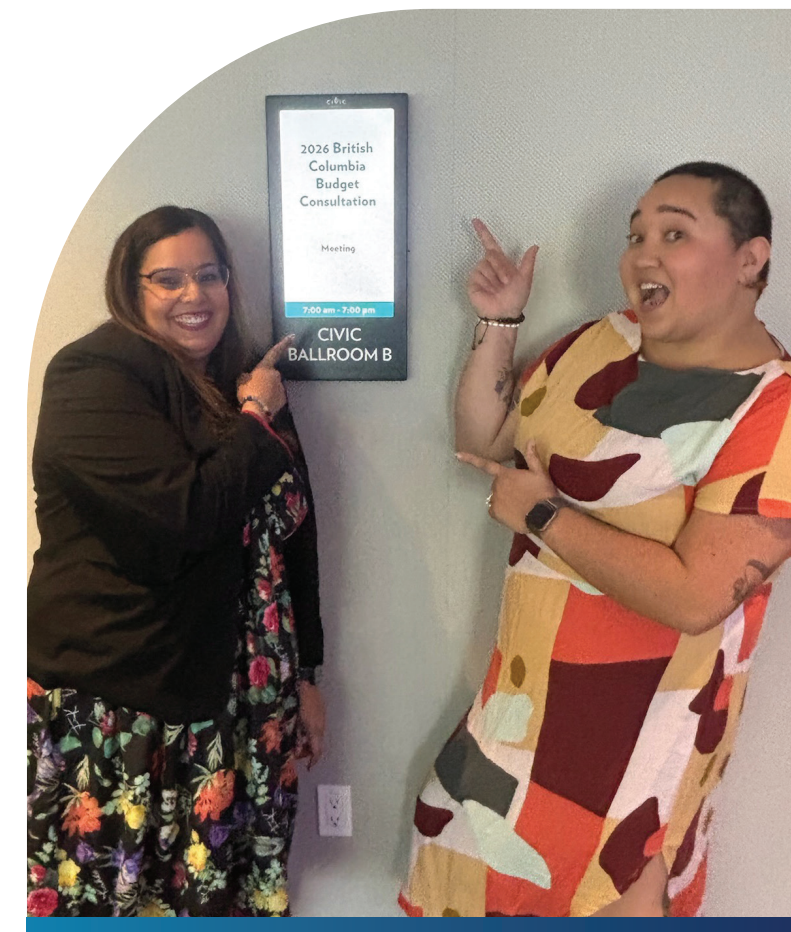
Budget 2026 was presented on February 17, 2026, and revealed a substantial and ongoing deficit position for British Columbia's public accounts. While provincial debt levels remain positive compared to other Canadian jurisdictions, the predicted \$6 to \$13 billion annual deficits will be a challenge as more annual operating funds will be diverted to debt-servicing.

The approach taken by government to address the fiscal challenges was one of a conservative status-quo—maintaining spending in key areas like health and public education, slowing planned investments in infrastructure, housing, and childcare, and generally spreading a fiscal pullback across all areas. Budget 2026 introduced much-needed revenue measures, increasing the tax base via changes to income and sales taxes.

Outside of higher monthly costs for those in strata-based housing, the changes to the provincial sales tax (PST) should have little direct impact to CUPE members. However, this area of taxation is regressive, and any increase to regressive taxes is generally not positive for working people. Conversely, income tax

changes vastly missed the mark and will be impactful: changes were applied to the lowest end of income tax brackets in a manner that makes the changes universal, and as offsets exist for those in the very lowest income quartile, the changes will disproportionately affect middle income earners who do not qualify for offsetting credits and whose income is not large enough to absorb new expenses. Additionally, government failed to address the very low income taxation for the highest earners; income taxes on those earning more than \$150,000 a year in B.C. are the lowest in Canada, behind even Alberta and Ontario.

Overall, Budget 2026 resisted the pressure to make deep cuts to services and programs and did begin to address revenue shortages, but failed to execute a strategic direction, placed further costs on middle income British Columbians, and did not articulate a path to fiscal sustainability.



## 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 capture every interaction for the purposes of this annual report. Major provincial government consultations that CUPE BC participated in during the reporting period are listed below.

### CUPE BC participation:

- Lobbyists Transparency Act Review
- Democratic and Electoral Reform
- Childcare BC Plan
- Education Assistant Standards/ Credentialing
- Bill M216 – Professional Reliance Act
- Labour Relations Code Review
- Post-Secondary Education Review
- WorkSafe BC/Occupational Health and Safety – various issues

## GENERAL RELATIONS WITH THE OPPOSITION PARTIES

CUPE BC has held meetings with representatives of the opposition parties, focusing on creating connection about the work CUPE members perform and their value to communities. Engagements were also used to communicate about the importance of public childcare, publicly-delivered transit, and adequate funding for safe and effective inclusive education.

The past year has seen dramatic shifts and instability in the Official Opposition, culminating in the ousting of leader John

Rustad in December 2025. The complexion of the subsequent leadership race reflects the uneasy coalition of center-right liberals and conservatives with far-right social conservatives whose agenda would be unpalatable to the majority of British Columbians. CUPE BC has been monitoring the leadership race, which is set to conclude in May 2026, and will aim to meet with finalists and the eventual leader as the race progresses and concludes.

The BC Greens elected a new leader, Emily Lowan, in September 2025. Lowan, who does not yet have a seat in the legislature, has articulated a political vision for the province that focuses on the climate crisis, building affordable housing and addressing the historic income gap between the ultra-rich and working people. A meeting with the green leader was held in April 2026, and doors remain open for future conversations.



# MEMBER & PUBLIC OUTREACH

## BARGAINING SUPPORT & SOLIDARITY WORK

2025–2026 was another busy year of bargaining, and that translated into substantial work on the ground, coordinating, hosting, and assisting with events that support bargaining.

### Bargaining support for CUPE locals

In 2025, members of CUPE 2269 at the District of Squamish were locked out by their employer, who refused to come to the table with a

fair deal. CUPE BC supported CUPE 2269 in a variety of ways, including organizing a solidarity rally that brought together leadership from CUPE BC and CUPE to demonstrate strong national and provincial support. CUPE BC also helped coordinate with the CUPE Metro District Council, whose support of the local during the lock-out led to CUPE 2269's affiliation to the council.

Shortly after the CUPE 2269 lockout, CUPE BC again mobilized to support members walking a picket line. Though not affiliated to CUPE BC at the time, the Division mobilized its resources to support CUPE 1699 members working for the Regional District of Fraser-Fort George who were on strike, and eventually locked out. The solidarity shared between CUPE 1699 members, the Division, and the Northern Area District Council (NADC) helped members take on their employer, and resulted in the local affiliating to both the CUPE BC and the NADC in the months following the strike.

In the summer of 2025, the Air Canada Component of CUPE made national headlines with their fight for a fair deal, and their dedication to ending unpaid work. Within hours of these members' first steps on the picket line, the federal government ordered them back to work and set a process to deem any continued job action illegal. CUPE BC stepped up to the support Air Canada Component members in British Columbia, and the actions being taken at the Vancouver International Airport, providing materials and equipment to support a massive solidarity rally, and lending support to the ongoing picket.

CUPE BC has also been working, albeit behind the scenes, to support provincial bargaining. As provincial tables moved towards impasse, faced or took strike votes, and prepared for job action, CUPE BC remained action-ready.

Work to support sectors and locals as they move through provincial bargaining will continue until all CUPE members have signed agreements.

### Solidarity events

In addition to supporting CUPE locals job action, CUPE BC offered support, assistance, and, importantly, solidarity, to a number of other unions facing challenging employers. Most notably, given the role played in provincial bargaining, CUPE BC supported the British Columbia General Employees' Union's (BCGEU) and the Professional Employees' Association's (PEA) weeks-long strike against the B.C. Government. During the strike, the Division joined picket lines in multiple communities, stood in solidarity as BCGEU and PEA members demanded better for all public employees in B.C., and offered support to those other workers affected by the strike, including members of MoveUP and CUPE 410 in Victoria.

Other picket lines supported by CUPE BC include those of UNITE HERE Local 40 at the Coast in Victoria; Unifor 3000 members at the Sheraton Guildford in Surrey; and VMA Local 145 at the Vancouver Symphony Orchestra.



## MEMBER AND COMMUNITY OUTREACH

CUPE BC has invested in supporting resources, and organizing events to raise the union's profile in communities across the province. The event organizing resources and materials support the great work by CUPE locals and district councils in organizing events in their communities. The direct event organizing by CUPE BC supports member appreciation, and grows public recognition of CUPE's support for communities, and members' work to deliver public services to British Columbians.

### A sample of events include:

#### CUPE 402 Surrey Police Services

CUPE BC supported a CUPE 402 event for members working at the Surrey Police Service. This event focused on health and safety, including mental health, and was in response to substantial workplace changes that resulted from the transition of the RCMP providing policing services to the founding of the new Surrey Police Service. The event helped strengthen member relations, and assisted the local with a key internal organizing objective.

#### CUPE 1760 Member Appreciation

CUPE 1760 members at the United Way have faced morale issues after multiple rounds of layoffs and other challenges. CUPE BC supports the incredible work these members do and, as a small way to give back, supported the local in hosting a member appreciation event. The Division provided branded items, supplied snacks, and offered members a morning beverage as they arrived at work.

#### Vancouver Canadians

As part of an ongoing partnership with the Vancouver Canadians, CUPE BC worked with CUPE Metro to hold a CUPE night at the ballpark in August 2025. Close to 600 tickets were provided to CUPE members and their families, as well as a host of baseball-themed giveaway items.

#### Judy Darcy Book Launch

Former CUPE President Judy Darcy launched her memoir in September, and CUPE BC was proud to sponsor the first book launch event in Vancouver. Subsequently, the Division has offered ongoing support with book readings and other events that support Sister Darcy's work, which provides numerous valuable lessons on progressive values, feminist movements and organizing, political action, and perseverance.

#### Langley Community Day

This event attracts approximately 10,000 attendees to a community festival each June, and was a great opportunity for the Fraser Valley District Council (FVDC) to bring together members of the four locals in Langley—CUPE 403, 1260, 1851, and 2058—to do some valuable community engagement. The locals worked together with the FVDC to support a booth at the event, distributing information and branded material and making community connections.

#### Abbotsford Canucks Game

In March, the Fraser Valley District Council held its third annual CUPE night at the Abbotsford Canucks. The event has grown from 500 members and their families in 2024, to over 1,800 CUPE participants in 2026. This event was supported by the FVDC, CUPE BC, and locals purchasing additional tickets for members, and continues to be a great venue to connect members across the region. In 2026, members were joined by both National Officers who engaged with members and their families at the event.

#### Hockey Night in Kelowna with the Chiefs

In February, the Southern Interior District Council (SIDC) held a hockey night at with Kelowna Chiefs that brought together 500 members and their families from the central Okanagan. Among the supports provided for the event, CUPE BC produced branded cow bells for audience participation at the game, which proved to be popular.



#### New West Recovery Day

For the first time, CUPE BC participated in New West Recovery Day in September 2025, which brought out over 50,000 attendees to celebrate mental health and addiction recovery. CUPE BC had a table at the event, and the officers were able to offer greetings from the main stage.

#### Pride around the province

CUPE BC, district councils, and locals have continued to participate in pride events throughout the province. There continue to be attacks on the 2SLGBTQIA+ community, including from elected leaders at the provincial and local government level, and this solidarity is more important than ever.

CUPE Metro, the VIDC, SIDC, and FVDC all purchased branded pride items to distribute throughout their regions. Their support and leadership, and that of locals, helps to ensure that 2SLGBTQIA+ members and the broader community know that CUPE will be there to fight with them against transphobia, homophobia, and biphobia.



**CUPEBC**  
CANADIAN UNION OF PUBLIC EMPLOYEES BRITISH COLUMBIA

**Better Services.  
 Better Communities.**



# GOVERNANCE & OPERATIONS

## CONVENTION

Convention 2025 was held April 30 to May 3 at the Westin Bayshore Hotel in Vancouver. As in all odd-numbered years, the 2025 Convention included Executive Board elections, and despite the time required for the election processes, delegates debated and voted on more than 60 resolutions on wide-ranging issues. The Forum at the 2025 Convention educated delegates on retirement security and factors threatening pension sustainability, and a keynote address was delivered by Premier David Eby.

The facility was again an uncomfortable fit for the more than 600 delegates, staff, speakers and guests who attend the event. As previously reported, CUPE BC's convention is unable to fit into hotel spaces in the Vancouver region, and is not large enough to reserve space at the Vancouver Convention Centre. Accordingly, CUPE BC convention is scheduled to occur at the Victoria Conference Centre/Fairmont Empress Hotel for the foreseeable future.

## NATIONAL CONVENTION

The CUPE National Convention was held October 6–10, 2025 in Toronto, and once again CUPE British Columbia delegates played a substantial role in setting direction for our National Union. CUPE BC served 25 resolutions to convention, a mix of those directed by members at CUPE BC conventions, and those developed by the Executive Board. Though few resolutions hit the floor of convention, a number of CUPE BC's proposals were incorporated into the Strategic Directions document that guides CUPE's work between conventions.

The convention elected a new National Executive Board with strong British Columbia representation. CUPE BC President Karen Ranalletta was re-elected as the General Vice-President for the West, Secretary-Treasurer Tony Rebelo and General Vice President Sheryl Burns were both elected as Regional Vice-Presidents for British Columbia and the Yukon, and Debra Merrier was re-elected as a Diversity Vice-President, Indigenous Workers.

## 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 2025, Think Tank was at the Harrison Hot Springs Resort, and focused on the coming 2026 local government elections with workshops on CLC labour council election organizing and the role and relevance of local government to CUPE members. Think Tank also received a presentation on the value of CUPE BC affiliation, which highlighted the benefits received by locals who affiliate to the Division.

As in each year, Think Tank included a meeting of district council leaders in advance as a pre-conference event. The positive conversation between district council and CUPE BC leaders led to a recommendation that such meetings be convened more regularly as a means of promoting cooperation and better coordination.

## 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.

As in past terms, the Executive Board continued to advance reform of the committee structure in 2025.

### Key changes to committees:

- The Colleges Committee and Universities Committee were asked to meet as a single, unified committee for the 2025–2027 term
- The Education Committee was not populated; instead a District Council Advisory Committee was created for the term, an idea from Think Tank 2025
- Each committee was provided a written letter upon their appointment outlining term objectives for the committee as a means to better support committee deliberations, and coordinate work across the union

### 2025 One Big Committee Meeting

Each committee term begins with a special One Big Committee Meeting, (or OBCM), that brings committee members together for a common orientation and social engagement. OBCM 2025 was held October 21–22 in Vancouver, with half the committees scheduled for each day. The event featured an opening plenary with workshops about committee structures and changes for the term, followed by the initial meetings of each committee.





week is very content-heavy with a volume of information that is a challenge to consume and retain. Looking forward, work will focus on further refinements to the program and better integration with existing Union Education models.

### TERM OBJECTIVES

For the 2025–2027 term, the CUPE BC officers developed a model of planning that pilot tests a system of term objectives for the Executive Board. Inherent to the CUPE BC structure, the objectives of the Executive Board come from the resolutions passed at convention; however, these are often collections of individual projects and priorities and fall short of articulating a comprehensive plan. Accordingly, an additional step is needed to identify themes, background projects, and work to unify the collection of member-directed initiatives.

This term’s objectives were crafted by the officers, outlined to the Executive Board for feedback and, finalized at the September 2025 Executive Board meeting.



### ACADEMIES

The first Presidents Academy was offered in 2024, and its success and the residual demand for this learning and experience has propelled the model to continue and expand. This term saw the third Presidents Academy offered to members, plus the introduction of a parallel Secretary-Treasurers Academy as a new offering.

#### Secretary-Treasurers Academy

In November 2025, CUPE BC hosted its first Secretary-Treasurers Academy with the assistance and support of the National Union’s Education branch. Integrated into the Fall School hosted in Nanaimo, Secretary-Treasurers Academy aligned Union Education courses for secretary-treasurers and financial officers with a series of custom workshops designed to support the learning needs of those new to the position. Content was delivered by a mix of member-facilitators,

staff and guest speakers, and included a presentation by National Secretary-Treasurer Candace Rennick. Participants were very positive about the experience, and reported that both the delivery format and content provided were positive.

#### Presidents Academy

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. CUPE BC hosted its third academy class in 2026, which was again held at the Harrison Hot Springs as part of the Canadian Labour Congress’ Winter School.

Nineteen presidents participated in the event this term, and received updated content that continues to evolve as the program matures. Presidents continue to express their support for the experience, but equally note that the



#### Objectives for the 2025–2027 term include:

- Continued evolution of the CUPE BC committee structure
- Development of a comprehensive strategic communications plan
- Improvements to Executive Board meetings and structures
- Increased participation in National Convention
- Increased participation in BC NDP structures
- Improved local government relations, and a focus on the local government political action
- Campaigns focus on childcare and post-secondary education using new tactics that broaden support

A mid-term update to the plan will occur following the 2026 Convention.

## COMMUNICATIONS

### Website

Work to evolve the CUPE BC website continued in 2025–2026 with a number of small changes made to content and organization using in-house resources. Consideration has begun on a full site redevelopment with the goal of creating a more modern, engaging, and instinctual layout and design.

### Advertising

CUPE BC continues to invest in a variety of advertising that generally promotes the brand, and in 2025–2026 this included continued street-level ads around the BC Regional Office, expanded labour day ads, advertising at Vancouver Canadians baseball games, and a variety of other such initiatives.

In February 2026, CUPE BC entered into an exciting partnership with the Vancouver Rise, a newly founded women’s professional soccer team, that will see CUPE BC advertised at all Rise home games, which translates into television air time as the games are broadcast on TSN. The sponsorship includes substantial member and public outreach opportunities as well, which will be reported on in future years.

## STAFFING & FINANCE

The Secretary-Treasurer’s report contains full details on CUPE BC’s financial management and developments in the 2025–26 year, along with audited financial statements of the 2025 year and Trustees’ Report. These documents can be found in the reports section of the 2026 Convention booklet, and on the CUPE BC website as part of the Convention 2026 page.

CUPE BC’s Executive Board appreciates the excellent work of staff, who are listed in this section. Their commitment and hard work enables CUPE BC to provide better support and better services to locals, district councils and members every day. There are no staffing changes to report for the 2025–26 year.

### CUPE BC Staff

Executive Director: Kiran Kooner

Director of Finance: Wendy Monkhouse

Accountant: Jolanta Osowska

Administrative Assistants: Chika Buston, Darci Schmid, Maja Bohinc, Morgan McCrystal, Nancy Dhillon

## RECONCILIATION

In conjunction with ongoing Diversity, Equity, and Inclusion (DEI) work, CUPE BC remains committed to advancing reconciliation within the union’s structures and systems. Work in 2025–2026 continued to focus on greater inclusion of our Elder Sá,μwxł±wu7mesh Ášxwumixw, Elder Sam George of the Squamish Nation, in meetings, events and other gatherings. Equally, and with Elder Sam’s leadership, work to include more Indigenous practices and ceremonies at CUPE BC events continues to 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.



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