



**Speaker Bios
for the
CUPE BC Convention**

April 29 - May 2, 2026

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KAREN RANALLETTA
PRESIDENT, CUPE BC



Karen Ranalletta was elected President of CUPE's British Columbia and Yukon Division in May of 2021 and is currently serving her third term in the role. Karen's election as CUPE BC's senior officer came after serving three terms as General Vice-President, and four terms as President of CUPE 2950, where she represented more than 1,500 clerical, library, and theatre workers at the University of British Columbia.

Karen is serving her fifth year as a member of CUPE's National Executive Board and was elected as a National General Vice-President (Alberta, BC, and the Territories) in 2023 following two years as Regional Vice-President (BC and the Yukon). Karen's National work includes serving on the National Safe

Union Spaces Working Group, the Post-Secondary Education Task Force, and the Political Action Committee. She also represents CUPE BC at the officers table of the BC Federation of Labour.

Outside of her union role, Karen donates her time to supporting the arts community in Vancouver, as well as supporting grassroots organizing and progressive activism. These involvements include serving as a board director for the Greater Vancouver Professional Theatre Alliance, and board member of the BC Society for Policy Solutions.

TONY REBELO
SECRETARY-TREASURER, CUPE BC



Tony Rebelo has been a member of the CUPE BC Executive since 2020 and is serving his second year as the Division's Secretary-Treasurer. He also serves on CUPE's National Executive Board as one of two Regional Vice-Presidents for British Columbia and the Yukon and was re-elected to this position in October 2025.

A proud member of CUPE 7000 – representing over 1,200 SkyTrain and Southern Railway workers – Tony has worked at SkyTrain for 23 years and has been involved as a union activist for 22 of those years. Tony has held multiple positions in the local, including a health and safety representative, a steward, a member of the bargaining committee, a WCB advocate, and a vice-president. In

2017, Tony served as Local 7000 president, a position he held until his election as a full-time officer for CUPE BC.

Tony has dedicated his spare time to supporting amateur and youth soccer programs in Surrey and recharges his battery by cruising in his hot rod and attending to car meets.

ELDER SAM GEORGE

SKWXWÚ7MESH ÚXWUMIXW (SQUAMISH NATION)



Sam George is the first great grandson to Chief Dan and Amy George; oldest grandson to Les and Rose Thomas; oldest son to Sam Sr. and late Wanda. Sam is from the Tsleil-Waututh (mom's side) and Squamish (father's side) Nations.

Sam has 5 beautiful children and 2 handsome grandsons. Sam currently resides on the Capilano reservation in West Vancouver.

Sam has been a Knowledge Keeper for the Tsleil-Waututh for more than 20 years and has recently retired from working as an Aboriginal support worker for the Langley school district.

Sam has been sharing hard truths – teaching and sharing at universities, colleges, and private corporations for the last couple of years.

HON. DAVID EBY
PREMIER OF BRITISH COLUMBIA



David Eby is a determined problem-solver who has spent a lifetime taking on powerful interests.

As Premier of B.C., David is taking action on big challenges. He's standing up to speculators to deliver more homes people can afford. He's working to ease the pressure of everyday costs, from car insurance to childcare bills. And he's strengthening health care by building hospitals and hiring more doctors.

Under David's leadership, B.C. is an economic leader—with the lowest unemployment rate and some of the fastest growing wages in Canada.

Alongside John Horgan, David got the influence of big money out of politics, cracked down on money laundering, took on opioid manufacturers, and reduced car insurance rates.

David is an award-winning lawyer. He started his career on Vancouver's Downtown Eastside, defending the homes of low-income people from big developers.

David remains grounded in the middle-class values he grew up with. He is a proud husband and father with three children, Ezra, Iva, and Gwendolyn. He loves playing with his kids and hanging out with his wife Cailey, a family doctor in Vancouver.

MARK HANCOCK
NATIONAL PRESIDENT, CUPE



Mark Hancock was elected CUPE's 6th National President in November 2015, following two terms as President and four terms as Secretary-Treasurer of CUPE BC.

Mark became a CUPE member in 1984 and served fifteen years as President of Local 498 representing Port Coquitlam Municipal Employees.

Mark knows that our greatest asset as a union is the breadth and diversity of our members and the strength of our local unions.

Mark believes CUPE and the labour movement have a pivotal role to play in defending workers' rights and building a fairer and more inclusive economy for everyone in the post-pandemic world.

CANDACE RENNICK
NATIONAL SECRETARY TREASURER, CUPE



Candace Rennick was elected CUPE's National Secretary-Treasurer in November 2021. Prior to her election, she served as Secretary-Treasurer of CUPE Ontario for 12 years and as President of Local 2280, a position she first assumed at the age of 22. With over 20 years on our National Executive Board, Candace has been a strong advocate for public services, as well as better wages and working conditions for CUPE members throughout her entire working life.

LILY CHANG

SECRETARY-TREASURER, CANADIAN LABOUR CONGRESS



Lily Chang was re-elected Secretary-Treasurer of the Canadian Labour Congress (CLC) at the 30th Constitutional Convention in May 2023. She is the first worker of East Asian descent elected to office at the CLC.

As CLC's Secretary-Treasurer, Lily oversees the organization's finances, guides the work

of the Human Rights Department (including Indigenous and Disability Rights working groups), and represents CLC at the International Labour Organization.

After obtaining a Psychology degree from the University of Toronto, Lily started her career as a social services caseworker. She saw first-hand how inequality and racism were linked to poverty. The disparities she saw and the cuts to education affecting her children fueled her interest in labour work.

Lily spent over three decades advocating for members at CUPE Local 79 and thirteen years as the local's Treasurer. A strong defender of public services, she fought against efforts to contract out and privatize city services.

ZAILDA CHAN

PRESIDENT, UNITE HERE! LOCAL 40



Zailda Chan holds the dual distinction of being the first Chinese-Canadian union president in British Columbia and the first woman elected president of Local 40. Ms. Chan joined the union as an organizer in 2008.

Under her leadership, hospitality workers have secured the highest industry wage standards in the country – downtown Vancouver hotel workers will earn nearly \$40 an hour next year – along with leading contracts for airport concession and remote camp workers, ensuring hospitality jobs can support a family. Most recently, she led the first hotel strike in Victoria in two decades, raising standards for workers in BC’s capital.

These victories were built on years of hard-fought battles: two pivotal strikes at Hilton Metrotown and Radisson Blu to reinstate workers unjustly terminated during the pandemic and protect the union at a time when employers tried to exploit the public health crisis. She guided displaced hotel workers at union and non-union workplaces through the darkest days of COVID-19. And in 2019, she led the first open-ended downtown Vancouver hotel strikes in 20 years at four hotels – transforming industry standards and strengthening protections around health, safety, and sexual harassment.

Her top priority: organizing the unorganized and continuing to raise standards across one of BC’s most important business sectors.

The great-great-granddaughter and grandniece of Vancouver railway workers from China – most of whom paid the “head tax” a century ago – Ms. Chan’s journey to the top of UNITE HERE Local 40 began at home. Ms. Chan’s early experiences of racism, being underestimated as a woman, growing up in a working immigrant class family is what fuels her fighting spirit for fairness, dignity and respect for all working people. She currently lives in Vancouver with her husband and 3 kids - a 5-year-old, 4-year-old and a 4-month-old.

KENT PETERSON

PRESIDENT, CUPE SASKATCHEWAN



Kent Peterson represents the 31,000 hard-working members of CUPE Saskatchewan. He was elected President of CUPE Saskatchewan in 2024, after serving as Secretary-Treasurer for two terms. He has served on CUPE Saskatchewan's Provincial Executive Board in different roles since 2015.

Kent is the Regional Vice-President for Saskatchewan on CUPE's National Executive Board, a role he has served in since 2020.

He is passionate about union education, member mobilization, and fighting to win safer workplaces and bigger paychecks for workers.

In his spare time, he enjoys walking his dog Jackie, even though she is quite poorly trained, co-dependent, and growls at other dogs.

Kent also enjoys doing whatever is necessary to bring about the destined and glorious defeat of Scott Moe and his awful provincial government.

JUDY DARCY
FORMER PRESIDENT, CUPE NATIONAL



Judy Darcy is a former union leader and politician, an author and a mental health advocate who has spent her adult life fighting for working people and social justice.

As CUPE national president (1991-2003), she led numerous successful public interest campaigns and was named “Activist of the Year” (2003) by the Council of Canadians for her work of “building coalitions for the public good.”

As secretary business manager for the BC HEU (2005-2011), Judy led core negotiations for BC healthcare workers after the union won a historic Supreme Court victory that established collective bargaining rights as charter protected

rights. Under her leadership, HEU launched a Living Wage campaign that has since resulted in higher wages for employees in hundreds of workplaces across BC.

Judy was elected NDP MLA for New Westminster in 2013 serving for 4 years as the official opposition spokesperson for health. During that time, she worked closely with unions and community partners to fight for-profit blood services, improve staffing and service provisions in hospitals and care facilities, expand community health centres, and establish a first-ever clinic for adult survivors of childhood cancer.

In 2017, Premier John Horgan appointed her as BC’s first – and, at the time, North America’s only - Minister of Mental Health and Addictions. As Minister, she took urgent action to combat the devastating toxic drug crisis by increasing access to treatment and recovery options, harm reduction, prevention programs for youth, and no/low-cost counselling programs in 49 community agencies across BC.

Judy retired in 2020 but currently serves as the board chair of the Canadian Mental Health Association - BC Division. She is also a community volunteer, a public speaker, a mentor to young women leaders, and political commentator. Her memoir, “*Leading from the Heart – the Battles of a Feminist, Union Leader and Politician*”, was published in Fall 2025 and is already in its second printing.

NICKI ROPP

DIRECTOR OF MENTAL HEALTH AND WELLNESS, AMBULANCE PARAMEDICS OF BC - CUPE LOCAL 873



Nicki Ropp is a paramedic with more than 12 years of frontline experience and currently serves as the Director of Mental Health for the Ambulance Paramedics of BC, CUPE Local 873. Representing more than 6,000 workers, her work focuses on improving awareness, reducing stigma, and advancing meaningful supports that recognize the unique psychological demands of her members. She is passionate about ensuring first responders have access to the resources, care, and workplace culture needed to sustain healthy, resilient careers in emergency healthcare and public safety.

MARTINA BOYD

BRITISH COLUMBIA REGIONAL DIRECTOR, CUPE



As Regional Director for CUPE in British Columbia, Martina Boyd manages the day-to-day operations of the national union in BC, including oversight for all negotiations, litigation, labour relations, and human resources. Martina is a labour lawyer and joined CUPE in 2008 as an in-house Legal Representative, representing CUPE members and locals on grievance arbitration, human rights issues, and various Labour Board matters. Before being appointed Regional Director, Martina worked as the Legislative Coordinator responsible for coordinating provincial government relations for CUPE BC.

DON DAVIES

MEMBER OF PARLIAMENT, VANCOUVER KINGSWAY



Don Davies is the Member of Parliament for Vancouver Kingsway. He was first elected in 2008 and is the longest-serving MP in the history of the riding. Until recently, Don was the interim Leader of the NDP. Currently, he serves as the Parliamentary Leader and Whip. He is also the NDP Critic for Finance, Industry and Jobs, Defence, Natural Resources, and Northern and Atlantic Economic Development.

Over the years, Don has served in several key critic portfolios, including Health, International Trade, National Security and Public Safety, Intergovernmental Affairs, and Immigration. As Health Critic, Don worked as the lead NDP negotiator to

establish the Canadian Dental Care Plan and pharmacare, starting with contraception and diabetes medications.

He has been married for 35 years to Sheryl Palm, a Speech Pathologist at BC Children's Hospital. They have three children and two granddaughters and have lived in Vancouver Kingsway for 25 years.

PAUL FINCH
PRESIDENT, BC GENERAL EMPLOYEES' UNION



Paul Finch was elected president of the BCGEU in 2024, having been first elected as executive vice president in 2011 and subsequently serving as treasurer since 2014.

Over the past decade, Paul has led efforts to create a more transparent and modernized union, establishing leading governance structures, overseeing the union's investment management and pensions advocacy, implementing the first capital stewardship and shareholder engagement program, and designing and leading the union's Affordable BC housing campaign and housing development strategy.

Paul serves on the national executive board of NUPGE as a vice president.

Diagnosed on the autism spectrum, Paul currently serves as chair of the board of directors of Autism Canada.

AMAN SINGH
PRESIDENT, BC NDP



Aman Singh is the President of the BC NDP. As a prominent civil and human rights lawyer, socially conscious small business owner, and former MLA for Richmond-Queensborough and Parliamentary Secretary for the Environment, Aman has always fought on the side of people, families, and our planet.

As President, Aman is committed to continue building our party into a movement that lifts people up and reflects the very best of who we are as a province. To support him in this work, he's brought together a slate of experienced, diverse, and talented New Democrats to lead the BC NDP as we prepare for the next election and prominent amongst these are

many sisters and brothers from the union movement, including CUPE brother Dal Benning.

At a time of rising uncertainty and division across the world, Aman is committed to ensuring the BC NDP remains at the forefront of progressive politics. As president, he will has committed to re-engage the membership, continue to grow our tent, and organize relentlessly as we collectively head into the next election. He believes that by working together we can win next election and continue our work to make our province more just, equitable, and safe place for everyone

BRYNN BOURKE
EXECUTIVE DIRECTOR, BC BUILDING TRADES



As Executive Director of the 50,000-member BC Building Trades, Brynn is the voice of the unionized construction sector and a leading advocate for the health, safety, support and training of the workers who build B.C. Under her leadership, BCBT has opened the College of the BC Building Trades, secured enhanced sanitation protocols on construction sites and championed increased funding for trades training. An ally who is passionate about equity and diversity, Brynn is an advocate for knocking down barriers faced by under-represented groups. She is a board member of BC Hydro, BuildForce Canada and SkillPlan.

PATRICK GLOUTNEY

GENERAL VICE-PRESIDENT, CUPE QUÉBEC

Patrick Gloutney was elected Secretary-General of CUPE Québec at the special convention of CUPE Québec in 2020 and has been elected President of CUPE Québec in the convention of CUPE Québec in June 2021.



Patrick Gloutney was elected Regional Vice-President for Québec in October 2017 to CUPE's National Executive Board, and in June 2021 as General Vice-President.

Patrick began his career in the Canadian Armed Forces in 1985. In 1994, he made a career shift and began working as an emergency call center operator, first with the Sûreté du Québec (the Québec Police Force) and in the Municipality of Mascouche, and in 1995 transitioning to the City of Repentigny.

He first became involved with his union over 20 years ago, when he took on the important role of assisting members with their grievances. In 2008, he was elected Vice-President of his local and in 2012, he became President. In the same year, he was elected President of the Provincial Council for the Municipal Sector. At this time, he was also elected Vice-President for CUPE Québec.

WESLEY LESOSKY

PRESIDENT, AIR CANADA COMPONENT OF CUPE & PRESIDENT, AIRLINE DIVISION OF CUPE



Wesley Lesosky is serving his third term as President of the Air Canada Component of CUPE. A dedicated trade unionist, Wesley has held numerous leadership roles within the Union, including Reserve Committee Chair, Trustee, Hotel Committee Co-Chair, and Secretary-Treasurer prior to being elected President. Over the past several years, he has worked closely with the Union's Executive Board to strengthen unity and build a solid foundation focused on achieving a strong Collective Agreement for the membership. He is a firm believer in structured, strategic bargaining supported by an engaged and united membership. Wesley has a comprehensive understanding of the bargaining process, the complexities

of representation, and the challenges facing workers both now and in the future. In addition to his role as Component President, Wesley serves as President of the Airline Division, where he advocates broadly for issues impacting aviation workers across the industry. Through this work, he has helped elevate the voices of airline workers, ensuring their concerns are heard, acknowledged, and respected by both stakeholders and the public.

SUSSANNE SKIDMORE
PRESIDENT, BC FEDERATION OF LABOUR



Sussanne Skidmore was elected as the BC Federation of Labour (BCFED) president in 2022 after being elected as the federation's secretary-treasurer in 2018 and 2020. A well-known human rights, social justice, and queer rights activist, she served as executive vice-president of BCGEU for 5 years. She has co-chaired the BCFED's Human Rights Committee and is active in the federation's Women and Gender Rights Committee. Skidmore is the national treasurer for the New Democratic Party of Canada and a vice president of the BC NDP.

ASHLEY HUMPHRYS

MANAGER OF SOCIAL ENTERPRISE, ENDING VIOLENCE ASSOCIATION



Ashley is the Manager of Social Enterprise at the Ending Violence Association, where she oversees corporate and workplace training programs, including the impactful Be More Than a Bystander program. With a robust background in both the non-profit sector and business, Ashley combines her experience in education, frontline roles, and business acumen to effectively manage and facilitate programs that promote safer and more respectful workplace environments. Her leadership is instrumental in driving initiatives that create lasting change in corporate cultures.

DJ LARKIN

EXECUTIVE DIRECTOR, CANADIAN DRUG POLICY COALITION



DJ Larkin is Executive Director of the Canadian Drug Policy Coalition and a constitutional and human rights lawyer with more than 15 years' experience advocating in solidarity with people and communities who have been structurally marginalized and excluded from many aspects of social, economic, cultural and political life. DJ's work has focused on advancing the rights of people who use drugs, people without housing, prisoners, and Indigenous communities. At CDPC, DJ is working alongside people who use drugs and other people most impacted by Canada's drug policies, workers, researchers and advocates to help advance transformative change to build stronger, healthier and more equitable communities.

MELISSA MOROZ

EXECUTIVE DIRECTOR, PROFESSIONAL EMPLOYEES' ASSOCIATION



Melissa Moroz is the Executive Director of the Professional Employees Association (PEA), a labour union in BC. She has been a committed leader in the labour movement for over two decades. Returning to the BC CUPE convention is a full circle moment for Melissa, because her labour journey started in CUPE 4163 when she was elected the shop steward as a Teaching Assistant in UVic's Sociology Department, an early role that sparked a lasting commitment to worker advocacy, fairness, and collective bargaining. She went on to serve as a national representative for CUPE supporting workers across the municipal and K-12 sectors where she learned valuable and lasting lessons about union

democracy and the power of solidarity.

After 13 years as a Labour Relations Officer at the PEA, Melissa became Executive Director in the fall of 2024. Most recently, she helped lead the PEA through its historic, eight-week public sector strike.

JIM HOPSON

**PRESIDENT, VANCOUVER MUSICIANS' ASSOCIATION, AMERICAN
FEDERATION OF MUSICIANS LOCAL 145**



Jim Hopson is a second-generation working musician and AFM member, who has been active in the BC music scene since 2003. He is a multi-instrumentalist, vocalist, composer, arranger, and recording artist specializing in low brass, Swiss Alphorn, and bass guitar. A dedicated educator, Jim teaches Low Brass and directs the Jazz Ensemble at the UBC School of Music. Jim joined the VMA Board in 2019, before becoming Vice-President in 2024 and President in 2025. A fierce advocate for the interests and rights of working musicians, Jim is honoured to serve the VMA membership in this role.

MORNING STAR TRICKEY
PRESIDENT, CUPE LOCAL 1760



Morning Star Trickey is President of CUPE 1760 and serves on the CUPE BC Executive Board as Diversity Vice-President for People with Disabilities. She also sits on the CUPE National Persons with Disabilities Committee and is a delegate with the Vancouver District Labour Council and CUPE Metro.

In her professional work, she is part of a food security team supporting grants for food infrastructure projects with non-profit community agencies across British Columbia. A Vancouver-based vocal artist and singer with City Soul Choir, Morning Star understands music as a form of organizing. When people sing together, they become a single instrument and create

something that only exists through collective participation.