

# Committee Reports



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# Equity Committee

## Indigenous Committee

### Activity Report

The Indigenous Committee (IC) serves the critical role of guiding CUPE BC's work on the path of reconciliation and empowering CUPE's Indigenous members towards greater involvement in our union.

The IC met on October 2, 2025 with the introduction of new and returning members followed by discussion around: a) the Terms of Reference; b) election of the Recording Secretary; c) the Committee's mandate; d) election of the gender parity position for the National Indigenous Council; e) Elder Protocols; f) 2026 Indigenous Days of Note calendar; and g) future meeting dates. As per its mandate, the IC discussed:

- broadening Support for Indigenous Advocacy;
- improving CUPE BC Protocols; and
- supporting Indigenous Election Engagement.

The IC also met on January 29, 2026 to discuss recommendations and resolutions:

- Recommendation: That CUPE BC reach out to the BC Association of Aboriginal Friendship Centres to organize a meeting to explore opportunities for collaboration.

- A specific recommendation was created regarding "Broadening Support", whereby discussion would continue to improve cultural protocols and create a document that can support the distinctive and nuanced cultural differences of Indigenous peoples and how CUPE BC, locals and members can walk within expectations.
- Finally, discussion is ongoing regarding Indigenous election engagement and how best to break through barriers.

Resolutions for the 2026 Convention were discussed in breakout groups and brought back to a meeting held via zoom on February 10, 2026. These were submitted by March 2, 2026.

### New Topics

#### Indigenous Rights in British Columbia

The *Declaration on the Rights of Indigenous Peoples Act* (DRIPA) which was passed into law in November 2019, provides the province's framework for reconciliation as set out by the Truth and Reconciliation Commission's *94 Calls to Action*. DRIPA has been facing challenges, which include the 2025 ruling by the BC Court of Appeal that the provincial governments current mineral staking system is inconsistent with Indigenous Rights and the 2025 BC Supreme Court ruling affirming Indigenous title over public and private property in southeast Richmond.

The IC feels that it is of utmost importance to take the time and reflection to provide recommendations regarding this matter to CUPE BC and sees it as priority in this term.

### Future Priorities

The IC is reviewing the Truth and Reconciliation Commission's *94 Calls to Action* to best provide relevant and supportive recommendations to CUPE BC.

Report respectfully submitted by:  
Debra Merrier (Chair)  
Shawn Bortolon (Alternate Chair)  
Michael Gonzales (Recording Secretary)

## Persons with Disabilities Committee

### Activity Report

Since October 2025, the Persons with Disabilities Committee has structured its work around the three assigned objectives outlined in the 2025–2027 Mandate Letter.

#### Mandated Priorities

Under *Improving National Resources*, members reviewed disability rights materials produced by CUPE National to assess whether they meet the needs of British Columbia locals and to identify potential gaps or updates. This review will inform recommendations to the Executive Board.

Under *Broadening Support for Accessibility Advocacy*, the Committee examined the implementation of the Accessible British Columbia Act, raising concerns about enforcement, accountability, and representation of persons with disabilities as mandated through the legislation. In January, the committee welcomed Sheryl Burns to provide insight into the Provincial Accessibility Committee including its reporting framework

and structure, which strengthened our understanding of provincial accessibility governance.

Under *Better Harnessing the Power of the Labour Movement*, members reviewed the work of the British Columbia Federation of Labour Accessibility Workers Caucus and discussed how to strengthen CUPE member representation within broader labour accessibility efforts.

The Committee is drafting potential resolutions aligned with these mandate areas for consideration.

### New Topics

The Committee discussed accessibility barriers experienced at CUPE events, including environmental sensitivities, hotel site accessibility, digital-only materials, and inconsistent accessibility procedures. A recommendation was advanced regarding consistent and privacy-compliant use of assistive technologies in committee meetings.

The Committee also began examining barriers to meaningful employment for persons with disabilities, including inclusive hiring practices and the impact of remote work policies.

### Future Priorities

The Committee will continue reviewing National disability rights resources and prepare recommendations for the Executive Board. It will further map key disability advocacy organizations in British Columbia and identify opportunities for stronger coalition and engagement.

Report respectfully submitted by:  
Morning Star Trickey (Chair)  
Juno Diane (Co-Chair)

# Pink Triangle Committee

## Activity Report

The Pink Triangle Committee met on October 21, 2025, and January 20, 2026. We reviewed and discussed the 2SLGBTQIA+ resources on the CUPE National Pink Triangle and the CUPE BC Pink Triangle webpages. Two resources were highlighted as being very useful, CUPE National's Bargaining Beyond the Binary and CUPE BC's Glossary of Terms, to support locals and members as they navigate through bargaining and 2SLGBTQIA+ issues. Both documents are available for download from their respective webpages.

The Committee reviewed our Pride Around the Province document and updated event dates, Pride Society contact information, and types of activities planned for upcoming Pride Events across British Columbia. The discussion also included strategies to support locals in participating in Pride activities within their respective communities. Members or locals requiring assistance in participating in regional Pride events are encouraged to contact [info@cupe.bc.ca](mailto:info@cupe.bc.ca).

## Future Priorities

As we move forward into our next term, we will be looking at other 2SLGBTQIA+ Advocacy Organizations to see how we might better engage with groups like Queer Momentum, Egale, and QMUNITY to support increased advocacy in our province as well as across the country.

Report respectfully submitted by:  
 Joyce Griffiths (Chair)  
 Cody Beyer (Co-Chair)  
 Michaela Daniel (Recording Secretary)

# Racialized Workers

## Activity Report

Since the last reporting period, the newly formed 2025-2027 Racialized Workers Committee has met twice and has begun actively working to understand and implement its mandate within CUPE BC. Through these initial meetings, the Committee has focused on grounding its work in the updated Terms of Reference while identifying priorities that support racialized members across the province. In reviewing the racial equality materials available on the national website, including the Anti-Racism Strategy developed by Canadian Union of Public Employees, the Committee noted that while these resources provide a strong national framework, some materials would benefit from an additional BC-specific context, practical workplace tools, and clearer pathways for members experiencing racism in their workplaces. The Committee recommends exploring the development of complementary provincial resources and educational materials tailored to the experiences of BC members.

To broaden support for racial justice advocacy, the Committee has begun identifying opportunities to build relationships with leading anti-racism and racial equity organizations across the province. Strengthening these connections will support deeper collaboration between the labour movement and racialized communities.

The Committee also reviewed the work of the Racial Equity and Justice Caucus within the BC Federation of Labour and identified opportunities to increase participation and visibility of CUPE members in this work ahead of the 2026 Convention. Recommendations and strategies will continue to be developed for the Executive Board.

## New Topics

The Committee encourages members to increase engagement with their local District Councils and Labour Councils as important spaces to strengthen solidarity and advance efforts that improve the lives of workers and communities across the province. Greater participation will help ensure racialized members' voices and experiences are reflected within the broader labour movement. Even if not heard in a report the Acknowledgement of the Territory and reading of the UN Declaration for People of African Descent is a significant step forward in representing our members.

The Committee also recognizes that when serious incidents, injustices, or atrocities occur, Canadian Union of Public Employees often speaks out. However, due to internal processes that require review and approval before public statements are issued, responses may not always be immediate. CUPE BC's processes are in place to ensure accuracy, accountability, and alignment with the organization's policies and values.

## Future Priorities

Looking ahead, the Committee will focus on strengthening representation and participation in key labour and community spaces. Priorities include supporting the Seamless Childcare NOW campaign and engaging in learning opportunities such as the Equity, Diversity and Inclusion (EDI) Conference at Thompson Rivers University. A strong emphasis will also be placed on community political action, encouraging inclusive participation in municipal and provincial political processes so racialized workers and their communities are better represented.

The Committee will encourage participation in events including International Workers' Day aka May Day, Labour Day, International Women's Day, and Pride celebrations. Engagement with equity, social, and sporting events organized by CUPE BC and the BC Federation of Labour will also be encouraged, alongside cultural events such as Vaisakhi and Lapu-Lapu Day.

Report respectfully submitted by:  
Edward Parsotam (Chair)  
Cindy Ozouf (Co-Chair)  
Carmel Edmonds (Recording Secretary)

# Sectoral Committees

## Colleges and Universities Committee

### Activity Report

In October at the OBCM, the University and the Colleges committees were amalgamated for a two-year term, and now include student union representation. The joint Post-Secondary Committee has a mandate to support CUPE BC in its work to advocate and create initiatives to strengthen the fight against the crisis in public post-secondary education in BC and across Canada.

Between October 2025 and February 2026, the PSE Committee focused on research, internal coordination, and preparation for the 2026 CUPE BC Convention.

The joint committee plans to review the CUPE National A.I. Report to ensure the committee is well-informed on emerging A.I. issues before launching a member survey. This groundwork supports informed engagement with members regarding the impacts of A.I. in their workplaces.

In January, the committee worked on a SWOT analysis exercise (Strengths, Weaknesses, Opportunities, and Threats) to evaluate internal and external factors affecting Post-Secondary

Institutions in BC. This information was used to support and inform CUPE BC's submission to the BC Provincial Government's Post-Secondary Education Review.

Members brought forward ideas at an online meeting in February to review past resolutions and develop resolutions in preparation for the 2026 CUPE BC Convention.

### Future Priorities

The committee will continue to review the challenges facing public post-secondary education in British Columbia. Years of inadequate funding have left colleges and universities struggling to sustain programs, services, and staffing. Tuition and student debt continue to climb, while faculty and staff face heavier workloads and growing insecurity.

Recent changes by Immigration, Refugees and Citizenship Canada (IRCC) affecting international student permits and enrolment caps have intensified financial pressures. With institutions heavily reliant on international tuition, enrolment declines are leading to budget shortfalls and program cuts.

The committee will also work to understand and address privatization in post-secondary education. As our jobs are under threat, we understand that outsourcing work hurts our members, post-secondary institutions, and students.

The committee will advocate for renewed public investment and coordinated policy action because the accessibility and stability of BC's post-secondary system are at risk.

Report respectfully submitted by:  
Tiffany McLaughlin (Co-Chair)  
Lois Rugg (Co-Chair)  
Delaney Sullivan (Recording Secretary)

## Community Social Services Committee

The Community Social Services (CSS) sector plays a vital role in supporting the community. CSS professionals provide essential care, support, and safety for our most vulnerable populations. Community Social Services workers are the heart of the community. Despite their significant contributions, the sector is currently facing considerable challenges, including adapting to advances in artificial intelligence and technology, addressing workplace violence, and managing issues affecting non-profit organizations.

### Activity Report

The Committee is trying to better understand A.I. and Technological Changes in the Community Society Services sector such as the use of A.I. in meetings with employers, CSS worker using it for asking question around union rights or doing employer documents and responding to employer emails with the use of A.I.

Workplace violence has increased, especially from clients and families since COVID-19, and the committee notes a lack of adequate training to address it. They aim to collaborate with other sectors, including health and safety and libraries, and provide tools for workers to reinforce that "violence is not part of their job".

Current initiative includes compiling a list of non-profits needing financial support, and the rationale is that a lot of nonprofits have challenges in matching funding received to client's complex needs and agency allocations affecting clients and CSS workers.

### New Topics

Hosting conversation cafés presents a valuable opportunity for community building across our CSS units; however, we face challenges in engaging members due to the compartmentalised nature of our work. These conversations aim to connect with executives in CSS locals by providing sector updates, facilitating discussions on challenges and solutions facing our CSS workforce, and fostering networking and solidarity.

March is Community Social Service (CSS) Month. The Committee discussed promoting CSS on social media with themes such as: an introduction to CSS, roles and duties of social service workers, the variety of services under CSS, their impact in the community, challenges like violence, limited funding, and burnout, and ways to support CSS workers — such as advocating for better funding and showing empathy when services are strained.

### Future Priorities

The committee is working on how to get communication to composite locals to better get engagement from Community social service workers across the province. Many smaller CSS units are overshadowed by their larger counter parts within a composite local. Often CSS units within multi-industry composite locals are smaller groups, who by numbers alone are outnumbered by the larger industry groups, which leads to disenfranchised members who do not feel seen, heard, or represented by their locals. By establishing a set of recommendations or best practices for these locals, we can help to ensure that all CSS workers are seen, represented, and engaged in the Union.

How can we strengthen labour's voice in non-profit agencies? Building union presence within non-profit workplaces could help improve working conditions. It's important to assess the feasibility of gaining roles on boards to influence change from within.

Report respectfully submitted by:  
Lee-Ann Lalli (Chair)  
Gillian Gaffney (Co-Chair)  
Tara Hayes (Recording Secretary)

## K-12 Committee

### Activity Report

This year, CUPE BC provided mandate letters to all committees to guide their work for the term. The K-12 Committee was tasked with three major areas: Violence in the Workplace, Seamless Childcare, and Artificial Intelligence and its impacts on the workplace.

#### Violence in the Workplace

Following OBCM, the K-12 Committee developed a work plan for the term, beginning with the most urgent and pervasive issue facing the majority of K-12 members—violence experienced by Student Support Services workers. This group includes Education Assistants (EAs), Youth Care Workers (YCWs), and other members who work directly with students with behavioural challenges and neurodiverse needs.

The number of students requiring 1:1 support continues to grow each year. Many remain undiagnosed, leaving districts unable to provide the resources these students need to be successful. When students cannot communicate effectively, frustration and dysregulation can escalate into violent outbursts—outbursts that too often result in serious injury to the very workers supporting them.

Public conversations about “violence in schools” often assume student on student incidents—the traditional schoolyard fight

ending in a bloody nose and a suspension. What the public rarely understands is that in K-12, violence overwhelmingly means student to support worker violence, and the consequences can be far more severe. Our members are being:

- bitten
- kicked
- punched
- slapped in the face
- head butted
- threatened and verbally abused
- spat on
- chased aggressively

Many have had to hide under desks in locked rooms to protect themselves from students' intent on causing harm. They have endured computers, televisions, chairs, tables, desks, and other objects being thrown at them. Some incidents have resulted in hospital visits, surgeries, and life-altering injuries.

Schools simply do not have the staffing, resources, or supports required to meet the needs of these students safely. Instead, the “solution” has become issuing foam shields, Kevlar wrist and shin guards, face shields, helmets, and other protective gear—a reactive approach that does nothing to address root causes or prevent harm.

WorkSafeBC has recently begun to recognize that the hazards faced by K-12 workers cannot be treated the same as those in other workplaces. CUPE BC's Health and Safety Representative spent a full day with the committee, providing information, resources, and guidance on navigating WorkSafeBC policies and procedures.

A key learning from this workshop was the critical role of an Occupational Hygienist. Hygienists focus on health hazards that may not cause immediate injury but can lead to short or long term harm—including the psychological and psychosocial impacts of

chronic exposure to violence. They can identify, assess, and help control harmful exposures such as:

- repeated aggressive, abusive, or traumatic interactions
- high emotional demands without adequate supports
- inadequate staffing, training, or supervision in high risk environments
- poorly designed work processes that increase stress, fear, or trauma

Their role is not to diagnose mental health conditions, but to ensure the workplace itself is not causing or worsening harm.

Together, the committee drafted a Resolution for Convention 2026 to advocate for the development of more training resources to prevent and address violence in the workplace specific to B.C. We look forward to your support for this resolution to advance meaningful change.

### **Seamless Childcare**

Although the committee has only met twice this term, we have begun work on the second mandated topic: Seamless Childcare in BC.

In February 2026, it was quietly announced that the \$4.1 million invested in Seamless Day Kindergarten, a pilot program for childcare for kindergarten and grade 1 students, will not be available for the 2026/27 school year. This loss of funding will have serious consequences. This is very disappointing for both CUPE members working in these programs and the families that rely on these programs.

However, on October 7, 2025 — just before OBCM — the government introduced Bill 19, proposing amendments to the School Act that would allow districts to expand childcare to include infants and toddlers, and recoup reasonable childcare operating costs. This expansion would allow school districts to expand programs to operate year-round and make these programs financially viable and provide opportunities for full time hours for CUPE members, both ECEs and Education Assistants.

In the 2026 Provincial Budget, the Provincial Government announced \$25 million in new funding to support childcare on school grounds. The Committee will be discussing the implications of this funding at future meetings.

The K-12 committee will meet again in October 2026 to continue work on childcare, and our January 2027 meeting will be dedicated to examining Artificial Intelligence and its impacts on the K-12 workplace.

Report respectfully submitted by:

Amber Leonard (Chair)

Karrie Andrews (Co-Chair)

Kayla Kinlock (Recording Secretary)

## Libraries Committee

### Activity Report

The committee was tasked with addressing three main areas for the term: better understanding A.I. and Technological Changes, addressing workplace violence, and improving sector engagement.

Members agree that the addition of mandates is a welcome step to ensure committees have clear direction and objectives for the term.

**A.I.** – a presentation from National Rep Sarah Ryan on the basics of A.I. was very eye opening for committee members. It is very clear to committee that this topic is very complex and evolving rapidly. Education and training are imperative for all workers and staff reps on how to navigate this challenging topic. The rapid advancement of A.I. in our workplaces continues to raise concerns about the future of library services in all types of jobs.

**Violence in the Workplace** – the committee is very happy to see opportunities such as the Virtual Library Symposium and Virtual Beyond Hope Conference available to present results of Health and Safety surveys. This is part of larger plan to address the ongoing violence in the workplace in the sector, specifically for public library workers.

This topic continues to be a priority issue for the sector.

**Sector engagement** – ongoing planning for how to engage workers and locals in October Library month and BC Summer Reading Club.

## New Topics

The committee continues to support the longstanding relationship between CUPE BC and the BC Library Association. Two members will be attending the 2026 BC Library Conference in Vancouver on behalf of the committee as part of CUPE BC's annual sponsorship of the event. This event continues to be a great way to promote the work of the committee and to engage with many different types of library workers.

## Future Priorities

The committee hopes to connect with the Post Secondary Committee in the upcoming months to develop a support strategy for library workers affected by the crisis emerging from international student funding changes.

The committee also hopes to keep the advancement of A.I. in libraries at the forefront when planning future meetings. Work on this topic needs to be ongoing and built upon to address the threat to workers and jobs in the sector.

Report respectfully submitted by:  
Nicole Cabrejos (Chair)  
Fatima Ferreira (Co-Chair)  
David Kloepfer (Recording Secretary)

# Municipal Committee

## Activity Report

At the One Big Committee Meeting, the Municipal Committee reviewed the mandate assigned by the Executive, discussed each issue briefly, and determined that each of the remaining three meetings would focus primarily on one topic, with additional time for emergent issues. Each meeting provides

the opportunity to invite a specialist or subject-matter expert to present on the chosen topic, and time for the committee to review the current resources available through National. This approach provides a structure that we hope will allow us to identify potential gaps and opportunities for the Division to pursue.

In January, we invited Sarah Ryan, senior research officer working on the impacts of implementing artificial intelligence in workplaces, to present. We discussed how AI has benefits but that the costs and challenges (privacy breaches, lack of transparency, loss of jobs, employer surveillance, and environmental impacts) must be acknowledged and mitigated. The committee notes that the national union is working to meet the resolution carried calling on improved resources, such as the new bargaining guide and education, for locals to use in bargaining better protections in our collective agreements.

The committee will focus on precarious workers and anti-privatization in the next two meetings. We have committed to talking with our part-time and casual workers directly, and to developing a recommended set of survey questions to deepen our understanding of these workers' needs. We are looking forward to hearing from the region's anti-privatization coordinator on resources and support available to locals in our common fight to keep municipal services public.

## New Topics

### Increase Communication between Locals

The committee identified the need for all municipal locals to participate in regular online meetings to discuss the various issues impacting each local. We believe these meetings can be used for coordinating bargaining, updates after bargaining, job classifications and pay rates for each. These sessions would also help support new local representatives and provide a network for them to have any of their questions answered. We also see a need for easier and quicker access to current collective agreements.

We are recommending the CUPE BC Division and CUPE [National] work together to facilitate more opportunities for municipal local presidents to meet and share.

## Future Priorities

### Mental Health

The increase of violent incidents in the workplace and lower staffing numbers are creating an environment that is leading to mental health fatigue for all workers.

The committee identified a need for mental health training to help alleviate the stigma attached with asking for help when it is needed. Specifically, the committee discussed the often-overlooked mental health crisis for men, being that the demographic of municipal workers is often dominated by individuals who identify as male. June is recognized as Men's Mental Health Month, and the committee has recommended that Supercon incorporate some content in recognition.

Report respectfully submitted by:  
Ryan Doman (Chair)  
Dustin LePage (Co-Chair)  
Jacoline Jensen (Recording Secretary)

## Transportation Committee

### Activity Report

In our January meeting, we discussed a resolution regarding privatization. You will see it submitted in the resolution package, and we encourage you to read, consider, and support it. The committee has also seen the need to collect current data on workplace violence and sought the help of CUPE staff to assist in creating survey questions that can be posed to transportation locals to obtain information that will help us target our focus to the most relevant workplace violence concerns. AI is an ever-emerging issue, and we are striving to understand how it will affect the workplace in the near future.

We have obtained some insight as to where this might continue to surface and will remain attuned to this developing concern. Our goal is to provide all the information we can to CUPE BC so they can advocate for the protection of jobs in the face of this evolving technology.

## New Topics

In preparation for this report, the committee identified mental health as an additional key topic in transportation. Transit operators consistently rank among the occupations with some of the highest numbers of psychological injury claims through WorkSafeBC. They manage traffic, maintain strict schedules, are responsible for passenger safety and face physical assaults which can result in anxiety, depression, and post-traumatic stress. Shift structures frequently take time away from family and friends, further weighing on these workers. Improved access to services, early intervention, and peer support programs are essential to this sector moving forward.

## Future Priorities

As mentioned in the activity report, the committee's next task is to carry out our brief telephone survey on workplace violence. We encourage our target locals to participate so that we can collect the data we need to best advocate on behalf of our CUPE Transportation family. We look forward to continuing this important work.

Report respectfully submitted by:  
Dawn Armstrong (Chair)  
Tyler Mace (Co-Chair)  
Elizabeth Roux (Recording Secretary)

# Standing Committees

## Environment and Climate Justice Committee

The Environment and Climate Justice Committee is thankful to be able to meet and collaborate on the unceded lands of the Coast Salish peoples. May we all walk softly through this land upon which we are uninvited visitors, respect it, protect and care for it as the Indigenous Peoples have done for centuries before us.

### Activity Report

The CUPE BC Environment and Climate Justice committee was tasked by the Executive Board to consider ways to better connect our union to critical issues of the climate and environment. We consider the ways that membership engagement can be built around a just transition away from fossil fuel production. Helpful communications within locals is needed so that activists are inspired to take positive climate action through local committee work and partnerships with working groups. Our committee set to work right away actioning the objectives that were assigned to us.

**Better aligning our Work within the Labour Movement:** The Environment and Climate Justice Committee submitted a draft updating our Terms of Reference to

better align with the BC Federation of Labour's Climate Justice and Jobs Committee. This included the adoption of just transition language that builds community and helps bring awareness to the initiatives and solutions that will bring about worker-centered climate justice.

Activists in labour councils had the opportunity to participate in the BC Federation of Labour's Changing Climate, Changing Economy Focus Groups. The discussions that took place at these groups were worker-centered, represented many industries, and informed the policies, measures and actions needed to address climate change and bring about a just transition to a net-zero economy in pursuing climate justice. The BC FED reported on solutions, just transition measures and impacts to workers and communities from the changing climate and economy.

The committee reviewed CUPE National's Artificial Intelligence, Energy and Climate Change backgrounder and has drafted a resolution addressing the need for legislation, non-industry oversight and environmental protections in A.I data centres as well as in the mining industry.

### **Supporting Environmental Leadership:**

The committee has continued work on an Environmental Toolkit that consolidates resources that activists can use to build on climate action within their locals. We spoke about the importance of hopeful messaging around just transition strategies toward a positive recovery model that includes

worker-centered dialogue and solutions. We are working to consolidate resources to support environmental leaders within locals to form committees and actions in their communities. One of the ways that members can make a difference is by cultivating financial literacy in the ethical investment of pension funds, and action on Pension Boards is one way to bring awareness to environmental concerns.

We have recommended that CUPE BC acknowledges the climate crisis by adopting the Green Statement and reading it at all significant meetings, as is done for equity and reconciliation.

**Broadening Support for Environmental Advocacy:** The CUPE BC Executive Board has tasked the committee with the provision of moderate grants to organizations doing innovative work in alignment with the CUPE National Environment Policy. The committee is exploring coalition-building with environmental organizations whose mandates and actions align with CUPE BC. Members are building coalitions within local Community Environment groups, and have begun a list of environmental organizations that promote just transition strategies and protect the environment.

## Conclusion

The Environment and Climate Justice Committee has worked to elevate our Union’s commitment to climate justice, develop practical actions, and support projects and organizations that engage members in making a difference in the greatest challenge facing the world. The Committee would like to thank the staff at the CUPE BC office who have assisted us in navigating through the operations of our Committee.

Report respectfully submitted by:  
 Chloe Martin-Cabanne (Chair)  
 Andrea Craddock (Co-Chair)  
 Cindy Gaboury (Recording Secretary).

# International Solidarity Committee

## Activity Report

Work to date has focused on advancing education, awareness, and engagement around the committee’s assigned mandate topics, notably:

- Engaging Locals to Better Support International Solidarity
- Improving National Resources
- Growing the Global Justice Fund

Initial efforts have emphasized strengthening worker-to-worker solidarity by encouraging shared learning, relationship-building across locals, and collective discussions on the importance of international and social justice work within CUPE.

Key observations indicate strong alignment between member values and the principles of global solidarity, particularly when connections are made between local struggles and international labour movements. However, awareness of CoDevelopment (CoDev) Canada initiatives and the role of the Colleen Jordan Humanitarian Fund remain inconsistent across locals. Many members support the goals in principle but lack clear information on how to engage or contribute meaningfully.

Recommendations to the Executive Board include continued promotion of worker-to-worker solidarity through education and storytelling, increased visibility of CoDev Canada’s work within CUPE Communications, and active encouragement for locals to donate directly to the Colleen Jordan Humanity Fund. Clear guidance and regular reminders would support stronger participation and reinforce CUPE’s commitment to global justice and solidarity.

## Future Priorities

Along with continuing the work above, the committee will prioritize reviewing the policy manual to ensure alignment with current CUPE BC mandated goals. This work could include identifying outdated language, gaps, or inconsistencies. The committee will recommend updates that reflect CUPE BC's commitments to equity, reconciliation, worker safety, public education, strong public services, and the struggle to achieve these both at home and abroad.

Report respectfully submitted by:

Paula Bass (Chair)

Véronique Fleury (Co-Chair)

Nadia Revelo (Recording Secretary)

# Occupational Health and Safety Committee

## Activity Report

Over the past year, the CUPE BC Occupational Health and Safety Committee has continued its important work to ensure that every member across our province returns home safe at the end of their shift. As we gather here in Victoria for the 2026 Convention, we reflect on the importance of mitigating and controlling workplace hazards and reporting incidents. Our committee has focused our advocacy, education, and organizing efforts around several critical pillars this year, addressing the compounding pressures our members face daily.

## Future Priorities

### Mental Health

The mental toll of our work has reached a critical threshold. Across our sectors, members are bearing the weight of systemic pressures that directly impact their psychological health. We have made Psychological Health and

Safety an important focus of our committee's work. The exhaustion stemming from chronic understaffing, the inability to disconnect, and the moral injury of wanting to provide better public services than current resources allow are not just operational issues; they are health and safety hazards. We continue to advocate for robust Psychological Health and Safety plans at all worksites and are pushing employers to recognize burnout as a preventable occupational injury.

### Violence is NOT part of the job.

There is no acceptable level of violence in any workplace, for any reason. Whether in our schools, libraries, municipalities, or workplaces, CUPE members are increasingly facing harassment and aggression. We advocate for providing resources and training to empower members. This includes the Right to Refuse Unsafe Work, implementing proactive risk assessments and providing immediate, trauma-informed support for members who experience violence on the job.

### Looking Ahead

The strength of our union's health and safety mandate lies in our Joint Occupational Health and Safety Committees (JOHSC) at every Local. We encourage every local to utilize the education and resources provided by CUPE to build capacity among your union representatives, challenge your employers when they attempt to bypass mandatory safety requirements, and ensure that every hazard and incident is reported and addressed.

Report respectfully submitted by:

Donald Grant (Chair)

Henry Lee (Co-Chair)

Martha Higgins (Recording Secretary)

# Pension Committee

## Activity Report

- The Committee reviewed and updated its Terms of Reference to align with the mandate provided by the CUPE BC Executive Board. The requirement to identify and track all CUPE pension plans in BC was removed to allow greater focus on strategic priorities.
- Pension-related links on the CUPE National website were reviewed. It was determined that listing all plan types is not practical. Instead, key information will be incorporated into the Committee's revised Fact Sheet.
- The Committee discussed improving the Pension Fact Sheet by simplifying content, adding a glossary of terms, and strengthening advocacy messaging. The updated version will highlight the value of pensions, the risks of private investing, and the importance of educating younger workers about defined benefit plans.
- Three resolutions were developed for the upcoming CUPE BC Convention:
  1. Advocate publicly for expanded pension access beyond CPP and OAS.
  2. Lobby for mandatory childcare programs on school board properties to support workforce participation and pension contributions.
  3. Submit a resolution to the next CUPE National Convention to allow Canada Pension Plan survivor benefits to be payable to estates where no eligible beneficiary exists.

## New Topics

- Addressing growing public misconceptions about public-sector pensions.

- Improving pension literacy among younger workers.
- Framing accessible childcare as both a workforce and pension equity issue.
- Raising fairness concerns regarding forfeited CPP survivor benefits.
- Development of a digital advocacy postcard.

## Future Priorities

- Draft and finalize the revised Pension Fact Sheet, including a glossary.
- Develop and launch a digital advocacy postcard.
- Continue strengthening pension education and advocacy efforts.

Report respectfully submitted by:

Cindy Ozouf (Chair)

Dawn Zemoura (Co-Chair)

Roberta Ciaraulo (Recording Secretary)

# Political Action Committee

Political action is central to the work of CUPE BC. Working in partnership with CUPE locals and our National Union, CUPE BC engages members in political action to advance the interests of workers and communities across British Columbia.

While collective bargaining remains essential, many gains for workers cannot be achieved at the bargaining table alone. Improvements to labour legislation and WorkSafeBC regulations, the expansion of public services, health care and childcare, and measures to address the rising cost of living all require coordinated political action at every level of government.

With more than 120,000 members across the province, CUPE BC represents a strong and mobilizable voting base capable of influencing political outcomes.

## Activity Report

Since the last convention, the Political Action Committee has continued advancing a multi-year political campaign strategy that is now being implemented. Key work during this period has included:

- Hosting CUPE BC's first Political Action Summit in October 2025
- Participating in the 2025 BC NDP Convention and advancing resolutions aligned with member priorities.
- Delivering campaign development training through Winter School
- CUPE BC hosted a series of one-day in person regional workshops on Local Government Elections around the province.
- Preparing members and developing resources to support members for the 2026 Local Government elections.

## New Topics

The Committee is now focused on the upcoming Local Government elections scheduled for October 17, 2026. To support this work, the Committee is meeting more regularly to assess the political landscape across British Columbia and to strengthen member engagement.

## Future Priorities

In conclusion, the Political Action Committee continues to provide leadership within CUPE and through collaboration with the Canadian Labour Congress, the BC Federation of Labour, and District Labour Councils. By advancing political education and collective action, CUPE BC will continue working to improve conditions in our workplaces, our communities, and our society.

Report respectfully submitted by:  
Dal Benning (Chair)  
Leanne Yearley (Co-Chair)  
Shannon Levinsky (Recording Secretary)

# Skilled Trades Committee

## Activity Report

The Skilled Trades Committee has continued the work of previous members with a focused commitment to improving access to apprenticeships and securing sustainable funding for public sector employers. Our objective remains strengthening skilled trades pathways within the public sector and ensuring long-term workforce stability.

While our resolution to the CUPE National Convention calling for the establishment of a dedicated Working Group/Committee did not reach the floor, the Committee emphasized the importance of coordinated dialogue between National and the New Brunswick and Ontario Skilled Trades Committees to address shared priorities.

With the support of CUPE BC, we will convene a virtual meeting in fall 2026 to advance this collaboration. Key agenda items will include:

- Common issues and systemic challenges facing Red Seal trades
- Strategies to support equity-deserving groups entering and advancing in the trades
- Provincial and federal apprenticeship funding frameworks and opportunities

This interprovincial engagement will allow us to align priorities, share best practices, and strengthen advocacy efforts across jurisdictions.

## Future Priorities

Looking ahead, the Committee is committed to supporting initiatives that promote safer, healthier, and more inclusive workplaces across the skilled trades.

We will support Show Up for Safer Workplaces, a four-day comprehensive training program delivered by the BC Centre for Women in the Trades (BCCWITT). The program equips participants to recognize and respond to

mental health and substance use concerns, address toxic workplace culture, and take an active role in fostering psychologically safer and more stable work environments.

In addition, we will pursue engagement with YWCA BC, one of the province’s largest and most diversified non-profit organizations. Founded in 1897 as YWCA Vancouver, the organization has a long history of supporting women and communities through housing, employment services, and advocacy. This engagement will focus on identifying shared priorities and potential collaboration to strengthen equity, access, and support systems within the skilled trades sector.

Respectfully submitted by:  
 Kirk Mercer (Chair)  
 Andrew Madden (Co-Chair)  
 Shannon McKenzie (Recording Secretary)

# Women’s and Gender Rights Committee

## Activity Report

Since the last Convention, the Women’s & Gender Rights Committee completed work in the following key areas:

**1. Addressing Gender Based Violence and Safety:** The Committee prioritized work related to gender based violence, including discussions and development of resolutions and recommendations that support increased funding for gender based violence programs and resources across BC. The Committee identified the *Prevention, Education, Advocacy, Counselling and Empowerment (PEACE)* and *Violence is Preventable (VIP)* programs as top priorities, as well as broader funding for gender based violence services.

The Committee also shared the updated CUPE Safer Union Spaces Office (SUSO) Harassment and Discrimination Response Procedure with members to support awareness and understanding of safer union spaces.

## 2. Committee Meetings and Reporting:

The Committee met on October 22, 2025 and January 21, 2026. Meeting reports and minutes were compiled, reviewed, and finalized in collaboration with staff support, and submitted to the CUPE BC Executive Board. Committee leadership and members worked collaboratively to ensure reports accurately reflected the discussions, priorities, and decisions of the Committee.

## 3. Recommendations to the Executive Board:

Following committee discussion, the Women’s & Gender Rights Committee submitted the following recommendations to the CUPE BC Executive Board:

- That CUPE BC allow Safer Union Spaces Officer, Sarah Scanlon, to attend the next committee meeting to discuss the amended Trial Process.
- That CUPE BC distribute the *211 Redbook* to all Locals, highlighting resources related to gender based violence and community supports.
- That CUPE BC purchase additional books to be used as Convention booth draw prizes, with titles reflecting women’s, Indigenous, 2SLGBTQIA+, racialized, and disability justice perspectives.
- That CUPE BC display book titles and descriptions at the Convention booth to promote education and engagement.

## 4. Convention Planning and Member Engagement

The Committee worked with CUPE BC staff to plan Women’s & Gender Rights Committee engagement at Convention, including book draws.

## 5. Education and Ongoing Work

The Committee discussed broader education initiatives, including *Safer Union Spaces* training, restorative approaches, and crisis response supports. The Committee also explored future engagement with the Safer Union Spaces Office to deepen understanding and strengthen union wide practices.

## New Topics

The Committee noted the ongoing need for:

- increased education and clarity around gender based violence response processes;
- accessible, trauma informed resources for members; and
- continued focus on intersectional gender equity work across CUPE BC.

## Future Priorities

The Women's & Gender Rights Committee remains committed to advancing gender equity and safer union spaces. Future work will continue to focus on education, advocacy, and practical resources that support members and strengthen CUPE BC's commitment to equity and inclusion.

Report respectfully submitted by:  
Sheryl Burns (Chair)  
Theresa Pidcock (Co-Chair)  
Kimia Ghorbani (Recording Secretary)

## Young Workers' Committee

### Activity Report

This term, the Young Workers' Committee (YWC) hopes to strengthen our committee and the Young Worker movement in British Columbia by strengthening our capacity for successorship. The YWC has identified a critical lack of continuity and carried knowledge within the committee, and developing successorship strategies will allow the YWC to focus on advocating around issues that young workers face every day.

The YWC has made young worker engagement a key priority. Following the 2022 Provincial and Federal election, the YWC has recognized a key shift to the political right in the youth population and has identified a lack of genuine engagement with youth – both in the labour movement and our communities – as a primary

cause. Bearing this in mind, our committee is working diligently to plan ways to engage with our young workers. In cooperation with Labour Councils and Locals, we hope to send the Vanalietta to every region for a Young Workers' Event.

Finally, the Young Workers' Committee is working with the Pension Committee to identify ways to educate young workers on their pensions, why they are important, and how they can better plan for retirement. The YWC has submitted recommendations to the Executive board to include Pension-related education at this year's SuperCon, with a focus on key areas for new and young workers to consider when starting their pension contributions.

### Future Priorities

Since the 2025 CUPE BC Convention, the YWC has been exploring different avenues for CUPE BC to facilitate a recurring Young Worker's Forum. The YWC hopes to create a venue for all young workers to meet and freely share the issues they face within their workplace and the union movement and collaborate on ideas to help strengthen the Young Workers' movement along with their peers.

The Young Workers' Committee is also pleased to hear that CUPE BC has endorsed the Cuts Suck; Fix Education! Movement, a student-led movement working to ensure our public Universities are properly funded and hopes to work on ways that CUPE BC and its Young Workers can support.

Report respectfully submitted by:  
Cody Beyer (They/Them) (Chair)  
Hannah Johnson (Co-Chair)  
Winston Stuetz (Recording Secretary)