



**CUPEBC • 2026**  
**CONVENTION**

THIS BOOK BELONGS TO

NAME:

LOCAL/CONTACT:

CUPE BC represents more than 120,000 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 our province of 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 asks all participants to reflect, acknowledge, and honour, in their own way, the First Nation land on which they live and work.

Further, CUPE BC acknowledges and respects the ləkʷəŋən (Le-KWUNG-en) People – known today as the Esquimalt and Songhees Nations – on whose traditional and unceded territories the 2026 Convention is taking place.



**Canadian Union of Public Employees British Columbia**  
410 – 6222 Willingdon Ave., Burnaby, B.C. V5H 0G3

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# Agenda

Victoria Conference Centre  
April 29 – May 2, 2026

Wednesday – April 29, 2026

| TIME              | EVENT   |
|-------------------|---|
| 3:00 pm           | <b>Registration Opens</b><br><i>Pre-Function 1A</i>   |
| 4:00 pm – 5:00 pm | <b>RACIALIZED WORKERS ROUND TABLE</b><br><i>West Coast</i>  |
| 5:00 pm – 6:00 pm | <b>DELEGATE ORIENTATION</b><br><i>Lecture Theatre</i>   |
| 7:00 pm – 9:00 pm | <b>RESPIRE ROOM</b><br><i>Metchosin</i>   |
| 7:00 pm – 9:00 pm | <b>CONVENTION HALL OPENS</b><br><i>Carson Hall</i><br>Doors open at 6:40 pm   |
|                   | <b>OPENING</b><br>Karen Ranalletta   CUPE BC President  |
|                   | <b>Indigenous Welcome</b><br>Songhees Nation   Lək̓ʷəŋən<br>Elder Sam George   səliłwətał (Tsleil-Waututh Nation)   |
|                   | <b>Equality Statement</b><br>Debra Merrier   Diversity Vice-President (DVP), Indigenous<br>Morning Star Trickey   DVP, Persons with Disabilities<br>Joyce Griffiths   DVP, Pink Triangle<br>Edward Parsotam   DVP, Racialized Workers |

Wednesday – April 29, 2026

TIME

EVENT

7:00 pm – 9:00 pm

**Recognition and Acknowledgment of the International Decade for People of African Descent (IDPAD) (UN Declaration)**

Sheryl Burns | General Vice President (GVP)

**National Code of Conduct**

Dal Benning | GVP

Nicole Cabrejos | GVP

Amber Leonard | GVP

**Credentials Committee Report**

**Convention Rundown**

Tony Rebelo | CUPE BC Secretary-Treasurer

**Convention Video**

**President's Opening Address**

Karen Ranalletta | CUPE BC President

9:00 pm

**CLOSING ANNOUNCEMENTS**

**Solidarity Forever**

9:00 pm – 12:00 am

**WELCOME RECEPTION**

*Crystal Garden*

**Sober Space**

*Library (Fairmont Empress)*

# Thursday – April 30, 2026

| TIME               | EVENT   |
|--------------------|---|
| 7:30 am            | <b>INDIGENOUS CLEANSING CEREMONY</b><br><i>Walkway Outside Upper Pavilion</i><br>**Open to all. Delegates may join at any time and do not have to stay for the full duration. |
| 8:30 am            | <b>REGISTRATION</b><br><i>Pre-function 1A</i>   |
| 9:00 am – 4:00 pm  | <b>RESPIRE ROOM</b><br><i>Metchosin</i>   |
| 9:00 am            | <b>CONVENTION RESUMES</b><br><i>Carson Hall</i><br>Doors open at 8:30 am.   |
| 9:00 am            | <b>Announcements &amp; Credentials Committee Report</b>   |
| 9:10 am            | <b>KEYNOTE: Premier David Eby</b>   |
| 9:25 am            | <b>Resolutions Committee &amp; Test Question</b>  |
| 9:35 am            | <b>National President's Report</b><br>Mark Hancock  |
| 9:55 am            | <b>Secretary-Treasurer's Report &amp; Financials</b><br>Tony Rebelo   |
| 10:45 am           | <b>Trustees Report</b><br>Kyle Clark<br>David Robertson   |
| 10:55 am           | <b>National Secretary-Treasurer's Report</b><br>Candace Rennick   |
| 11:15 am           | <b>Executive Board Report</b>   |
| 11:55 am           | <b>Announcements</b>  |
| 12:00 pm – 2:00 pm | <b>LUNCH</b>  |
| 12:00 pm – 1:00 pm | <b>National Officers Lunch</b><br><i>Upper Pavilion</i>   |
| 1:00 pm – 2:00 pm  | <b>CUPE BC Per Capita Program Training &amp; Triage</b><br><i>Esquimalt</i>   |
| 2:00 pm            | <b>Standing Committees Introduction &amp; Resolutions</b><br>Doors open at 1:40 pm  |
| 3:05 pm            | <b>Greetings</b><br>Lily Chang   Secretary-Treasurer, Canadian Labour Congress (CLC)<br>Zailda Chan   President, UniteHERE! Local 40  |

## Thursday – April 30, 2026

| TIME              | EVENT   |
|-------------------|---|
| 3:20 pm           | <b>Standing Resolutions Continued</b>   |
| 3:55 pm – 4:00 pm | <b>CLOSING ANNOUNCEMENTS</b>  |
| 4:15 pm – 4:45 pm | <b>ELECTION FORUM</b><br>Elections Chair: Kent Peterson<br><i>Carson Hall</i>   |
| 5:00 pm – 6:00pm  | <b>FORUM: Mental Health</b><br><i>Carson Hall</i><br>Panelists:<br>Judy Darcy   Former Minister of Mental Health & Addictions<br>Nicki Ropp   Mental Health & Wellness Director, CUPE Local 873 |
| 6:00 pm – 7:00 pm | <b>Environmental Justice &amp; Seamless Childcare</b><br><i>West Coast</i>  |

## Friday – May 1, 2026

| TIME              | EVENT   |
|-------------------|---|
| 7:30 am           | <b>INDIGENOUS CLEANSING CEREMONY</b><br><i>Walkway Outside Upper Pavilion</i><br>**Open to all. Delegates may join at any time and do not have to stay for the full duration. |
| 8:30 am           | <b>REGISTRATION</b><br><i>Pre-function 1A</i>   |
| 9:00 am – 5:00 pm | <b>RESPIRE ROOM</b><br><i>Metchosin</i>   |
| 9:00 am           | <b>CONVENTION RESUMES</b><br><i>Carson Hall</i><br>Doors open at 8:30 am.   |
| 9:00 am           | <b>Announcements &amp; Credentials Committee Report</b>   |
| 9:10 am           | <b>CUPE Regional Director's Report</b><br>Martina Boyd  |
| 9:25 am           | <b>Sectoral Committees Introduction &amp; Resolutions</b>   |

# Friday – May 1, 2026

| TIME               | EVENT  |
|--------------------|--|
| 10:45 am           | <b>Greetings</b><br>Paul Finch   President, BC General Employees' Union (BCGEU)<br>Aman Singh   President, BC NDP  |
| 10:55 am           | <b>Sectoral Resolutions Continued</b>  |
| 11:45 am           | <b>Moment of Silence</b>   |
| 12:00 pm – 2:00 pm | <b>LUNCH</b>   |
| 12:00 pm – 1:00 pm | <b>Intro to Harm Reduction &amp; Overdose Response Using Naloxone</b><br><i>Oak Bay</i>  |
| 2:00 pm            | <b>Equity Committees Introductions &amp; Resolutions</b><br>Doors open at 1:40 pm  |
| 2:50 pm            | <b>Greetings</b><br>Brynn Bourke   Executive Director, BC Building Trades<br>Patrick Gloutney   CUPE General Vice-President, Québec  |
| 3:00 pm            | <b>Equity &amp; Human Rights Resolutions Continued</b>   |
| 4:00 pm            | <b>Greetings</b><br>Sussanne Skidmore   President, BC Federation of Labour (BCFED)<br>Wesley Lesosky   President, Air Canada Component of CUPE   |
| 4:15 pm            | <b>Equity &amp; Human Rights Resolutions Continued</b>   |
| 4:55 pm            | <b>CLOSING ANNOUNCEMENTS</b>   |
| 5:15 pm – 6:15 pm  | <b>RACIALIZED WORKERS ROUND TABLE</b><br><i>West Coast</i>   |
| 6:00 pm – 7:00 pm  | <b>ALL TREASURERS NETWORKING EVENT</b><br><i>Oak Bay</i>   |
| 6:45 pm – 8:45 pm  | <b>YOUNG WORKERS EVENT</b><br><i>Group Photo: 6:20 pm at Registration Desk<br/>(Pre-Function B, Level 1)<br/>Pinhalla Pizzeria (516 Fisgard St., Victoria)<br/>**Pre-registration required by April 3, 2026 – CLOSED**</i> |
| 8:00 pm – 11:00 pm | <b>CUPE BC &amp; DISTRICT COUNCIL HOSPITALITY NIGHT</b><br><i>Crystal Ballroom &amp; Palm Court</i><br><b>Sober Space</b><br><i>Library (Fairmont Empress)</i>   |

# Saturday – May 2, 2026

| TIME               | EVENT   |
|--------------------|---|
| 7:30 am            | <b>INDIGENOUS CLEANSING CEREMONY</b><br><i>Walkway Outside Upper Pavilion</i><br>**Open to all. Delegates may join at any time and do not have to stay for the full duration. |
| 8:30 am            | <b>REGISTRATION</b><br><i>Pre-function 1A</i>   |
| 9:00 am – 4:00 pm  | <b>RESPIRE ROOM</b><br><i>Metchosin</i>   |
| 9:00 am            | <b>CONVENTION RESUMES</b><br><i>Carson Hall</i><br>Doors open at 8:30 am.   |
| 9:00 am            | <b>Announcements &amp; Credentials Committee Report</b>   |
| 9:05 am            | <b>Keynote: “Be More Than a Bystander”</b><br>Ashley Humphrys, Manager of Social Enterprise,<br>Ending Violence Association of BC   |
| 9:25 am            | <b>Keynote: Vision for BC Drug Policy</b><br>DJ Larkin   Executive Director, Canadian Drug Policy Coalition   |
| 9:45 am            | <b>Elections</b><br>Chair: Kent Peterson<br>*Test Vote*<br><b>Election of Trustee 3-year (1)</b><br><b>Oath of Office</b><br>(Trustees Photo)                                 |
| 10:05 am           | <b>Constitution Committee &amp; Resolutions</b>   |
| 11:05 am           | <b>Greetings</b><br>Kent Peterson   CUPE Regional Vice-President, Saskatchewan  |
| 11:10 am           | <b>General &amp; Remaining Resolutions</b>  |
| 11:45 am           | <b>Convention Floor Photo</b>   |
| 12:00 pm – 2:00 pm | <b>LUNCH</b>  |

# Saturday – May 2, 2026

## TIME

## EVENT

2:00 pm

### **General & Remaining Resolutions Continued**

Doors open at 1:40 pm

3:00 pm

### **Greetings**

Melissa Moroz | Executive Director, Professional Employees Association (PEA)

Jim Hopson | President, Vancouver Musicians' Association, Local 145

3:15 pm

### **General & Remaining Resolutions Continued**

3:55 pm – 4:00 pm

### **CLOSING ANNOUNCEMENTS**

#### **Solidarity Forever**

Morning Star Trickey | CUPE Local 1760

Drumming | CUPE BC Indigenous Committee

# Convention Guide



## Relevant Emergency Numbers

|   |                |   |                |
|---|----------------|---|----------------|
| Alcoholics Anonymous .....                    | 250-383-7744   | Seniors' Distress Line.....                                   | 604-872-1234   |
| Narcotics Anonymous .....                     | 250-383-3553   | KUU-US Crisis Line<br>(Adult/Elder) .....                     | 250-723-4050   |
| Mental Health Support<br>Line (BC-Wide) ..... | 310-6789       | KUU-US Crisis Line (Youth).....                               | 250-723-2040   |
| Mental Health<br>Emergency Line.....          | 1-800-784-2433 | KUU-US Métis Crisis Line.....                                 | 1-833-638-4722 |
| Vancouver Island<br>Crisis Line .....         | 1-888-494-3888 | Residential Schools<br>Survivors Society<br>Crisis Line ..... | 1-800-721-0066 |
| Victoria Sexual Assault Centre                | 250-383-3232   | Victoria Police Department .....                              | 250-995-7654   |

### Scan to Explore More

Access this document instantly. Scan or click the QR code to view the complete document anytime.



# Table of Contents

|   |    |
|---|----|
| <b>Equality Statement</b> .....   | 12 |
| <b>UN Declaration on the Decade for People of African Descent</b> ..... | 13 |
| <b>Territorial Acknowledgement</b> .....                                | 13 |
| <b>Code of Conduct</b> .....  | 14 |
| <b>Ombudsperson and Elder Program</b> .....                             | 16 |
| <b>Inclusive Spaces</b> .....   | 17 |
| <b>Accessibility Event Information</b> .....                            | 18 |
| <b>Voting Information</b> .....   | 20 |
| <b>Event Information</b> .....  | 21 |
| <b>Convention Committees</b> .....                                      | 26 |
| <b>Safety Information &amp; Venue Maps</b> .....                        | 29 |

## Our Year in Review

Explore our impact and highlights. Scan or click the QR code to view the full report.



# EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.



MARK HANCOCK  
National President



CANDACE RENNICK  
National Secretary-Treasurer

# International Decade for People of African Descent

In 2013, the United Nations declared 2015 to 2024 the International Decade for People of African Descent with the theme: “People of African descent: recognition, justice and development.” The Decade called on us to acknowledge, celebrate and emphasize the important contributions people of African descent make in our workplaces, union and society.

It is also a call to the international community to promote sustainable and concrete ways to fight discrimination. This discrimination includes and is not limited to high rates of police violence, racial profiling, mass imprisonment, and structural racial discrimination in education, health, housing, and employment.

The Decade acknowledged that people of African descent represent a distinct group whose human rights must be promoted and protected. This call for action is needed to ensure full inclusion in society.

We are far from achieving this and a second Decade has been adopted by the UN from January 2025 to December 2034. This next Decade has a theme of consideration, justice and development. This is an opportunity for us as union and community members to continue supporting people of African descent in their struggles for recognition, justice and development. We can do this by reading the recommendations made by the UN, having conversations about how the goals of the Decade are reflected in the lives of our members and organizing spaces where we discuss ways to dismantle anti-Black racism in our union, workplaces and communities.

## FIRST NATIONS TERRITORIAL ACKNOWLEDGEMENT

CUPE BC acknowledges and respects the lək'wəŋən (Le-KWUNG-en) People – known today as the Esquimalt and Songhees Nations – on whose traditional and unceded territories we are conducting our work today on behalf of CUPE members.

# CODE OF CONDUCT

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

CUPE is committed at all levels to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work. CUPE's expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.

The Code of Conduct sets out standards of behaviour for participants at national convention, national conferences, schools, meetings, and all other events organized by CUPE National. It is also applicable to structures of CUPE – locals, Provincial and Service Divisions, District Councils, Provincial Unions, Councils of Unions, Provincial Councils of Unions, and Provincial Sectoral Groups. It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

- Abide by the provisions of the Equality Statement.
- Respect the views of others, even when we disagree.
- Recognize and value individual differences.
- Communicate openly.
- Support and encourage each other.
- Make sure that we do not harass or discriminate against each other.
- Commit to not engaging in offensive comment or conduct.
- Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
- Take responsibility for not engaging in inappropriate behaviour due to use of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

The above Code of Conduct arises from the National Women's Task Force (NWTF) report, and Resolution 209 adopted at the 2007 National Convention.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking them to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. At national convention, national conferences, schools, meetings, and all other events organized by CUPE National, a complaint shall be brought to the attention of an ombudsperson.
3. At a meeting, event, or activity held by a structure of CUPE, should an ombudsperson be available, the same process would be used. Should an ombudsperson not be available, a person properly appointed and designated to be in charge shall receive the complaint.
4. If the complaint involves a staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement. If the complaint involves a staff member employed by another part of CUPE, the person responsible for their employment will be the one to whom a complaint is referred and the relevant collective agreement, should it exist, would be applicable.
5. Once a complaint is received where an ombudsperson is being used, the ombudsperson will work to seek a resolution.
6. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
7. At CUPE National events where an ombudsperson is not available, a person properly appointed and designated to be in charge shall receive the complaint. Depending on the nature of the problem, the person in charge may attempt to resolve it through conflict resolution. If this fails to resolve the matter, the person in charge shall determine whether there is a need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses. The same process is to be used for other parts of CUPE where an ombudsperson is not available.
8. For National events, if the person in charge is a party to the complaint, the director or designate shall assume that role. For all other parts of CUPE, an alternate will be designated to assume the role.
9. In a case where a member has been expelled from an event, the National President shall receive a report on the matter. For all other structures of CUPE, the presiding officer shall receive a report on the matter.
10. For events organized by CUPE National, the National President shall determine if further remedial action is appropriate, including restricting a member's participation in future events organized by CUPE National. A similar process may be applicable to the other parts of CUPE, done in consultation with the National President.

This Code of Conduct is designed to create a safe, respectful and supportive environment within all parts of CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

All chartered organizations are subject to this Code of Conduct, to apply to conventions, conferences, schools, and meetings which they organize.

# Ombudsperson and Elder Program

CUPE BC is committed to creating a union that is inclusive, welcoming, and free from harassment, discrimination, and all types of bullying and intimidation.

During the CUPE BC Convention, there are ombudspersons on-site to respond to complaints about behaviour that is not consistent with CUPE's Equality Statement or Code of Conduct. CUPE ombudspersons are neutral staff and members who represent the diversity of our membership, and they have been trained to listen and help resolve conflicts so that delegates can safely participate for the duration of the event. They can also raise systemic concerns to event organizers.

Speaking to an ombudsperson is entirely confidential.

## Contact an Ombudsperson

**Daytime: scan or click the QR code**

**After 8PM or if the matter is urgent:  
text or call 778-233-2035**



## Contact an Elder

If a delegate requires confidential, one-on-one support from an elder, they must first contact the ombuds person via text or phone call, who will then contact Elder Sam George to arrange an in-person meeting.

# Inclusive Spaces

## Respite Room

### Open during Convention business hours

The Respite Room is a quiet space where delegates may step away from Convention if needed. *(Located in the Metchosin room, Level 2 – see venue maps included in the [Safety Information](#)).* It will be open during all business hours of Convention.

**Wednesday 7:00 pm – 9:00 pm**

**Thursday 9:00 am – 4:00 pm**

**Friday 9:00 am – 5:00 pm**

**Saturday 9:00 am – 4:00 pm**

## Sober Space

### Open during Convention social events

For the duration of the Welcome Reception on Wednesday, April 29<sup>th</sup>, as well as the Hospitality Night on Friday, May 1<sup>st</sup>, there will be a designated sober space (drug- and alcohol-free), with non-alcoholic beverages provided. *(Located in the Fairmont Library – see venue maps included in the [Safety Information](#)).*

**Wednesday 9:00 pm – midnight**

**Friday 8:00 pm – 11:00 pm**

## Prayer Room

Delegates who require a private space for a religious or spiritual activity may make a request in-person at the Convention Office *(located in the View Royal, Level 2 – see venue maps included in the [Safety Information](#)).* A member of the CUPE BC administration team will be available to designate an available room depending on the convention events scheduled at that time.

## All Gender Washrooms

All Gender washrooms can be found on VCC Level 2 and the Fairmont Empress Upper Lobby and Lower Lobby Levels *(locations shown on the venue maps included in the [Safety Information](#)).*

# Accessible Event Information

CUPE BC Division is pleased to provide several accessibility services for this year's Convention.

## American Sign Language (ASL) Interpretation

To facilitate member participation, the BC Division is offering two-way ASL interpretation delivered by specialized, licensed professionals from the Deaf, or where needed, the DeafBlind Community. Delegates who are Deaf, DeafBlind, and/or Hard of Hearing can request the support of an ASL interpreter for convention floor debates and governance proceedings.

## Real-Time Closed Captioning

Convention proceedings will be live captioned for delegates to view both on screen and/or from their personal devices. Please scan the QR code to access the streamtext link from your personal device:  
<https://qrco.de/bgfWFR>



## Headsets

Delegates can obtain headsets with direct audio feeds from the Encore Global AV area located at the back of the Convention Floor (close to the doors). You will be asked to sign out your headset and return it each day after adjournment. Please make sure not to lose your headset or your electronic voting devices.

## Mobility Issues & Speaking at the MIC

On the Convention Floor, there will be separate Pro/Con mics for delegates to use when participating in debates and discussions. Delegates with mobility issues and/or anyone experiencing difficulties attending the Pro/Con mics are asked to visit the CUPE BC Convention Office after registration. You will be given a large colour card, which you can hold up in the Convention Hall when you wish to speak. This will signal to the Officer/Chair onstage to send a CUPE staff member over to your seat with a handheld mic so you can participate in the debate.

## Scent-Free Policy & Allergy Reminder

All CUPE BC events are scent-free. We kindly ask delegates to avoid wearing scented products and refrain from bringing strongly scented foods onto the Convention floor. Please be mindful of the 500+ attendees, many of whom live with allergies.

## Questions?

Please visit the CUPE BC Convention Office (View Royal, Level 2) for further assistance.

## “Goodmaps” Indoor Navigation Tool

The Victoria Conference Centre adjoins the Fairmont Empress Hotel, both of which are equipped with a wide range of accessibility features.

### Victoria Conference Centre Accessibility:

<https://www.destinationgreatervictoria.com/meetings/victoria-conference-centre/accessibility>



### Fairmont Empress Hotel Guest Services:

<https://www.fairmont.com/en/hotels/victoria/fairmont-empress/guest-services.html>



### For indoor navigation support, please download the Goodmaps App:

<https://goodmaps.com/the-app/> on your phone/device and search for “Victoria Conference Centre” in the directory. Once the venue map appears, you can locate meeting rooms, accessible washrooms, wheelchair accessible entrances, lifts, and other building features by floor.

# Voting Information

## HOW TO USE THE DOTS DEVICE

- When a question appears on the screen, click the number or letter on your DOTS device that corresponds to the response you wish to submit.
- Your first click will power on and send your response.
- You can submit or change your response at any time while the question is open. Only your last response will be recorded.
- A green light on your DOTS device will indicate that your response has been received. If you are unsure, try clicking again.



## Meet the Speakers

Want to learn more about our speakers?  
Scan or click the QR code to view full bios online.



# Event Descriptions

Below is a list of all events taking place before and during Convention week. Except where otherwise indicated, all listed events are available to Convention delegates on an open invitation basis.

Should you have any event-related questions, please email the CUPE BC Division Office ([events@cupe.bc.ca](mailto:events@cupe.bc.ca)) for further information.

## Delegate Orientation

Wednesday, April 29, 2026

**Time:** 5:00 pm – 6:00 pm

**Format:** In-Person

**Location:** [Lecture Theatre \(Level 1\), Victoria Conference Centre](#)

If you are a delegate to the upcoming CUPE BC convention and want a better understanding of convention structures and rules, please consider attending the **Delegate Orientation Session**.

This session is for new and returning delegates seeking a better understanding of meeting rules, voting procedures, elections, and other convention structures. Importantly, the orientation will also provide an overview of this year's convention agenda.

*Please note that this event will be held in the **Lecture Theatre** (Level 1), which is located downstairs from the Convention Floor (Carson Hall, Level 2).*

## Indigenous Cleansing Ceremonies

Daily from Thursday, April 30  
to Saturday, May 2, 2026

**Time:** 7:30 am – 8:30 am

**Location:** Walkway outside [VCC Upper Pavilion \(L1\)](#)

From April 30<sup>th</sup> to May 2<sup>nd</sup>, Elder Sam George (Skwxwú7mesh Úxwumixw) will lead daily cleansing ceremonies to prepare for each day of Convention. *All are welcome to join at any point between 7:30 am and 8:30 am, and no prior knowledge nor experience are needed.*

Smudging is an Indigenous tradition which involves the burning of sweetgrass, sage and/or cedar. Sage and cedar smudges produce a very strong and distinct aroma, but the smoke associated with it is minimal and lasts a very short time. Sweetgrass has a very mild aroma and produces less smoke. A smudge is burned primarily for purification and to help to create a positive mind set.

## Welcome Reception

Wednesday, April 29, 2026

**Time:** 9:00 pm – 12:00 am (Midnight)

**Location:** [VCC Crystal Garden](#) (713 Douglas St, Victoria)

CUPE BC cordially invites all convention delegates to its annual welcome reception at the Crystal Garden, which is located across the street from the main Victoria Conference Centre. Come celebrate the start of the 2026 Convention with fellow members over light appetizers, beverages, and live entertainment!

Please remember to wear your delegate badge to gain entry into the event.

Guests seeking an alcohol-free space during the reception are welcome to make use of the Sober Space (Fairmont Library) between 9:00 pm-12:00 am.

## CUPE National Officers Lunch

Thursday, April 30, 2026

**Time:** 12:00 pm – 1:00 pm

**Location:** [Upper Pavilion \(Level 1\)](#)

**\*Registration: CLOSED**

CUPE President Mark Hancock and Secretary-Treasurer Candace Rennick will address delegates followed by an open Q&A period. Delegates must register online by **March 23** to attend this event.

## CUPE BC Per Capita Training and Triage Thursday, April 30, 2026

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**Time:** 1:00 pm – 2:00 pm

**Location:** [Esquimalt Room \(Level 1\)](#)

**\*Registration: CLOSED**

CUPE BC Accounting will host an information session on the digital per capita platform, with light refreshments and a Q&A segment. Due to space constraints, please note that this session allows for a maximum of 30 attendees. Delegates must register online by **March 23** to attend this event.

*\*Pre-registration is required, as this event can only accommodate up to 30 participants.*

## Election Forum Thursday, April 30, 2026

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**Date:** Thursday, April 30, 2026

**Time:** 4:15 pm – 4:45 pm

**Location:** [VCC Carson Hall \(Level 2\)](#)

During the upcoming Convention, elections will be held for one **3-year Trustee Position**. An Elections Forum, chaired by Kent Peterson (CUPE National Executive Board) will be held per above on **Thursday, April 30**.

Elections will be held on **Saturday, May 2** from 9:45-10:05 am in Carson Hall.

## Forum: Mental Health Thursday, April 30, 2026

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**Time:** 5:00 pm – 6:00 pm

**Location:** [VCC Carson Hall \(Level 2\)](#)

**Panelists:** Judy Darcy and Nicki Ropp

Judy Darci (Former Minister of Mental Health and Addictions) and Nicki Ropp (Director for Mental Health, Ambulance Paramedics of BC, CUPE Local 873) will lead a panel presentation on the topic of Mental Health followed by a live Q&A session. **Closed captioning** and **ASL interpretation** will be provided.

## Introduction to Harm Reduction and Overdose Response using Naloxone

Friday, May 1, 2026

**Time:** 12:00 pm – 1:00 pm

**Location:** [Oak Bay Room \(Level 1\)](#)

**\*Registration: CLOSED**

This workshop will train participants on the use of Naloxone, available widely as a response to the growing opioid crisis in our province. Due to space constraints, please note that this session allows for a maximum of 30 attendees. Light refreshments will be served. Delegates must register online by **March 23** to attend this event.

*\*Pre-registration is required, as this event can only accommodate up to 30 attendees.*

## All Treasurers Networking Event

Friday, May 1, 2026

**Time:** 6:00 pm – 7:00 pm

**Location:** [Oak Bay Room \(Level 1\)](#)

**\*Registration: CLOSED**

The All Treasurers Networking event is back for 2026, giving treasurers from across the province an opportunity to meet and greet over light refreshments. Attendees must register online by **March 23** to attend this event.

*\*Pre-registration is required, as this event can only accommodate up to 70 attendees.*

## Young Workers Social

Friday, May 1, 2026

**Group Photo:** 6:20 pm at the Convention Registration Table ([Pre-Function B, Level 1](#))

**Event Time:** 6:45 pm – 8:45 pm

**Location:** [Pinhalla Pinball Pizzeria](#) (516 Fisgard St., Victoria, BC)

**\*Registration: CLOSED**

The CUPE BC Young Workers Committee invites all Young Workers to participate in an evening social at **Pinhalla Pinball Pizzeria** with games, food, drinks, and giveaways. Young Workers wishing to join in on the fun should gather at the **convention registration table** (*Pre-Function B, Level 1*) at **6:20 pm** for a group photo before heading to the event. After the social, attendees are invited to continue festivities at the CUPE BC & District Council Hospitality Night at the Fairmont Empress Crystal Ballroom & Palm Court. Delegates must register online by **March 23** to attend this event.

*\*Pre-registration is required. This event is open to all CUPE Young Workers, regardless of whether they are a Convention Delegate.*

## CUPE BC & District Council Hospitality Night Reception

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Friday, May 1, 2026

**Time:** 8:00 pm – 11:00 pm

**Location:** Crystal Ballroom & Palm Court, Fairmont Empress Hotel

CUPE BC and all six District Councils will once again host a Joint Hospitality Night this year at Convention. Come meet delegates from other districts over light appetizers and beverages!

Please remember to wear your delegate badge to gain entry into the event.

Guests seeking an alcohol-free space are welcome to make use of the Sober Space (Fairmont Library) between 8:00 pm – 11:00 pm.

# Convention Committees

There are four committees, whose membership is outlined in this section. The Resolutions Committee ensures resolutions follow the correct format, and recommends daily prioritization of resolutions to the Executive Board. The Membership Verification Committee ensures only those with proper credentials gain access to the convention hall, tile the doors when called upon, and distribute materials to delegates. The Credentials Committee registers voting delegates, alternates, and guests to convention, provides daily counts of voting delegates, and helps assemble and distribute convention kits. Finally, the Constitution Committee serves the same basic role as the Resolutions Committee, but only for those resolutions that deal with constitutional matters.

| Resolutions               |                         |
|---------------------------|-------------------------|
| Monika Dean, Co-Chair     | Local 402               |
| David Robertson, Co-Chair | Local 1767              |
| Brett Collins             | Local 3787              |
| Bob Crozier               | Local 523               |
| Tara Hayes                | Local 5536              |
| Kyle Jones                | Local 561               |
| Theresa Pidcock           | Local 728               |
| Candace Tharp Farnsworth  | Local 458               |
| Dot Tompkins              | Local 1260              |
| Donald Grant              | Executive Board Liaison |
| Nick Angrignon            | Staff Advisor (Lead)    |
| Jeanne Marr               | Staff Advisor (Lead)    |
| Cam Eby                   | Alternate Staff Advisor |

| Credentials               |                         |
|---------------------------|-------------------------|
| Jennie Copeland, Co-Chair | Local 4653              |
| Juan Hernandez, Co-Chair  | Local 3742              |
| Wanda Anderson            | Local 440               |
| Elizabeth Birak           | Local 1760              |
| Felecia Ehlert            | Local 4653              |
| Shauna Johnson            | Local 947               |
| Quin Johnstone            | Local 2262              |
| Tara Knight               | Local 947               |
| Colleen Martins           | Local 716               |
| Jane Massy                | Local 947               |
| Wendy Meston              | Local 561               |
| Sheila Simpson            | Local 728               |
| Paula Bass                | Executive Board Liaison |
| Tara Brooks               | Staff Advisor (Lead)    |
| Heather Corkum            | Staff Advisor (Lead)    |
| Tamara Laza               | Alternate Staff Advisor |

| Constitution         |                      |
|----------------------|----------------------|
| Sheryl Burns, Chair  | Local 1936           |
| Dal Benning          | Local 718            |
| Nicole Cabrejos      | Local 1123           |
| Joyce Griffiths      | Local 389            |
| Amber Leonard        | Local 459            |
| Debra Merrier        | Local 728            |
| Edward Parsotam      | Local 728            |
| Morning Star Trickey | Local 1760           |
| James Richardson     | Staff Advisor (Lead) |
| Dora Tsao            | Staff Advisor        |

| Membership Verification       |                         |
|-------------------------------|-------------------------|
| Dalton Brandon-Owen, Co-Chair | Local 403               |
| Elizabeth Roux, Co-Chair      | Local 561               |
| Rigel Abanes                  | Local 116               |
| Cassie Deezar                 | Local 728               |
| Darryl Funk                   | Local 2254              |
| Kimberly Hayashi              | Local 2262              |
| John Kanigan                  | Local 2262              |
| Jana Laing                    | Local 3523              |
| Crystal Musterer              | Local 105               |
| Michelle Thompson             | Local 7000              |
| Rabia Waraich                 | Local 728               |
| Dragan (Doug) Zorić           | Local 774               |
| Ryan Doman                    | Executive Board Liaison |
| Mitch Guitard                 | Staff Advisor (Lead)    |
| Neal Adolph                   | Staff Advisor           |
| Patrick Barbosa               | Staff Advisor           |
| Deb Clarke                    | Staff Advisor           |
| Stephen Elliott-Buckley       | Staff Advisor           |
| John Hall                     | Staff Advisor           |
| Joyce Henley                  | Staff Advisor           |
| David Huxtable                | Staff Advisor           |
| Logan Lamerton                | Staff Advisor           |
| Jolene Lamoureux              | Staff Advisor           |
| Dave Lance                    | Staff Advisor           |
| Sara Manchester               | Staff Advisor           |
| Turner Purcell                | Staff Advisor           |
| Michael Reed                  | Staff Advisor           |
| David Scott                   | Staff Advisor           |
| Rachna Singh                  | Staff Advisor           |
| Carmen Sullivan               | Staff Advisor           |
| Dan Todd                      | Staff Advisor           |
| Nikki Watson                  | Staff Advisor           |
| Aaron Young                   | Staff Advisor           |



# EMERGENCY RESPONSE

**PLEASE DIAL 250-704-6752 FROM A HOUSE PHONE FOR ASSISTANCE WITH ALL EMERGENCIES.**

**ASSEMBLY STATIONS – “A” SOUTH, “B” EAST, “C” NORTH**  
*(Assembly Station map follows)*

## FIRST AID AND EMERGENCY RESPONSE

Notify Client Services immediately, 250-704-6752. Client Services will call 911 if required.

## FIRE RESPONSE

The Victoria Conference Centre is equipped with a TWO STAGE Fire Alarm System. It automatically sequences and directs necessary actions. Your response to the alarms should be as follows:

**ALERT STAGE** - the alarm sounds as a short “**CHIRPING**” signal and the alarm strobe light flashes.

- Cease all work.
- Stand by ready to evacuate. The VCC staff will be investigating the source of the alarm.
- **If the alarm stops, there is no need to evacuate.**

**EVACUATION STAGE** – the alarm sounds as a “**FAST LOUD CHIRPING**” and the alarm strobe light flashes quicker.

- **Remain calm and Client Services staff will assist in the evacuation.**
- Do NOT use elevators for evacuation purposes.
- Evacuate IMMEDIATELY using the nearest safe exit and proceed outside and clear of the building to a minimum of 50m (150 ft). Assembly area will be identified based on safety.
- Do not attempt to remove any vehicle from the parking garage.
- Comply with Victoria Fire Department orders.
- Return to the building only when authorized by the Victoria Fire Department or by VCC Building Operations.

## IF YOU DISCOVER FIRE, SMOKE OR SMELL GAS

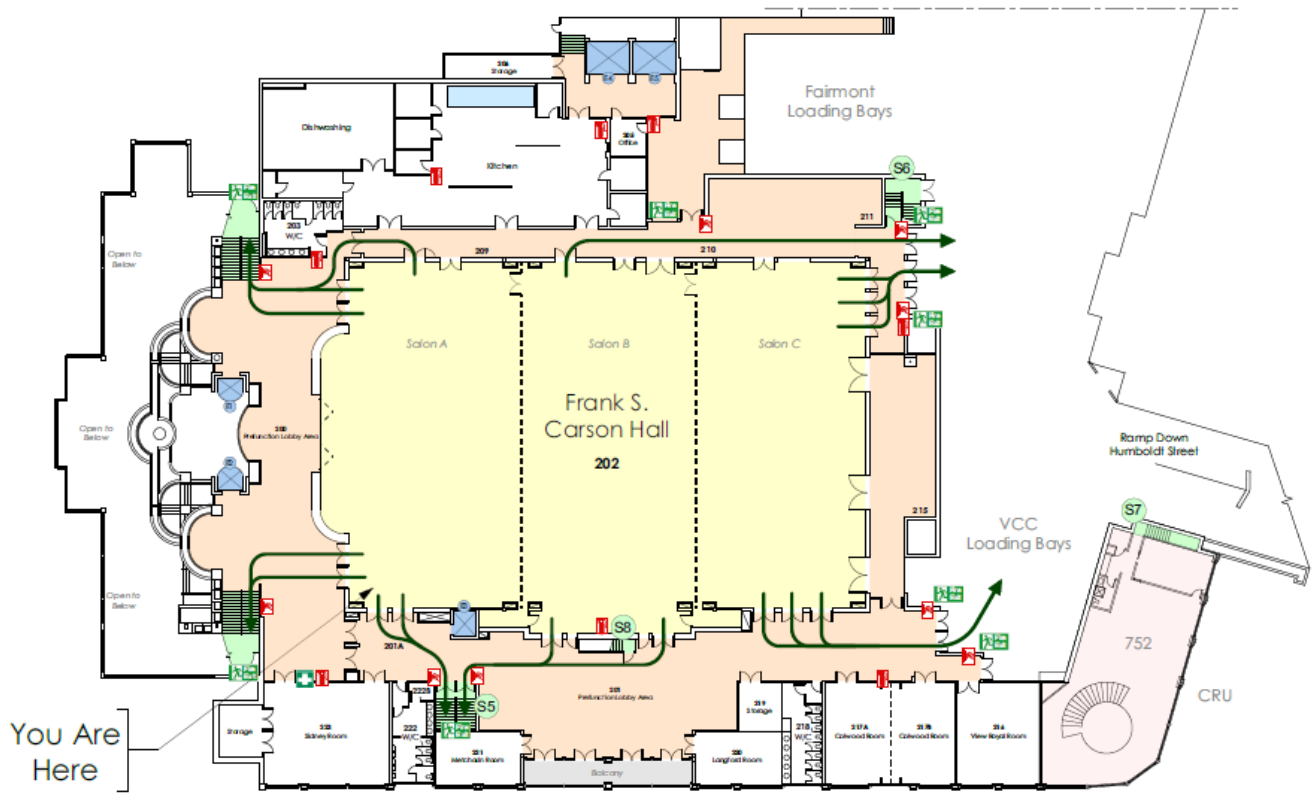
- **Activate the nearest fire alarm** AND dial Client Services at 250-361-1011 from a house phone or 250-704-6752.
- Warn nearby people.
- Client Services will call 911 and provide emergency personnel the location of the fire.
- Evacuate IMMEDIATELY using the nearest safe exit, proceed outside and stand at least 50m (150 ft) from the building.
- Do NOT use elevators for evacuation purposes.

## EARTHQUAKE RESPONSE

- **DROP, COVER AND HOLD.**
- Stay where you are until the shaking stops.
- Be prepared for the likely event of aftershocks.
- Client Services will direct the evacuation.
- Assembly area will be identified based on safety.

# VICTORIA CONFERENCE CENTRE – CARSON HALL, LEVEL 2 – EVACUATION ROUTES

Evacuation Maps are located in all meeting rooms.



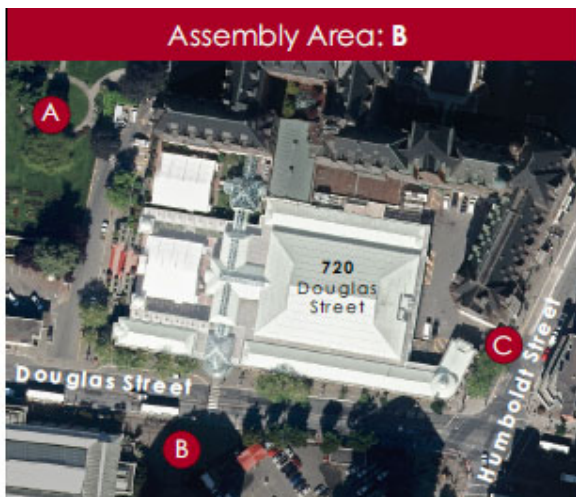
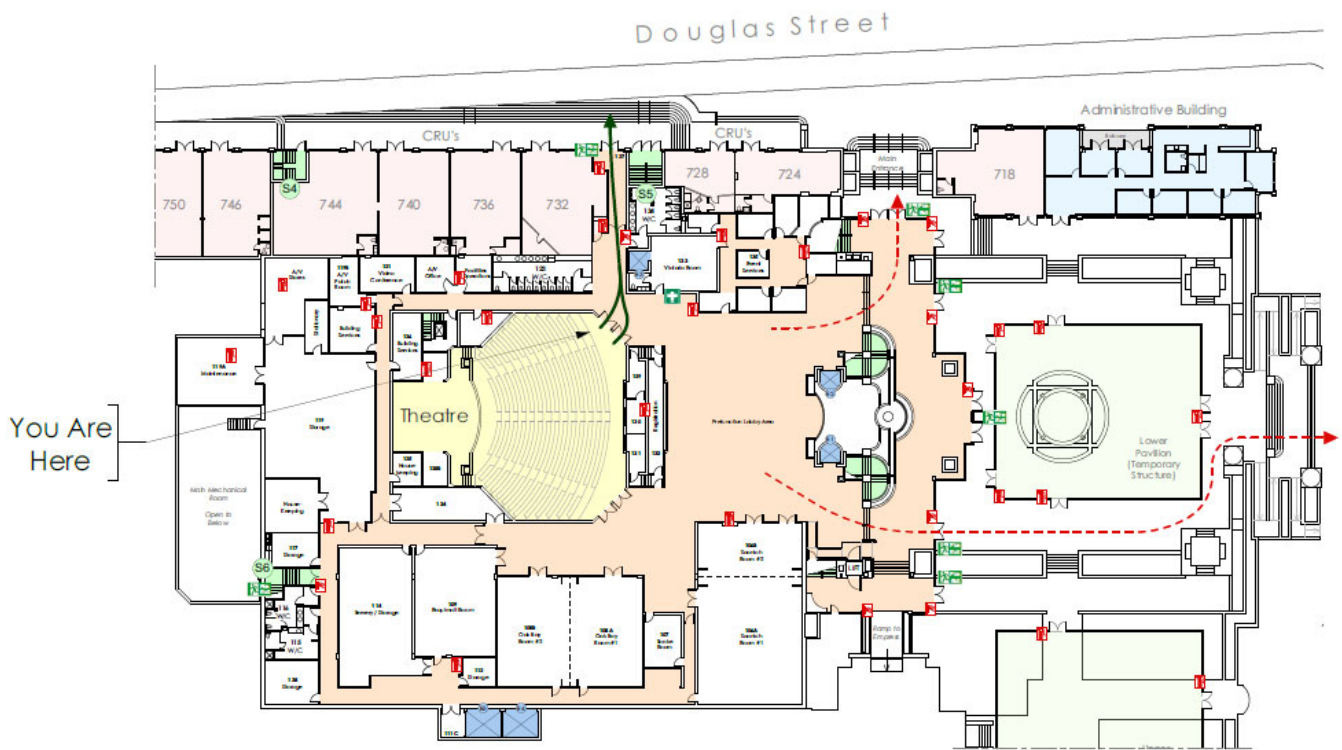
## Legend

- Fire Extinguisher
- Fire Alarm Pull Station
- Fire Exit
- Primary Exit Route
- Secondary Exit Route(s)
- 1st Aid Supplies



# VICTORIA CONFERENCE CENTRE – LECTURE THEATRE, LEVEL 1 – EVACUATION ROUTES

Evacuation Maps are located in all meeting rooms.



### Legend

- Fire Extinguisher
- Fire Alarm Pull Station
- Fire Exit
- Primary Exit Route
- Secondary Exit Route(s)
- 1st Aid Supplies



# Fairmont EMPRESS

## FLOORPLANS

AVAILABLE FUNCTION SPACE

FAIRMONT EMPRESS

23,000 sq ft / 2,197 sq m

Victoria Conference Centre

73,000 sq ft / 6,781 sq m

Total  
93,000 sq ft / 8,640 sq m

721 Government st.  
Victoria, BC V8W 1W5

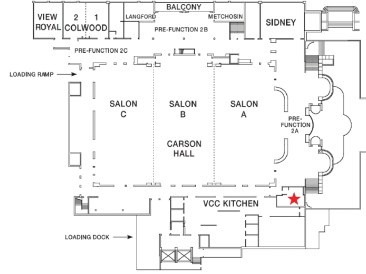
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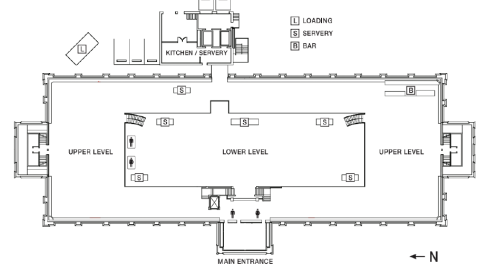
ACCOR  
LIVE  
LIMITLESS

@fairmontempress  
fairmont-empress.com

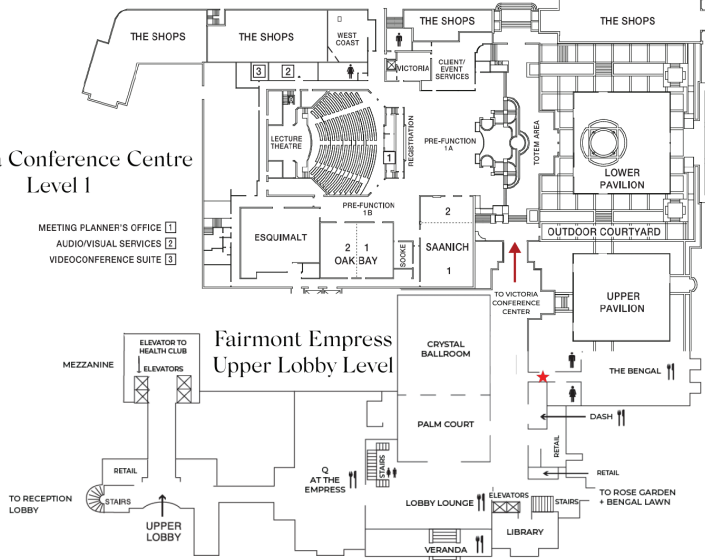
Victoria Conference Centre  
Level 2



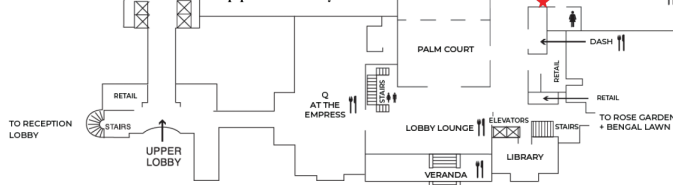
Victoria Conference Centre  
Crystal Garden



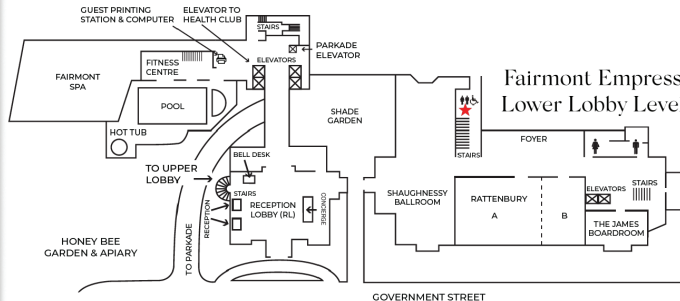
Victoria Conference Centre  
Level 1



Fairmont Empress  
Upper Lobby Level

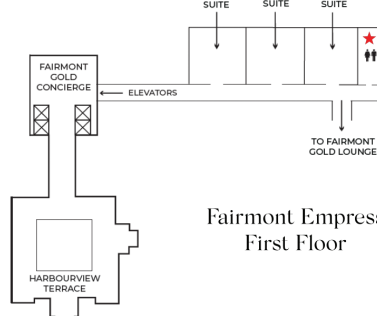


GOVERNMENT STREET



GOVERNMENT STREET

DOUGLAS SUITE  
BLANSHARD SUITE  
HELMCKEN SUITE



Fairmont Empress  
First Floor



## **SAFETY & SECURITY INFORMATION**

At Fairmont Empress we are highly committed to protecting the safety and security of both our guests and our colleagues.

While visiting our beautiful area, we urge you to take the same care for your own security and safety as you would at home. Please remove any valuables from your vehicle, keep your guestroom door locked at all times by using the deadbolt lock and ensure your door is fully closed when leaving the room.

As an added precaution, please note that we do not disclose any room numbers. Guests may be contacted through our Royal Service Agents by dialing "0."

Please ensure that you never leave an unlocked meeting room unattended. We recommend removing any laptops or small equipment from the meeting floors nightly.

### **ACTION TO BE TAKEN IF FIRST AID RESPONSE REQUIRED**

Dial "57" from any hotel phone and advise the Royal Service Agent of the location. Hotel First Aid personnel will be dispatched & 911 called if required.

### **ACTION TO BE TAKEN IN CASE OF FIRE**

Fairmont Empress is equipped with a TWO STAGE FIRE ALARM SYSTEM. Your responses to the alarms should be as follows.

- 1) IF THE ALARM SOUNDS AS A SLOW INTERMITTANT TONE, THIS IS THE ALERT STAGE**
  - a) Stand by ready to evacuate.
  - b) Make yourself familiar with the nearest fire exit
  
- 2) WHEN THE ALARM SOUNDS AS A STEADY BELL RING, THIS IS THE EVACUATION ALARM STAGE**
  - a) Remain calm
  - b) Begin to evacuate IMMEDIATELY using the nearest safe exit & proceed outside to the Muster Station in the **Rose Garden**
  - c) DO NOT USE ELEVATORS FOR EVACUATION PURPOSES.
  - d) Do not attempt to remove any vehicle from the parking garage.
  - e) Obey all instructions of Building Fire Wardens who will assist in the evacuation &
  - f) Comply with Fire Department Orders.
  - g) Return to the building only when authorized by the Victoria Fire Department or by the Building Fire Marshal.
  
- 3) IF YOU DISCOVER FIRE, SMOKE OR SMELL GAS**
  - a) Activate the nearest fire alarm AND dial "57"
  - b) Warn persons nearby.
  - c) Our Emergency personnel will call 911 and give location of the fire.
  - d) Evacuate IMMEDIATELY using the nearest safe exit, and proceed outside to the Muster Station in the **Rose Garden**
  - e) DO NOT USE ELEVATORS FOR EVACUATION PURPOSES.