Reports

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Secretary-Treasurer's Report

Introduction

The Secretary-Treasurer role is unique because it combines political leadership with administrative and financial oversight. Success is evaluated across several areas, including political engagement, operational efficiency, and financial performance. This report outlines the work completed since the last convention, with the exception of financial results, which are presented on a calendar-year basis. My goal is to provide a clear picture of our financial position and the way our union functions.

It's natural for a union's campaigns, actions, and political goals to draw the spotlight, but the real foundation of our strength is built on the internal systems that rarely get noticed. Strengthening these systems represents a major opportunity for CUPE BC, CUPE National, and the wider labour movement. Modernizing how we operate isn't just about updating administrative processes or governance models. It means using technology to improve the member experience, adopting proven practices from nonprofit leadership, and taking a hard look at our financial and economic frameworks so we're ready to meet future challenges with confidence.

The year of 2025 brought several important achievements. The launch of the Treasurers Academy stood out as a major success, earning strong participation and excellent feedback. Our events van continued to see growing use by locals and district councils across the province, supporting a wide range of activities. The Childcare Campaign remained a key ongoing initiative, reflecting its continued importance to members. Meanwhile, the Presidents Academy continued to be well attended and remains an essential educational resource for local presidents.

Financially, the organization benefited from steady investment returns during a year of uncertainty, contributing to a significant increase in the annual surplus. The Per Capita program has entered its final phase, simplifying payment processes for locals. A new one step system for accessing both CUPE National and CUPE BC strike pay was also implemented, making strike support more efficient and accessible. The strike fund saw another year of strong growth, increasing by $2.3 million and bringing us closer to the long term goal of $20 million.

CUPE BC Finances

CUPE BC's financial operations exist in three separate funds. The General Fund covers operation and governance items; the Defence Fund is responsible for campaigns, donations, and strike pay; and the Colleen Jordan Humanity Fund (CJ Fund) is responsible for international and domestic humanity and solidarity projects. All per capita contributions from locals go into the General Fund. They are then transferred to the Defence Fund and Colleen Jordan Humanity Fund.

The constitutional breakdown of per capita per fund is:

General Fund:	.08%
Defence Fund:	.05%
CJ Fund:	.01%
Total:	0.14%

These three funds are regularly monitored, and quarterly reports are provided to the CUPE BC Executive Board and Trustees. Our finances are cared for by CUPE BC's accounting department – Director of Finance Wendy Monkhouse and Accountant Jolanta Osowska – and supported by our admin team with primary support from Darci Schmid.

The most significant factors impacting our financial performance in 2025 were our investment returns and our per capita revenue. CUPE BC holds investments in all three funds and returns in 2025 averaged 6.4%. Investment gains are called "unrealized gains", as they don't represent actual cash received, but represent the increase of the value of our holdings which would only become realized if we sold our shares. The total value of all unrealized gains in 2025 was roughly $413,956. Another significant factor impacting our financial performance this year was our Per Capita revenue, which came in at 2.7% over budget. The total per capita revenue for 2025 was $7.299M, averaging a 4.7% increase over the 2024 per capita revenues.

Growing our investments has been an important aspect of supporting our strategic financial goals to diversify our income streams and to build our strike fund. While strong returns are great, it's important to reflect that we've had years of negative returns as well. A critically important factor to remember is that CUPE BC is dependent on investment returns to grow our defence fund. We do not bring in enough revenue to build the fund in a timely manner, so we operate in a system of constant risk.

For our membership, the last few years have been very turbulent for both CUPE members and locals. Major swings in membership numbers during the pandemic resulted in uncertain per capita predictions, and post-pandemic inflation has put immense pressure on members' affordability and significantly increased the cost of holding events. CUPE BC faces significant challenges hosting events with substantial cost increases yearly. With locals achieving strong wage increases, our revenue has grown along with investment returns, and we have continued to improve services offered to locals and members.

Future Challenges

CUPE BC continues to face and navigate ongoing challenges, from major job actions and financial pressures to high inflation and a recovering economy. In 2020, we planned our first "SuperCon," a modernized conference format that was ultimately cancelled due to COVID-19, with a budget of $50,000. In 2024, we delivered SuperCon in a similar format and size, but at a cost of $100,000.

As we negotiate new event contracts, we are consistently confronted with significant cost increases. This requires careful reassessment of the scale and frequency of our events, while recognizing that these rising expenses cannot be passed on to locals who are managing their own financial constraints.

While financial goals are often broken down into each of the three funds, we have one significant project that impacts all three – the update of our Expense Policy. This policy governs important items like per diem rates, mileage, and a variety of reimbursement issues. While we have made changes over the years to the mileage rate, aligning it with the federal government rate each January 1st, in 2024 we reviewed and changed the per diem rate as it had not changed in far too long. Moving forward, we are committed to review our expense policy again this year as costs continue to rise for our members while they are attending events. This work will be in consultation with the CUPE BC Executive Board, the CUPE BC Trustees, and the CUPE BC Finance Staff.

As we moved from 2025 into 2026, we continued to feel the effects of the tariffs introduced by the U.S. government and the counter-tariffs imposed by Canada, both of which are shaping the economic environment ahead. With global uncertainty still high, these trade tensions risk creating deeper economic challenges that will directly impact our members. Rising inflation, ongoing supply-chain disruptions, and shifting global markets are already putting pressure on working people around the world, and these pressures may intensify through 2026. We continue to closely monitor developments and explore every possible way to support our members as conditions evolve. Now more than ever, staying vigilant and ensuring strong protections for workers will be essential as we navigate the year ahead.

With having such a successful Presidents Academy in 2024 and 2025, I announced last year the introduction of the Treasurers Academy to showcase at the 2026 SuperCon. Shortly after the 2025 convention, we looked to see if we could bring this program in sooner. We did just that by bringing it to Fall School in Nanaimo in 2025 and made it a weeklong instead of a two-day showcase. We knew there was a need for this type of program where we saw over eighty applicants. We must keep focusing on how we can best support our locals in ways that reinforce and empower them.

General Fund

Our total income from all sources in 2025 was $4,567,669; our total spending was $3,990,741, resulting in a year-end surplus of $576,928. This improved our asset position in the General Fund from $4,128,711 in 2024 to $4,705,639 at the 2025 year-end.

The 2025 surplus was driven largely by two key factors: higher-than-anticipated revenue of roughly $195,707 and unrealized investment gains of over $38,135. Spending below budget estimates rounds out the remaining surplus.

In 2024, we launched our new online per capita program. Since then, based on feedback, we introduced new features that make it easier for locals to submit per capita data online, pay dues through their banking institution, and view their payment history. Our goal is to eliminate paper submissions entirely. The per capita program also allows easy access to forms and documents commonly used by locals.

Expenses

General Fund expenses are concentrated in a few key areas. Administrative expenditures cover items like staffing, office expenses, and direct expenditures, which include big items like conventions, committees, Executive Board, and conferences. In the past, convention expenses were a challenge as we expensed a significant amount of convention items to the Defence Fund. This practice was established at a time in our history when the General Fund could not afford all convention expenses. In 2025 we changed that. We are now fully funding our convention expenses through our General Fund.

Goals of the General Fund

A. Build the capacity to move convention costs from the Defence Fund to the General Fund where they belong (an ongoing challenge since first identified in 2016).

STATUS: Completed.

In 2025, we were able to absorb the full cost of convention within the General Fund, and this was a deliberate decision. After reviewing our expenses, we are confident that future conventions can continue to be fully funded through the General Fund. Although hosting conventions in Vancouver has become increasingly expensive—particularly with rising hotel and food costs—we were still able to fully fund our most recent Vancouver event.

With the next six conventions secured in Victoria, we have been able to lock in favourable rates that help stabilize our long-term planning. At the same time, we are reviewing how convention is delivered to identify cost savings while still providing a high-quality experience. Even as certain costs rise, we remain committed to finding efficiencies that do not negatively impact our delegates.

B. Diversify income with an investment fund.

STATUS: Ongoing.

In October 2022, CUPE BC established an investment fund for the General Fund with a 1.25-million-dollar deposit. In 2025, our investment returns were 5.97%, representing an unrealized gain of over $38,135. We will focus on building the investment account to a meaningful level before adjusting our investment strategy from growth to income generation. The reason for generating income from alternative sources is to improve our money per member ratio, which creates an opportunity for CUPE BC to provide more services for locals and members than we could simply by relying on dues income.

C. Have an operating reserve ratio of 12 months in reserve.

STATUS: Improving and almost achieved

Over the past few years, our operating reserve ratio has held within a range of 60% to 70%. Benefiting from investment returns and an accumulated surplus, and an increase in per capita revenue, the ratio exceeds 90% in 2025. Achieving our target requires discipline, yet it must be balanced against operating needs. The purpose of having a strong operating reserve ratio is to ensure that CUPE BC has the capacity to operate during prolonged periods of income interruption. A good example is during a large-scale job action, where locals are on strike and not paying dues. CUPE BC must have a strong liquidity position to ensure we are able to run operations and support our locals when they need us the most.

D. Have the correct staffing level for the workload.

STATUS: Improving but remain understaffed.

It is never easy to write about issues like this, but addressing challenges head-on is essential. The fact is, CUPE BC is understaffed. With a growing membership, increased events, and the rising complexity of challenges, the demands on CUPE BC staff have steadily escalated. Unfortunately, this growth has not been accompanied by a corresponding increase in staffing levels. This reality is mirrored across many of our locals and members, where the burden continues to fall on the same or even fewer individuals.

As an organization that operates as both a union and an employer, acknowledging this situation can be uncomfortable. However, we cannot resolve this issue without first recognizing its existence and committing to strengthening the General Fund to support the operational growth required. We are committed in hiring another staff person in 2026.

In addition to staffing, the workload on full-time elected officers continues to grow, and, similarly to the stress on local leadership, the number of full-time officers (two) has remained constant from the time we had 65,000 members to today, with over 104,000 members. Being mindful of workload levels is important to ensure we have the capacity and resources to respond to the challenges our members face.

Defence Fund

Our total income from all sources in 2025 was $3,576,687; our total spending was $1,189,372, resulting in a year-end surplus of $2,387,315. This improved our asset position in the Defence Fund from $15,816,725 in 2024 to $18,204,040 at 2025 year-end.

Included in the income to the Defence Fund is $261,981, which comes from the Colleen Jordan Humanity Fund (CJ Fund). This transfer of funds is completed in compliance with Article 8.1(b)(ii), which was implemented after the Defence Fund was nearly exhausted and CUPE BC was forced to take on multiple loans. The loans have since all been paid off. Considering CUPE BC is reaching its savings target in the Defence Fund, the Executive Board and Trustees will need to review the necessity of having funds diverted from the CJ Fund to the Defence Fund and whether it's appropriate to amend the Constitution at a future convention.

The surplus exceeds our target with our goal of saving roughly one million dollars each year to build the Defence Fund. This goal balances the need to save with the need to support locals and advance our issues.

The growth in the overall asset position is an essential goal for CUPE BC. In 2025 we increased our savings target from 15 to 20 million to reflect the increase in the size of membership. We still do not have a systematic approach to reviewing the savings target and adjusting, but having a target is one of the most critically important financial responsibilities of CUPE BC. This goal must be shared by every local and delegate at the convention. Without prioritizing building our strike fund we remain at risk of running out of strike funds in a large dispute, which, for historical reminder, occurred in 2007 and in 2014.

Action Programs

Action Programs consist of projects and campaigns that support the union's goals. CUPE National provides significant funding assistance for strong communities and anti-privatization programs. However, to access this funding, CUPE BC must first spend its own money and then invoice CUPE National throughout the year to receive reimbursement.

Total spending included:

From CUPE BC	$ 759,339
From CUPE National	$ 964,956
Total:	$1,724,295

Since Action Program spending represents the largest financial commitment in the Defence Fund outside of strike support, we must work closely with the Executive Board and CUPE National to ensure our spending supports our need to significantly build the assets in the Defence Fund.

Political Action

CUPE BC continues to be a powerful force in political action at the federal, provincial, and municipal levels, fighting to protect public services, defend workers' rights, and push for policies that put people before profit. But the union's real strength comes from its members. When CUPE members speak up, get involved, and take action, whether at the ballot box, in their communities, or through union campaigns and training, they give CUPE BC the power it needs to influence decisions that shape our workplaces and our public services. Member engagement isn't just important, it's the backbone of CUPE BC's political strength. We continue to see our members get more involved in our political action training around the province. It's clear this is an investment worth making.

Community Events Vehicle

In 2025, our community events vehicle hit the road and had a strong presence in community and local events across B.C. The events van has grown in popularity in 2025, and we continue to receive more requests to have our van attend local events. I've had the pleasure myself of taking the events van out to some events in 2025. Whether it was a local BBQ, a public rally, a public event, a strike or lockout, having the van there brings another presence and support that makes me proud to be a CUPE member. Our storage facility, purchased in 2024, has proven to be a strong investment. Its central location makes it easy for our van drivers to access, and it provides a safe, secure space that supports their work and keeps our operations running smoothly.

Investments

Funds in the Defence Fund are held in cash, term deposits, and equity investments. The average 2025 rate of return for Defence Fund investments was 6.55%. Within the Defence Fund we have roughly $9,813,726 held in investments, and while investing does carry risks, those risks are necessary as we cannot build or rebuild a defence fund to handle a large-scale strike on dues income alone.

CUPE BC has four-term deposits of just over $250,000 for over $1,000,000 total. The maturity dates are spread out quarterly over the year. This design aims to provide a secure floor over our $750,000 minimum required position, which, if we fall below, would trigger an additional per capita levy on affiliated locals. In 2025, this strategy provided an additional $47,798 in revenue.

The decision to invest funds supports our goal of building our asset position. The Defence Fund cannot rely on dues revenue alone to build to the level we require; we simply do not receive enough income to meet the potential costs of potential labour disputes. Because of this, we accept market risk and invest funds to try to meet our obligations.

Goals of the Defence Fund

A. Hold $20,000,000 in the Defence Fund.

STATUS: Ongoing.

We reached our $15 million target for strike pay in the first quarter of 2025 and increased our target to $20 million. By increasing this goal, this gives us some time to develop a plan that brings us stable and sustainable growth. It lets us set clear trigger points for when we tighten spending to protect our gains, and when we invest in programs that strengthen our members and our locals. This isn't just about the numbers; it's about making sure our members have the resources, support, and long-term stability they deserve. When we plan ahead together, we protect each other, and we build the power to keep moving forward. At the end of 2025, we reached just shy of $16 million.

B. Target $1,000,000 (minimum) per year in savings to build the Defence Fund.

STATUS: Achieved

We exceeded our goal with higher-than-anticipated revenue, and our budgeted amount set aside for strike pay came in under budget. In 2025, we saved over $2.3 million and also invested more in our members and locals.

C. Monitor the necessity of the equity cap distribution between the CJ Fund and the Defence Fund

STATUS: Ongoing.

Following the 2014 labour dispute, which decimated our Defence Fund and resulted in CUPE BC taking on a substantial debt, convention delegates approved a resolution to divert 50% of future revenue from the CJ Fund to the Defence Fund. Since then, we have paid off our debts and built up the Defence Fund. As we have almost achieved our goal, we should consider restoring the original funding formula or reviewing our current and future financial needs and adjust the funding formula as necessary.

Colleen Jordan Humanity Fund

The CJ Fund was created by delegates at the 2005 CUPE BC Convention. The purpose is to have a dedicated funding source for international solidarity and domestic anti-poverty initiatives.

Still, there are many transactions to clarify to understand the funds available to spend. The CJ Fund is complex due to half of the per capita revenue being diverted to the Defence Fund and the use of an endowment fund, which generates additional revenue. 2025 numbers:

A. Total per capita revenue is $523,960. One-half is diverted to the Defence Fund as per our Constitution, leaving $261,980 which is reported as Per Capita Revenue.
B. Our endowment style investment strategy provides $49,296 in additional income.
C. The $261,981 and $49,296 provides $311,277 of cash available to spend.
D. Net investment gain of $113,008 is reported in our financial statements.
E. Excess of total revenue over expenditures was $146,155.

The $146,155 surplus improved our asset position in the CJ Fund from $2,309,790 (2024) to $2,455,945 (2025).

CUPE BC is required to administer the CJ Fund in accordance with the CUPE BC Colleen Jordan Humanity Fund Guidelines (Appendix B of the CUPE BC Constitution). These guidelines outline a formula for spending summarized as:

- **20%** of revenue to be reinvested to build the fund

Of the funds available after re-investment:

- Up to **70%** for international humanity and development work
- Up to **30%** for Canadian Anti-Poverty Work

In 2019, the Fund was restructured into an Endowment Fund, with a new investment policy allowing dividend returns to finance projects. This marked a major shift for the CJ Fund. After years of growing surpluses with no clear plan for their use, the redesign protected the savings while making more funds available to support future projects.

This investment model is an excellent example for locals who find themselves cash-rich but budget-poor. Instead of using term deposits, by investing savings in the same model as the CJ Fund locals can create a secondary source of income to better resource our locals and support our members.

The International Solidarity Committee report covers many of the great projects we support, and I encourage delegates to read it to learn more.

Hardship

The CJ Fund has supported CUPE members in a variety of ways. From fires to floods we have seen major disasters strike, and we have used the CJ Fund to support members in need. Because of our limited resources vs. the large size of the membership, CUPE BC only provides donations of $500 to members in extreme hardship, such as the loss of a child, terminal illness, or loss of home without insurance. We have increased our funding for hardships every chance we have, but the need continues to grow. I believe this is an unfortunate reality as income inequality pushes more and more members into precarious situations and close to the edge of hardship.

A final note is that the funds in the CJ Fund are held in cash and equity investments. The 2025 average rate of return was 5.92%.

Goals of the CJ Fund

A. Continue growth of the endowment fund model and track income from investments.

STATUS: Ongoing.

B. Monitor hardship spending and ensure we have enough funds available for both member hardships and disaster relief.

STATUS: Ongoing.

Increased budget for 2025; monitoring will be ongoing.

C. Ensure donations spent are equal to the revenue generated, bringing the annual budget surplus/deficit as close as possible net zero.

STATUS: Ongoing.

Work to improve the unrealized gains vs. retained earnings.

Financial Statements & Auditors' Report

Following this report are the audited financial statements for 2025 and the Auditors' Report prepared by the firm of Matthews Campbell, Chartered Professional Accountants.

The Division has utilized Matthews Campbell to conduct the audit of our finances and is very satisfied with their high level of detailed work and professionalism. They continue to provide guidance to us on how to improve the controls on the Division's financial operations. Having an external auditor provides another level of financial oversight and has been a long-standing practice of CUPE BC.

CUPE BC Trustees

The work of our CUPE BC Trustees is essential and frequently goes unnoticed. I am grateful for the careful and considerate approach that David Robertson and Kyle Clark have applied to their roles. During my time in the Secretary-Treasurer's office, they have been incredibly supportive and an invaluable resource. Their report is included in the convention binder and will be presented after my own report.

Membership

CUPE locals are always in a state of change, with new locals forming, mergers, organizing drives, and changes in the workplace. CUPE BC tracks membership data from per capita statements received from locals. At 2025 year end we have 158 locals with an average annual membership of 104,648.

Per capita reports provide the most accurate details for the total number of members in our province. Below are two tables showing the data for the region/location and sectors. Sector designation is determined by local self-selection, and CUPE BC respects locals' choice of classification.

Region	Locals	Full-Time	Part-Time	Total Membership
Fraser Valley	11	5,000	2,674	7,674
Kootenays	21	1,987	814	2,801
Metro-Vancouver	42	27,816	26,120	53,936
Northern B.C.	30	3,653	2,134	5,787
Okanagan	18	6,452	2,452	8,904
Provincial	3	4,444	1,813	6,257
Vancouver Island	33	12,337	6,952	19,289
Total	**158**	**61,689**	**42,959**	**104,648**

Sector	Locals	Full-Time	Part-Time	Total Membership
Agencies/Boards	7	1,525	138	1,163
Colleges	6	1,284	447	1,731
Community Social Services	4	1,101	1,642	2,743
Health	4	4,570	2,204	6,774
Libraries	5	658	948	1,606
Multi Sector	6	8,297	5,607	13,904
Municipal	60	19,152	15,164	34,316
Schools	51	17,941	11,024	28,965
Transportation	3	1,348	119	1,467
Universities	12	5,813	5,666	11,479
Total	**158**	**61,689**	**42,959**	**104,648**

It's important to acknowledge that the ratio between full-time and part-time members is improving. However, the challenge we face is the significant difference in dues paid by part-time and full-time members, while the cost of providing services remains the same. As a result, the same amount of income from dues must be shared among a larger number of members, which strains CUPE's resources and creates challenges in delivering services. I want to thank all the locals that have worked to strengthen conversion language or advocated for increasing the hours of auxiliary and part-time members to livable levels. These efforts have a meaningful impact on CUPE members and also help us better support both CUPE Locals and members more effectively.

Internal Operations

CUPE BC has a small office of dedicated individuals. Karen and I are the two full-time elected officers and are supported by a hard-working group of Executive Board members who volunteer a lot of their own time in service to this great union. I want to express my gratitude for the support of Executive Board members who always step up when needed to assist with the workload of Karen and myself.

While CUPE BC may appear as a large organization, the reality is we have a very small staff team of eight employees led by our Executive Director Kiran Kooner and our Director of Finance Wendy Monkhouse. Having enough staff is a significant challenge, like the reality our members face in their workplaces. Addressing this challenge is complex; in my experience, it is not politically acceptable to do less (smaller events, fewer committees, for example), which means we must resist adding more projects while we try to build funding capacity to add staff. This strategy has been successful to date but faces significant headwinds, including the high-cost increase in hosting events and the physical office space, which maxes out at 12 workstations. Focusing on internal capacity and staff support is critically important and is one of the largest (often unseen) responsibilities of the Secretary-Treasurer.

We continue to focus on becoming more efficient at accomplishing our known tasks, so we have more capacity to react to unknown events. Known events are items like conventions, Executive Board meetings, and conferences. The unknown is responding to emergent situations. Our project management software helps us prepare and track events better than we ever have before.

Enhancing efficiency is imperative to sustaining our support for CUPE members. Throughout my time in the office, I have witnessed the exceptional dedication of our team to serving CUPE members. However, the rapid growth of our union, alongside events like conventions, Executive Board meetings, conferences, and other gatherings, has far outpaced the capacity of our staff support.

Without meaningful action, CUPE BC risks becoming locked in a cycle where staff capacity is consumed almost entirely by event planning, leaving limited room to implement the outcomes those events are meant to advance. A clear example is the ongoing challenge of acting on convention resolutions. Once the time required for scheduled events is accounted for, we are left with roughly six months between conventions to make progress on these commitments. This reality highlights the significant pressure CUPE BC faces in meeting the expectations of locals and members.

Lastly, we continue to work on our diversity, equity, and inclusion action plan. The first phase included updating many internal policies and procedures to ensure we operate in a way that respects all people. This work is important and critical to truly change workplace culture for the better. As we continue to review our systems, we must look for ways to include all members, especially those excluded in the past, and build a union that recognizes there is great strength in diversity. By opening our union to new voices and centering reconciliation with Indigenous peoples, we can build a better union than ever before.

Planning for the Future

I will continue my focus on making CUPE BC to be the absolute best union in B.C. I believe our members deserve that, and it takes a commitment to continuous improvement. I have learned in my time in the labour movement that we must continue to improve on what we do well, engage with our members, listen, and look for ideas to continuously support our members. We also must be mindful of the pace of change, which, if not managed, can burn out our activists and staff, who spend more time updating systems than completing actions that really matter to our members.

Additionally, we have already begun the process of evaluating our committee structure. I recognize that this can be a sensitive topic, but it's a necessary step, especially now that many committees were originally created to address issues that have since been resolved through other mechanisms. While the needs of larger sectors differ from those of smaller ones, our structure has continued to rely on a one-size-fits-all model. With the changes already underway, this is the right moment to consider whether our committees are organized in a way that truly serves the Division, locals, and committee members.

We are in the final phase of having our Per Capita program fully functional for all locals. We have made improvements, as we have had some really good feedback from locals that are using this program, and we are finalizing the electronic payment piece. Having an online Per Capita system will be beneficial for locals and CUPE BC moving forward.

We will be working to build a stronger defence fund plan that sees triggers based on what we have experienced in the past. This will help put in trigger points and address when we can look at strike pay increases, developing new programs to support locals. This plan will also put in trigger points when we need to save more money and spend on the most important programs continuing in the strengthening of locals. This will help create a clear vision of what a strong defence fund will look like.

We will be adding to our strong and mighty team. For the last few years, there has been a conversation about adding to the team. This year we are moving forward and are excited about growing our team. This will give us more capacity to serve our locals and members better.

Conclusion

CUPE BC is undergoing a quiet but necessary transformation. We are adapting and embracing new ideas and technologies. CUPE BC has provided excellent services and events for our members, often driven by the dedication of our staff, volunteers, and officers. However, I can only imagine the tremendous things we could accomplish with more investment in our staff, a more efficiently organized office, a more informed and engaged Executive, and better, more collaborative tools for local leadership.

The modernization of CUPE BC won't be achieved by one person alone. No one could do this job without the support and ideas of the CUPE BC office staff. I deeply appreciate the dedication they bring to their work every day. We have an incredible team, and I truly enjoy coming into the office and working alongside such committed and amazing people. Kiran, Wendy, Jolanta, Darci, Chika, Morgan, Maja, and Nancy – thank you for everything you do. Most importantly, thank you for the support you provide Karen and me, and the dedication to all our members.

I would like to acknowledge each of the members of our Executive Board who have worked hard to strengthen our union in every corner of the province. Each one of them steps up when called on and always puts the needs of CUPE members first. Every one of them continues to put their personal needs aside to support our members in creating a stronger labour movement.

I also want to express my sincere appreciation to local presidents, treasurers, and executive members from every CUPE local across B.C. The work you do with and for your members every day is vital to the continued strength of our union. You are all true leaders, and you don't hear this enough, so thank you! As your Secretary-Treasurer, it's my goal to make the lives of our local leadership better. As leaders, you provide an invaluable service to your members.

I would also like to express my appreciation to all the CUPE National servicing representatives, specialists, and support staff for the outstanding work they do in supporting our locals and advocating for our members. A special thank you goes to the leadership team, including Regional Director Martina Boyd and Assistant Regional Directors Rob Jandric, Ryan Boyce and Bronwyn Barter for their collaboration throughout the year. Additionally, the Strong Communities Working Group plays a vital role alongside the Division in fighting for CUPE members in British Columbia. I appreciate their dedication to you and the extra support they provide to CUPE BC.

We all recognize how much our work and volunteer commitments can pull us away from our families, but it's this very dedication that fuels our passion for the labour movement. The sacrifices we make are driven by our deep commitment to fight for justice, equality, and the rights of workers everywhere.

I especially want to thank my wife, Jenny, and my two amazing daughters, Ashley and Isabela, for their unwavering support and for putting up with the life of a dedicated labour advocate. Over the years, my daughters have grown into strong, independent women—both in their twenties now, young workers who aren't afraid to speak up for what's right. Their courage and voice are among my greatest inspirations to continue my labour activism.

I also want to express my gratitude to my parents—my dad, a retired CUPE 1004 member, and my mom, a retired CEU member—who instilled in me essential values growing up: work hard, respect others, help those who can't help themselves, and always be a voice for the voiceless. As a first-generation Canadian raised in a Portuguese household, my parents taught me to embrace my roots while also respecting and learning from other cultures.

We understand that our work as trade unionists and labour activists is ongoing. There will always be another employer or government attempting to undermine the collective rights we've fought so hard for over the years. Unions are more crucial than ever. We must continue to strengthen our union and organize within our membership, so we are prepared to meet the challenges ahead and secure victories.

I am proud to be a CUPE member, and I want to thank my home local 7000 for all its support. It is an honour to serve as Secretary-Treasurer for CUPE British Columbia and work on behalf of the nearly 105,000 CUPE members across the province. There are challenges ahead but, by working together, we can tackle any obstacle and continue standing side by side as proud members of this great union.

Respectfully submitted,

Tony Rebelo
Secretary-Treasurer
CUPE BC Division

April 2026

CUPE BC DIVISION
GENERAL FUND
2026 BUDGET

		Incr = 2.5% 2026 BUDGET @ 8% PER CAPITA	2025 ACTUAL	Incr = 3% 2025 BUDGET @ 8% PER CAPITA
REVENUE				
Per capita income	1	$ 4,163,541	$ 4,159,264	$ 4,061,991
Interest income		25,000	38,209	50,000
BC Convention/Conferences/Seminars		110,000	121,497	108,000
Division support	2	152,000	151,936	151,936
Other income		35	37	35
		$ 4,450,576	$ 4,470,943	$ 4,371,962
DIRECT EXPENSES				
Admin & Executive expenses	3	$ 295,000	$ 468,003	$ 300,000
BC Convention		800,000	696,685	850,000
National Convention	4	-	40,580	40,000
~~President's Academy~~	5	-	-	100,000
Delegates to conv/conf		20,000	38,022	20,000
Hospitality exp		2,000	0	2,000
Executive visits		40,000	49,135	25,000
Super Con/Webinars		100,000	27,230	100,000
Insurance & bonding	6	20,000	14,647	20,000
Donations		2,000	0	2,000
District Council Travel Grants		8,000	8,025	8,000
Scholarships		20,000	4,000	20,000
Hardships		2,000	0	2,000
Committees		300,000	356,854	300,000
		$ 1,609,000	$ 1,703,181	$ 1,789,000
OPERATING EXPENSES				
Auto		$ 28,000	$ 31,127	$ 28,000
Bank charges		35,000	3,116	5,000
Long-Term Interest charges		30,000	19,576	30,000
Amortization (Asset Depreciation)		175,000	145,394	175,000
Legal & audit		65,000	74,293	60,000
Office expense		185,000	131,243	175,000
Rent/parking		132,000	131,187	132,000
Leased furniture		65,000	64,734	65,000
Boutique - Shipping/Receiving		10,000	171	10,000
Phone/fax		20,000	18,585	20,000
		$ 745,000	$ 619,426	$ 700,000
SALARIES & BENEFITS				
Salaries - President		$ 175,000	$ 168,245	$ 166,260
Salaries - Secretary/Treasurer		163,000	159,901	155,000
Salaries - Exempt Staff		302,000	291,209	291,000
Salaries - Unionized Staff		735,000	597,579	620,000
Pension/benefits		395,000	360,264	350,000
Separation Fund		180,000	137,994	180,000
Wage Recoveries		(35,000)	(54,812)	(35,000)
		$ 1,915,000	$ 1,660,381	$ 1,727,260
CAPITAL EXPENDITURES				
Community Events Van Parking Garage				
Office Renovation		31,576	0	80,702
Per Capital Online Project		150,000	17,250	75,000
		$ 181,576	$ 17,250	$ 155,702
TOTAL EXPENSES		$ 4,450,576	$ 4,000,237	$ 4,371,962
BUDGETED SURPLUS / (DEFICIT)		$ (0)	$ 470,706	$ (0)

NOTES TO 2026 BUDGET

1. 2.5% increase from last years budget (per capita rate @ 0.08 % of wages)
2. Amount CUPE BC to receive from CUPE National Division Support (based on National formula)
3. No OBCM this year (banquet coded to admin exp when held)
4. No National Convention this year
5. Moved to Defence Fund

CUPE BC Trustees Report

The Trustees have met four times since the 2025 convention. We met virtually on September 14th, in person at Think Tank on July 14th, and at the BC Regional Office December 2nd-3rd, and March 17th-19th. We plan to do a full review of our meeting schedule at the Trustee meeting in July to assess flexibility, cost effectiveness, and ever-changing deadlines.

When meeting at the Division office, we reviewed the expense files for the General, Defence, and Colleen Jordan Humanity Funds up to December 2025. There were no major concerns, and any questions were quickly addressed by either Wendy, Jolanta, or Darci. For all but the November meeting, we reviewed the financial updated statements with Wendy and Tony. All our questions have been answered and often resulted in constructive financial discussions.

We continue to have preliminary discussions with Tony and Wendy regarding the Defence Fund and to define appropriate risk levels aimed at assisting with future Defence Fund management. We look forward to continued discussions on this topic and, at present, do not have any recommendations to the Executive Board.

In accordance with CUPE BC practices, Matthews Campbell Chartered Professional Accountants has been hired to audit the financial books. As part of the internal audit process, the Trustees will be reviewing the CUPE BC audited financial statements to December 31, 2025, prior to Convention but after the writing of this report. In accordance with Article 5.5 b) and c) of the CUPE BC Constitution, the Trustees have reviewed and discussed the 2026 budget with the Secretary-Treasurer.

We recognize and appreciate the dedication and commitment demonstrated by the CUPE BC Executive in their ongoing efforts to support members. Thank you to Tony who has brought some new and positive ideas to CUPE BC. We also wish to acknowledge the outstanding contributions of CUPE BC staff who assist us in our roles as Trustees, including Executive Director Kiran Kooner, Director of Finance Wendy Monkhouse, Accountant Jolanta Osowska, and Administrative Assistants Maja Bohinc, Chika Buston, Nancy Dhillon, Morgan McCrystal, and Darci Schmid.

Report respectfully submitted by Trustees **David Robertson** and **Kyle Clark**

Financial Statements

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

DECEMBER 31, 2025

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MATTHEWS CAMPBELL
A Partnership of Incorporated Professionals

CHARTERED PROFESSIONAL ACCOUNTANTS
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Burnaby, BC V5C 6A7
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INDEPENDENT AUDITORS' REPORT

To the Members of Canadian Union of Public Employees - B.C. Division

Qualified Opinion
We have audited the accompanying financial statements of Canadian Union of Public Employees - B.C. Division, which comprise the statement of financial position as at December 31, 2025 and December 31, 2024, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion paragraph, the accompanying financial statements present fairly, in all material respects, the financial position of Canadian Union of Public Employees - B.C. Division as at December 31, 2025 and December 31, 2024, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion
We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

In common with many not-for-profit organizations, the Union derives revenues from sources, the completeness of which is not susceptible to audit verification. The scope of our audit did not extend to an examination of the payroll records of the contributing employers. Accordingly, our verification of revenues was limited to the amounts recorded in the records of the Union and we were not able to determine whether any adjustments might be necessary to the Union's financial position, its result of operations and its changes in net assets.

Responsibilities of Management and Those Charged with Governance for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an

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audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonable be thought to bear on our independence, and where applicable, related safeguards.

The engagement partner on the audit resulting in this independent auditor's report is Robert P. Matthews, CPA, CA.

Burnaby, B.C.
March 31, 2026

Matthews Campbell
CHARTERED PROFESSIONAL ACCOUNTANTS

These financial statements are prepared solely for use by the client with whom Matthews Campbell, Chartered Professional Accountants, has entered into a contract and there are no representations of any kind made by us to any party with whom we have not entered into a written contract.

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2025

	General Fund	Defence Fund	CJH Fund	2025 Total	2024 Total
ASSETS					
CURRENT					
Cash	$ 2,497,459	$ 5,094,462	$ 312,820	$ 7,904,741	$ 5,357,061
Investments (Note 3)	2,070,970	10,838,762	1,980,569	14,890,301	14,065,398
Accounts receivable (Note 4)	749,450	1,367,230	86,497	2,203,177	2,457,934
Interfund amounts receivable (Note 5)	-	881,468	152,320	1,033,788	537,361
Interfund amounts payable (Note 5)	(958,027)	-	(75,761)	(1,033,788)	(537,361)
Inventory (Note 6)	191,509	-	-	191,509	109,864
Prepaid expenses	257,514	110,857	-	368,371	355,605
Due from 1472247 B.C. Ltd. (Note 7)	-		-	-	150,977
	4,808,875	18,292,779	2,456,445	25,558,099	22,496,839
CAPITAL ASSETS (Note 8)	892,569	-	-	892,569	1,006,226
	$ 5,701,444	$ 18,292,779	$ 2,456,445	$ 26,450,668	$ 23,503,065
LIABILITIES					
CURRENT					
Accounts payable and accrued liabilities	$ 217,493	$ 88,739	$ 500	$ 306,732	$ 295,223
Employee future benefit obligation (Note 9)	509,853	-	-	509,853	571,136
Mortgage payable (Note 10)	268,459	-	-	268,459	381,480
	995,805	88,739	500	1,085,044	1,247,839
NET ASSETS					
NET ASSETS	4,705,639	18,204,040	2,455,945	25,365,624	22,255,226
	$ 5,701,444	$ 18,292,779	$ 2,456,445	$ 26,450,668	$ 23,503,065

APPROVED BY THE DIRECTORS:

Director

Director

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF CHANGE IN NET ASSETS

YEAR ENDED DECEMBER 31, 2025

	General Fund	Defence Fund	CJH Fund	2025 Total	2024 Total
NET ASSETS, beginning of year	$ 4,128,711	$ 15,816,725	$ 2,309,790	$ 22,255,226	$ 18,140,046
Excess of revenues over expenditures	576,928	2,387,315	146,155	3,110,398	4,115,180
NET ASSETS, end of year	$ 4,705,639	$ 18,204,040	$ 2,455,945	$ 25,365,624	$ 22,255,226

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF OPERATIONS

YEAR ENDED DECEMBER 31, 2025

	General Fund	Defence Fund	CJH Fund	2025	2024
REVENUES					
Per Capita	$ 4,159,266	$ 2,878,307	$ 261,980	$ 7,299,553	$ 6,969,079
Conventions and conferences	121,497	-	-	121,497	124,125
Division support	151,936	-	-	151,936	145,012
Investment/other income	96,835	365,351	70,216	532,402	524,074
Unrealized gains (losses) on investments	38,135	333,029	42,792	413,956	1,090,029
(Loss) gain on disposal of capital assets	-	-	-	-	(822)
	4,567,669	3,576,687	374,988	8,519,344	8,851,497
DIRECT EXPENDITURES					
Administration and executive board	468,003	-	-	468,003	251,887
Convention - CUPE BC	696,685	-	-	696,685	441,689
Convention - National	40,580	-	-	40,580	-
Executive visits	49,135	-	-	49,135	25,652
Seminars and conferences	65,252	179,323	-	244,575	184,386
Insurance	14,647	-	-	14,647	15,936
Donations	-	-	181,490	181,490	182,773
Elections	-	73,486	-	73,486	307,111
Special programs & miscellaneous	8,025	152,722	38,000	198,747	111,823
Committees (Note 11)	356,426	37,878	-	394,304	303,951
Cost sharing programs	-	43,832	-	43,832	46,423
Action program net of recoveries	-	607,440	-	607,440	672,323
Scholarships	4,000	-	-	4,000	14,000
Strike expenses	-	38,325	-	38,325	6,899
Total Direct Expenditures	1,702,753	1,133,006	219,490	3,055,249	2,564,853
	2,864,916	2,443,681	155,498	5,464,095	6,286,644
ADMINISTRATIVE EXPENDITURES					
Accounting and legal	74,293	-	-	74,293	45,597
Amortization	145,394	10,366	-	155,760	111,001
Automotive	31,127	-	-	31,127	24,811
Bank and management	11,296	46,000	9,343	66,639	61,901
Interest on long-term debt	19,576	-	-	19,576	19,728
Office	131,414	-	-	131,414	119,218
Rent	195,921	-	-	195,921	194,650
Salaries	1,162,123	-	-	1,162,123	1,120,671
- Payroll costs and benefits	498,259	-	-	498,259	456,034
Telephone	18,585	-	-	18,585	17,853
	2,287,988	56,366	9,343	2,353,697	2,171,464
EXCESS OF REVENUES OVER EXPENDITURES	$ 576,928	$ 2,387,315	$ 146,155	$ 3,110,398	$ 4,115,180

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2025

	2025	2024
CASH FLOWS FROM:		
OPERATING ACTIVITIES		
Excess of revenues over expenditures for the year	$ 3,110,398	$ 4,115,180
Charges to revenues over expenditures not affecting cash flows:		
Amortization	155,760	111,001
Realized (gain) on investments	(119,028)	(12,385)
Unrealized (gain) on investments	(413,956)	(1,090,029)
Gain on disposal of capital assets	3,110	822
	2,736,284	3,124,589
Changes in non-cash working capital:		
Accounts receivable	254,757	(769,361)
Interfund amounts receivable	(496,428)	(470,241)
Interfund amounts payable	496,428	470,241
Inventory	(81,645)	(3,554)
Prepaid expenses	(12,766)	(103,882)
Due from 1472247 B.C. Ltd.	150,977	(150,977)
Accounts payable and accrued liabilities	11,509	(15,959)
Employee future benefit obligation	(61,283)	38,097
	2,997,833	2,118,953
FINANCING ACTIVITIES		
Mortgage proceeds	-	386,000
Repayment of mortgage	(113,021)	(4,520)
	(113,021)	381,480
INVESTING ACTIVITIES		
Purchase of capital assets	(45,213)	(675,915)
Purchase of investments	(662,849)	(973,450)
Proceeds on disposal of investments	370,930	12,386
	(337,132)	(1,636,979)
NET INCREASE IN CASH AND EQUIVALENTS	2,547,680	863,454
CASH AND EQUIVALENTS, beginning of year	5,357,061	4,493,607
CASH AND EQUIVALENTS, end of year	$ 7,904,741	$ 5,357,061

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

1. GENERAL INFORMATION

The Canadian Union of Public Employees - B.C. Division (The Union) is an umbrella group of CUPE Locals representing employees of various government, not-for-profit and corporate entities in British Columbia. It is affiliated with the Canadian Union of Public Employees national organization.

The Union is a tax exempt body under Section 149 of the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the *CPA Canada Handbook* and include the following significant accounting policies:

(a) Fund Accounting

The Union uses fund accounting to account for the financial position and operations of the General Fund, the Defence Fund and the Colleen Jordan Humanity Fund (CJH Fund).

Per capita revenues for all funds are received under an agreement with the CUPE Locals and their members.

The General Fund is the primary operating fund of the Union and supports the administrative and normal activities associated with a union.

The Defence Fund supplements strike pay provided by CUPE National and supports Division projects aimed at averting strikes and advancing goals of the Union.

The Colleen Jordan Humanity Fund provides a sustainable and reliable funding mechanism to support humanitarian and solidarity projects that reflect trade union principles as community activists and as global citizens.

(b) Revenue Recognition

The Union follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or if the amount to be received can be reasonably estimated and collection is reasonably assured. Revenue for conventions and conferences are recognized in the year which the event is held. Division support revenues are recorded on an accrual basis.

Investment income includes dividend and interest income and realized investment gains and losses on sale of investments and unrealized gains and losses on financial assets measured at fair value. Investment income is recorded on an accrual basis.

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

(c) Cash

Cash consists of balances with banks less cheques issued and outstanding.

(d) Investments

Investments are valued at market value.

(e) Inventory

Inventory is valued at the lower of cost and net realizable value. The costs of inventory comprise the landed cost, freight, exchange and duty. Net realizable value is the estimated selling price in the ordinary course of business less the estimated costs of sales.

(f) Capital Assets

Capital assets are recorded at cost.

The Union amortizes its capital assets as follows:

Computer equipment	30 % declining balance
Computer software	30 % straight line
Equipment	30 % declining balance
Office furniture and equipment	20 % declining balance
Vehicle	30 % declining balance
Leasehold improvements	15 year straight line
Building	3 % declining balance

(g) Employee Future Benefits

(1) The Union and its employees make contributions to the British Columbia Municipal Pension Plan and the COPE Union Pension Plan. These contributions are expensed as incurred.

Sick leave, vacation and overtime are also available to certain employees' of the Union. The cost of these benefits are determined based on hours banked. The obligation under these benefits are accrued based on projected benefits as the employees render services necessary to earn the future benefit.

(2) Defined contribution plan accounting is applied to multi-employer defined benefit plans such as the British Columbia Municipal Pension Plan and accordingly, contributions are expensed.

(3) The cost of multi-employer defined contribution pension plan benefits, such as the COPE Union Pension Plan are the employer's contributions due to the plan in the period.

(h) Contributed Services

The Union and its members benefit from contributed services in the form of volunteer time for the board and various committees. The value of contributed services are not recognized in these financial statements.

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

(i) Financial Instruments

(1) Measurement of Financial Instruments

The Union initially measures its financial assets and financial liabilities at fair value.

The Union subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, and loans payable which are measured at fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include cash and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities, employee future benefit obligation and mortgage payable.

(2) Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the statement of operations. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of operations.

(3) Transaction Costs

The Union recognizes its transaction costs in the statement of operations, in the period incurred. However, the carrying amount of the financial instruments that will not be subsequently measured at fair value is reflected in the transaction costs that are directly attributable to their origination, issuance or assumption.

(j) Use of Estimates

The preparation of the financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. By their nature, these estimates are subject to measurement uncertainty and the effect on the financial statement changes in such estimates in future periods could be significant. Significant areas of estimates include collectability of accounts receivable, the useful lives of capital assets and estimates of accrued liabilities.

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

3. INVESTMENTS

	General Fund	Defence Fund	CJH Fund	2025	2024
Cash and money market funds	$ -	$ 751	$ -	$ 751	$ 751
Investments at quoted market value (Cost - $9,998,158)	1,709,600	9,812,975	1,980,569	13,503,144	12,706,222
Term deposit - Internally restricted for employee future benefit obligation (Note 9)	109,370	-	-	109,370	105,264
Term deposits	252,000	1,025,036	-	1,277,036	1,253,161
	$ 2,070,970	$10,838,762	$ 1,980,569	$14,890,301	$14,065,398

Term deposits held at December 31, 2025 mature and earn interest per annum as follows:

		General Fund	Defence Fund	CJH Fund
October 5, 2026	3.15%	$ 109,370	$ -	$ -
May 16, 2026	2.75%	252,000	-	-
January 11, 2026	3.30%	-	263,036	-
July 17, 2026	2.75%	-	262,000	-
July 24, 2026	3.00%	-	250,000	-
October 20, 2026	3.15%	-	250,000	-
		$ 361,370	$ 1,025,036	$ -

4. ACCOUNTS RECEIVABLE

	General Fund	Defence Fund	CJH Fund	2025	2024
Per Capita	$ 691,976	$ 432,485	$ 86,497	$ 1,210,958	$ 1,750,374
CUPE National	19,937	885,572	-	905,509	669,060
Other	33,037	34,173	-	67,210	-
Accrued interest	4,500	15,000	-	19,500	38,500
	$ 749,450	$ 1,367,230	$ 86,497	$ 2,203,177	$ 2,457,934

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

5. INTERFUND TRANSFERS

The interfund transfers represent funds transferred to (from) the Colleen Jordan Humanity Fund, the Defence Fund and the General Fund. These interfund transfers are done to maintain adequate operating cash in all of the funds, as well as to allocate receipts and expenditures between funds. These advances are non-interest bearing and due on demand.

	2025	2024
General Fund receivable from Defence Fund	$ -	$ -
Defence Fund receivable from Colleen Jordan Humanity Fund	75,760	63,780
Colleen Jordan Humanity Fund receivable from General Fund	152,321	40,360
Defence Fund receivable from General Fund	805,707	433,221
Interfund amounts receivable	$ 1,033,788	$ 537,361

6. INVENTORY

The Union maintains an inventory of promotional items that are expensed throughout the year as these items are donated. The inventory is physically counted at year end and adjusted to actual on hand. During the year ended December 31, 2025 the amount of inventories recognized as an expense was $255,199.

7. DUE FROM 1472247 B.C. LTD.

The amount due from 1472247 B.C. Ltd. is non-interest bearing, unsecured and has no specific terms of repayment.

8. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net 2025	Net 2024
Computer equipment	$ 80,317	$ 47,279	$ 33,038	$ 33,050
Computer software	487,750	251,532	236,218	344,966
Equipment	55,528	32,078	23,450	18,945
Leasehold improvements	57,889	52,790	5,099	7,285
Office furniture and equipment	57,670	40,509	17,161	17,272
Vehicle	15,515	9,053	6,462	9,231
Building	146,745	6,537	140,208	144,544
Land	430,933	-	430,933	430,933
	$ 1,332,347	$ 439,778	$ 892,569	$ 1,006,226

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

9. EMPLOYEE FUTURE BENEFIT OBLIGATION

Employee future benefit obligation includes the accumulated sick, vacation, overtime and retirement benefits for the Union's employees. This amount has been funded partially by the general fund term deposit (see Note 3).

	2025	2024
Employee future benefit obligation	$ 509,853	$ 571,136
Amounts funded by term deposit	109,370	105,264
Net unfunded employee future benefit obligation	$ 400,483	$ 465,872

Employee Pension Plan

The Union and its employees contribute to the British Columbia Municipal Pension Plan (MPP) and the COPE Union Pension Plan. The boards of trustees for these plans represent plan members and employers and are responsible for the management of the pension plans including investment of the assets and administration of benefits. The pension plans are multi-employer contributory pension plans. The MPP is a defined benefit plan and the COPE Union Pension Plan is a defined contribution plan. The British Columbia Municipal Pension Plan has approximately 273,035 active members of which 10 members are from the B.C. Division of the Union.

Every three years, an actuarial valuation is performed to assess the financial position of the plans and the adequacy of plan funding. The most recent valuation of the British Columbia Municipal Pension Plan as at December 31, 2024 indicated a $2.675 billion surplus for basic pension benefits. The actuary does not attribute portions of the unfunded liability or surplus to individual employers. The next actuarial valuation is at December 31, 2027 and will be available in fall 2028. CUPE BC paid $107,692 for employer contributions to these plans in the year ended December 31, 2025.

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

10. MORTGAGE PAYABLE

Mortgage payable, repayable in monthly instalments of $2,559 including interest at Vancity prime plus 1.5% per annum. The mortgage is secured by land and building and matures in April 2026.

The mortgage is secured by the following:

- Borrowing Resolution made by the directors of Canadian Union of Public Employees-BC Division, together with Solicitor's Letter of Opinion.
- Director's Resolution made by the directors of 1472247 B.C. Ltd. together with Solicitor's Letter of Opinion.
- All Indebtedness Mortgage and Assignment of Rents charging 410 - 19736 98 Avenue Langley, PID 027-358-011 (the "Lands") made by 1472247 B.C. Ltd. In 1st position.
- Beneficial Ownership Agreement between Canadian Union of Public Employees-BC Division as beneficiary and 1472247 B.C. Ltd. as Nominee.
- All Indebtedness Environmental Indemnity Agreement with respect to the Lands made by: Canadian Union of Public Employees-BC Division and 1472247 B.C. Ltd.
- (1st ranking) General Security Agreement made Canadian Union of Public Employees-BC Division creating a security interest against all its present and after-acquired personal property. Prior permitted charges under Base Registration Nos. 587497M to be remain.
- (1st ranking) General Security Agreement made by 1472247 B.C. Ltd. creating a security interest against all its present and after-acquired personal property.
- Unlimited Corporate Guarantee and Postponement of Claim made by 1472247 B.C. Ltd. with respect to the debts and liabilities of Canadian Union of Public Employees-BC Division.

The mortgage is subject to a financial covenant as follows:

Combined Debt Service Coverage of a minimum of 1.00 times to be in effect at all times. The Union is in compliance with this covenant.

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

11. COMMITTEES

	General Fund	Defence Fund	2025	2024
Trustees	$ 2,698	$ -	$ 2,698	$ 15,105
Anti-Privatization	-	-	-	309
Education	6,545	-	6,545	7,688
Environmental and Climate Justice	9,944	513	10,457	12,936
International Solidarity	11,220	4,366	15,586	14,515
Libraries	22,292	5,978	28,270	14,356
Occupational Health & Safety	12,090	-	12,090	20,216
Pension	26,093	5,217	31,310	32,308
Political Action	23,995	377	24,372	11,606
Women's and Gender Rights	27,662	2,708	30,370	21,186
Post Secondary	20,394	519	20,913	22,460
Racialized Workers	13,722	4,671	18,393	10,409
Pink Triangle	15,302	-	15,302	11,132
Municipal	19,710	4,967	24,677	9,951
K-12	23,513	-	23,513	21,517
Community Social Services	13,883	297	14,180	6,494
Young Workers'	10,656	-	10,656	7,653
Transportation	17,904	238	18,142	9,159
Skilled Trades	22,368	-	22,368	29,096
Indigenous	37,967	5,636	43,603	13,728
Persons With Disabilities	18,468	-	18,468	5,577
Ad Hoc	-	2,067	2,067	6,550
District Council Advisory	-	324	324	-
	$ 356,426	$ 37,878	$ 394,304	$ 303,951

12. COMMITMENTS

The Union has entered into lease or service agreements for premises, vehicles and parking. The minimum annual payments are as follows:

2026	$ 102,606
2027	99,211
2028	83,812
2029	67,461
2030	62,508
	$ 415,598

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

13. FINANCIAL INSTRUMENTS

The Union is exposed to various risks through its financial instruments, without being exposed to concentrations of risk. The following analysis provides a measure of the Union's risk exposure at the balance sheet date.

(a) Liquidity risk: Liquidity risk is the risk that the Union will encounter difficulty in meeting obligations associated with financial liabilities. The Union is exposed to this risk mainly in respect of its accounts payable and accrued liabilities and mortgage payable.

(b) Credit risk: Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Union's main credit risks relate to its accounts receivable. The Union provides credit to its members in the normal course of its operations. The Union is also exposed to credit risk with respect to cash and investments. The credit risk with respect to cash and investments is insignificant since they are held in large financial institutions.

(c) Market risk: Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The enterprise is mainly exposed to interest rate risk and other price risks.

(d) Currency risk: Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Union is exposed to currency risk as a result of investment in foreign securities and mutual funds. As at December 31, 2025, cash and investments totalling $751 (2024 - $751) is denominated in US dollars and converted into Canadian dollars. The amounts have been translated into Canadian dollars at the prevailing foreign exchange rates in effect at the date of the balance sheet.

(e) Interest rate risk: Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Union is exposed to interest rate risk as a result of investment in bonds, money market funds and certain mutual funds.

(f) Other price risk: Other price risk associated with investments in shares is reduced to a minimum, since the Union mitigates the risk by regularly rebalancing its portfolio.

14. OTHER MATTERS

Article 8.1(b)(ii) of the CUPE BC Constitution states "In the event the CUPE BC Colleen Jordan Humanity Fund balance exceeds $1,250,000, 50% of all further revenue to the fund shall be redirected to the CUPE BC Defence Fund. If the Colleen Jordan Humanity Fund balance falls below $750,000, all fund revenue shall be reinstated until it reaches a balance of $1,250,000."

At December 31, 2016, the CUPE BC Colleen Jordan Humanity Fund balance was in excess of $1,250,000. Effective January 1, 2017 50% of the Colleen Jordan Humanity Fund revenue has been redirected to the Defence Fund.

During 2025, a total of $261,981 (2024 - $251,813) was redirected from the Colleen Jordan Humanity Fund to the Defence Fund in compliance with the constitution.

MPP Trustee Report

The Year in Review

2023-2026 Strategic Plan

We are in the last year of our current 2023-2026 Strategic Plan. The Plan's three objectives are:

1. Be a leading responsible investor

Advance the goal of a net-zero portfolio by 2050 with interim targets aligned to the Paris Agreement; implement responsible investment strategies across all asset classes; position the plan as a Canadian RI leader; provide ongoing trustee education on climate and RI risks and opportunities; and ensure transparency of climate risk and RI directives.

2. Continue to strengthen plan awareness

Maintain strong stakeholder relationships; assess and enhance member awareness of sustainability, governance, and stewardship; improve communications, particularly for new and younger members; provide regular updates on the plan's path to net zero; and consider public-facing research to highlight the plan's strengths.

3. Gain advantage with size

Review enrolment eligibility rules to increase membership; encourage eligible employees and employers to participate; assess participation by elected local government officials; and review terms and conditions for new employer enrolment to expand the number of participating employers.

The Board is currently working on the 2027-2029 Strategic Plan. More to come later this year.

2024 Valuation Results

The Municipal Pension Plan's December 31, 2024 actuarial valuation shows the plan is 102.8% funded, with assets exceeding projected pension costs and a $2.67 billion surplus. To maintain current contribution rates, the board allocated the surplus in accordance with the Joint Trust Agreement and transferred $1.06 billion from the rate stabilization account (RSA) to the basic fund; the RSA retains more than $3.5 billion. There will be no change to employer or member contribution rates.

Following the valuation, the board reinstated a maximum cost-of-living adjustment (COLA) cap of 2.1% per year for the next three years starting January 2026, with increases equal to the September-to-September consumer price index or 2.1%, whichever is less. Valuations are conducted every three years by an independent actuary using various economic and demographic assumptions.

The board reviews the maximum COLA every three years as part of the valuation process. The board uses its funding policy to evaluate the maximum amount of COLA it can provide each year. This means there may be years when COLA does not fully match inflation. This allows the board to respond to changing economic and funding conditions with flexibility and care.

The next valuation will be measured as at December 31, 2027, with the report available in fall 2028.

Respectfully submitted,

Gary Yee, Vice Chair – Municipal Pension Board of Trustees, appointed by MEPC

Sara Manchester, Trustee – appointed by CUPE BC

President's Activity Report 2025 – 2027 Term

May 4, 2025 – May 2, 2026

Date	Meeting/Conference/Event
2025	
May 7	BC Society for Policy Solutions Board Meeting
May 7 – 9	BC Library Association Conference – Nanaimo
May 9	BC Federation of Labour Officers' Meeting
May 8	Meeting w/ Premier Eby and BC Federation of Labour
May 10	Vancouver Island District Council Meeting – Victoria
May 12 – 14	North Central Local Government Association Convention – Prince Rupert
May 15	QMUNITY IDAHOT Breakfast
May 15	Local 402 Event
May 20	BC NDP Affiliated Unions Meeting
May 22	BC Federation of Labour Officers' Meeting
May 22 – 24	BC Federation of Labour Regional Conference – Kelowna
May 23	Meeting w/ Melanie Redman, A Way Home
May 23	Meeting w/ Dustin LePage, Kootenay District Council
May 25 – 27	CUPE BC Executive Board Orientation – Kamloops
May 28 – June 1	Federation of Canadian Municipalities – Ottawa
May 29	Meeting w/ Michael McDonald, Colleges and Institutes Canada
June 2	Meeting w/ Tania Jarzebiak, BC NDP
June 2	Meeting w/ Lorie Hrycuik, Deputy Minister of Labour
June 3	CUPE BC Team Event
June 4	City of North Vancouver State of the City Address
June 4	International Association of Fire Fighters Convention

Date	Meeting/Conference/Event
June 5	Meeting w/ Raj Uppal, CUPE Alberta
June 5	Meeting w/ BC Federation of Labour
June 6	BC NDP Affiliated Unions Meeting
June 6	Meeting w/ Jane Talbot and Ingrid Valou, Downtown Van Business Association
June 7	Local 947 Event – Victoria
June 7	Co Development Canada Solidarity Dinner
June 9	Beyond Hope Library Conference – Prince George
June 10 – 11	CUPE BC Planning Sessions
June 11	Union Protein Project Event – Langley
June 12	BC NDP Affiliated Unions Meeting
June 13	Miners Memorial Songs of the Workers – Cumberland
June 14	BC NDP Provincial Council Meeting
June 14	Local 1858 Event – Nanaimo
June 16	Meeting w/ Melanie Redman, A Way Home
June 16	Presentation to the Select Standing Cmt. on Finance and Government Services
June 16	Meeting w/ Patrick Gloutney and Fanny Demontigny, CUPE Québec – Ottawa
June 17 – 19	National Executive Board Meetings – Ottawa
June 19	Meeting w/ MLA Lisa Beare, Minister of Education and Child Care
June 24 – 26	National Political Action Committee Meeting – Ottawa
June 25	Meeting w/ Ministry of Education and Child Care
June 27	Meeting w/ T. Loffler, C. Broady, and T. Davies, BC School Trustees Association
July 2	Meeting w/ Mark Hancock and Debra Merrier, CUPE
July 2	Meeting w/ Tania Jarzebiak, BC NDP
July 3	BC Federation of Labour Officers' Meeting
July 3	National Executive Board Meeting
July 4	BC NDP Affiliated Unions Meeting
July 6	Meeting w/ Sarah Bjorknas, CUPE Metro
July 7	Meeting w/ National President's Office
July 7	Greater Vancouver Professional Theatre Alliance Event

Date	Meeting/Conference/Event
July 8	Democratic Reform Presentation – Provincial Government
July 9	Mtg. w/ L. Rugg, Kamloops & District Labour Council; J. Andrews, New Westminster & District Labour Council; N. Cabrejos, North Okanagan Labour Council; S. von Sychowski, Vancouver & District Labour Council; K. Mercer, Victoria Labour Council
July 9	CUPE Regional Event
July 10	Mtg. w/ BC Assoc. of School Business Officials and BC School Trustees Assoc.
July 11	International Alliance of Theatrical Stage Employees, Local 891 Podcast Recording
July 11	Meeting w/ J. Adams, BC Federation of Students and S. Beasley, CUPE
July 14	Meeting w/ Councillor Rebecca Bligh, City of Vancouver
July 14	BC Society for Policy Solutions Board Meeting
July 14	Canadian Labour Congress Partner Meeting
July 15	Meeting w/ Fanny Demontigny and Hugo Tessier, CUPE Québec
July 15 – 17	CUPE BC Think Tank – Harrison Hot Springs
July 17	CUPE BC Executive Board Meeting – Harrison Hot Springs
July 18	Mtg. w/ Debbie Jeffrey and Connor Morris, First Nations Education Steering Committee; and Martina Boyd, CUPE
July 18	Mtg. w/ Nadia Revelo and Patricia Schavarosk, CoDevelopment Canada
July 19	Fraser Valley Pride
July 21 – 22	Council of the Federation Meetings – Huntsville
July 24	Mtg. w/ Leanne Bowes and Altaf Mascati, Post-Secondary Employers' Association, and Martina Boyd, CUPE
July 24	Meeting w/ MLA George Anderson
July 26	Meeting w/ Paul Finch, BC General Employees' Union
July 30	CUPE Local 2950 Event
July 30	Mtg. w/ Hon. Jessie Sunner, Min. of Post-Secondary Education and Future Skills
July 30	Meeting w/ Vanna Orecchio, One City
August 1	Meeting w/ Raj Uppal, CUPE Alberta, and Alejandro Pachon, CUPE
August 1	Pride Parade Team Event
August 3	Vancouver Pride Parade
August 7	Meeting w/ Bea Bruske, Canadian Labour Congress

Date	Meeting/Conference/Event
August 7	Meeting w/ Mike Myers, Local 561
August 11	Meeting w/ Adam Crawford, Local 407
August 11	BC Federation of Labour Committee Meeting
August 12	Meeting w/ Iris Lloyd, CUPE New Brunswick
August 12	Meeting w/ J. Hartman, J. Player, and D. Sacuta, Labour Heritage Centre
August 12	Meeting w/ Rachel Allan, Local 1760
August 13	Meeting w/ Chris Mikowski, Local 23
August 13	Meeting w/ Shireen Clark, Local 374
August 14	Meeting w/ Alan Linkletter, CUPE Nova Scotia
August 14	Meeting w/ Dalton Brandon-Owen, Local 403, and Dot Tompkins, Local 1260
August 14	National Executive Board Meeting
August 15	Meeting w/ Annick Desjardins, CUPE
August 15	Meeting w/ MLA Aman Singh
August 15	Air Canada Support Rally
August 16	Air Canada Support Rally
August 16	National Executive Board Meeting
August 19	Mtg. w/ Hon. Kelly Greene, Min. of Emergency Management and Climate Readiness
August 20	Mtg. w/ N. MacDonald, BC Association of Institutes and Universities; G. Stone, BC Colleges; and C. Zacharuk, Research Universities Council of BC
August 20	Mtg. w/ Rebecca Baugniet, Local 410 and Rina Hadziev, BC Library Association
August 20	Greater Victoria Public Library Summer Reading Club
August 20	Unite Here Local 40 Strike Support – Coast Victoria
August 21	Meeting w/ Gary Mac Isaac, Union of BC Municipalities
August 21	CUPE BC Sponsor Game: Vancouver Canadians
August 22	Meeting w/ MLA Paul Choi
August 22	Local 458 Event
August 23	Fraser Valley District Council Think Tank
August 25 – 26	Northern Area District Council Strategic Planning – Prince George
August 27	Mtg. w/ B. Anderson and D. van Hemmen, Greater Vancouver Board of Trade

Date	Meeting/Conference/Event
August 29	CoDevelopment Canada Short Film Recording
September 1	Victoria Labour Council Labour Day Event
September 2	BC General Employees' Union Strike Support
September 2	Meeting w/ Hon. Bowinn Ma, Minister of Infrastructure
September 2	Meeting w/ Erin Seeley and Shauna Shortt, YWCA Metro Vancouver, and Tuesday Andrich, CUPE
September 2	Meeting w/ Hon. Ravi Kahlon, Minister of Jobs and Economic Growth
September 3	Meeting w/ Judy Darcy
September 3	Meeting w/ Hon. Christine Boyle, Minister of Housing Municipal Affairs
September 3	Meeting w/ Kyla Epstein, BC Institute of Technology
September 5	Meeting w/ Sarah Scanlon, CUPE Safer Union Spaces
September 6	Langley Community Event
September 7	New Westminster Recovery Day Event
September 9 – 11	National Executive Board Meetings
September 12	Mtg. w/ Hon. Nina Krieger, Minister of Public Safety and Solicitor General
September 14	Community Gathering in Memory of the Honourable Dan Coulter
September 15	Local 1760 Membership Engagement Event
September 15	CUPE BC Admin Committee Meeting
September 15	Judy Darcy Book Launch Event
September 16 – 17	CUPE BC Executive Board Meeting
September 17	Sothern Interior District Council All President's Meeting
September 18	BC Federation of Labour Officers' Meeting
September 19	Meeting w/ Councillor Rebecca Bligh, City of Vancouver
September 19	Mtg. w/ Hon. Kelly Greene, Min. of Emergency Management and Climate Readiness
September 20	Meeting w/ Greg Melnechuk, Local 4163
September 20	Celebration of Life, Local 374
September 22 – 26	Union of BC Municipalities Convention
September 27	BC NDP Labour Caucus Meeting
September 27	BC NDP Council Meeting
September 29	BC NDP Affiliated Unions Meeting
September 29	BC Caucus Orientation for the CUPE National Convention

Date	Meeting/Conference/Event
September 30	Meeting w/ Pete Fry, City of Vancouver
October 2 – 3	National Executive Board Meeting – Toronto
October 6 – 10	CUPE National Convention – Toronto
October 15	Greater Vancouver Board of Trade Event
October 15	BC General Employees' Union Picket Line Support
October 16	CUPE Local 2269 Rally – Squamish
October 16	BC Policy Solutions Event
October 17	Mtg. w/ Raj Uppal, CUPE Alberta; and Martina Boyd and Lisa Mason, CUPE
October 17	Meeting w/ Len Cousineau, Unison Choruses
October 20	Ambulance Paramedics of BC (Local 873) Retirement Banquet
October 21 – 22	CUPE BC One Big Committee Meeting
October 22	Ambulance Paramedics of BC (Local 873) Convention
October 23	Local 1699 Strike Support – Prince George
October 27	CUPE BC Political Action Summit
October 28	BC Federation of Labour Officers Meeting
October 29 – 30	BC Federation of Labour Lobby Event – Victoria
October 30	Mtg. w/ Annabree Fairweather, Confederation of University Faculty Assoc.
October 31	Mtg. w. D. van Dyk and S. Singh, City of Vancouver; and M. Boyd, CUPE
October 31	Greater Vancouver Board of Trade Event
November 2 – 7	CUPE BC Secretary Treasurer's Academy – Nanaimo
November 2 – 7	CUPE Fall School – Nanaimo
November 3	First Nations Leadership Gathering
November 4	Meeting w/ Leila Farmer and Nicole Brassard, Global Public Affairs
November 4	CUPE British Columbia Region Budget Consultation
November 5	Meeting w/ France Daviault, Canadian Apprenticeship Forum
November 6	BC NDP Affiliated Unions Meeting
November 8	Southern Interior District Council Meeting – Kamloops
November 10	Meeting w/ Councillor Rebecca Bligh, City of Vancouver
November 10	Meeting w/ Counsel Public Affairs
November 10	Mtg. w/ B. Calvert and S. Parkinson, Federation of Post-Secondary Educators of BC

Date	Meeting/Conference/Event
November 10	Meeting w/ Jill Adams, BC Federation of Students
November 11	City of Vancouver Remembrance Day Event
November 12	City of Vancouver Council Meeting
November 14 – 16	BC NDP Convention
November 18	Northern Area District Council Fall School – Prince George
November 19	Meeting w/ Iris Lloyd, CUPE NB; and Martina Boyd and Sandy Harding, CUPE
November 20	BC Federation of Labour Officers' Meeting
November 20	Mtg. w/ Aryanna Chartrand, Capilano University, and Kathleen Kummen, Thompson Rivers University
November 21	Meeting w/ Michael McDonald, Colleges and Institutes Canada
November 24	Meeting w/ Sarah Watts-Rynard, Polytechnics Canada – Ottawa
November 24 – 26	Canadian Labour Congress Lobby Event – Ottawa
November 26	Meeting w/ Michelle Coates-Mather, Universities Canada – Ottawa
November 26	Mtg. w/ David Robinson, Canadian Association of University Teachers – Ottawa
November 26	Meeting w/ France Daviault, Canadian Apprenticeship Forum – Ottawa
November 27	CUPE BC / Local 8911 Lobby – Victoria
November 27	BC Policy Solutions AGM
December 1	Mtg. w/ P. Hutchison and A. Pitoulis, BC Family Doctors; and T. Andrich, CUPE
December 2	CUPE BC Admin Committee Meeting
December 2	CoDevelopment Canada Holiday Party
December 3	CUPE BC Holiday Party
December 3 – 4	CUPE BC Executive Board Meeting
December 5 – 7	Yukon Federation of Labour Convention – Whitehorse
December 9 – 11	National Executive Board Meeting – Ottawa
December 11	Meeting w/ Global Public Affairs
December 15 – January 5	Vacation

Date	Meeting/Conference/Event
2026	
January 6	Meeting w/ Mark Hancock, CUPE
January 6	Meeting w/ Global Public Affairs
January 6	Meeting w/ BC Federation of Labour
January 8	Meeting w/ Tiffany Ottahal, Vancity Community Foundation
January 9	Meeting w/ Ann Iwanchuk and Andrea Addario, CUPE; Ashley Clark, CUPE PEI; and Fanny Demontigny, SCFP
January 9	Meeting w/ Mark Hancock and Steven Beasley, CUPE
January 11	Meeting w/ Carole Gordon, BC Teachers' Federation
January 12	Meeting w/ William Azaroff, One City Mayoral Candidate
January 12	Meeting w/ Patricia Schavarosk and Nadia Revelo, CoDevelopment Canada
January 12	Meeting w/ Deanne Bates, Local 4627
January 13	CUPE BC Post Secondary Committee Meeting
January 15	CUPE BC District Council Advisory Committee Meeting
January 16	Meeting w/ Candace Rennick, CUPE
January 16	Meeting w/ Shane Calder and DJ Larkin, Canadian Drug Policy Coalition
January 16	Meeting w/ Ken Novakowski, BC Labour Heritage Centre
January 16	Meeting w/ Don Avison, Law Society of BC
January 19	Meeting w/ Trevor Davies, BC School Trustees Association
January 19	Meeting w/ Annick Desjardins and Aditya Rao, CUPE
January 19	Meeting w/ Sam Sarfraz, BC General Employees' Union Scholarship Applicant
January 20	Meeting w/ Abram Lutes, CUPE
January 20	Meeting w/ Martina Boyd, Tony Cristiano, and Daniela Scarpelli, CUPE
January 20	Meeting w/ E. Quiambao and H. Fraser, NOW Group; and S. Beasley, CUPE
January 22	BC Federation of Labour Officers' Meeting
January 22	One City Mayoral Town Hall Candidates
January 23	Meeting w/ MLA Lisa Beare, Minister of Education and Child Care
January 25 – 26	Canadian Labour Congress Ranking Officers Seminar

Date	Meeting/Conference/Event
January 27	National Officers BC Regional Meeting
January 28	National Officers Alberta Regional Meeting – Calgary
January 29	CUPE Alberta Presidents' Meeting – Calgary
January 30	Mtg. w/ Clara Prager, Women Transforming Cities; and Kari Scott-Whyte and Elizabeth Locke, CUPE
January 30	Childcare Facility Tour w/ Aryanna Chartrand, Sara Sutherland, and Tatiana Zakharova-Goodman, Capilano University; and Tuesday Andrich, CUPE
January 31	BC Federation of Students AGM Plenary Panel
January 31	Cuts Suck Fix Education Rally with the BC Federation of Students
February 1 – 6	CUPE BC Presidents Academy – Harrison Hot Springs
February 5	Meeting w/ Reg Krake, ARC Foundation
February 10	Meeting w/ Jake Sawatzky, M.P. New Westminster–Burnaby–Maillardville – Ottawa
February 10	Meeting w/ Hon. John Zerucelli, M.P. Etobicoke North, Secretary of State for Labour – Ottawa
February 10	Mtg. w/ Hon. Jill McKnight, M.P. Delta, Minister of Veterans Affairs and Associate Minister of National Defence – Ottawa
February 10	Mtg. w/ Wade Grant, M.P. Vancouver Quadra, Parliamentary Secretary to the Minister of Environment and Climate Change – Ottawa
February 10	Meeting w/ Hon. Terry Beech, M.P. Burnaby North–Seymour – Ottawa
February 10	Meeting w/ Zoe Royer, M.P. Port Moody–Coquitlam – Ottawa
February 11	Meeting w/ Wade Chang, M.P. Burnaby Central – Ottawa
February 11	Meeting w/ Parm Bains, M.P. Richmond East–Steveston – Ottawa
February 12	Mtg. w/ Ernie Klassen, M.P. South Surrey–White Rock, Parliamentary Secretary to the Minister of Fisheries – Ottawa
February 12	Meeting w/ Mel Arnold, M.P. Kamloops–Shuswap–Central Rockies – Ottawa
February 12	Meeting w/ Sukhman Gill, M.P. Abbotsford–South Langley – Ottawa
February 12	Meeting w/ Don Davies, M.P. Vancouver Kingsway, NDP Leader – Ottawa
February 12	Meeting w/ Hon. Jonathan Wilkinson, M.P. North Vancouver–Capilano – Ottawa
February 12	Meeting w/ Ann Iwanchuk, CUPE, and Julie Hayes, Federation of Canadian Municipalities
February 17	BC Budget Lock-up - Victoria

Date	Meeting/Conference/Event
February 19	CUPE BC Admin Committee Meeting
February 20	CUPE BC Executive Board Meeting
February 23 – 26	CUPE All Committees' Meeting – Ottawa
February 23	Meeting w/ V. Custode, Polytechnics Canada, and S. Beasley, CUPE - Ottawa
February 23	Meeting w/ Canadian Association of University Teachers Researcher
February 24	Meeting w/ Tamara Kronis, M.P. Nanaimo–Ladysmith – Ottawa
February 24	Meeting w/ Heather McPherson, M.P. Edmonton Strathcona – Ottawa
February 24	Meeting w/ Ian Foucher, Chief of Staff–Minister of Finance – Ottawa
February 25	Meeting w/ Michael McDonald, Colleges and Institutes Canada – Ottawa
February 28	CoDevelopment Canada International Solidarity Conference
March 2	Meeting w/ Counsel Public Affairs
March 5	Meeting w/ Joslyn Young, Surrey & White Rock Board of Trade
March 6	Meeting w/ Gurbux Saini, M.P. Fleetwood–Port Kells
March 8	North Central Labour Council International Women's Day – Prince George
March 10 – 12	National Political Action Committee Meeting – Ottawa
March 10	Meeting w/ Sarah Scanlon, CUPE
March 13	Canadian Labour Congress Convention Economic & Social Policy Committee Meeting
March 14	BC NDP Provincial Council Meeting
March 15	CUPE Night at Abbotsford Canucks
March 16	BC Teachers' Federation Convention
March 17 – 20	CUPE Alberta Convention – Edmonton
March 23	CUPE BC District Council Advisory Committee Meeting
March 25 – 26	National Executive Board Retreat – Winnipeg
March 27 – 29	Federal NDP Convention – Winnipeg
March 31	CUPE BC Library Symposium
March 31	A Better Vancouver Coalition Meeting
March 31	Child Care Community Advisory Board Meeting
April 1	BC NDP Affiliated Unions Meeting
April 2	BC Federation of Labour Officers' Meeting

Date	Meeting/Conference/Event
April 7	Meeting w/ Brynn Bourke, BC Building Trades, and Tony Rebelo, CUPE BC
April 8	Greater Vancouver Board of Trade State of the City Address – Ken Sim
April 8	Meeting w/ Shane Calder and DJ Larkin, Canadian Drug Policy Coalition
April 9	Meeting w/ Tanysha Klassen, Local 3787
April 9	BC School Trustees Association AGM
April 10	CUPE BC Reception at the BC School Trustees' Association AGM
April 13	Meeting w/ BC Green Party MLAs – Victoria
April 14	Meeting w/ Wesley Lesosky, Air Canada Component of CUPE
April 14	Meeting w/ MLA Lisa Beare, Minister of Education and Child Care – Victoria
April 15	Meeting w/ Ashley Humphrys, Ending Violence Association of BC
April 15	CUPE BC All Treasurers' Call
April 16	Mtg. w/ David Williams and Jairo Yunis, Business Council of BC; Nicole Brassard, Global Public Affairs; and Steven Beasley, CUPE
April 17	Health Sciences Association Convention and Rally
April 17	Meeting w/ Mike Drummond, Urban Development Institute
April 20	Meeting w/ Will Greaves, M.P. Victoria
April 22	Meeting w/ Michael Shapiro, Hastings Labour Law
April 22 – 23	BC Library Association Conference
April 23	BC Federation of Labour Officers Meeting
April 24 – 26	Association of Vancouver Island Coastal Communities AGM – Victoria
April 27	CUPE BC Admin Committee Meeting – Victoria
April 28	CUPE BC Executive Board Meeting – Victoria
April 28	Day of Mourning Ceremony – Victoria
April 29 – May 2	CUPE BC 2026 Convention – Victoria

Delegate Book

23 Burnaby Civic Employees
- Barrientos, Christiane
- Bjorknas, Sarah
- Buick, Al
- Clarke, Rebecca
- Ferrari, Marisa
- Mikowski, Chris
- Nash, Nathan
- Salame, Susan
- Sumera, andy
- Wall, Geraldine
- Wong, Jamane

50 City of Victoria Employees
- Czerwonka, Sean
- Kivari, Mariah
- Lazaro, Lino
- McKay, Matthew
- Reid, Wallis
- Rutledge, Ryan
- Tonna, Jason

105 Prince Rupert Civic Employees
- Gamble, Vanessa
- Musterer, Crystal

113 Northern BC Transportation Workers
- Stenson, Daniel

116 University of British Columbia Employees
- Abanes, Rigel
- Abu-Sharife, Alia
- De Pieri, Roger
- Kavouras, Dimitri
- Lum, Raymond
- Morris, Elinor
- Padhiar, Pritesh

118 City of Port Alberni Civic Employees
- Bitter, Peter
- Creighton, Kerri
- Watton, Stacy

338 Kelowna Civic Employees
- Filbrandt, Destiny
- Fogarty, Kim
- Holzer, Nicole
- King, Daniel
- Lin, Kinga
- Meger, Patti
- Morris, Chris

339 Nelson Civic & Library Employees
- Allum, Jason

358 Duncan Civic & North Cowichan Civic Employees
- Best, Shawna
- Boyden, Kirsten
- Drysdale, Dave
- Early, Josiah
- Elzinga, Chris
- Olender, Skye

363 Revelstoke Civic Employees
- MacIsaac, Meghan
- Zimmer, Richard

379 Burnaby School District #41 Employees
- Akers, Erin
- Braun, Nicole
- Chesman, Tammy
- Howard, Celete
- Pallister, Joanna
- Reddy, Jasmine
- Simpson, Paul
- Vanderlans, Michael

382 Greater Victoria School District #61 Employees
- Isaac, Norman
- Samson, Betty

386 City of Coquitlam Civic Employees
Dichuk, Will
Muhić, Nataša
Sharma, Vim
Wiederick, Laine

387 New Westminster Civic Employees
Adam, Jessica
Edwardsen, Michelle
Ferbey, Monique
Guichon, Tabitha
Hermanson, Gavin

389 North Vancouver Civic Employees
Bagheri, Amir
Bibbings, Daphne
Gonzales, Michael
Jensen, Jacoline
Juniper, Emma
Neufeld, Emily
Smith, Kolton
Volpe, Tony
Warman, Brian
Williams, Bennett

391 Vancouver Public Library Employees
Abbey, Amir
Wang, Audrey

394 Richmond Civic Employees
Galloway, Shane
Howe, Shawn
Mack, Rod
Weststrate, Jason

399 Prince George Civic Employees
Dumoulin-White, David
Ezelyk, Tyler

401 Nanaimo, Ladysmith and Parksville Civic Employees
Amy, Laurence
Andrews, Kenzie
Clift, Tony
Gurrie, Blaine
Lamb, Irma
Mackenzie, Teresa
Pop, Andrei
Short, Adam
Simpson, Bob
Zmurchyk, Craig
Hutchinson, Renee*

402 Employees of City of Surrey, City of White Rock, Surrey Libraries, Fraser Valley Exhibition Assoc. – FVEA and Surrey Sports & Leisure
Alberto, Martin
Chapman, Rick
Cheema, Aman
Dean, Monika
Eytcheson, Terence
Grayson, Kelly
Jackson, Kim
Prasad, Jitendra
Smart, Liz
Wong, Jasper

403 Township of Langley Employees
Beston, Konrad
Brandon-Owen, Dalton
Christian, Kobi
Diener, Tovery
Jacobs, Alex
MacCaull, Karali
Norman, Jane
Richardson, Kyle

407 Vancouver School District #39 Employees
Crawford, Adam
Munns, Henry

409 New Westminster School District #40 Employees
Andrews, Karrie
Barrett, Leah
O'Neil, Edna
Rich, Amanda
Van'T Hullenaar, Jennifer

410 Greater Victoria Public Library Employees
Baugniet, Rebecca
Ottenbreit, Caitlin
Ready, Ava
Little, Robyn*

411 Chilliwack School District #33 Employees
Beyer, Cody
Fairweather, Fraser
Jackson, Sharon
Mancinelli, April
Miller, Kari
Neufeldt, Ruth
Street, Debbie

439 Comox Valley School District #71 Employees
Ball, Lori
Caswell, Dee
Gaboury, Cindy
Trill, William Alfred

440 Rocky Mountain School District #6 Employees
Anderson, Wanda
Hilton, Barb
Wierenga, Nathan

441 Saanich School District #63 Employees
Cameron, Robyn
Edwards, Debby
Forrester, Michelle
Haftner, Craig
Hayek, Edith
Verdad, Marisol

*Alternate Delegate

454 Corporation of Delta Employees
Abulail, Sam
Fantillo, Danielle
Gruchey, Jessica
Holt, Aaron
Nijjer, Talvir
Payer, Dakota
Robinson, Mike

458 District of Chilliwack Employees
Arrowsmith, Daniel
Collins, Jen
Dumitru, Alex
Tharp Farnsworth, Candace

459 Sooke School District #62 Employees
Cooper, Tricia
Djabkins, Dmitrijs
Lee, Rosalyn
Peverelle, Cathy
Savage, Dana
Thompson, Michelle

498 Port Coquitlam Civic Employees
Powell, Kyle
Smith-Manchip, Jessie

523 Okanagan Valley School Employees
Brindley, Devon
Carter, Tammy
Clark, Kyle
Crozier, Bob
Dickson, Vickie
Harper, Jennifer
Lindgren, Sylvia
Reigh, Alison

556 Courtenay Civic Employees
Beebe, Greg
Jenssen, Sonya
Saunders, Adam
Thiessen, Dylan

561 Coquitlam School Board Employees
Carotenuto, Carmin
Carr, Elisabeth (Liz)
Duncan, Don
Halvorsen, Shamus
Jones, Kyle
Mayoh, Lisa
McCormack, Shayna
Meston, Wendy
Monkman, Deborah

606 Nanaimo-Ladysmith School District #68 Employees
Curley, Adam
Marley, John
Martin, Sheri
Miles, Max
Mize, Tamara
Parsons, Shawn
Virtanen, Jeff

608 Penticton Civic Employees
Farnholz, Nathan
Hazzard, Justin

622 Maple Ridge & Pitt Meadows Civic Employees
Canavan, Ashley
Costa, Rachel
Dashti, Sanaz
Giacometti, Marco
Harvey, Neerje
Loo, Thomas
Maitland, Craig

703 Maple Ridge-Pitt Meadows School Division #42 Employees
Bonny, Susanne
Dahlin, Tracey
Franklin, Jason
Peckham, Lisset
Sorjonen, James

716 Richmond School District #38 Employees
Henry, Louise
Martins, Colleen
Robinson, Stacey
Shergill, Gurbaksh
Wanlin, Loreen
Williams, Nancy
Wright, Ken
Rutsch, Liz*

718 Richmond Civic Employees
Benning, Dal
Johal, Raman
Redlinski, Jacek
Varga, Helen
Wilson, Tracy

723 Campbell River School District #72
Craddock, Andrea
Garde, Chelsea
Michaud, Stephanie
Newman, Bill

727 Employees of School District No. 70 (Alberni)
Schneider, Andrew
White, Nadine

728 Surrey School District #36 Employees
Deezar, Cassandra
Hyslop, Cory
Levinsky, Shannon
Merrier, Debra
Murphy, Tammy
Parsotam, Edward
Pidcock, Theresa
Sangha, Rasbir
Simpson, Sheila
Tunchez, Manny
Waraich, Rabia

748 Kootenay Lake School District #8 Employees
Martin, Alicia

*Alternate Delegate

774 City of Abbotsford Employees
Belanger, Chelsea
Doman, Ryan
Gupta, Suman
Ortiz, Ed
Raiwal, Jessica
Zorić, Dragan (Doug)
Naismith, Kalinda*

779 Employees of School District No. 48 (Sea to Sky)
Sinopoli, Nicole
Woodhead, Patrick

788 Gulf Islands School District #64 Employees
Hall, Zoe
Shields, Janice
Gray, Angie*

798 District of Powell River Employees
Dube, Ray
Morrison, Cheryl
Sulzenbacher, Johanna

801 Sunshine Coast School District #46 Employees
Brose, Darin
Mackenzie, Sharon
McDonell, Bari
Knox, Christina*

825 Port Moody Civic Employees
Harvey, Leanne
Hayton, Natalie
Nikodinović, Davor

847 Nicola-Similkameen School District #58 Employees
Lali, Rani
Lupton, Kristen

873 Ambulance Paramedics of B.C.
Deines, Dave
Hollingworth, David
Jackson, Dustin
McCluskey, Camille
Pauwels, Justin
Ropp, Nicki
Spicer, Dale
Tait, Ian
Thaysen, Max

900 City of Kamloops, Merritt, Ashcroft, Clinton, Et Al. Employees
Ackles, Kyle
Davis, Ken
Hoffbeck, Todd
Mackenzie, Amanda
Monteith, Ellen
Samila, Dave
Sullivan, Kate
Foley, Darlene*

917 University of Victoria Employees
Berkes, John
Lee, Kristen
Pantazis, Kristofer
Randall, Shane
Sylvest, David

947 Greater Victoria School District #61 Employees
Abbott, Shawna
Johnson, Shauna
Knight, Tara
Massy, Jane
Meloche, Elaine
Smith, Melissa
Thexton, Tricia
Turnbull, Lynne*

951 University of Victoria Employees
Dancer, Susie
Dewolfe, Page
Mercer, Kirk
Rheault, Michael
Simpson, Victoria

1048 Prince George Civic Employees
Dhillon, Ravneet
Madisen-Boyce, Reid
Towle, Sonja

1091 Delta School District #37 Employees
Barnes, Kim
Bartlett, Leigh
Frederickson, Daun
Hussein, Rosey
Johnson, Hannah
Kabesh, Deborah
Vandop, Mirjam
Selman, Dawn-Marie*

1123 Okanagan Regional Library Employees
Beischer, Lois
Cabrejos, Nicole

1136 District of Summerland Employees
Burke, Heather
Lawrence, Nicole

1260 Langley School District #35 Employees
Forlin, Jennifer
Hansen-Hughes, Danica
Kennedy, Tyrone
Rogers, Samantha
Swallow, Greg
Tompkins, Dot

1267 District of Mission Employees
Dunville, Annie
Palmer, Sarah
Philippon, Nicole

1622 B.C. S.P.C.A. Employees
Reed, Cynthia
Van Rikxoort, Annabelle

*Alternate Delegate

1698 Fraser Valley Regional Library Employees
Braidwood, Robin
Dyck, Laurie
Neumann, Dennis
Sidhu, Minakshi
Derksen, Grace*

1760 United Way of Greater Vancouver Employees
Birak, Elizabeth
Trickey, Morning Star

1767 B.C. Assessment Authority Employees
Block, Nicole
Dhami, Tina
Hilde, Calvin
Morrison, Rachel
Robertson, David
Yabut, Eder

1816 Pacific Blue Cross Employees
Agla, Sherry
Castiglione, Concetta
Johnson, Mitch
Jung, Shirley
Miller, Beth
Pearce, Roger

1851 Langley School District #35 Employees
Mayo, Emma
Nash, Rick
Schafer, Carey

1858 Vancouver Island University Employees
Grant, Jannine
LeBay, Isaiah
McLaughlin, Tiffany
Ramsay, Quinn

1908 District of Salmon Arm Employees
Denault, Candace
Orr, Ryan
Trueman, Erin

1936 Employees of Community Social Services – Greater Vancouver
Bhardwaj, Renuka
Burns, Sheryl
Diane, Juno
Ghorbani, Kimia
Gill, Stephanie
Lalli, Lee Ann
Mancilla, Valeria
McHugh, Colin
Pirillo, Kate
Thacker, Tori

1978 Capital Regional District/Capital Regional Housing Corporation Employees
Fumalle, Lindsay
Lesperance, Bruce
Shabrang, Frieda
Wenzel, Corina

2010 Employees of The Resort Municipality of Whistler
Cofell, Graham
Rozsa, Pete

2012 City of Terrace Civic Employees
Dediluke, Kristen
Jaswal, Gurpreet
Chant, Steve*

2020 Haida Gwaii/Queen Charlotte School District #50 Employees
Doerrbecker, Willow
Nalleweg, Sian

2052 Coast Mountains School District #82 Employees
Brady, Monica
Gagne, Christina
Genereaux, Frank
Lindstrom, Lynn
Spalding, Charity

2081 Camosun College Employees
Anstey, Milo
Atkins, April
Christo, Hannah
Grant, Erynne
Johnson, Shane
Scott, Jesse

2087 Trail Civic, Library & Transit Employees
Iachetta, Brent

2093 Fernie Civic Employees
Holder, Justine
Twigg, Dustin

2098 Boundary School District #51 Employees
Ping, Melissa

2254 Employees of Regional District of Kootenay Boundary
Funk, Darryl
Hardy, Jeff
Potter, Heather

2262 Employees of The City of Castlegar
Kanigan, John
LePage, Dustin
Hayashi, Kimberly*

2269 District of Squamish Civic Employees
Bickford, Celeste
Haufschild, Catherine
Turpin, Lisa

2278 University of British Columbia Employees
Chanen, Cassie
Graham-Smith, Jane
Hall, Drew
Kim, Vicky
Tran, Jess

*Alternate Delegate

2396 B.C. Students' Union
Gordon, Ashley
Sullivan, Delaney

2403 Dawson Creek Civic Employees
Campbell, Mitchell
Carpenter, Dawn
Wickabrod, Victoria

2773 College of The Rockies Employees
Brons, Kristy
Sheridan, Rhonda

2950 University of British Columbia Employees
Martin-Cabanne, Chloe
Miller, Jaimie
Nandwani, Ritika
Needham, Christina
Nicholson, Bailey
Roberts, Lyndsey
Veltheer, Kevin
Yu, Philip

3052 Employees of District of Chetwynd
McKinnon, Marvella
Sanford, Carla

3338 Simon Fraser University Employees
Bacchus, Shaneza
Barker, Bridget
Dhaliwal, Surinder
Kaur, Khushpreet (Khush)
Shore, Suze
Tahkar, Ranjit
Yalcin, Sarp

3403 Port Alberni Association for Community Living Employees
Cairney, Shaunah

3479 North Island College Employees
Budd, Kimberley
Fitzgerald Hoeflich, Fay

3500 Kamloops-Thompson School District #73 Employees
Fillion, Adrien
Gjaltema, Sarah
Grigg, Kimberly
Harris, Alycia
Sabyan, Wendy
Van Berkel, José
Corkle, Vern*

3523 Central Okanagan School District #23 Employees
Faminoff, Deanna
Laing, Jana
Nethercote, Jennifer
Teasdale, Jessica
Wishlow, Teri
York, George

3570 Qualicum Beach School District #69 Employees
Boyd, Heidi
Rycroft, Ewen

3742 Prince George School District #57 Employees
Bortolon, Shawn
Hernandez, Juan
Naef, Denise
Repetowski, Cindy
Sanderson, Becky
Tyler, Jennifer

3787 B.C. New Democratic Party Employees
Collins, Brett
Shinn, Day

3799 University of Northern British Columbia Employees
Jago, Meagan
James, Peter
Sweet, Tamara
Ukpele, Linda
Woods, Jo-Anne
Zemoura, Dawn*

4163 University of Victoria Employees
Emme, Paul
Kouhbor, Amin
Melnechuk, Greg
Parkin, Teagan
Reamer, Angie
Sugars-Keen, Neve
Vanderhaeghe, Hailey
Yu, Jianping
Roberts, Sarah*

4165 Southeast Kootenay School District #5 Employees
Damstrom, Denise
Elliott, Mary
Mooy, Sarah
Phillips, Erin
Quinn, Lianna*

4177 Nechako Lakes School District #91 Employees
Eagen, Penny
Hilman, Asheena
Stevenson, Karen
Wagner, Liz

4500 B.C. Transit Management Association Employees
Gindhu, Chris
Sandhu, Jassy
Siddoo, Shawn
Yeo, Tim*

4653 Employees of School District #60 (Peace River North)
Bourgeois, Tanis
Copeland, Jeanetta
Ehlert, Felecia
Hafner, Jennifer
Shipley, David
Fleck, Penny*

*Alternate Delegate

4816 Fraser Health – Community Healthcare Workers
Lalli, Joanne
Pannu, Kirandeep
Webb, Dylan*

4879 Employees of Thompson Rivers University
Bosworth, Nicolas
De Vries, Devon
Nemes, Laszlo
Ozouf, Cindy
Rugg, Lois
Sanford, Kayla
Oosthoek, Vivian*

4951 Operations Staff of The College of New Caledonia
Gogolin, Chris
James, Marty
Liu, Xiaoxue
Weisgarber, Laura
Yearley, Leanne

4990 Quesnel School District Support Staff
Bueckert, Scott
Cutts, Tania
Kinloch, Kayla

4991 Employees of School District No. 57 (Prince George)
Madden, Andrew
Primus, Tim

5101 The Employees of Cowichan Valley School District 79
Clutchey, Adam
Dunster, Mel
Finlay, Melissa
White, Karen

5150 Revelstoke School District Employees
Lucius, Celes

5523 Vernon School District #22 Employees
Best, Tracy
Carlson, Kim
Kineshanko, Sherry
Klammer, Lisa
Nerling, Barb
Skillnik, Michelle

5536 BC Harm Reduction Workers
Burton, Cathy
Castle, Shanda
Hayes, Tara
Lefebvre, Devin
Thomas, Freddy
Wood, Phil
Healey, Andy*

7000 Sky Train and Southern Rail Workers
Bul, Rabjit
Grozdanich, Travis
Haji Ali Akbari Mehri, Shahriar
Lan, Feng
Mace, Tyler
Pasqua, Paolo
Thompson, Michelle

8911 Emergency Communications Professionals of British Columbia
Berg-Iverson, Jenna
Carr, KC
Grant, Donald
Pereira, Margaret
Withers, Chris

Fraser Valley District Council
Roux, Elizabeth
Power, Julia**

Kootenay District Council
Johnstone, Quin
Inman, Emma**

Metro Vancouver District Council
Hagar-Gaube, Laura
Robinson, Salina**

Northern Area District Council
Bass, Paula
Singh, Jaskaran**

Southern Interior District Council
Turnbull, Charlene
Mehta, Rahul**

Vancouver Island District Council
Leonard, Amber

*Alternate Delegate
**Youth Delegate

2025 Resolutions Work Plan

Resolution No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
Constitutional				
1	Amend Appendix A of the Constitution to read as follows: 5. FINANCIAL PAYMENTS AND PROCEDURES a) Payments will commence on the third (3rd) first (1st) calendar day of the strike or lockout. ~~b) At the termination of the strike or lockout, two (2) days additional benefit shall be paid to the Local Union.~~ ~~c~~ **b)** The striking or locked out Local Union must provide CUPE BC with a full and factual account of the distribution of CUPE BC Defence Fund benefits every week, using the form(s) provided. Failure to submit this information may delay subsequent payments. ~~d~~ **c)** A copy of the National Strike Fund Form H "Strike Terminated (or averted)" must be submitted to CUPE BC immediately following the settlement of the dispute. ~~e~~ **d)** A final report of the Strike Benefits received from CUPE BC must be submitted as soon as possible after the settlement of the dispute. ~~f~~ **e)** All unused Defence Fund monies received from CUPE BC will be returned immediately following the settlement of the dispute for redeposit into the CUPE BC Defence Fund Account.	Executive Board		Completed

Resolu-tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
2	Amend Article 4.3 of the Constitution to read as follows: All CUPE BC Convention credentials must be submitted to the CUPE BC Secretary Treasurer ~~forty five days prior to the commencement date~~ **by the online registration deadline** of the CUPE BC Convention in order to be included in the Convention booklet or to be eligible for consideration for appointment to Convention Committees.	Executive Board		Completed
3	Amend Article 4.4 of the Constitution to read as follows: Delegate credentials shall be accepted only from those Locals who have made per capita tax payments as set out in Article 8, in full to the end of the month ~~prior to~~ **following** the month in which the Convention Call is sent out. Delegate entitlement shall be based on the paid-up membership, including Rand Formula payees for the average month of the previous twelve (12) months, ending with the previous month in which the Convention Call is sent out, or the month of the previous year's convention whichever is greater.	Executive Board		Completed
4	Amend Article 4.10 of the Constitution to read as follows: The CUPE BC Executive Board will set the registration fee for each delegate and ~~guest~~ **alternate** after considering the consumer price index published by Statistics Canada, based on the fee of $175 for each delegate at the 2023 Convention.	Executive Board		Completed
Equity & Human Rights				
7	Encourage the National Union to lobby the federal government in continuing to support and advocate for a pensionable Guaranteed Livable Basic Income for all Canadians above the age of 17 via Bill S-233.	Local 1936 Metro Women's and Gender Rights	Resolution to National Convention	Completed
8	Lobby the provincial government to legislate ableism, racism, homophobia, and transphobia as workplace hazards under WorkSafeBC.	Local 1936 Metro Women's and Gender Rights	Lobby; Work with BC FED	Ongoing
9	Lobby for all public facilities and workplaces to have alarms for those who are deaf or hard of hearing for fire, lock downs, and other emergency situations.	Metro Persons with Disabilities Racialized Workers	Lobby	Pending

Resolu-tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
10a	Request that the National Union develop and implement an Indigenous education series of workshops that will be offered to all members, with the goal of increasing understanding of Indigenous cultures, histories, and current issues, as well as promoting the principles of reconciliation and respect for Indigenous rights and sovereignty;	VIDC	Resolution to National Convention	Completed
10b	Request that the National Union ensures that these workshops are developed in collaboration with Indigenous communities, educators, and Knowledge Keepers to ensure accuracy, cultural sensitivity, and relevance to CUPE members;		Resolution to National Convention	Completed
10c	Request that the Indigenous education series be offered by the National Union in a variety of formats (in-person, online, and hybrid) to ensure equitable access for all members across the province; and		Resolution to National Convention	Completed
10d	Demand that the National Union allocate the necessary resources to support the development, promotion, and delivery of the Indigenous education series, and that ongoing evaluations be conducted to assess its effectiveness and relevance to the needs of our members.		Resolution to National Convention	Completed
12	Lobby the provincial government to commit the necessary financial resources to fully implement the Accessible British Columbia Act and the accessibility standards the act requires, and request that the Premier include the implementation of the Accessible BC Act as a cross-government priority when issuing ministerial mandate letters.	Executive Board	Lobby; Seek input from the Persons with Disabilities Committee on the Act's key components	Ongoing
13	Release a public statement standing against all forms of residential school denialism and emphasize the importance of education on Truth and Reconciliation and the healing process for Indigenous Peoples.	Indigenous	Release a Statement	Completed
14	Send a letter to the Premier of British Columbia urging the provincial government to eliminate the financial barrier to home support access.	Pension	Send a Letter	Pending
15	Send a letter to the Premier of British Columbia urging the provincial government to significantly increase the Shelter Aid for Elderly Renters (SAFER) subsidy rates for low-income senior renters.	Pension	Send a Letter	Ongoing

Resolu-tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
16a	State its opposition to Bill 26, (Name Amendment Act (No. 2), 2024);	Pink Triangle	Review the Policy Manual to reflect language in consultation with the Pink Triangle Committee	Pending (raised and supported at BC NDP Provincial Council)
16b	Urge affiliates of the BC Federation of Labour to do the same; and		Bring to BC FED Executive Council	Completed
16c	Lobby the provincial government to reverse the name change ban so trans people, Indigenous people, and survivors of violence can have the basic dignity of a name.		Lobby	Ongoing
18a	Lobby the provincial government to expand the definition of "immediate family" member in the B.C. Employment Standards Act (ESA) to add the Family Member Regulation additional definition clause of: (c) whether or not related to an employee by blood, adoption, marriage or common law partnership, an individual with a serious medical condition, as described in section 52.1 (2) or 52.11 (4) of the Act, who considers the employee to be, or whom the employee considers to be, like a close relative;	Pink Triangle	Lobby	Pending
18b	Encourage bargaining initiatives to include "chosen family" as part of the "immediate family" definition in their collective agreements.		Review the Bargaining Guide	

Resolution No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
21	Advocate for policies and initiatives to support CUPE members experiencing immigration related issues and/or holding non-permanent immigration status, to provide support and resources, including but not limited to: • Partnering with community organizations and advocacy groups to provide resources, workshops, and support to workers navigating immigration related challenges; • Promoting employer accountability to ensure fair treatment and compliance with labour laws for workers with precarious or non-permanent immigration status; • Paying attention to where collective bargaining may be able to provide additional support for members with precarious, or non-permanent immigration status (e.g., bargaining language); and • Collaborating with broader social justice movements, including Indigenous, racial justice, and anti-poverty organizations, to ensure immigration reform efforts consider intersecting forms of oppression and promote the rights of all workers.	Racialized Workers	Seek input from the Racialized Workers Committee on material development	Pending
22a	Call on the provincial government to prioritize funding that targets food insecurity in racialized communities, developed in consultation with those communities to ensure culturally appropriate and effective solutions;	Racialized Workers	Budget Submission	Completed
22b	Call on the provincial government for sustained investment in, collaboration with, and support for initiatives such as food banks, school meal programs, Indigenous food sovereignty projects, and local food systems to address food insecurity across the province, with focus on equity-deserving populations; and		Budget Submission	Completed
22c	Advocate for the inclusion of food security as a permanent line item in the provincial budget in order to guarantee dedicated funding for programs, infrastructure, and policies that address the root causes of food insecurity.		Budget Submission	Completed

Resolution No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
Sectoral				
24	Lobby the provincial government to add or appoint two union representatives on the Environmental Operators Certification Program (EOCP) Board of Directors.	Local 23 Municipal	Lobby	Ongoing
26	Lobby the provincial government to provide a childcare framework for all public schools in B.C.	Local 476 Local 723	Lobby	Ongoing
29	Investigate the creation of a system-wide partnership among progressive and allied advocates for a better funded public post-secondary system in British Columbia that will undertake advocacy to return the system to more than 75% direct public funding.	Local 1858 Executive Board Colleges Universities	Develop a Post-Secondary Campaign in consultation with the Colleges and Universities Committees	Ongoing
32	Lobby the provincial government for the provision of funding for ongoing professional/academic specialized education/training for front-line workers in regard to concurrent disorders and other complex care needs.	Local 1936 Metro Community Social Services	Lobby	Pending
36	Lobby the provincial government to amend the Workers Compensation Act to extend presumptive coverage to all workers who experience a traumatic event at the workplace.	Local 5536	Lobby	Ongoing
39	Lobby the provincial government, and work with allies, to alter the K-12 funding model from one of strictly per-student funding to a hybrid of per-student and block funding, where block funding considers the fixed costs associated with facilities' operations and maintenance, district-wide expenses and the size of districts, aging facilities, and other costs not impacted by fluctuations in student numbers.	Executive Board	Lobby; Budget Submission	Completed
41	Continue lobbying the provincial government to have an Education Assistant (EA) in every K-3 classroom, in addition to those EAs already supporting students.	K-12	Budget Submission	Ongoing
42	Create a Library lobby toolkit through the Strong Communities Working Group.	Libraries	Create a toolkit in consultation with the Libraries Committee	In Progress

Resolution No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
Composite 1	Lobby the provincial government to increase funding and investment in the post-secondary sector through direct investment in research at public universities and additional funding to colleges and special purpose/teaching universities to support the unique programming they provide.	Local 1858 Colleges Universities	Develop a Post-Secondary Campaign in consultation with the Colleges and Universities Committees	Ongoing
Standing				
44	Request the National Union develop a course on political organizing for members, aimed at building the knowledge and skills necessary to engage effectively in political discussions and initiatives that support workers' rights and progressive change.	Local 718 Metro Political Action	Resolution to National Convention	Completed
47	Lobby the provincial government to invest in expansion of trades education in B.C., and to lower tuition fees for trades programs.	Local 1858 Colleges Skilled Trades	Develop a Post-Secondary Campaign in consultation with the Colleges and Universities Committees	Completed
50	Develop a full-cycle approach to election campaigns that focus on membership engagement, development and mobilization, and development of issues-based campaigns with input drawn from members.	Universities		In Progress
52	Submit a resolution to the National Union urging them to support and promote the Act for Mental Health campaign and universal mental health care as promoted by the Canadian Mental Health Association.	Local 1936 Metro Women's and Gender Rights	Resolution to National Convention	Completed
61a	Advocate for support for the bill "Health at the Workplace" in Honduras; and	Metro International Solidarity	Resolution to National Convention	Completed
61b	Submit a resolution to the National Union to request the Canadian Labour Congress do the same.		Resolution to National Convention	Completed

Resolu-tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
67	Urgently address the cost-of-living crisis by: • Lobbying the provincial government to implement the BC Federation of Labour's Connecting BC: A Ten-Year Vision and Investment Plan for Public Transit throughout B.C. to ensure transit is accessible, affordable, and sustainable for all communities; • Collaborating with the BC Federation of Labour and lobbying provincial and local governments for public housing strategies focused on publicly owned and operated rental housing that is below-market rate, accessible by public transportation, and enables working people to live close to their jobs and the communities they serve; and • Collaborating with the BC Federation of Labour and lobbying provincial government and local governments for a comprehensive food accessibility strategy that increases access to affordable, nutritious food and enhances support for food banks, schools, post-secondary institutions, workplaces, and community programs.	Metro Young Workers'	Seek input from the Young Workers' Committee	Ongoing
70	Request that the National Union provide more pension education, and reinstate a retirement planning workshop for members.	Education	Resolution to National Convention	Completed
72	Support locals with member-to-member engagement focused on political action campaigns for the 2026 local government elections, with the goal of encouraging members to elect progressive candidates who will protect and expand local public services.	Executive Board	Local Government Election Strategy to be delivered at 2025 Think Tank	Completed
75	Make available a Climate Emergency Toolkit, made up of a variety of resources, to assist locals and members in taking effective action to address the climate emergency, and ensure that they are well informed on the issues contributing to global warming and extreme weather events.	Environment and Climate Justice	Seek input from Environment and Climate Justice Committee	Pending
81	Work with affiliate unions through the BC Federation of Labour to lobby the provincial government to direct WorkSafeBC to hire additional enforcement officers to enforce legislation and penalties for employers that violate the Workers Compensation Act and its regulations.	Occupational Health & Safety	Work in conjunction with BC FED OH&S Committee	Ongoing

Resolu-tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
83	Send a letter to the Premier of British Columbia urging the provincial government to increase the amount of the British Columbia Seniors Supplement and index the supplement to inflation consistent with other government income supports for seniors like Canada Pension Plan (CPP), Old Age Security (OAS), and Guaranteed Income Supplement (GIS).	Pension	Send a Letter	Pending
86	Request that the National Union create a skilled trades committee or working group with representation from every province.	Skilled Trades	Resolution to National Convention	Completed
General				
73	Continue the province-wide campaign for the creation of a new core public service by advocating for universal, public school-aged childcare in the public school system, focusing on engagement with locals and their respective school boards and local parent organizations, continued public advertising and coalition building, and advocacy to provincial decision-makers.	Executive Board	Continue Campaign	In Progress
88	Request the National Union expand the research on the impacts of artificial intelligence (AI) in the workplace and complete a bargaining guideline to assist locals with negotiating safeguards to protect workers from the potential negative impacts of AI (including all models: machine learning, deep learning, generative, hybrid, computer vision, and natural language processing).	Local 23 Municipal	Resolution to National Convention	Completed
89	Lobby the provincial government to enact a provincial artificial intelligence and data act which would guide all levels of government, including local and municipal government affairs.	Local 23 Municipal	Lobby	Ongoing
90	Lobby the provincial government regarding access to counselling services to make it more affordable for everyone.	Local 374	Lobby	Ongoing
91	Lobby the provincial government to waive fees for hospice within hospitals and make it 100% public.	Local 374	Lobby	Pending
92	Submit a resolution to the next CUPE National Convention to lobby the federal government to change the Canada Revenue Agency rules regarding taxable honorariums for all volunteer positions.	Local 374	Resolution to National Convention	Pending

Resolu-tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
93	Submit a resolution to the next CUPE National Convention to task the National Union to provide employer services to full-time officers on leaves from their base employers.	Local 374	Resolution to National Convention	Completed
94	Support CUPE local housing affordability campaigns and other local-endorsed housing initiatives.	Local 389		Pending
95a	Lobby provincial and municipal governments to stop the cruel, unsafe, discriminatory, and dehumanizing practice of street sweeps and decampments of houseless communities;	Local 391 Local 2278	Lobby	Ongoing
95b	Advocate for humane and equitable solutions to B.C.'s housing crisis; and		Lobby	Ongoing
95c	Educate CUPE members, and the larger community, about anti-capitalist alternatives to governments and police forces performing street sweeps and decampments.		Lobby	Ongoing
96	Request through a resolution at the 2025 CUPE National Convention that the National Union purchase, maintain, and operate secure server space held on Canadian soil through which all locals, regardless of size, shall have equitable access for the purposes of website hosting, email hosting, and digital file storage and retention.	Local 391	Resolution to National Convention	Completed
101	Urge the provincial government to enshrine automatic reviews of involuntary detention of people with mental health and/or addictions issues and that these automatic reviews will be built into BC's Mental Health Act.	Local 1936	Lobby	Pending
102a	Demand that the provincial government find ways to increase access to subsidized housing;	Local 1978	Lobby	Ongoing
102b	Demand that the provincial government increase subsidy cut-offs, raise the income limits, and expand the eligibility criteria; and		Lobby	Ongoing
102c	Pressure the provincial government to commit to reducing and eliminating the need for the subsidized housing registry waitlist by increasing subsidies and simultaneously investing more in public housing stock.		Lobby	Ongoing
104	In response to British Columbia's toxic drug crisis, work to make naloxone training, and access to naloxone, available to all CUPE members at their workplaces; and Lobby the provincial government to direct WorkSafeBC to include naloxone training as part of their requirements for all worksites.	Local 5536	Lobby	Ongoing

Resolu-tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
105	Lobby the provincial government, in collaboration with evidence-based policy groups, to implement a system of quality care and oversight to ensure that privately- and publicly-funded substance use treatment is culturally safe, accessible, and informed by scientific evidence.	Local 5536	Lobby	Ongoing
106	Support the Canadian Drug Policy Coalition by endorsing their document, "To End a Crisis: Vision for BC Drug Policy."	Local 5536	Endorse document	Completed
107	Lobby the provincial government to enact a cost-of-living adjustment (COLA) to social assistance amounts.	Local 5536	Lobby	Pending
108	Lobby the provincial government to redirect resources that are allocated for involuntary treatment under the Mental Health Act and divert them into publicly funded voluntary treatment options.	Local 5536	Lobby	Pending
109	Advocate for more supportive housing by lobbying the provincial government and actively opposing regressive housing policies like those put forward by Vancouver's Mayor Ken Sim.	Local 5536	Lobby	Ongoing
110a	Work with evidence-based drug policy and drug-users' groups in B.C. to lobby the provincial government for an end to the toxic drug crisis, by advocating for regulated supply of drugs for those at risk of death or injury from the unregulated drug market; and	Local 5536	Lobby	Completed
110b	Work with affected members to launch an awareness-raising campaign that can be used by the union to educate members about the need for progressive drug policy more broadly.		Work with Canadian Drug Policy Coalition	Ongoing
114	Demand the provincial government make intranasal naloxone kits available to the general public at no cost, similar to the way naloxone kits are currently available free of charge.	VIDC	Lobby	Pending
115	Lobby the provincial government and campaign with allies to secure increased funding for the Labour Relations Board (LRB), so the LRB can fulfill its mandate, make timely decisions, and provide critical mediation and other services that CUPE locals rely on.	Executive Board		Completed

Resolution No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
116	Lobby the provincial government to safeguard and expand public services by: • Prioritizing public delivery of services in all sectors, even as economic uncertainty from new United States tariffs and interprovincial trade pressures increases; • Rejecting any interprovincial trade agreements or policies that would lower British Columbia's high standards for wages, working conditions, and public service protections; • Protecting against privatization pressures by ensuring that investments – such as those in Budget 2025's infrastructure commitments – support good, stable, unionized public-sector jobs; and • Ensuring contingency funds set aside in Budget 2025 are used to maintain and enhance public services and to support fair collective agreements.	Executive Board	Lobby	Ongoing
117	Lobby the provincial government and dedicate efforts to ensure that front line workers' safety is a priority.	Transportation	Add to Super Con; Refer to CUPE BC committees to provide input on their own sectors	In Progress
Composite 2	Encourage the National Union to update the bargaining guide on domestic violence to include gender-based violence in the workplace in the guide; Encourage the National Union to inform locals when the bargaining guide on domestic violence has been updated; and Encourage locals to bargain collective agreement language that requires employers to support those experiencing domestic violence and to provide training for all staff regarding gender-based violence in the workplace.	Local 1936 Metro Women's and Gender Rights	Resolution to National Convention	Completed
Emergency				
Emergency 1a	Demand that the BC government immediately recognize that research is work, student workers are employees, and that they have a constitutional right to form and join a union; and	Executive Board	Lobby	Ongoing
Emergency 1b	Demand that the BC government provide direction to all universities and colleges so that employment of student workers must adhere to the Employment Standards Act, and provide for targeted enforcement of this direction.	Executive Board	Lobby	Ongoing

MARTINA BOYD, BC REGIONAL DIRECTOR

REPORT TO THE 2026 CUPE BC CONVENTION

CUPE

Overview of the BC Region

CUPE's British Columbia Region includes 162 locals, nine area offices and a regional head office in Burnaby. In 2025, the Region had more than 120 staff, including 4 directors, 26 specialists, 35 administrative support professionals, and more than 58 servicing representatives. Among this staff complement are the National Representatives assigned to the Strong Communities Working Group, a unique partnership between the national union's B.C. region and CUPE BC. More information about the work of the Strong Communities Working Group can be found in the CUPE BC annual report.

As of April 1, 2026, the British Columbia region has 455 active collective agreements, with 56 of these bargained in the preceding year.

Introduction

We began 2025 freshly out of a provincial election that saw the BC NDP elected to serve an unprecedented third term. Members and staff alike felt a sense of relief, as all of our provincial sector agreements were set to expire in 2025, and we were about to enter widespread public sector bargaining with a progressive government rather than one likely to pursue an agenda of austerity.

Our relief quickly turned to concern and frustration, as we watched international events unfold around us threatening global stability, trade relations, and B.C.'s economy. We also saw growing discourse in our workplaces, in our communities, and in broader society designed to sow division and break solidarity. But with great challenge comes great opportunity. CUPE local leaders, the Division, and national staff came together, showing leadership and hope in these difficult times.

Despite the many challenges and obstacles, CUPE members continue to show up and stand up for each other. Our locals, with the support of national staff, continue to achieve significant gains organizing new members and bargaining strong collective agreements. Our activists and leaders continue to push for progressive legislative and provincial policy changes that benefit CUPE members, non-union workers and broader communities. It is these joint efforts, with national staff working side-by-side with

members and locals that are achieving gains in the face of adversity and challenges we would not have predicted a few short months ago.

Bargaining

CUPE locals engaged in widespread bargaining in 2025-26, with tables open in every sector and every community across our province. While we always hope for the best, we know that we must be prepared with a communications plan, early and broad member engagement, member education, and a winning strategy.

Despite softening inflation, CUPE members continue to struggle with the high costs of daily living and persistent unaffordability, particularly around housing, transportation, and food costs. CUPE national staff supported local bargaining committees to fight for meaningful gains to address these challenges across sectors and throughout the province.

National representatives and specialists spent thousands of hours supporting bargaining as spokespeople at tables and in the background. They supported developing and implementing strategic bargaining communication plans, enforcing legal rights at the labour board, monitoring and analyzing employer tactics and positions, and supporting government relations strategies. National staff supported community events and coalition building with and between CUPE locals and district councils, and externally, with allies in the labour movement and across communities, to build solidarity.

In the municipal and library sectors, working together, we support locals to achieve significant monetary improvements along with benefit enhancements and improved access to leaves and work/life balance for members. CUPE locals also made important advances on key issues such as job security, reduced precarity, and improved retirement security. These gains were not achieved overnight; they required significant work by local union leadership, supported by national staff, to engage with members and fight for critical priorities.

Achieving fairness at the table was not always without a fight. Three CUPE locals engaged in labour disputes in 2025: Air Canada flight attendants at CUPE 4094, District of Squamish employees at CUPE 2269, and Regional District of Fraser-Fort George employees at CUPE 1699. These were difficult disputes with unreasonable

employers who refused to pay our members what they deserved. But in all three cases, our members did not back down. They stood strong and they ultimately achieved fair agreements that met their members' needs. CUPE national servicing representatives and specialist representatives worked hard to support these locals, meeting employers head-on to stand up for what members deserve.

All of our provincial sector agreements also expired in 2025, and CUPE locals bargained across the province in K-12, Health, Community Social Services, Ambulance Paramedics of BC, Post-Secondary and BC Assessment. Provincial bargaining has been incredibly challenging, with great financial and political uncertainty in our province. CUPE local bargaining committees have shown incredible leadership and resolve, engaging their membership and devising creative ideas to tackle the challenges faced.

Organizing

The implementation of card check, or single-step certification, continues to enable workers to access barrier-free representation where once this was limited by regressive, employer-friendly legislation undermining workers' rights of association. CUPE organizers remain active with prospective members across the province who are choosing CUPE in new and existing, wall-to-wall, certification drives. Further, the strong activism of locals and in particular the high-profile strike among CUPE Air Canada Flight Attendants is continuing to drive interest among prospective members, especially those who were moved by the National Union's defiance of the unfair and unconstitutional application of Section 107 of the Canada Labour Code in that dispute.

This year saw the creation of a new, dedicated organizer assigned to northern British Columbia and the Yukon Territory. This exciting expansion of capacity has the potential to increase our union family and bring CUPE's national reach and high-quality servicing model to a number of northern and remote communities who, until now, had limited choices for union representation.

Strong Communities Working Group

The Strong Communities Working Group continues to be a critical asset of the BC Region, one that both helps avert job action, privatization, and the election of regressive

decision-makers, and that builds member capacity, wins important legislative and funding victories, and delivers successful political action. Importantly, the Strong Communities Working Group is the key venue for the strong partnership between CUPE BC and the BC Region, a cooperative alliance that benefits members every day.

This past year saw increased engagement from the group, with ever expanding support for community engagement and outreach, and increased support for fight-back campaigns to challenge regressive local governments whose decisions hurt both workers and their communities. 2025-26 also saw significant preparatory work for the 2026 local government elections, which will be outlined in detail later in this report. An additional Strong Communities Working Group highlight from the past year was the amount of support and engagement undertaken with district councils, and the leadership shown by British Columbia's district councils is in no small part due to the work of the Strong Communities Working Group staff.

Political Action

Political action is a key strategy to win victories beyond the bargaining table, improving the lives of members through policy change and securing gains on a range of topics not covered by our collective agreements. It is also, importantly, about ensuring that our employers have progressive leadership around their board, trustee, and council tables, and in the British Columbia Legislature, and keeping those elected decision-makers accountable across their terms.

This year saw our work begin for the 2026 local government elections, which will elect new regional district directors, school trustees, mayors, and councillors across the province in October. Given that a majority of CUPE members in B.C. work for a local government of some kind, it is critical that we are engaged in this election, and successfully return progressive and supportive candidates across our communities. Work planned to-date includes a provincial-scale training and member mobilization plan and a communications plan to deliver critical information about voting and endorsed candidates directly to members. Locals and activists can expect this work to ramp up in the coming months and should be ready to engage with their community and deliver the wins our members deserve come September 2026.

At the same time as our work on the local government elections progresses, we are aware of other potential elections on the horizon. With a thin majority for the BC NDP in the legislature and a minority parliament in Ottawa, a clear focus on our political action is also remaining ready for an unscheduled federal or provincial election. Both of these elections are critical for members, and work is ongoing to ensure the BC Region is ready to engage, lead, and win should either vote be called.

Conclusion

The British Columbia Region continues to swing above its weight and rise to the ever more complex challenges that confront our members and locals. With the increased risk and uncertainty that a less stable world brings, it is more important than ever that we mobilize our solidarity to consolidate our bargaining power. For forty years or more, costs have risen faster than wages, and even though recent years have seen positive gains, there is still a long way to go. Building on our strengths, leveraging our unique Strong Communities Working Group structure and dynamic partnership with CUPE BC, the BC Region will continue to push hard for the gains members and their families need, and to reject with extreme prejudice, any employer attempt to tread on workers' rights or deny members what they are due.

COPE491

Health Care Presidents Council Report 2026

CUPE represents over 3,300 healthcare workers in Metro Vancouver, the Okanagan, and Vancouver Island who work for health authorities and non-profit organizations. These members provide vital care in communities across B.C., working in community health centres and clinics, supportive housing, shelters, and life-saving overdose prevention sites.

CUPE also has 6,300 Ambulance Paramedics and Emergency Dispatchers from CUPE 873 providing lifesaving services across the province.

CUPE health sector members in British Columbia are part of four separate Provincial Collective Agreements with a common employer, the Health Employers Association of BC.

- Ambulance Paramedics and Ambulance Dispatchers (APBC)
- Health Science Professionals Bargaining Association (HSPBA)
- Health Services and Support Community Subsector Association of Bargaining Agents (CBA)
- Nurses' Bargaining Association (NBA)

In these associations, all unions bargain together, with the largest union in each association taking the lead. The labour relations framework established by this structure governs much of the sector's operations.

Collective Bargaining

Health Science Professionals Bargaining Association (HSPBA)

The HSPBA encompasses many technical and professional disciplines within the healthcare system, including roles such as social workers, physiotherapists, occupational therapists, and pharmacists. There are more than 27,000 workers represented by this bargaining association, with the Health Sciences Association of BC (HSA) representing the largest proportion of members.

The HSPBA bargaining committee began negotiations in February of 2025, in accordance with the membership's priorities, including the following key areas of focus: wages, classifications, safe work-life balance, recognition and respect, and partners in quality healthcare. These areas of focus aligned with the priorities of CUPE members and those of the other constituent unions of the HSPBA.

The HSPBA bargaining committee presented a strong, united front in response to the employer's monetary offer, which was lower than the "mandate" established at other provincial public-sector tables. HSPBA activists, bargaining committee members, and

locals reinforced that front by giving a strong strike mandate of over 90 percent in December.

At the time of writing, members are voting on a Tentative Agreement that includes a 12 percent GWI over four years, increased shift premiums, higher rates of pay for several classifications of workers, and premiums for Social Workers and Pharmacists. Other gains include expanded special leave, improved portability of seniority & service, flexibility in scheduling, health & safety, and many other monetary and non-monetary gains. Of note is a commitment to address and work to eliminate contracting out of HSPBA work in the public healthcare system.

Health Services and Support Community Subsector Association of Bargaining Agents (CBA)

The CBA represents workers who provide healthcare and associated services in community settings, including community clinics, mental health centres, supportive housing, and health/social service agencies. More than 24,000 workers are represented under the CBA Agreement; the BC General Employees' Union (BCGEU) represents the majority of members and leads the Association.

The CBA began bargaining in March of 2025 and also faced an employer that was not prepared to make a fair monetary offer in line with the established "mandate." Members stood united and effectively used their collective power to deliver a strong strike mandate demanding fairness. In response to the prospect of job action, the employer revised its position, and the CBA reached a Tentative Agreement that includes fair compensation and addresses member priorities.

At the time of writing, members are voting on the proposed changes to the Collective Agreement, which include the 12 percent GWI, increased shift premiums, additional vacation, and improved special leave. Seniority and service portability are now available across the province; there are also significant improvements to the disability management program, along with many other important gains in the Tentative Agreement.

Ambulance Paramedics and Ambulance Dispatchers Bargaining Association (CUPE 873)

The Ambulance Paramedics and Ambulance Dispatchers Subsector Collective Agreement covers more than 6,300 paramedics and ambulance dispatchers in B.C., who are members of CUPE 873.

Similar to other health-sector tables, CUPE 873 was offered an inferior monetary package by the employer. The serious issues that need to be addressed in this round of

bargaining were seemingly unknown to government. In response, the Ambulance Paramedics of BC, following extensive negotiations and talks that stalled late last year, held a strike vote. Members delivered a decisive 97 percent strike mandate, with nearly 80 percent participation, one of the strongest votes in the local's history, which helped bring the parties back to the table. The support CUPE 873 received from CUPE and CUPE BC was pivotal in moving the employer to a position where the local had a monetary envelope to address members' priorities.

The local focused on improving wages, benefits, and training, and increasing critical mental health and wellness supports, which were increased to $5,500 per year. The Bargaining Committee emphasized that the tentative deal strengthens support for members while helping stabilize ambulance services across the province. At the time of writing, the members of CUPE 873 have not yet voted on the Tentative Agreement.

Nurses' Bargaining Association (NBA)

The NBA represents more than 51,000 registered nurses, psychiatric nurses, and licensed practical nurses working in hospitals, long-term care facilities, community and public health, and other settings across the province. The BC Nurses' Union (BCNU) has the largest membership in this bargaining association.

The NBA began bargaining in October of 2025 and, at the time of writing, is still actively negotiating with the employer. Wages and other monetary improvements, as well as maintaining the structure of extended health benefits, are key priorities in this round.

Combatting Privatization

In comparison to the rampant attacks on public healthcare and privatization we are seeing across the country, British Columbia's provincial government is investing in the public system.

Privatization remains a clear and present danger, with for-profit clinics slowly expanding and our public systems increasingly relying on agency nurses and other private providers to deliver care. Fighting back against for-profit companies' attempts to erode our healthcare system remains a priority. Through our partners in the BC Health Coalition, CUPE BC continues to be a leader in raising our members' and the public's awareness of these issues.

Growth in the Health Sector

A significant development in 2025 saw the provincial government determine that 39 employers that had previously been members of the Community Social Services Employers' Association (CSSEA) be designated as healthcare employers. For CUPE, this resulted in more than 300 members from locals 523, 1936, and 5536 moving to healthcare collective agreements.

Locals will review job descriptions and hours-of-work arrangements over the coming months to ensure the transition goes as smoothly as possible, with the transition concluding on April 1, 2027. The parties have agreed on the finalization process of the transition, which may include assistance from a third party if some issues remain unresolved.

Toxic Drug Crisis and Constitutional Challenge

The toxic drug crisis continues to reshape healthcare system pressures, including emergency response, acute care, mental health services, and long-term care. Founders of the Drug User Liberation Front (DULF) are advancing a constitutional challenge arguing that provisions of the *Controlled Drugs and Substances Act* violate Charter rights.

The case draws comparisons to the 2011 Supreme Court ruling protecting Insite (North America's first supervised injection site, run by CUPE members since 2003), which established that denying life-saving harm reduction services can violate *Section 7* Charter rights (life, liberty, and security of the person).

The DULF case argues that criminalization of regulated compassion club distribution forces individuals back into a toxic, unpredictable drug supply, contributing to overdose deaths exceeding 18,600 in B.C. since 2014.

This April marks 10 years since the toxic drug crisis was declared a public health emergency in B.C. The emergency designation remains in effect to this day.

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