

Resolutions



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Constitutional Resolutions

Resolution 1

CUPE BC WILL:

Amend Article 5.1 of the CUPE BC Constitution to state the following:

- (a) The officers of CUPE BC shall consist of the following:

President

Secretary-Treasurer

Four (4) General Vice-Presidents

Nine (9) Regional Vice-Presidents

~~Four(4)~~ **Five (5)** Diversity Vice-Presidents

These shall constitute the Executive Board.

- (e) The ~~four(4)~~ **five (5)** Diversity Vice-Presidents shall consist of one (1) representing members with disabilities, one (1) representing members who are lesbian, gay, bisexual, transsexual or transgender (LGBTQ), one (1) representing indigenous members, ~~and~~ one (1) representing racialized members, **and one (1) representing young workers.**

- (f) ~~Four~~ **Five (5)** Diversity Vice-Presidents shall be elected. Alternate Diversity Vice-Presidents will attend CUPE BC Executive Board meetings and when replacing a Diversity Vice-President shall be entitled to full voice and vote.

Amend Article 5.6 of the CUPE BC Constitution to state the following:

- (a) The Executive Board shall appoint the following Standing Committees and Chairpersons thereof:

1. Anti-Privatization Committee

2. Education Committee

3. Environment and Climate Justice Committee

4. International Solidarity Committee

5. Occupational Health & Safety Committee

6. Pension Committee

7. Political Action Committee

8. Women's and Gender Rights Committee

~~9. Young Workers' Committee~~

~~10.~~ **9.** Skilled Trades Committee

(c) The Executive Board shall appoint the following Equity Committees:

1. Indigenous Committee
2. Persons with Disabilities Committee
3. Pink Triangle Committee
4. Racialized Workers Committee

5. Young Workers' Committee

BECAUSE:

- According to CUPE National Constitution 2025, Appendix G, sub section G.1.2: Young workers are designated as an equity seeking group;
- All equity seeking groups deserve both a voice and a vote at the executive table, in keeping with CUPE BC's commitments to the principles of equity, diversity, and inclusion;
- The absence of a young worker voting seat on the Executive Board is inconsistent with those commitments;
- Meaningful representation at the Executive Board level increases engagement, participation, and retention of young workers within CUPE, helping to build a more active, inclusive, and representative union; and
- The chair of the Young Workers Committee should be elected, and represent the will of the Caucus.
- These changes will come into effect at the 2027 CUPE BC Convention.

CUPE Local 411

CUPE Local 1091

CUPE Local 4163

Metro Vancouver District Council

CUPE BC Young Workers' Committee

CONVENTION

Carried Defeated

Resolution 2

CUPE BC WILL:

Amend Article 5.7 of the CUPE BC Constitution by adding a new subsection (f) reading as follows:

5.7 (f) The CUPE Representatives for The BC Federation of Labour’s Climate Justice and Jobs Committee shall be elected by members of the CUPE BC Environment and Climate Justice Committee in accordance with procedures recommended by the CUPE BC Environment and Climate Justice Committee and approved by the Executive Board.

BECAUSE:

- Climate change is one of the greatest threats facing workers and communities, recognized as a public health crisis by institutions including the World Health Organization and the Canadian Medical Association, and is already disrupting public services, damaging infrastructure, increasing food costs, and intensifying geopolitical instability; and
- The impacts of climate change are worsening as greenhouse gas emissions continue to rise, directly affecting CUPE members and the services they provide; and
- The BC Federation of Labour’s Climate Justice and Jobs Committee (CJJC) is a key forum through which the labour movement advances climate and jobs policy to the provincial government; and
- There is currently no transparent, democratic, or consistent process to select CUPE BC representatives to the CJJC, making it difficult to identify who represents CUPE members on this committee; and
- Past practices (including rotating representatives, appointing individuals who are not CUPE members, and assigning representation by virtue of holding a specific office) do not reliably ensure continuity, accountability, or climate leadership in this portfolio; and
- Climate-concerned workers have been historically marginalized within workplaces and the labour movement, and deserve meaningful representation in climate-related decision-making.

CUPE Local 873

CONVENTION

Carried Defeated

Resolution 3

CUPE BC WILL:

Amend Appendix A of the CUPE BC Constitution – CUPE BC Defence Fund Formula and Regulations to read as follows:

Article 4. Schedule of Benefits

Benefits provided by the CUPE BC Defence Fund Formula shall be ~~\$15.00~~ **\$20.00** per day, to a maximum of ~~\$75.00~~ **\$100.00** per calendar week.

The CUPE BC Executive Board shall have the authority to adjust the benefits payable under these Defence Fund Regulations.

BECAUSE:

- The current CUPE BC Defence Fund benefit rate has not increased in over ten years, while the cost of living in British Columbia has risen significantly; and
- A modest increase to \$20 per day represents a reasonable and responsible adjustment to reflect current economic realities; and
- When members are faced with a strike vote, a significant barrier to supporting strike action is how they will sustain themselves financially during a labour dispute; and
- Strengthening Defence Fund benefits supports participation and solidarity from CUPE BC.

CUPE Local 917

CONVENTION

Carried Defeated

Resolution 4

CUPE BC WILL:

Amend the Article 5.6 (a) and (b) of the CUPE BC Constitution to read as follows:

5.6 (a) The Executive Board shall appoint the following Standing Committees and Chairpersons thereof:

- ~~1. Anti-Privatization Committee~~
- ~~2. Education Committee~~
- ~~3.~~ **1.** Environment and Climate Justice Committee
- ~~4.~~ **2.** International Solidarity Committee
- ~~5.~~ **3.** Occupational Health & Safety Committee
- ~~6.~~ **4.** Pension Committee
- ~~7.~~ **5.** Political Action Committee
- 6. Skilled Trades Committee**
- ~~8.~~ **7.** Women's and Gender Rights Committee
- ~~9.~~ **8.** Young Workers' Committee
- ~~10. Skilled Trades Committee~~

(b) The Executive Board shall appoint the following Sectoral Committees and Chairpersons thereof:

- ~~1. Colleges Committee~~
- ~~2.~~ **1.** Community Social Services Committee
- ~~3.~~ **2.** K-12 Committee
- ~~4.~~ **3.** Libraries Committee
- ~~5.~~ **4.** Municipal Committee
- 5. Post-Secondary Education Committee**
- ~~6. Transportation Committee~~
- ~~7. Universities Committee~~

BECAUSE:

- Addressing privatization attempts by employers requires a model of rapid response not aligned to the way in which CUPE BC committees function, and for this reason the Admin Committee, working a part of the Strong Communities Working Group, has served as the de facto Anti-Privatization Committee for the past several terms;
- The Education Committee was constituted largely of representatives of the district councils, who coordinate and support regional education offerings through schools and other venues, and greater, direct engagement with district councils has largely replaced the role of the Education Committee;

- Colleges and universities are component parts of a single sector, post-secondary education, which is organized as a single sector in other parts of CUPE and considered a single sector by government, external organizations and the general public; and
- Regularly reviewing and right-sizing committees is a good governance practice that ensures resources are best directed to the critical work of the union in ways that best meet the needs of members and activists.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 5

CUPE BC WILL:

Amend Article 5 of the CUPE BC Constitution by adding a new Article 5.10. reading as follows:

5.10 A Young Worker Liaison shall be appointed by the Young Workers' Committee at its first meeting following Convention and shall serve until the next Convention at which officers are elected, or until a successor is appointed. The Young Worker Liaison shall have the right to attend and speak at meetings of the Executive Board but shall not have a vote and is not a member of the Executive Board.

BECAUSE:

- The existing model of the Young Worker Liaison is not incorporated into the CUPE BC governance structure, and the current position and its relationships to the Executive Board ought to be formalized;
- The Young Worker Liaison model was designed to provide both a guaranteed voice for young workers around the Executive Board table, and support succession planning by building skill and experience;
- The Young Worker Liaison to the Executive Board is part of a broader model of young workers participating in CUPE BC committees that also aids in skill building and succession planning;
- Reasonable limitations on the participation of the Young Worker Liaison are required to acknowledge that the position is not formally a member of the Executive Board, and thus cannot carry the legal rights and responsibilities of those formally elected.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 6

CUPE BC WILL:

Amend Article 5.1 (e) of the Constitution to read as follows:

The four (4) Diversity Vice-Presidents shall consist of one (1) representing members with disabilities, one (1) representing members who are ~~lesbian, gay, bisexual, transsexual or transgender (LGBT)~~ **Two-Spirit, lesbian, gay, bisexual, trans, queer, intersex, asexual, and beyond (2SLGBTQIA+)**, one (1) representing indigenous members, and one (1) representing racialized members.

BECAUSE:

- Brings the Constitution in line with the Pink Triangle Committee’s Terms of reference;
- The current language is outdated and needs to be updated; and
- Brings the language into line with the currently used acronym for Pink Triangle members (2SLGBTQIA+).

CUPE BC Pink Triangle Committee

CONVENTION

Carried Defeated

Equity & Human Rights Resolutions

Resolution 7

CUPE BC WILL:

Lobby the provincial government and request that the National Union lobby the federal government to recognize American Sign Language as an official language in British Columbia and Canada.

BECAUSE:

- American Sign Language is not currently recognized as an official language in British Columbia or Canada; and
- Ten percent of people identify themselves as culturally deaf, oral deaf, deafened, or hard of hearing.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 8

CUPE BC WILL:

Encourage the provincial and federal governments to ensure that the deaf and hard of hearing community is supported in their workplaces and in their advancement by providing interpreters for all communications, including written exams; and

Recognize that people from the deaf and hard of hearing community are not being completely supported under the United Nations Human Rights of Persons with Disabilities.

BECAUSE:

- Deaf people deserve to be active participants in the workplace without barriers preventing them from succeeding and advancement;
- The inability to hear does not justify violations of a person’s human rights including the right to dignity and respect, the right to quality education to the highest level desired, the right to communication and information, the right to the language of their choice, including sign language, and the right to equality and access;
- A staggering 40 percent of the deaf community continues to be unemployed; and
- Not all deaf people are taught to read English, but most deaf people are taught to speak with American Sign Language.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 9**CUPE BC WILL:**

Lobby the provincial government to increase funding to the Prevention, Education, Advocacy, Counselling and Empowerment (PEACE) and Violence is Preventable (VIP) Programs operating across the province by the BC Society of Transition Houses.

BECAUSE:

- These programs provide psycho-educational support and school-based violence prevention programs to children and youth with respect to domestic violence.
- 47 percent of people in transition houses are children;
- The waitlist for these programs is growing with over 500 children waiting to access such programs;
- Emerging issues around tech safety can be addressed by the Navigating Unhealthy Digital Relationships Program for grades 6 to 12, through the VIP Program; and
- Counsellors are leaving their positions due to low pay and increasingly low morale because of the overwhelming waitlists for these programs.

CUPE Local 1936

Metro Vancouver District Council

CUPE BC Women's and Gender Rights Committee

CONVENTION

Carried Defeated

Resolution 10

CUPE BC WILL:

Lobby the provincial government to:

- Declare gender-based violence a public safety emergency;
- Fully fund and extend the implementation of the provincial and federal gender-based violence action plans;
- Mandate standardized Gender Based Violence risk assessments; and
- Match funding for prevention and services to the scale of the crisis.

BECAUSE:

- Gender based violence is a national and provincial epidemic;
- Current policies and laws are not protecting victims and, in some cases, result in permanent trauma, post-traumatic stress disorder, injury, and/or death;
- There is a need for increased supports to protect victims and survivors;
- Those in the legal system, including police, judges, social services, and ministry workers, often do not receive appropriate education regarding gender-based violence;
- The “perceived scope” of gender-based violence is narrow and does not include psychological, emotional, and financial violence; and
- Free, accessible legal representation is lacking for survivors of gender-based violence.

CUPE Local 1936

Metro Vancouver District Council

CUPE BC Women’s and Gender Rights Committee

CONVENTION

Carried Defeated

Resolution 11

CUPE BC WILL:

Lobby the provincial government to declare gender-based violence a public safety emergency, and to immediately initiate the following actions:

- Fully fund and accelerate implementation of the provincial and federal gender-based violence action plans;
- Mandate standardized gender-based violence risk assessments; and
- Match funding for prevention and services to the scale of the crisis.

BECAUSE:

- Gender-based violence is a national epidemic;
- Current policies and laws are not protecting victims and, in some cases, result in permanent trauma (post-traumatic stress disorder), injury, or death;
- There is a need for increased supports to protect victims and survivors;
- Those in the legal system (police and other law enforcement, the judiciary, social service workers, ministry staff, and others) often do not receive appropriate education regarding gender-based violence;
- The “perceived scope” of gender-based violence is narrow, and does not include psychological, emotional, and financial violence; and
- Free, accessible legal representation is lacking for survivors of gender-based violence.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 12

CUPE BC WILL:

Directly support the ARC Foundation and their work to foster awareness, respect, and capacity through sexual orientation and gender identity (SOGI) inclusive K-12 education and encourage locals to do likewise.

BECAUSE:

- The ARC Foundation is a non-profit society working to create a world in which children and youth of all sexual orientations and gender identities live authentic lives;
- The Foundation is a key proponent and supporter for the SOGI 1-2-3 program in public education that one, creates policies that protect students and teachers; two, fosters inclusive environments that welcome students of all sexual orientations and gender identities; and three, provides customizable teaching resources that allows students to see themselves in the world;
- The work of the ARC Foundation directly supports CUPE K-12 members who work everyday with diverse students and who need a supportive, inclusive, and welcoming environment that the SOGI 1-2-3 model provides;
- A mix of misunderstanding, misinformation, and intentional misleading propaganda has undermined the SOGI 1-2-3 model among parents and the public, placing already vulnerable kids and educators—including CUPE members—in harm’s way; and
- The ARC Foundation, if properly funded and supported, can correct misunderstanding and combat misinformation, which ultimately makes life better for all kids in the public education system, and the CUPE members who support them every day.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 13

CUPE BC WILL:

Submit a resolution to the 2027 CUPE National Convention calling for the creation of an implementation plan and local implementation guide for the National Anti-Racism Strategy.

BECAUSE:

- The Anti-Racism Strategy was adopted by members at the 2021 CUPE National Convention, and the document is structured around ten goals for the Union as a whole;
- Divisions, district councils, and locals seeking to do their part to implement the respective elements of the Strategy must draw those from the text themselves as no comprehensive implementation guide is provided beyond a two-page fact sheet;
- Though CUPE continues to make progress in challenging racism in the Union and across communities, the six-year timeline for implementation of the Strategy is challenging to comprehend without a more deliberate approach with updates on progress; and
- The implementation of the Anti-Racism Strategy is a fundamentally positive undertaking for all members, and an accompanying implementation plan and local implementation guide would better enable more members to take an active role in this critical work.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 14**CUPE BC WILL:**

Submit a resolution to the 2027 CUPE National Convention requesting the creation of a guide for locals to support their outreach and engagement with local First Nations and other Indigenous groups.

BECAUSE:

- Working in partnership with First Nations and other Indigenous groups is critical to advancing the work on the Truth and Reconciliation Commission of Canada: Calls to Action;
- CUPE locals and district councils need support and information to build relationships in an appropriate way;
- In particular, locals need guidance and resources to explain the nature of local First Nation protocols and communications models, and how these may vary from nation-to-nation, and from community-to-community, even within a common region;
- Chartered bodies also need education to understand the diversity of Indigenous groups and the how they might engage respectfully with those in their respective region;
- Common understandings will help to avoid confusion in the way locals and district councils approach relationship-building work; and
- A basic guide to principles for engagement and outreach provided by the National Union with training, recommendations, and tools is a necessary resource as there are a vast number and diversity of First Nations and other Indigenous groups.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 15**CUPE BC WILL:**

Demand that the Government of British Columbia establish an independent Disability Advocate to provide accountability, public reporting, and direct policy feedback grounded in the lived experience of people with disabilities.

BECAUSE:

- Ableism, systemic discrimination, and ongoing gaps in administrative processes create barriers for people living with disabilities;
- The siloed structures of government ministries and complex institutional policies can be confusing—even for those who work there—leaving affected citizens without recourse or representation;
- 20.5 percent of British Columbians aged 15 to 64, and 41.7 percent over 65, live with a disability, meaning these issues affect more than one of every five British Columbians; and
- Having an independent office identify and recommend ways to address gaps, oversights, and systemic inequities de-politicizes the issue, focusing on equity and human rights over partisanship and politics.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 16

CUPE BC WILL:

Request that the National Union update the *Bargaining Disability Rights* fact sheet to include more recent examples of negotiated language, and to reflect the work that has been completed by the federal and provincial governments as a result of accessibility legislation.

BECAUSE:

- A number of locals have successfully negotiated disability rights into their collective agreements in recent years, and this language would be useful for others looking to do the same;
- Work being done by federal and provincial accessibility committees has potentially changed the landscape of disability rights, particularly with respect to employment; and
- Locals and employers must be aware of new legislative requirements as a result of this work, and an updated resource will help local executives and servicing representatives ensure rights are upheld and expanded.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 17

CUPE BC WILL:

Continue to add our voice of condemnation to the growing toxic spread of residential school denialism, including by issuing a statement prior to September 30, 2026, the National Day of Truth and Reconciliation, and by holding those in public influence and leadership accountable with every measure possible up to and including the demand of public apologies to survivors of residential schools and their families.

BECAUSE:

- Denialism is a strategy used to twist, distort, and undermine the truth of residential schools and creates lasting harm for Indigenous peoples;
- The intention of denialists is to undermine the factual history of Indigenous peoples and to create a false narrative; and
- In allyship we not only support equity but also seek to restore the dignity and combat the marginalization of Indigenous peoples.

CUPE BC Indigenous Committee

CONVENTION

Carried Defeated

Resolution 18

CUPE BC WILL:

Request that the National Union support Bill C-254, an Act to amend the Criminal Code which includes measures against the promotion of hatred towards Indigenous peoples.

BECAUSE:

- Denialism is a strategy used to twist, distort, and undermine the truth of residential schools and creates lasting harm for Indigenous peoples;
- The intention of denialists is to undermine the factual history of Indigenous peoples and to create a false narrative; and
- In allyship we not only support equity but also seek to restore the dignity and combat the marginalization of Indigenous peoples.

CUPE BC Indigenous Committee

CONVENTION Carried Defeated

Resolution 19

CUPE BC WILL:

Stand in solidarity with First Nations peoples against those who would obstruct, exhume, and/or damage Indigenous sacred spaces, including cemeteries or burial sites, whether or not they have been formally recognized.

BECAUSE:

- Those who seek to undermine the inherent rights of Indigenous peoples in order to further marginalize, must be held accountable; and
- Such actions violate fundamental human rights and basic standards of decency.

CUPE BC Indigenous Committee

CONVENTION Carried Defeated

Resolution 20

CUPE BC WILL:

Request the National Union create a Know Your Rights in the Workplace toolkit to complement those available from provincial organizations, such as Inclusion BC and Disability Alliance BC, and ensure it is publicly accessible for workers with disabilities and provides practical, plain language information about rights for workers with disabilities.

BECAUSE:

- In a 2020 membership survey, 55 percent of CUPE members who self-identified as having a disability identified they did not receive workplace accommodation;
- People with disabilities face unique and difficult barriers when it comes to equal rights in the workplace;
- B.C.-based organizations already have excellent resources that CUPE BC can leverage, putting them in one accessible spot for workers to find; and
- Many workplace advocacy and legal resources are hard to understand and hard to find online.

CUPE BC Persons with Disabilities Committee

CONVENTION

Carried Defeated

Resolution 21

CUPE BC WILL:

Request that the National Union develop a bargaining guide for workers with disabilities that includes model language on issues including improvements to short- and long-term disability insurance provisions.

BECAUSE:

- Workers with disabilities need financial compensation when medically requiring time off;
- Loopholes in third-party insurance need to be offset by strong collective bargaining language; and
- A bargaining guide will provide tangible access to rights for CUPE members living and working with disabilities.

CUPE BC Persons with Disabilities Committee

CONVENTION

Carried Defeated

Resolution 22

CUPE BC WILL:

Lobby the provincial government for the regulation and enforcement of employment accessibility standards under Section 13 of the *Accessible British Columbia Act* that recognizes remote and flexible work arrangements as accessibility measures;

Participate in provincial standards development and consultation processes related to employment accessibility; and

Report to CUPE BC Convention on progress made in this advocacy.

BECAUSE:

- Workers have a right to be accommodated;
- Section 13 of the Act provides a framework for employment disability standards; and
- The *Accessible British Columbia Act* outlines barriers in policies and practices that need to be regulated.

CUPE BC Persons with Disabilities Committee

CONVENTION

Carried Defeated

Sectoral Resolutions

Resolution 23

CUPE BC WILL:

Lobby the provincial government to commit to longer term funding for school meal programs and work closely with the federal government to scale up funding.

BECAUSE:

- This is one of the best ways that a universal school meal program may be achieved and help children in the greatest need with proper nutrition at school, supporting healthy child and youth development.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 24

CUPE BC WILL:

Campaign for the provincial government and regional transit authorities to expand the U-Pass BC program, or establish a comparable transit subsidy, for all staff employed at public post-secondary institutions in British Columbia.

BECAUSE:

- Post-secondary workers are facing severe financial hardships due to low wage growth and the high cost of living in British Columbia;
- While students at these institutions benefit from the discounted U-Pass BC program, the staff who provide essential services to those students are currently excluded; and
- Providing transit subsidies to public sector workers supports B.C.'s environmental and climate goals by encouraging public transit use while providing immediate financial relief.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 25

CUPE BC WILL:

Lobby the provincial and all municipal governments to provide free public transportation for youth up to the age of 18 years old.

BECAUSE:

- Teaching youth to use public transportation creates lasting habits that help the environment;
- It helps to reduce congestion in large municipalities;
- Helps to keep young people safer in their communities;
- The cost savings go directly back to families; and
- There is evidence that suggests free transit may increase school attendance.

CUPE Local 15

CONVENTION Carried Defeated

Resolution 26

CUPE BC WILL:

Lobby the provincial government to set a standard of practice for base-level Education Assistants.

BECAUSE:

- Currently there is no standardized set of requirements for courses certifying the position of Education Assistant;
- A potential applicant may spend time and money on an Education Assistant program but not meet requirements for some districts as each one has a different set of qualifications; and
- Education Assistants work with vulnerable students who require a toolbox of skills that should be consistent and ongoing to properly serve the students and ensure the safety and wellbeing of the Education Assistant.

CUPE Local 723

CONVENTION Carried Defeated

Resolution 27**CUPE BC WILL:**

Lobby the provincial government to survey and review Feeding Futures programs to provide best practice guidelines to all schools in B.C.

BECAUSE:

- Governments have committed to continuing the food security program for children and families, so a clear best use of funds needs to be provided to all school districts;
- Currently, school districts are tasking administrators, teachers, and various support staff to run the program with allocated funds; and
- Without clearer guidelines, it is a program open to abuses, waste, and mismanagement that doesn't best provide service to students and families.

CUPE Local 723

CONVENTION

Carried Defeated

Resolution 28

CUPE BC WILL:

Advocate for a sustained reinvestment in public post-secondary education across all sectors, prioritizing stable operating funding, protection of unionized jobs, affordable tuition, accessible programs, and strong support services for students; and
Endorse the BC Federation of Students’ “Cuts Suck. Fix Education.” campaign.

BECAUSE:

- Public funding for post-secondary education in British Columbia has declined from 68 percent in 2000 to 40 percent in 2026;
- Underfunding has contributed to rising tuition fees, shifting the financial burden of the public system onto students and workers, and is making education increasingly inaccessible for low- and middle-income families;
- Chronic underfunding has resulted in widespread harm across the sector, including over 177 programs cut or suspended, more than 1,000 worker layoffs, cancelled courses, and reduced student services;
- Cuts to public post-secondary education weaken publicly funded research that benefits communities, strengthens the economy, advances science and technology, supports climate and green job development, and fosters critical knowledge in the arts, humanities, and social sciences;
- Programs in the arts, humanities, and social justice fields build transferable skills, including critical thinking, creativity, communication, problem-solving, and cultural competency, that strengthen both workforce readiness and democratic participation; and
- Ongoing government underfunding contributes to administrative expansion while disproportionately impacting unionized frontline positions that directly support students and education delivery.

CUPE Local 2396

CUPE BC Post-Secondary Committee (Colleges and Universities Committees)

CONVENTION

Carried Defeated

Resolution 29**CUPE BC WILL:**

Continue to work with diverse allies to advocate for an affordable, accessible, high-quality, responsive, and rationally planned system of public post-secondary education, research, and skills training for all British Columbians.

BECAUSE:

- Years of underfunding, neglect, and over-reliance on international student tuition fees have left British Columbia's post-secondary education system in crisis, and unable to provide the education, research, and skills training required to support the province and its economy;
- The public post-secondary system is foundational economic infrastructure, building the workforce needed to sustain and grow local economies, developing the innovation and research required to evolve and develop the provincial economy, and supplying the ideas and people needed to diversify away from over-reliance on U.S. trade;
- Only a well-funded public system can meet provincial labour force supply needs, and private options lack the scale and quality to deliver for learners, communities and industry, and do nothing to protect the academic freedom required for genuine exploration, discovery, and innovation;
- CUPE BC is uniquely positioned for advocacy on post-secondary education, championing access and affordability, and bringing the sector together with diverse partners under a unified message to government that a major investment in our colleges, polytechnics/institutes, and universities is required, immediately.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 30

CUPE BC WILL:

Strengthen advocacy for public healthcare in B.C., particularly those areas of the public health system that are chronically underfunded, understaffed, and under resourced, including but not limited to rural health, long-term care, hospital and primary healthcare, comprehensive community health services, pharmacare, and mental health care.

BECAUSE:

- Public healthcare funding in B.C. is being diverted to private health service delivery, which contravenes the Canada Health Act, incurring financial penalties;
- Rural and isolated areas of the province experience high rates of health service delivery disruption, with frequent emergency room and clinic closures, and sometimes low availability of paramedic services;
- Approximately 400,000 people in B.C. are still without access to a primary healthcare provider, particularly in rural and isolated areas of the province;
- The passing of Bill 11 (*The Health Statutes Amendment Act, 2025*) in Alberta establishes a dual public-private healthcare system and brings U.S.-style healthcare into Canada;
- Alberta’s privatization of healthcare threatens the public delivery in B.C. by potentially drawing healthcare workers and providers to the private system in Alberta, pressuring neighbouring health systems to adopt similar private-heavy, for-profit models, and undermining the national single-tier medicare system in Canada.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 31

CUPE BC WILL:

Undertake a mapping exercise to identify and engage with the many professional and sector organizations CUPE members affiliate with as part of their work and professional lives.

BECAUSE:

- Among the vast diversity of CUPE work, there are dozens of professional, sector/industry organizations that members belong to, each with their own service and advocacy profile to protect the work of their respective professions and sectors;
- The work of these organizations may impact the advocacy and representation provided by CUPE BC on key topics, and these organizations may provide diverse allyship on key issues facing working people, communities, and affordability; and
- Without mapping these organizations, it is not possible to assess whether there are opportunities for collaboration and partnership, or whether any of these entities are taking contradictory positions on key issues to which CUPE BC or locals should respond.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 32

CUPE BC WILL:

Work with the National Union (B.C. Region) to develop a profile of the Union's presence in the non-profit sector, engage with locals whose members work for non-profits to gather input, and undertake advocacy to better support the sector.

BECAUSE:

- A substantial number of CUPE members work for non-profit societies, whose revenues are dependent on grants, donations, and social enterprises;
- During times of economic uncertainty, organizations that rely on voluntary funding from governments and donors suffer substantial losses, which translates into job losses for CUPE members;
- The non-profit sector—often not recognized as a sector within CUPE's structure—continues to expand, and overlaps with a number of recognized CUPE sectors like community social services, community health, post-secondary education, and emergency services; and
- Advocating for non-profit workers is challenging without the necessary engagement to better understand the sector and its workforce.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 33**CUPE BC WILL:**

Call on the provincial government to invest in and build a unified, provincially-owned and -operated public transportation system across British Columbia, starting with:

- Moving privately operated transit systems into direct public operation;
- Developing a system of high-speed, commuter transportation south of the Fraser River;
- Completing the SkyTrain line to the University of British Columbia;
- Expanding provincial inter-community transportation and moving these services to public operation; and
- Ensuring a fully funded, public transit system for people with disabilities is implemented in all B.C. communities.

BECAUSE:

- Owning a vehicle is the second-biggest expense for most households and is out of reach for many, and this coupled with the lack of affordable and accessible transit, constitutes class-based discrimination;
- Building more transit infrastructure and expanding services offer enormous opportunities to spark economic growth, and create good, family-supporting, unionized jobs and careers;
- Transit system operation should not be a venue for private profit – public transit should be operated by public workers with all funds invested in services and the workers who provide them;
- The lack of a comprehensive and affordable transportation system is a significant safety issue, particularly for Indigenous communities;
- The transportation sector is the largest source of greenhouse gas emissions in B.C., mostly from personal vehicles;
- Underinvestment in transit operation by senior government is a strain on municipal and regional district finances, limiting investment in other critical community services and the municipal workforce; and
- Affordable transit and transportation is an issue of importance to all CUPE members, not just those who work in the sector.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 34

CUPE BC WILL:

Lobby the provincial government for the provision of funding for ongoing professional or academic specialized education or training in concurrent diagnoses and other complex care needs for front-line workers.

BECAUSE:

- Organizations cannot and will not provide this training without the push (requirement) from the government;
- The workers need this training in the communities and working environments that they are currently in;
- Community social services workers are not equipped to provide the support needed to the individuals in care; and
- Employers in the Community Social Services sectors are not providing basic training such as non-violent intervention training and mental health first aid as required certificates for all members.

CUPE BC Community Social Services Committee

CONVENTION

Carried Defeated

Resolution 35

CUPE BC WILL:

Lobby the provincial government for the provision of adequate spaces/programs specifically dedicated to clients with concurrent diagnoses and other complex care needs.

BECAUSE:

- Individuals with multiple intertwined challenges need tailored programs that are designed to meet their complex needs effectively;
- People with developmental disabilities have the right to be treated with respect and dignity, and to have the same rights as anyone else;
- People with developmental disabilities have the right to be free from discrimination, to have access to quality services, and to be included in society;
- Agencies are receiving contracts from funders with individuals with complex care needs but not providing the community social services workers with the tools and knowledge to provide a holistic approach with individualized care plans; and
- Agencies are not providing community social services workers with access to professionals and consultants to provide the tools to coordinate services.

CUPE BC Community Social Services Committee

CONVENTION

Carried Defeated

Resolution 36

CUPE BC WILL:

Lobby the provincial government to ensure that the British Columbia Public School Employers' Association (BCPSEA) and WorkSafeBC recognize violence in the classroom as a serious and urgent occupational health and safety issue by strengthening WorkSafeBC's enforcement, reporting requirements, and supports for workers.

BECAUSE:

- Incidents of violence toward education workers — particularly Educational Assistants, support staff, custodial staff, and others working directly with students — continue to rise across British Columbia;
- Violence in the workplace must be treated with the same seriousness as any other occupational health and safety hazard;
- CUPE members deserve safer working conditions, clear reporting systems, and strong employer accountability; and
- Physical violence is not part of the job and we need to take a stand.

CUPE BC K-12 Committee

CONVENTION

Carried Defeated

Resolution 37

CUPE BC WILL:

Lobby the provincial government to make it mandatory for boards of education to provide public childcare programs on school board properties.

BECAUSE:

- Pensions are especially important to workers, particularly women and caregivers, who often face lost years of contributions; providing year-round, seamless childcare at B.C. schools enables them to return to the workforce sooner and continue contributing to their pension plans;
- Year-round seamless childcare will enable precarious K-12 support staff to work twelve months, increasing their pension contributions and strengthening their years of pensionable service;
- Many school boards are choosing to not provide childcare programs on board properties; and
- The lack of accessible childcare is a significant barrier to employment for many women, particularly single mothers and Indigenous, Black and racialized workers, and making childcare available on school board properties helps promote workforce equity and strengthens the provincial economy.

CUPE BC Pension Committee

CUPE BC Racialized Workers Committee

CONVENTION

Carried Defeated

Resolution 38**CUPE BC WILL:**

Advocate for increased, stable public investment in skilled trades, technical, and vocational programs delivered through public post-secondary institutions, with priority funding directed to public providers over private training organizations; and

Oppose the expansion of privately delivered training that undermines public sector capacity and advocate for reinvestment in the operational needs of public programs, including hiring instructors, upgrading facilities and equipment, expanding training seats, and strengthening coordination between K-12 and public post-secondary pathways.

BECAUSE:

- Public post-secondary institutions in British Columbia deliver approximately 60 percent of skills trades, technical, and vocational training while receiving only about 50 percent of available funding;
- The expansion of privately delivered training programs continues to divert public funding and weaken the capacity of public post-secondary institutions;
- Strong workforce pathways require better coordination between K-12 and public post-secondary systems, alongside a shift in funding from private providers to public education;
- Public institutions face chronic underinvestment in the operational needs of trades and vocational programs, forcing reliance on industry donations and limiting their ability to hire instructors, expand seats, and modernize training; and
- Recent provincial funding and investments to trades programs has primarily supported enrollment rather than expanding programs, infrastructure, and training capacity.

CUPE BC Post-Secondary Committee (Colleges and Universities Committees)

CONVENTION

Carried Defeated

Resolution 39**CUPE BC WILL:**

Advocate for expanded, equitable access to publicly funded mental health supports for all workers in British Columbia, including targeted measures to address barriers in rural, remote, and underserved communities; and

Advocate for increased investment in workplace mental health training, including Mental Health First Aid, crisis management, and trauma-informed response training, with a focus on ensuring accessibility for frontline, precarious, and student workers.

BECAUSE:

- Workers in remote, rural, and northern communities across British Columbia face significant barriers in accessing timely and affordable mental health supports;
- Layoffs, staffing shortages, and ongoing austerity measures have increased workloads, forcing many workers to do more with less and contributing to higher stress, burnout, and mental health challenges;
- Rising workload pressures and a constant state of social, economic, and global crises are intensifying the need for accessible mental health supports in the workplace;
- The increasing cost of living in British Columbia has made private mental health services financially out of reach for many workers, including student workers;
- Expanded access to workplace mental health training, would strengthen prevention, early intervention, and peer support capacity across sectors; and
- Increasing training opportunities in mental health supports would help build safer, healthier, and more resilient workplaces across the province.

CUPE BC Post-Secondary Committee (Colleges and Universities Committees)

CONVENTION

Carried

Defeated

Resolution 40**CUPE BC WILL:**

Reaffirm our position and continue to lobby to all levels of government, transit authorities, and public agencies in British Columbia in support of the full public ownership and operation of all public transit systems in the province through BC Transit or local government.

This includes:

- Opposing privatization, contracting out, corporatization, and Public-Private Partnerships (P3s) in public transit;
- Supporting efforts to eliminate existing contracted transit operations and bring all transit operations work in-house under public ownership and operation;
- Supporting CUPE locals representing transportation workers in protecting and expanding public transit work through political action and public advocacy; and
- Working in cooperation with the National Union, district councils, labour allies, and community organizations to promote publicly owned, operated, and accountable public transit systems.

BECAUSE:

- There is a substantial difference in the quality of employment between transit systems that are publicly operated and those that are contracted out to private corporations, including wages, job security, workplace safety, extended health benefits, and pensions, which collectively make attracting and retaining qualified workers difficult;
- There is a substantial difference in the quality of service between transit systems that are publicly operated and those that are contracted out to private corporations;
- The majority of contracted out transit services in British Columbia are contracted to international transit organizations that are extracting profit from the community through the provision of a public service;
- As international corporations, they feel no pressure or responsibility for improving the quality of service to the community so long as they are making profits;
- Public transit is an essential public service that supports the local economy by helping workers and their families access employment, services, and social opportunities; and
- Accountability to the quality of the service should be between residents in the community and local decision-makers and operators rather than international corporations who are neither accessible nor interested in listening to local community needs.

CUPE BC Transportation Committee

CONVENTION

Carried Defeated

Resolution 41

CUPE BC WILL:

Lobby the provincial government to conduct a comprehensive in-depth review of the governance structures of TransLink and BC Transit with the goal of improving the representation of locally elected representatives to ensure that they hold, at minimum, the majority of votes on the board. This review should include the governance structures of each of TransLink’s subsidiaries, and the operational relationships between them, including ensuring that neither TransLink nor their subsidiaries are violating the *South Coast British Columbia Transit Act*.

BECAUSE:

- The current decision-making model over the largest public transit system in western Canada lacks sufficient public accountability, limits worker and community input, and undermines the delivery of reliable, equitable public transit;
- This was exhibited by the recent decision to continue with a privatized model of HandyDART service delivery in the lower mainland, existing governance models prioritize cost-cutting over enhancing the quality of public service; and
- Effective public transit requires democratic governance, clear accountability, and decision-making that serves riders, workers, and communities, and the current process of joining the TransLink board is closely guarded and places too much power into unelected individuals that the general public cannot hold to account for their decisions.

CUPE BC Transportation Committee

CONVENTION

Carried Defeated

Standing Resolutions

Resolution 42

CUPE BC WILL:

Stop purchasing single-use plastics and non-recyclable swag as a step towards addressing plastics in our oceans; and

Educate and promote sustainable practices to all locals in B.C.

BECAUSE:

- Plastic in our oceans is becoming a larger problem each day;
- Currently only about nine percent of the world's plastics are being recycled;
- Microplastics are making their way into our food chain by animals and fish mistaking the plastics as food;
- Many plastics that are put into recycling are not recycled but sit in warehouses waiting for companies to find a use for them; and
- Plastics take hundreds of years to break down.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 43**CUPE BC WILL:**

Lobby the provincial government to mandate that all public sector employers perform a formal Workload Impact Assessment (WIA) before any restructuring or staffing changes are implemented.

BECAUSE:

- Understaffing in the post-secondary sector has reached a breaking point, causing a documented rise in physical injuries, chronic fatigue, and psychological distress among remaining staff;
- Current occupational health and safety regulations often fail to address the cumulative “slow-motion injury” caused by unreasonable workloads; and
- A mandatory assessment would ensure that operational changes do not compromise the physical and mental well-being of the employees who remain on site.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 44**CUPE BC WILL:**

Continue to support the Boycott, Divestment, Sanctions (BDS) movement by calling for the National Union to provide all locals with educational information on the power of the BDS movement and how these actions can be used for international solidarity with persons who have had their basic human rights violated by an international government.

BECAUSE:

- Canadian trade and investment must not support or legitimize settlements deemed illegal under international law;
- Canadian public sector pensions have funds totalling in the trillions which are invested globally, with many pension funds required to maintain environmental, social, and governance (ESG) investment policies and practices; and
- CUPE members do not want to financially support businesses or companies that are tied to or profit from governments who have a history of violating human rights.

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 45

CUPE BC WILL:

Join the ever-growing number of organizations that are calling upon the provincial and federal governments to support a two-way arms embargo against Israel, whilst advocating for the immediate and sustained entry of aid into occupied Palestine.

BECAUSE:

- The ongoing occupation of Palestinian territories violates international law and the expansion of illegal settlements undermines prospects for lasting peace;
- As union members we recognize that international solidarity is a fundamental tool in the struggle for human rights; and
- CUPE BC policies state:

Human Rights – We support the human rights of all people at the membership, provincial, federal, and international levels.²⁰⁰⁶

and

International Solidarity – We oppose the economic boycott of Gaza, the collective punishment of the Palestinian people, and support the end of the Israeli occupation and illegal settlement of the West Bank, Gaza...^{2001, 2008}

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 46

CUPE BC WILL:

Call upon the National Executive Board in conjunction with the Canadian Labour Congress (CLC) to apply pressure on the Government of Canada to advance investigations into crimes and human rights violations committed by Iranian authorities; and impose targeted sanctions on senior officials of the Iranian regime.

BECAUSE:

- On January 8 and 9, 2026, tens of thousands of peaceful protesters were reportedly subjected to violent repression following orders attributed to Supreme Leader Ayatollah Ali Khamenei, including directives described as “fire at will,” which were carried out by Iranian authorities, including the Islamic Revolutionary Guard Corps (IRGC) and Iranian police;
- Among those reportedly killed were women, men, children, workers, students, teachers, and entire families;
- Thousands of individuals were reportedly arrested and detained for participating in protests;
- Reports indicate that some detainees face execution, and others have allegedly died in custody;
- There are reports that injured protesters were removed from hospitals by authorities and killed, and that some bodies were not returned to families and were buried in mass graves; and
- As per CUPE BC policy:
Human Rights – We support the human rights of all people at the membership, provincial, federal, and international levels.²⁰⁰⁶

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 47

CUPE BC WILL:

Issue a public statement of solidarity with public service unions in Minnesota who are advocating for safe workplaces and community spaces and reaffirm its commitment to the principle that public services must remain accessible, inclusive, and free from violence for both workers and the public.

BECAUSE:

- Article 2.1 of CUPE BC's Constitution states:
CUPE BC has as its objectives:
...
(b) The advancement of the social, economic and general welfare of public employees.
...
(g) To uphold the values of the CUPE National Equality Statement.;
- The CUPE BC Policy Book states:
We support the human rights of all people at the membership, provincial, federal, and international levels.
and,
We support the rights of migrant workers...;
- The unionist principle of "an injury to one is an injury to all" is foundational to a strong, united, internationalist labour movement; and
- Minnesotan public sector unions and labour federations, including but not limited to the American Federation of Labour and Congress of Industrial Organizations (AFL-CIO), Minneapolis Regional Labour Federation (MRLF), Amalgamated Transit Union (ATU), Service Employees International Union (SEIU), UNITE HERE, Communications Workers of America Union (CWA), and National Nurses United (NNU), have expressed urgent concern over public and workplace safety, the protection of workers' rights and dignity, and the systemic targeting of racialized workers by Immigration and Customs Enforcement (ICE), citing reports of violence and forcible removals of workers from workplaces.

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 48

CUPE BC WILL:

Lobby the provincial government for safety reporting systems and infrastructure that are province-wide, not controlled by the employer, and which will ensure full transparency and a collaborative investigative approach.

BECAUSE:

- Violence in the workplace cannot be addressed if it is not reported;
- Reporting systems currently are not reflecting the severity, frequency, or impact of the current violence in the K-12 sector; and
- Accurate reporting is the only way to properly support our members.

CUPE Local 439

CONVENTION Carried Defeated

Resolution 49

CUPE BC WILL:

Lobby the provincial government to withdraw its support for the International Holocaust Remembrance Alliance Working Definition of Antisemitism (IHRA-WDA); and
Create resources for locals to work against the IHRA-WDA in municipal and education sector workplaces.

BECAUSE:

- The IHRA-WDA falsely conflates antisemitism with legitimate criticism of Israel and Zionism;
- This has led to suppression of free speech and political expression in universities and workplaces, as outlined by Independent Jewish Voices Canada in their October 2022 report; and
- The real fight against antisemitism must be joined to the struggle for equality and human rights for all people.

CUPE Local 2278

CONVENTION Carried Defeated

Resolution 50**CUPE BC WILL:**

Declare trade, services, and relationships with Israel to be “hot cargo” and cut ties with the Histadrut; and

Endorse the “Arms Embargo Now” campaign and work with other unions and allies to declare arms shipments to Israel to be “hot cargo,” not to be touched by workers of conscience.

BECAUSE:

- CUPE BC has endorsed the Boycott, Divestment, Sanctions campaign calls to sanction Israel over its genocidal bombing campaign, ground invasion, siege, and starvation of Gaza and annexation of the West Bank despite the October 2025 ceasefire;
- Israel has continued its genocidal bombing campaign, ground invasion, and siege and starvation of Gaza and annexation of the West Bank despite the October 2025 ceasefire; and
- The Israeli labour centre, the Histadrut, has been a partner in the colonization of Palestine since the foundation of Israel, and maintains discriminatory practices against Palestinian workers.

CUPE Local 2278

CONVENTION

Carried Defeated

Resolution 51

CUPE BC WILL:

Under the 'CUPE BC' section, 'Executive Board' subsection of the policy manual, add the following:

Party Leadership Endorsements:

Conduct a membership-wide electronic poll prior to endorsing any candidate in a federal or provincial political party leadership contest; share aggregate poll results with affiliated locals; and formally consider the results before making a final endorsement decision.

BECAUSE:

- CUPE BC is a democratic, member-driven organization whose political advocacy is strongest when it reflects and is informed by the views of its membership;
- Party leadership contests shape the future direction of political parties and are fundamentally distinct from general elections;
- Modern digital tools make it efficient, accessible, and cost-effective to conduct province-wide membership polling within reasonable timelines; and
- Transparent consultation enhances the credibility, unity, and political legitimacy of CUPE BC's public endorsements.

CUPE Local 4816

CONVENTION

Carried Defeated

Resolution 52**CUPE BC WILL:**

Develop and implement an election-readiness plan for a potential unscheduled provincial election to occur before October 2028.

BECAUSE:

- The governing BC NDP have a single-seat majority, meaning that the resignation or illness of a single government caucus member of the Legislature could challenge the government's ability to win a confidence vote;
- The opposition BC Conservatives are selecting a new leader, after which they will be more likely to seek to topple the government should the opportunity arise;
- All CUPE members in British Columbia, but especially those who work directly and indirectly for the provincial government, will be greatly impacted by a regressive government implementing an austerity agenda; and
- An unscheduled general election, in particular one that arises due to a loss of confidence in the Legislature, will be called with little or no notice, and as such, planning for such an eventuality is needed in advance.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 53

CUPE BC WILL:

Commit substantial resources to coordinating member engagement in the 2026 local government elections and encouraging CUPE members to support endorsed candidates.

BECAUSE:

- The majority of CUPE members in British Columbia work for a local government, and their work is fundamentally affected by those elected in school board, regional district, and municipal elections;
- Local government has a substantial impact on our communities, and shapes the public services that CUPE members deliver and rely on;
- Coordinated, regressive political movements are already mobilizing for the 2026 election, running multiple candidates in communities across the province to undermine progress made on key issues like safe supply, sexual orientation and gender identity (SOGI) curriculum, and affordability;
- In response, progressive leadership is needed on issues like housing access, funding for public services, community safety, workplace violence, and inclusive and sustainable communities;
- Those elected to local government often move on to roles in senior government, meaning electing progressive voices—and not regressive ones—helps secure future provincial and federal progressive leadership; and
- As the union representing municipal and K-12 workers, CUPE has a responsibility to engage in the election, do its level-best to deliver a positive outcome, and ensure local governments are delivering the better services and better communities all British Columbians deserve.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 54

CUPE BC WILL:

Develop a comprehensive local government relations plan for the 2026-2030 term that advances relations with local government representative bodies (BC School Trustees Association, Union of British Columbia Municipalities, British Columbia Library Association, plus others) and provides support to locals and district councils to grow their relationship with local government decision-makers in their communities.

BECAUSE:

- To be truly effective, good political action work in elections should be followed by an engagement plan to relate with those elected;
- Progressive candidates, once elected, require ongoing support and engagement to ensure what was promised and committed during campaigns becomes action and policy over the term;
- Regressive candidates, if elected, need to see and feel ongoing and active advocacy from workers and community members pushing back against bad ideas and destructive policy;
- Ongoing relationship-building with elected decision-makers can reduce conflict, identify areas of mutual agreement, and help locals achieve gains at and beyond the bargaining table; and
- Government relations work is far more effective if undertaken with a proactive plan, and this also helps empower local and district council activists to take an active role regularly, and not just during elections.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 55

CUPE BC WILL:

Work with the National Union in the British Columbia Region to undertake a comprehensive health and safety survey of members across all sectors.

BECAUSE:

- Workplace health and safety is a major issue for members in every sector, including mental health, workplace safety, physical violence, bullying and harassment, and the many other ways in which workers’ health is put at risk by employers;
- Anecdotally, it appears that members’ experiences of health and safety risks have increased, both in intensity and number, in all sectors within our Union;
- Increased understanding of the issues being faced by members, and how those issues differ and align between different sectors, will help address worker health and safety with employers and elected decision-makers;
- Baseline provincial data will also help locals compare their workplaces to provincial averages, providing an additional tool to put pressure on employers and the B.C. government; and
- Provincial data will also help identify patterns and trends that allow for further research and advocacy.

CUPE BC Executive Board

CONVENTION Carried Defeated

Resolution 56

CUPE BC WILL:

Request that the National Executive Board take immediate action to pressure the government of Canada to work with the global community to defend Cuba's sovereignty and its right to self-determination.

BECAUSE:

- After a decades-long illegal blockade of Cuba, the government of the United States of America (U.S.) has increased its oppression of the sovereign island nation by attacking vessels attempting to convey trade goods, and by overthrowing the government of Venezuela, an essential Cuban trading partner;
- The increasing pressure being applied to Cuba is part of a broader emerging pattern of unilateral U.S. financial, military, and political coercive measures designed to extend American hegemony, one that also threatens Canada's own sovereignty;
- For the people of Cuba, who already faced harsh conditions due to existing and ongoing U.S. financial and economic sanctions, the new attacks are devastating to their ability to provide the basic necessities of life, including food, water, shelter, and other daily needs; and
- The Government of Canada must act, as it did to defend the sovereignty of Greenland and the Kingdom of Denmark, by working with the global community to ensure that independent sovereign states cannot be bullied, or have their citizens brutalized, for refusing to come under U.S. control.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 57**CUPE BC WILL:**

Advocate for environmental equity as a vital component for fostering responsible artificial intelligence (AI) data centers and lobby the government to increase the regulations involved in the environmental impacts of AI data centers including energy efficiency, transparency of water usage, and carbon-free electricity sources.

Regulations may include the following:

- Mandated public annual reporting on water and energy use, including employer disclosure of the environmental impacts of existing and new AI technologies;
- Increased Indigenous and community consultation regarding the impacts of AI technologies on jobs, energy, and water use;
- Legislation mandating that AI technologies are powered by clean energy;
- Encourage the government to invest in the development of public cloud infrastructure, including data centers and software for public sector use, and ensure public ownership of digital infrastructure to safeguard Canada's economic independence; and
- Request disclosure of environmental impacts of any new AI technologies.

BECAUSE:

- While AI can pose tremendous threats to job security across nearly all fields of work, data center development is inevitable and well-regulated data centers can contribute to job security and prosperity for Canadians; and
- Governmentally regulated and publicly owned AI data centers mitigate environmental damage and support environmental protection of water and land through sustainable practices as well as give back to the community in which they function.

CUPE BC Environment and Climate Justice Committee

CONVENTION

Carried Defeated

Resolution 58

CUPE BC WILL:

Call on the provincial government to:

- Implement regulations to mandate that mining companies plan for climate change both during the operational lifespan and through decommissioning;
- Insist on proper risk assessment and ongoing impact monitoring so as not to negatively impact the ecosystem, region, and inhabitants;
- Demand meaningful consultation with local First Nations whose communities will be those most affected by the expansions to mining in B.C.; and
- Engage with non-partisan scientists on best current practices to mitigate the risk of harmful contaminants and the vulnerability of tailings ponds on surrounding water and ecosystems.

BECAUSE:

- The provincial government has created a new Critical Minerals Office to expedite the mining of rare minerals in B.C. and while stronger regulations have been implemented, past mining projects are still working to address environmental remediation amid proposed expansion;
- Some mining projects received an environmental assessment prior to newer regulations being brought in by the government and should not be expedited to bypass new regulatory standards that include meaningful consultation with affected First Nations;
- Workers, including CUPE members and their families, reside in communities that are or will be impacted by the environmental concerns associated with mining;
- Mining tailings ponds in B.C. contain harmful substances like arsenic and selenium which contaminate water systems and damage fish habitats;
- In addition to inactive mines, there are approximately 140 inactive legacy tailings sites across the province that require monitoring; and
- 30 – 50 percent of copper, gold, iron ore, and zinc production are in areas of high water stress, with risks expected to worsen due to flooding and drought, and proper risk assessment and impact monitoring must be in place to prevent negative environmental impacts.

CUPE BC Environment and Climate Justice Committee

CONVENTION

Carried Defeated

Resolution 59**CUPE BC WILL:**

Request the National Union develop B.C. specific occupational health and safety (OH&S) training to supplement national OH&S workshops where the National Union's education and training materials are not specific enough to address regional issues, including the role of WorkSafeBC Occupational Hygiene Officers.

BECAUSE:

- Improved understanding of the specifics of WorkSafeBC regulations will improve locals' capacity to better advocate for member safety;
- Training specific to the role of an Occupational Hygiene Officers will equip Health and Safety Committee members, stewards, and frontline workers with the knowledge needed to advocate for appropriate assessments and controls; and
- Building greater awareness of the role and expertise of Occupational Hygiene Officers will strengthen joint health and safety committees, empower members, and contribute to safer workplaces across British Columbia.

CUPE BC K-12 Committee

CONVENTION

Carried Defeated **Resolution 60****CUPE BC WILL:**

Create a public campaign that includes social media about violence in the workplace and the right to refuse unsafe work in order to raise public awareness, empower members to exercise their rights, and ensure every member is aware of their right to refuse unsafe work; and Lobby the provincial government to strengthen prevention efforts and ensure that WorkSafeBC is actively ensuring every workplace has a violence prevention program.

BECAUSE:

- Workers experience violence daily and are not aware of their rights to refuse unsafe work;
- The public needs to be aware of what is happening in workplaces, but members are often unable to communicate what they experience on the front lines;
- The public and workers may not know what constitutes unsafe work or what types of situations may constitute unsafe working conditions; and
- Public pressure is needed for the provincial government to take action to take a proactive approach to making all workplaces safe.

CUPE BC Occupational Health & Safety Committee

CONVENTION

Carried Defeated

Resolution 61

CUPE BC WILL:

Lobby the provincial government to ensure that WorkSafeBC dedicates Prevention Officers to investigation and enforcement of health and safety issues relating to violence and psychological injuries.

BECAUSE:

- Violence is increasing in our workplaces, causing physical and psychological injuries to workers and the loss of essential workers in critical professions;
- Incident investigations and critical incident debriefings are not occurring, and there are escalating risks, inadequate support, and a dangerous erosion of safety protocols; and
- Violence is NOT part of the job and we need WorkSafeBC to take an active role in preventing incidents.

CUPE BC Occupational Health & Safety Committee

CONVENTION Carried Defeated

Resolution 62

CUPE BC WILL:

Declare 2026 the Year of Health and Safety and recognize it by:

- Hosting monthly webinars that are recorded and available for members, covering all of the health and safety foundations, such as having an effective health and safety committee, worker-selected health and safety representatives, hazards and risk assessment, system of controls, committee evaluations, and other health and safety basics;
- Survey all locals in B.C. to get a snapshot of the current state of the Union's health and safety programs and identify ways that CUPE BC can assist locals to ensure health and safety issues are being addressed, that every local has a functioning health and safety committee, and is empowered to advance health and safety in their locals; and
- Survey all members to get a snapshot of the state of workplace health and safety, including whether or not workers feel safe in the workplace, hazards in their workplaces, and the general state of workplace health and safety.

BECAUSE:

- The CUPE National Convention declared 2026 the Year of Health and Safety; and
- Ensuring that every local union has the right foundation and tools to address unsafe working conditions and ensure safe workplaces.

CUPE BC Occupational Health & Safety Committee

CONVENTION Carried Defeated

Resolution 63

CUPE BC WILL:

Submit a resolution to the next CUPE National Convention which directs the National Union to lobby the federal government to allow Canada Pension Plan survivor benefits to be payable to estates where no other beneficiary exists.

BECAUSE:

- Canada Pension Plan survivor benefits are currently forfeited to the program if a contributor dies without a surviving spouse or eligible dependant;
- Contributors make mandatory contributions throughout their working life, and forfeiture of these benefits in the absence of survivors raises concerns of fairness, equity, and public confidence; and
- Allowing survivor benefits, or a defined portion of them, to be payable to the contributor’s estate would recognize lifetime contributions, prevent inequitable loss, and maintain public trust in compulsory contribution systems.

CUPE BC Pension Committee

CONVENTION Carried Defeated

Resolution 64

CUPE BC WILL:

Undertake public advertising and communications to advocate for expanded pension access beyond Canada Pension Plan and Old Age Security for all workers, including public-sector workers.

BECAUSE:

- Negative sentiment toward public sector employees has increased, in part, due to the perception that they are guaranteed pensions; and
- Not everyone has access to or is enrolled in a public pension plan.

CUPE BC Pension Committee

CONVENTION Carried Defeated

Resolution 65

CUPE BC WILL:

Call on the National Union to condemn the ongoing enforcement and atrocities caused by Immigration Customs Enforcement (ICE) across the United States.

BECAUSE:

- CUPE has a strong history of challenging racism and in 2021 adopted an Anti-Racism Strategy;
- CUPE BC is an active democratic voice for labour;
- Canada is not immune to the anti-immigrant sentiment happening across the country; and
- B.C. anti-racism legislation and the *Anti-Racism Data Act* formally recognize that racism is systemic and not just based on the individual.

CUPE BC Racialized Workers Committee

CONVENTION

Carried Defeated

Resolution 66

CUPE BC WILL:

Call on the National Union to issue a statement on the humanitarian, political, and human rights crises in Venezuela.

BECAUSE:

- CUPE has a long history of standing up for international law, human rights, peaceful resolution of conflicts, and solidarity with workers and oppressed people globally;
- This situation in Venezuela impacts not only Venezuelans inside the country but also workers and families across the region who have migrated for safety, stability, and opportunity; and
- The National Union should reaffirm CUPE's opposition to foreign military intervention and any actions that undermine international law while advocating for diplomacy, international cooperation, humanitarian aid, and protection of human rights consistent with union values.

CUPE BC Racialized Workers Committee

CONVENTION

Carried Defeated

Resolution 67

CUPE BC WILL:

Urge the provincial government to continue the training tax credit for apprentices and expand assistance to apprentices with training expenses; and

Work with the National Union to demand the restoration of the federal government’s Apprenticeship Incentive Grant (AIG) and Apprenticeship Completion Grant (ACG).

BECAUSE:

- B.C.’s training tax credit provides refundable income tax credits for apprentices enrolled in programs administered through Skilled Trades BC;
- The provincial government extended the training tax credit for apprentices by one year to December 31, 2025, but its future beyond that is uncertain;
- The Government of Canada ended the AIG and the ACG on March 31, 2025 – together these two federal grants provided grants worth up to \$4,000 for registered Red Seal apprentices; and
- These grant programs and tax credits provide much-needed support to apprentices with expenses related to their training, including travel, education resources, housing, and wage loss.

CUPE BC Skilled Trades Committee

CONVENTION

Carried Defeated

General Resolutions

Resolution 68

CUPE BC WILL:

Lobby the provincial government to align the rate of housing with childcare space needs.

BECAUSE:

- By aligning the rate of housing to childcare space needs the provincial government and municipalities can see what the current and projected childcare need will be with new housing developments;
- Having this data to know how much projected childcare need there is when housing developments occur will support more impactful and effective planning on where public and non-profit childcare delivery may occur and how many spaces are needed;
- Planning for childcare space needs to be an integrated priority across our province and country, and not an afterthought, and should be aligned and planned with housing developments; and
- Childcare is essential infrastructure that supports society and the economy at large, reducing gender inequities, supporting all families, and supporting families in greater need.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 69

CUPE BC WILL:

Lobby the provincial government, specifically the Ministry of Education and Child Care and the Ministry of Municipal Affairs, to actively work with municipalities to leverage their land-use policies to increase delivery of public and non-profit owned childcare spaces.

BECAUSE:

- Delivering on the promise of a universal childcare system takes all levels of government working together and sharing the burden so that no level of government can pass the buck;
- Both federal and provincial governments have committed to the delivery of a universal childcare system with some municipalities also committing to this as well;
- Municipalities are uniquely positioned to leverage land-use policies in development to negotiate and, at times, adjust bylaws to require delivery of essential infrastructure like childcare through community amenity contributions via development cost charges, amenity cost charges, negotiated community amenity contribution requirements, and incentives embedded in zoning that would provide greater floor area ratios for delivery of city-owned childcare spaces;
- The cities of Vancouver, Richmond, Burnaby, and North Vancouver all have childcare incentives and leverage their land-use policies to deliver city-owned childcare spaces that are operated by non-profits that provide more affordable and higher quality care than for-profits can; and
- There is a need to raise the land-use policy floor across all municipalities in B.C. to incentivize and, where appropriate, require childcare delivery to be city-owned or non-profit owned, thus realizing more childcare spaces that work towards a public, universal system.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 70

CUPE BC WILL:

Lobby the provincial government to expand access to the Farmers’ Market Nutrition Coupon Program.

BECAUSE:

- Demand is far exceeding available space; and
- This is another clear, tangible action that can reduce food insecurity in B.C. at a time when food insecurity is a major issue.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 71

CUPE BC WILL:

Lobby the provincial government to provide significant funding to enable the planning and development of a centralized, integrated food distribution hub that provides nominal leased space to stage coordinated food rescue and emergency responses.

BECAUSE:

- Many non-profit food organizations are operating from privately rented facilities (or are without one) and subjected to higher rents and insecure tenure;
- A central facility enables them to co-locate and collaborate where there are natural synergies; and
- Achieving this would tangibly support food insecurity mitigation, help those in the greatest need, and broadly help society at a time when food affordability is a major issue.

CUPE Local 15

CONVENTION Carried Defeated

Resolution 72

CUPE BC WILL:

Conduct a public "Remote Work Campaign" which communicates out the research, benefits, and evidence of working from home for those to whom it applies.

BECAUSE:

- Most workers in the public and private sectors who have been remotely working without issues for the past six years since the COVID-19 pandemic with largely positive impacts on productivity and cost efficiencies to organizations;
- Most have been recalled into the office almost full-time, and this has seriously disrupted work-life balance, increased transportation costs, increased transportation congestion, increased stress with more commuting, and reduced the amount of time that people in remote work positions could have been spending on their lives and life obligations (caregiving, health/medical needs, etc.);
- This decision to return to the office by most employers is not evidence-based and has come in tandem with job cuts and a clear intention to further control workers; and
- There is still a growing need to ensure the public and all workers are clear that the benefits are significant and are a major benefit to redefining and enhancing working conditions in the 21st century and provide additional benefits to society at large.

CUPE Local 15

CONVENTION Carried Defeated

Resolution 73

CUPE BC WILL:

Conduct, build out, and maintain a jurisdictional scan of all CUPE locals in B.C. that have remote work language currently in their collective agreements, and changes made during bargaining periods, as a reference point for locals to collaborate and compare in terms of drafting remote work language to progressively enshrine in collective agreements.

BECAUSE:

- There is a need to have a key dataset that tracks, monitors, and can be built upon to support the drafting of language and collaboration across locals as needed to achieve better working conditions, improve workers lives, and support equity needs (caregiving needs, medical/health accommodations, etc.) for workers that remote work may apply to.

CUPE Local 15

CONVENTION

Carried Defeated

Resolution 74

CUPE BC WILL:

Advocate for all affiliated locals to prioritize bargaining Living Wage BC employment language into their collective agreements.

BECAUSE:

- A Living Wage Employer in British Columbia is an organization that pays all unionized, direct, and contracted workers a living wage rate, as set forth annually by the Living Wage BC report;
- Those who are currently Living Wage Employers provide protections outside of collective bargaining to ensure that their lowest-paid workers do not fall below the Living Wage threshold;
- CUPE locals that represent municipalities that have a Living Wage Policy could remove the policy at any given moment, or with each election cycle, based on the new government priorities or principles; and
- When the City of Vancouver removed their Living Wage Policy, it was followed by a zero percent tax increase mandate that severely limited the ability to bargain a fair wage increase.

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 75**CUPE BC WILL:**

Call upon the National Union and the Canadian Labour Congress to lobby all levels of government to oppose military spending increases, demanding that funds instead be allocated towards improving healthcare, education, childcare, libraries, waste management, and other essential public services.

BECAUSE:

- Governments at the federal, provincial, and municipal levels continue to implement severe austerity measures that result in cuts to public services, wage stagnation, privatization, loss of union jobs, and under-resourcing of the public service;
- Austerity specifically harms public service workers and the communities they serve, particularly in cases of low-income communities, Indigenous communities, immigrants, BIPOC workers, and people with disabilities;
- Federal increases in military spending divert billions of public dollars away from urgently needed investments in public healthcare, education, childcare, libraries, waste management, and other essential public services; and
- Article 2 of CUPE BC's Constitution states its objectives to, "The advancement of the social, economic and general welfare of public employees."

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 76**CUPE BC WILL:**

Call upon the National Union to provide locals with educational information on the impacts of expanding military spending and the effect that austerity has on the public sector.

BECAUSE:

- Political action led by 800,000 informed CUPE members will provide clarity to governments on how Canadians want their tax dollars prioritized;
- Federal increases in military spending divert billions of public dollars away from urgently needed investments in public healthcare, education, childcare, libraries, waste management, and other essential public services; and
- This information will help members understand that prioritizing investments into public services will help tackle inflation by lowering consumer costs for essential services like childcare, healthcare, and transportation, reducing overall cost-of-living pressures.

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 77

CUPE BC WILL:

Call upon all affiliated locals to prioritize precarious worker improvements during all future bargaining sessions.

BECAUSE:

- Racialized workers are disproportionately affected by temporary, part-time, and gig work in B.C.;
- Our organization must be the voice for these workers, by communicating to locals on the importance of raising awareness on these inequities;
- Monetary improvements for auxiliary and part-time members are often removed early in negotiations or prior to seeking a mandate increase, as many employers dictate that they want monetary improvements that cover everyone;
- Bargaining committees can help workers tackle precarity by negotiating conversion language in collective agreements that create more full-time permanent positions and by improving precarious worker compensation (such as in-lieu percentages) which reduces the gap between regular full-time status; and
- By prioritizing and keeping pace with inflationary benefit figures, it limits employers’ desire to create a cheaper, more precarious workforce.

CUPE Local 389

CONVENTION

Carried Defeated

Resolution 78

CUPE BC WILL:

Submit a resolution to the next National Convention to amend the CUPE Constitution to allow for multiple means of voting at local hybrid meetings (i.e. secret ballot and secure virtual).

BECAUSE:

- Smaller locals and locals with large, outlying areas have a difficult time getting members to attend in-person meetings and do not want to go fully virtual taking the social aspect away from the members who do attend in-person;
- Providing devices for everyone in the room is not always possible; and
- The recommended voting program, Simply Voting, is a costly service for smaller locals.

CUPE Local 723

CONVENTION

Carried Defeated

Resolution 79**CUPE BC WILL:**

Submit a resolution to the National Convention calling for the development of National Representative positions that focus exclusively on helping members with WorkSafeBC claims.

BECAUSE:

- The primary purpose of the union is to protect the rights, health, safety, and economic security of its members;
- Workplace injuries and occupational illnesses directly affect members' wages, benefits, job security, dignity, and long-term well-being;
- The WorkSafeBC system is complex, procedural, and adversarial in nature, requiring timely submissions, medical evidence, and effective advocacy;
- Employers are typically supported by human resources personnel, consultants, and legal advisors in WorkSafeBC matters, creating a significant imbalance of power when workers are unrepresented;
- WorkSafeBC decisions frequently intersect with collective agreement provisions, including return-to-work, accommodation, seniority, job classification, and modified duties;
- Failure to provide representation in WorkSafeBC cases can lead to unjust outcomes for members, erosion of trust in the union, and increased grievances and disputes; and
- Access to justice should not depend on personal resources.

CUPE Local 900

CONVENTION

Carried Defeated

Resolution 80**CUPE BC WILL:**

Lobby the Ministry of Social Development and Poverty Reduction and the Ministry of Agriculture and Food to expand on the Food Skills for Families, the Feed BC, the Farm to School BC, and the BC Dairy programs to be more comprehensive by providing food literacy and creating and funding community kitchens for British Columbians.

BECAUSE:

- Food insecurity is a significant issue affecting CUPE BC members and the communities they serve;
- Reports show a substantial percentage of union members in sectors such as health care and community services must reduce groceries or use food banks;
- The Ministry of Agriculture and Food is responsible for supporting our province's food security to develop a resilient food system and economy; and
- The Ministry of Social Development and Poverty Reduction focuses on providing British Columbians in need with a system of supports to help them achieve their social and economic potential.

CUPE Local 1936

CUPE BC Women's and Gender Rights Committee

CONVENTION

Carried

Defeated

Resolution 81**CUPE BC WILL:**

Lobby the Ministry of Social Development and Poverty Reduction and the Ministry of Agriculture to expand on the Food Skills for Families, the Feed BC, the Farm to School BC, and the BC Dairy programs to be more comprehensive by educating British Columbians about food literacy and available community kitchen programs.

BECAUSE:

- Food insecurity is a significant issue affecting CUPE BC members and the communities they serve;
- Reports show a substantial percentage of union members in sectors such as health care and community services must reduce groceries or use food banks;
- The Ministry of Agriculture and Food is responsible for supporting our province's food security to develop a resilient food system and economy; and
- The Ministry of Social Development and Poverty Reduction focuses on providing British Columbians in need with a system of supports to help them achieve their social and economic potential.

Metro Vancouver District Council

CONVENTION

Carried

Defeated

Resolution 82

CUPE BC WILL:

Lobby the provincial government to improve and expand connectivity in rural areas of the province by improving and creating reliable transit infrastructure, cell service, and internet connectivity.

BECAUSE:

- Limited public transportation options prevent survivors or those needing to escape violence from doing so and accessing needed support services;
- Improved and accessible community services will help survivors move forward and enable them to connect with other survivors of gender-based violence;
- Lack of cell service or a reliable internet connection prevents survivors from learning of or being able to reach out to available support services or to access help in dangerous situations; and
- Creating reliable transit, internet, and cell infrastructure would improve access to emergency services and decrease isolation for everyone in remote and/or rural communities.

CUPE Local 1936

Metro Vancouver District Council

CUPE BC Women's and Gender Rights Committee

CONVENTION

Carried Defeated

Resolution 83

CUPE BC WILL:

Lobby the provincial government to change the *Labour Relations Code* to explicitly recognize that student workers are employees.

BECAUSE:

- More than 3,200 graduate research assistants (GRAs) at the University of British Columbia applied at the BC Labour Relations Board (LRB) to join CUPE 2278 in 2023;
- The ruling of the LRB, delivered after an inexcusable delay, accepted the claims of the employer, that GRAs are not workers, at face value and disregarded evidence provided by the Union and student workers;
- A review of the *Labour Relations Code* took place in 2024-25, in which the BC Federation of Labour, CUPE BC, and Local 2278 submitted recommendations about changing the definition of employee in the *Code*; and
- No changes have yet been made to the *Code*, contributing to further delays in student workers' accessing their constitutional right to unionize, while facing exploitative workplaces, precarious conditions, and usually below minimum wages.

CUPE Local 2278

CONVENTION

Carried Defeated

Resolution 84

CUPE BC WILL:

Submit a resolution to the 2027 National Convention calling for the incorporation of membership engagement and organizing training, specifically how to master one-on-one organizing conversations, into the Steward Learning Series and Local Executive Training.

BECAUSE:

- CUPE Education already has modules that provide this training, including specifically the one-on-one organizing conversation model;
- This training would be extremely valuable to local activists and executive members in doing internal organizing work in existing locals;
- Internal membership development, engagement, and organizing is a key strategy in resisting regressive attacks on the labour movement, and defending workers’ organizing rights; and
- Better organized and engaged members lead to better capacity to fight and win, both at the bargaining table and beyond.

CUPE Local 2278

CONVENTION

Carried Defeated

Resolution 85

CUPE BC WILL:

Submit a resolution to the next National Convention calling on the National Union to hire additional permanent and temporary National Representatives in British Columbia to ensure adequate staffing levels and timely support for locals throughout the province.

BECAUSE:

- CUPE BC members rely on timely and effective support from National Representatives in addressing workplace issues, grievances, collective bargaining, and organizing campaigns;
- The current number of National Representatives assigned to British Columbia is insufficient to meet the growing workload and needs of CUPE locals across the province;
- In British Columbia there are many composite locals, meaning that while they exist under a single local number, they often contain multiple units with diverse workplaces, contracts, and issues, significantly increasing the complexity and workload for National Representatives;
- The increasing volume and complexity of work has resulted in National Representatives facing unsustainable workloads, contributing to burnout and reduced capacity to provide timely support to locals; and
- Delays in accessing National Representative support can negatively impact members, locals, and the overall ability of CUPE to advance workers' rights and defend collective agreements.

CUPE Local 3523

CUPE Local 4879

CONVENTION

Carried Defeated

Resolution 86

CUPE BC WILL:

Under the "Health Care" section of the policy manual, add the following subsection titled 'Primary Care':

We support a model of primary care delivered through interdisciplinary, team-based care where physicians, nurse practitioners, nurses, allied health professionals, mental health workers, community health workers, and support staff work collaboratively. We support a model of primary care that is community-governed, publicly funded, and provided on a not-for-profit basis. We support the expansion of this model across British Columbia.

BECAUSE:

- Primary care is the foundation of the public health care system;
- Team-based, interdisciplinary care improves patient outcomes and working conditions; and
- Community-governed, not-for-profit delivery ensures public accountability and reinvestment in patient care rather than private profit.

CUPE Local 4816

CONVENTION

Carried Defeated

Resolution 87

CUPE BC WILL:

Develop an outreach and representation plan for CUPE members in the Yukon Territory.

BECAUSE:

- CUPE BC is the British Columbia and Yukon Division of the Union;
- Until recently there were very few members in the Yukon , and those were members of a national certification, but recent organizing has increased the Yukon membership, with the hopes of more members to come in future years;
- As a provincial division of the National Union, CUPE BC has a responsibility to engage with members in all parts of its jurisdiction and ensure that every local can belong, be fairly represented, and receive support and resources.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 88**CUPE BC WILL:**

Submit a resolution to the 2027 CUPE National Convention seeking increased support and resources for district councils, and additional time at national conventions for district council leadership to connect and engage with each other.

BECAUSE:

- District councils are an important representative structure in our union, providing regional support to locals, opportunities for locals to work together and build relationships with one another, and providing a model of community engagement that spans the diversity of membership;
- Many district councils struggle with the vastness of the regions they serve, and with limited capacities and resources;
- Learning from each other at National Convention is a simple way to build capacity, and the strong participation at the district council session at the 2025 National Convention is clear evidence that such sessions are highly valuable; and
- As locals struggle with rising costs and limited resources, more is asked of district councils, who themselves have limited resources to meet their affiliates' needs.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 89

CUPE BC WILL:

Stand united with CUPE members across the country, and other members of Canada’s labour movement, to demand the repeal of Section 107 of the *Canada Labour Code*.

BECAUSE:

- Section 107 of the *Canada Labour Code* empowers the federal Minister of Labour to intercede in labour disputes by directing the Canadian Industrial Relations Board to impose such measures as binding arbitration, extension of existing collective agreements, and ending legal strikes;
- The federal government has demonstrated a willingness to use this section of the Code to deliberately undermine free and fair collective bargaining, and the rights of union members under the *Canadian Charter of Rights and Freedoms*;
- A clear, recent, and relevant example of the abuse of this section of the Code was seen in 2025 when the federal government attempted to force CUPE members working for Air Canada back to work after only hours on the picket line;
- It is clear from the actions and statements of Air Canada, that the existence of Section 107, and the federal governments willingness to invoke its provisions, created a situation in which the employer’s approach to bargaining included their expectation that the union would be prevented from striking; and
- Provisions of the Code should create an environment in which all parties are encouraged to bargain in good faith and work honestly for a fair deal at the bargaining table, and Section 107 does the exact opposite.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 90**CUPE BC WILL:**

Develop a comprehensive housing policy, including topics such as affordability, the missing middle, non-market housing development, pre-fabrication, and other means to accelerate the development and construction of a diversity of housing options that CUPE members can afford and are accessible to people with disabilities; and

Submit a resolution to the 2027 CUPE National Convention calling on the National Union to develop a National Housing Strategy, and a plan to engage with the Government of Canada to ensure the Build Canada Homes program delivers a diversity of housing options that working people can afford.

BECAUSE:

- Housing is often the single largest expense of any household, and housing insecurity continues to be an epidemic among low- and middle-income British Columbians;
- Years of planning, encouragement, and investment by local and senior governments have had limited effect on affordability and housing supply;
- Government initiatives on housing are too often undermined by market forces that absorb and counter public investment;
- A comprehensive policy on housing would help CUPE BC direct its advocacy and partnership to initiatives and projects that address the housing challenges faced by members, and the strategic solutions that best align with our values;
- Historically, major housing expansions have occurred in response to federal investments and programs, and leadership is required by all levels of government;
- Under-investment in housing creates social and economic challenges for communities, and these constitute a downloading onto local government that have limited resources to address the outcomes and impacts; and
- Housing is a central issue that itself impacts other issues with which CUPE members struggle, and one that calls for leadership by the National Union.

CUPE BC Executive Board

CONVENTION

Carried

Defeated

Resolution 91

CUPE BC WILL:

Engage with the Office of the Auditor General of British Columbia to raise concerns and seek investigation of expenditures on consultants and other external advice procurement by the provincial government, crown corporations, and other government reporting entities.

BECAUSE:

- Transparency in public expenditure is an important accountability measure that holds government responsible for how taxpayers’ money is spent;
- The role of the Auditor General includes conducting reviews that support improvements in public sector reporting, programs, and services and, in so doing, to prioritizing areas of risk and significance;
- Substantial concerns exist among members of the public sector that resources are being diverted from service delivery to external advice procurement and consultants;
- These unaccountable external advisors, themselves businesses and corporations, are not non-partisan actors without their own perspectives that inherently influence government; and
- Traditional methods of disclosure provide limited detail and information about the role and scope of external advisory firms and contractors, and it is simply not feasible for unions, civil society groups, or citizens to hold public entities accountable for these expenditures via *Freedom of Information Act* requests.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 92**CUPE BC WILL:**

Submit a resolution to the 2027 CUPE National Convention seeking resources and support be provided to locals who need to increase their dues to a sustainable level.

BECAUSE:

- The costs to run a local have increased dramatically in recent years, and many locals with historically low dues levels are struggling to afford basic expenses;
- The complexity and cost of grievances and arbitrations has increased disproportionately to local resources, as has operational expenses, and local leaders are struggling to cover these costs without cutting other expenses;
- When dues are not sufficient to cover costs, cuts are made to important but variable expenses like officer book-off, union education, participation in conventions, member outreach, and campaigns—cutting these costs produces even more challenges over time and leaves locals even worse off; and
- Support is needed for locals who are experiencing these challenges, and in particular strategies, resources, and tools to help talk to rank-and-file members about the need to increase dues and the benefits of sustainable dues levels, and strategies about how to best raise these issues with rank-and-file members.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 93

CUPE BC WILL:

Commit its full support and solidarity to SCFP–Québec in their existential fight to resist the Government of Québec’s attempts to institute right-to-work legislation, undermine workers’ constitutional rights, and decimate free and fair collective bargaining in the province.

BECAUSE:

- In October 2025, the Government of Québec introduced Bill 3, legislation that, among other things, would make union dues optional, force unions to allow non-members to vote, limit or eliminate the ability of unions to engage in campaigning on public policy issues and elections, and force unions to adopt bureaucratic and oppressive internal structures;
- The actions of the Government of Québec are nothing short of union-busting, forcing unions to exist under an oppressive regime that is impossible to navigate, and intentionally deprives workers of their collective voice and power;
- Bill 3 is consistent with the worst examples of governments using their power to silence working people on behalf of the wealthy and well-connected and as a means to distract from their broader failings or corruption; and
- Being part of CUPE-SCFP means that when a fight is picked with a group of workers by a government or employer, that fight is with all 800,000 members, coast-to-coast-to-coast.

CUPE BC Executive Board

CONVENTION

Carried Defeated

Resolution 94**CUPE BC WILL:**

Call on the provincial and municipal governments to redirect funding away from police expansion and toward fully funded, publicly delivered social services, including housing, mental health care, addictions supports, child welfare, education, and community-based crisis response; and Advocate for the expansion of non-police, civilian-led crisis response teams that are adequately staffed, trained, and compensated, and that prioritize de-escalation, harm reduction, and community care.

BECAUSE:

- Successive provincial and municipal governments have increased funding for policing, surveillance, and militarized equipment while social services such as housing, mental health care, addictions treatments, child welfare, education, and income supports remain chronically underfunded; and
- The underfunding of social services places frontline workers and communities at risk, increases workloads, exacerbates poverty and inequality, and shifts responsibility for complex social issues onto police forces that are not trained or mandated to provide social or health care; and
- The increased militarization of police forces – including the use of military-style weapons, tactics, and equipment – disproportionately harms Indigenous, Black, racialized, disabled, and low-income communities, and escalates rather than resolves social crises.

CUPE BC International Solidarity Committee

CONVENTION

Carried Defeated **Resolution 95****CUPE BC WILL:**

Request the National Union ensure that its staff have the tools to support locals with artificial intelligence (AI) concerns in the workplace, including strategic planning and ongoing training.

BECAUSE:

- AI is a growing threat to CUPE members across B.C. and we can only expect this threat to increase over time;
- Locals need support from trained staff on this intricate topic to ensure that we are staying ahead of employers' implementation of AI in the workplace; and
- The landscape of AI is rapidly changing and we need to be up to date with current issues.

CUPE BC Libraries Committee

CONVENTION

Carried Defeated

Resolution 96

CUPE BC WILL:

Lobby members of the legislative assembly (MLAs) to support, participate, and help facilitate a community reflection and education event about Tumbler Ridge across British Columbia.

BECAUSE:

- Tragic incidents within communities, including the recent incident in Tumbler Ridge, can have deep social, emotional, and systemic impacts, particularly on racialized communities who may already experience marginalization and inequity;
- Public reflection, education, and dialogue are essential tools in advancing understanding, healing, anti-racism, and community cohesion;
- CUPE BC committees work to promote education, awareness, and solidarity in response to incidents that may impact racialized communities; and
- CUPE BC has a longstanding commitment to human rights, equity, and community-based responses that addresses systemic inequities and promotes safer, more inclusive communities.

CUPE BC Racialized Workers Committee

CONVENTION

Carried Defeated

Late Resolutions

Section 4.16 of the CUPE BC Constitution states:

4.16 (a) Any resolution not submitted under Section 4.14 or 4.15 will be considered a late resolution and will be dealt with only after all other resolutions have been presented.

The following resolutions were received after the deadline and therefore are presented here unedited for your information only.

Resolution L1

CUPE BC WILL:

Serve a resolution to the National Union calling for the development of National Representative positions that focus exclusively on helping members with WorkSafeBC claims.

BECAUSE:

- The primary purpose of the union is to protect the rights, health, safety, and economic security of its members.
- Workplace injuries and occupational illnesses directly affect members' wages, benefits, job security, dignity, and long-term well-being.
- The WorkSafeBC system is complex, procedural, and adversarial in nature, requiring timely submissions, medical evidence, and effective advocacy.
- Employers are typically supported by human resources personnel, consultants, and legal advisors in WorkSafeBC matters, creating a significant imbalance of power when workers are unrepresented.
- WorkSafeBC decisions frequently intersect with collective agreement provisions, including return-to-work, accommodation, seniority, job classification, and modified duties.
- Failure to provide representation in WorkSafeBC cases can lead to unjust outcomes for members, erosion of trust in the union, and increased grievances and disputes.
- Access to justice should not depend on personal resources.

CUPE Local 3500

CONVENTION

Carried Defeated

Resolution L2

CUPE BC WILL:

Serve a resolution to the National Union calling for the development of National Representative positions that focus exclusively on helping members with WorkSafeBC claims.

BECAUSE:

- The primary purpose of the union is to protect the rights, health, safety, and economic security of its members.
- Workplace injuries and occupational illnesses directly affect members' wages, benefits, job security, dignity, and long-term well-being.
- The WorkSafeBC system is complex, procedural, and adversarial in nature, requiring timely submissions, medical evidence, and effective advocacy.
- Employers are typically supported by human resources personnel, consultants, and legal advisors in WorkSafeBC matters, creating a significant imbalance of power when workers are unrepresented.
- WorkSafeBC decisions frequently intersect with collective agreement provisions, including return-to-work, accommodation, seniority, job classification, and modified duties.
- Failure to provide representation in WorkSafeBC cases can lead to unjust outcomes for members, erosion of trust in the union, and increased grievances and disputes.
- Access to justice should not depend on personal resources.

CUPE Local 4879

CONVENTION Carried Defeated

Resolution L3

CUPE BC WILL:

Call on the Government of British Columbia and municipal governments to redirect funding away from police expansion and toward fully funded, publicly delivered social services, including housing, mental health care, addictions supports, child welfare, education, and community-based crisis response;

Advocate for the expansion of non-police, civilian-led crisis response teams that are adequately staffed, trained, and compensated, and that prioritize de-escalation, harm reduction, and community care; and

Advocate for the expansion of non-police, civilian-led crisis response teams that are adequately staffed, trained, and compensated, and that prioritize de-escalation, harm reduction, and community care.

BECAUSE:

- Successive provincial and municipal governments have increased funding for policing, surveillance, and militarized equipment while social services such as housing, mental health care, addictions treatment, child welfare, education, and income supports remain chronically underfunded;
- The underfunding of social services places frontline workers and communities at risk, increases workloads, exacerbates poverty and inequality, and shifts responsibility for complex social issues onto police forces that are not trained or mandated to provide social or health care; and
- The increased militarization of police forces—including the use of military-style weapons, tactics, and equipment—disproportionately harms Indigenous, Black, racialized, disabled, and low-income communities, and escalates rather than resolves social crises.

CUPE Local 5536

CONVENTION

Carried Defeated

Resolution L4

CUPE BC WILL:

Lobby the provincial government to provide appropriate housing for individuals/persons served in the Community Social Services Sector.

BECAUSE:

- Individuals are being placed in inappropriate housing such as a developmentally disabled person being placed in transitional housing;
- Individuals are also being placed in home-based services instead of being placed in residential housing where they can receive the care they need to succeed;
- The inappropriate housing of the individuals creates health and safety risks for Community Social Services workers because of the environment and working alone Risks; and
- Employers are not doing risk assessments to ensure the safety of our members who are providing support to the individuals.

CUPE Local 5536

CONVENTION Carried Defeated

Resolution L5

CUPE BC WILL:

Lobby the provincial government for the provision of adequate spaces/programs specifically dedicated to clients with dual-diagnoses and other complex care needs.

BECAUSE:

- Individuals with multiple intertwined challenges need tailored programs that are designed to meet their complex needs effectively;
- People with developmental disabilities have the right to be treated with respect, dignity, and to have the same rights as anyone else;
- People with developmental disabilities have the right to be free from discrimination, to have access to quality services, and to be included in society;
- Agencies are receiving contracts from funders with individuals with complex needs but not providing the community social services (CSS) worker with the tools and knowledge to provide a holistic approach with individualized care plans; and
- Agencies are not providing community social services workers with access to professionals, consultants and behavioural consultants to provide the tools to coordinate services.

CUPE Local 5536

CONVENTION Carried Defeated

Emergency Resolution Procedures

Criteria

Article 4.15 of the CUPE BC constitution sets criteria for emergency resolutions to convention. Emergency resolutions must deal with a specific incident occurring after the deadline for submission of resolutions. A resolution submitted after the deadline of 12:00 pm PST, March 2, 2026, that does not meet the criteria of an emergency resolution, will be considered a late resolution per article 4.16 of the constitution.

Process

Prospective emergency resolutions may be submitted in accordance with article 4.15 of the constitution to the Executive Board for consideration. Submission may occur in one of two ways:

- A written resolution in hard copy presented to the Resolutions Committee Chair; or
- An electronic version submitted by email to events@cupe.bc.ca.

Emergency resolutions will be received by the Chair of the Resolutions Committee and submitted to the CUPE BC Executive Board for consideration. Resolutions approved by the Executive Board as emergency resolutions will be provided to the Resolutions Committee for prioritization. A visual outline of the process can be seen on the next page.

Deadline for Emergency Resolutions

The Executive Board is scheduled to meet at 7:00 am on April 30, May 1, and May 2, 2026. For an emergency resolution to be considered at one of these meetings, the daily deadline for emergency resolutions is 10:00 pm the night prior to the meeting. The final deadline for emergency resolutions for the 2026 Convention will be 10:00 pm on Friday, May 1, 2026.

Presentation to Convention

Emergency resolutions approved for consideration at the convention may be brought to the floor anytime resolution deliberation is scheduled. It is important to note that emergency resolutions are so considered because their subject matter developed after the deadline for resolution submission. Emergency resolutions are not necessarily emergencies based on their content and are therefore subject to the same prioritization process the Resolutions Committee applies to every other resolution served to convention. For this reason, emergency resolutions may not be scheduled on the day they are served, and some may not be considered at the convention.

