



CUPEBC • 2026
CONVENTION



THIS BOOK BELONGS TO

NAME:

LOCAL/CONTACT:

CUPE BC represents more than 120,000 workers in British Columbia who deliver public services across a wide range of sectors including public and post-secondary education, childcare, community social services, community health, local government, transit, emergency services, and libraries.

CUPE BC acknowledges that our province of British Columbia is located on the homelands of 203 distinct Indigenous nations and cultures; more than 30 different languages and close to 60 unique dialects are spoken in the province. We asks all participants to reflect, acknowledge, and honour, in their own way, the First Nation land on which they live and work.

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



Canadian Union of Public Employees British Columbia
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Agenda

Victoria Conference Centre
April 29 – May 2, 2026

Wednesday – April 29, 2026

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

Wednesday – April 29, 2026

TIME

EVENT

7:00 pm – 9:00 pm

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

Sheryl Burns | General Vice President (GVP)

National Code of Conduct

Dal Benning | GVP

Nicole Cabrejos | GVP

Amber Leonard | GVP

Credentials Committee Report

Convention Rundown

Tony Rebelo | CUPE BC Secretary-Treasurer

Convention Video

President's Opening Address

Karen Ranalletta | CUPE BC President

9:00 pm

CLOSING ANNOUNCEMENTS

Solidarity Forever

9:00 pm – 12:00 am

WELCOME RECEPTION

Crystal Garden

Sober Space

Library (Fairmont Empress)

Thursday – April 30, 2026

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

Thursday – April 30, 2026

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

Friday – May 1, 2026

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

Friday – May 1, 2026

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

Saturday – May 2, 2026

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

Saturday – May 2, 2026

TIME

EVENT

2:00 pm

General & Remaining Resolutions Continued

Doors open at 1:40 pm

3:00 pm

Greetings

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

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

3:15 pm

General & Remaining Resolutions Continued

3:55 pm – 4:00 pm

CLOSING ANNOUNCEMENTS

Solidarity Forever

Morning Star Trickey | CUPE Local 1760

Drumming | CUPE BC Indigenous Committee

Convention Guide



Relevant Emergency Numbers

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

Scan to Explore More

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



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Our Year in Review

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



EQUALITY STATEMENT

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

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

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

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

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

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



MARK HANCOCK
National President



CANDACE RENNICK
National Secretary-Treasurer

International Decade for People of African Descent

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

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

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

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

FIRST NATIONS TERRITORIAL ACKNOWLEDGEMENT

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

CODE OF CONDUCT

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

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

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

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

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

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

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

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

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

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

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

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

Ombudsperson and Elder Program

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

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

Speaking to an ombudsperson is entirely confidential.

Contact an Ombudsperson

Daytime: scan or click the QR code

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



Contact an Elder

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

Inclusive Spaces

Respite Room

Open during Convention business hours

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

Wednesday 7:00 pm – 9:00 pm

Thursday 9:00 am – 4:00 pm

Friday 9:00 am – 5:00 pm

Saturday 9:00 am – 4:00 pm

Sober Space

Open during Convention social events

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

Wednesday 9:00 pm – midnight

Friday 8:00 pm – 11:00 pm

Prayer Room

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

All Gender Washrooms

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

Accessible Event Information

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

American Sign Language (ASL) Interpretation

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

Real-Time Closed Captioning

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



Headsets

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

Mobility Issues & Speaking at the MIC

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

Scent-Free Policy & Allergy Reminder

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

Questions?

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

“Goodmaps” Indoor Navigation Tool

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

Victoria Conference Centre Accessibility:

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



Fairmont Empress Hotel Guest Services:

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



For indoor navigation support, please download the Goodmaps App:

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

Voting Information

HOW TO USE THE DOTS DEVICE

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



Meet the Speakers

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



Event Descriptions

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

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

Delegate Orientation

Wednesday, April 29, 2026

Time: 5:00 pm – 6:00 pm

Format: In-Person

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

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

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

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

Indigenous Cleansing Ceremonies

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

Time: 7:30 am – 8:30 am

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

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

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

Welcome Reception

Wednesday, April 29, 2026

Time: 9:00 pm – 12:00 am (Midnight)

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

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

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

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

CUPE National Officers Lunch

Thursday, April 30, 2026

Time: 12:00 pm – 1:00 pm

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

***Registration: CLOSED**

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

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

Time: 1:00 pm – 2:00 pm

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

***Registration: CLOSED**

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

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

Election Forum Thursday, April 30, 2026

Date: Thursday, April 30, 2026

Time: 4:15 pm – 4:45 pm

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

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

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

Forum: Mental Health Thursday, April 30, 2026

Time: 5:00 pm – 6:00 pm

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

Panelists: Judy Darcy and Nicki Ropp

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

Introduction to Harm Reduction and Overdose Response using Naloxone

Friday, May 1, 2026

Time: 12:00 pm – 1:00 pm

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

***Registration: CLOSED**

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

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

All Treasurers Networking Event

Friday, May 1, 2026

Time: 6:00 pm – 7:00 pm

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

***Registration: CLOSED**

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

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

Young Workers Social

Friday, May 1, 2026

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

Event Time: 6:45 pm – 8:45 pm

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

***Registration: CLOSED**

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

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

CUPE BC & District Council Hospitality Night Reception

Friday, May 1, 2026

Time: 8:00 pm – 11:00 pm

Location: Crystal Ballroom & Palm Court, Fairmont Empress Hotel

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

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

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

Convention Committees

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

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

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

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

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



EMERGENCY RESPONSE

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

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

FIRST AID AND EMERGENCY RESPONSE

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

FIRE RESPONSE

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

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

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

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

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

IF YOU DISCOVER FIRE, SMOKE OR SMELL GAS

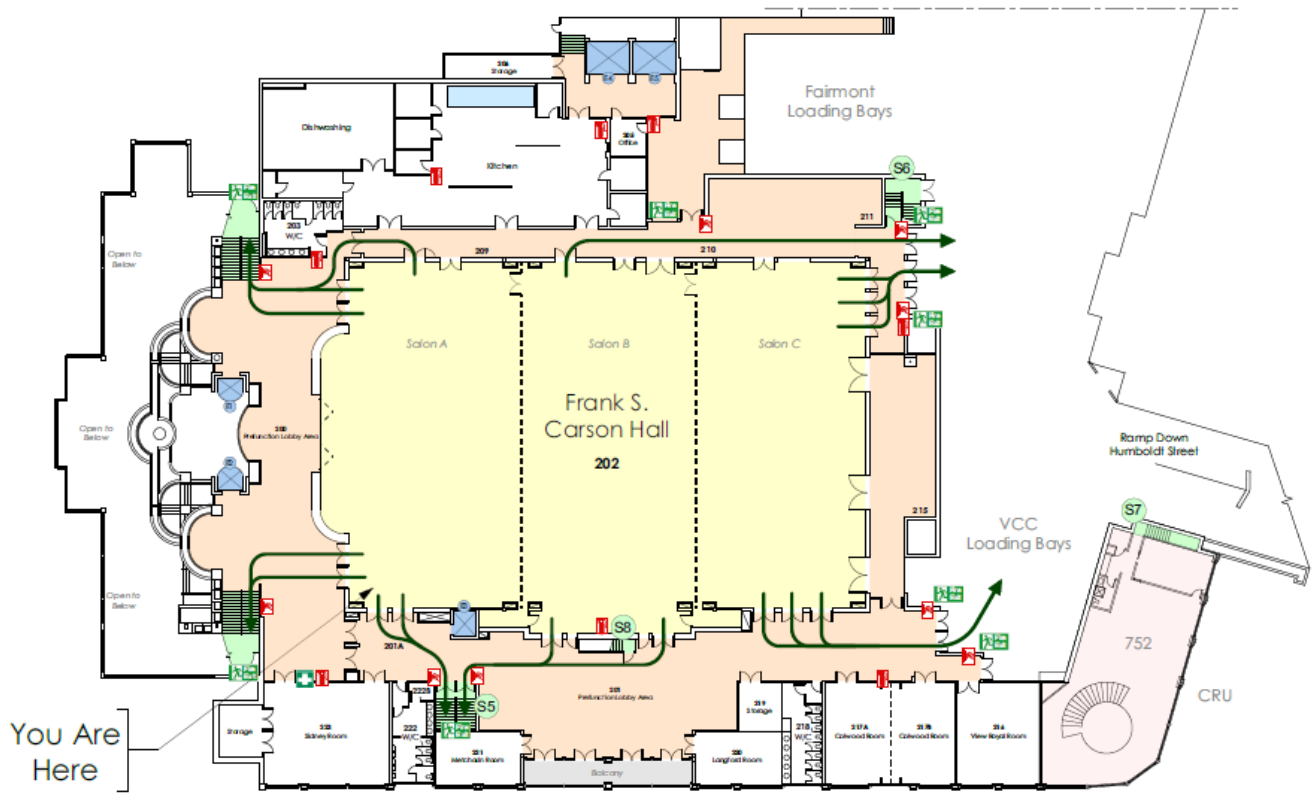
- **Activate the nearest fire alarm** AND dial Client Services at 250-361-1011 from a house phone or 250-704-6752.
- Warn nearby people.
- Client Services will call 911 and provide emergency personnel the location of the fire.
- Evacuate IMMEDIATELY using the nearest safe exit, proceed outside and stand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

EARTHQUAKE RESPONSE

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

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

Evacuation Maps are located in all meeting rooms.



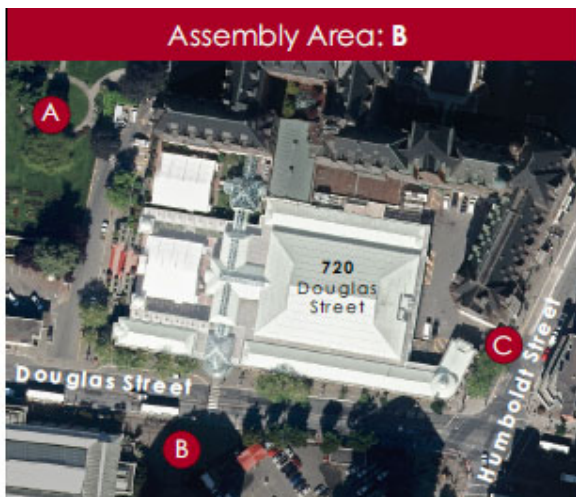
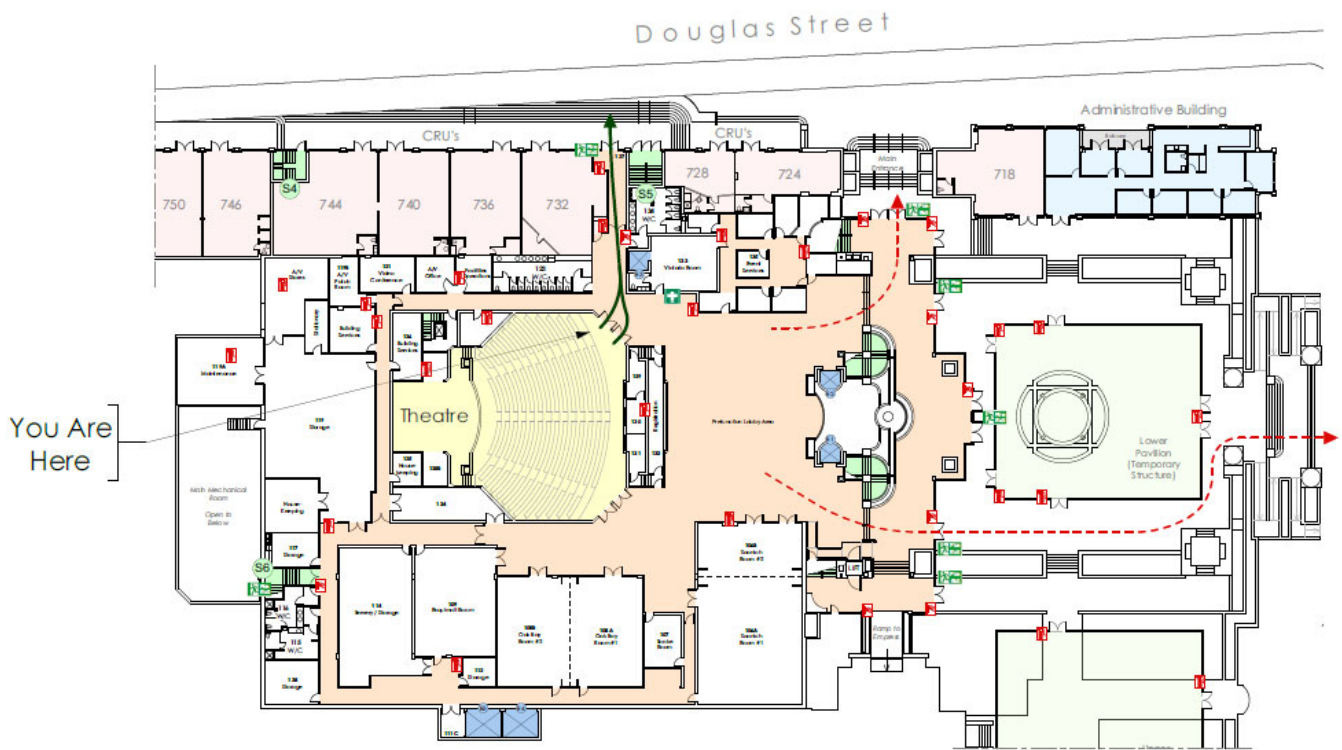
Legend

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









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

Evacuation Maps are located in all meeting rooms.



Legend

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



Fairmont EMPRESS

FLOORPLANS

AVAILABLE FUNCTION SPACE

FAIRMONT EMPRESS

23,000 sq ft / 2,197 sq m

Victoria Conference Centre

73,000 sq ft / 6,781 sq m

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

721 Government st.
Victoria, BC V8W 1W5

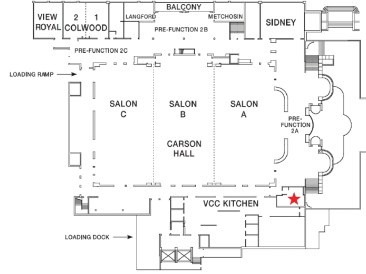
250-384-8111



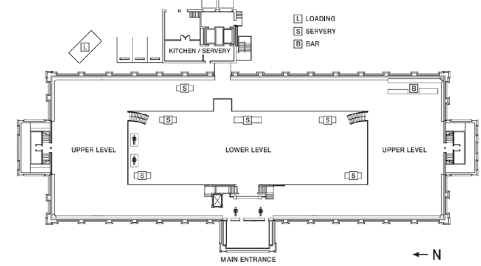
ACCOR
LIVE
LIMITLESS

@fairmontempress
fairmont-empress.com

Victoria Conference Centre
Level 2

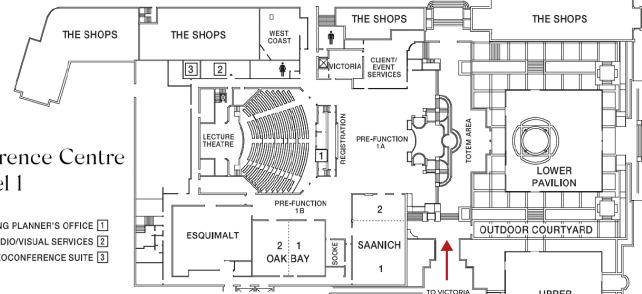


Victoria Conference Centre
Crystal Garden

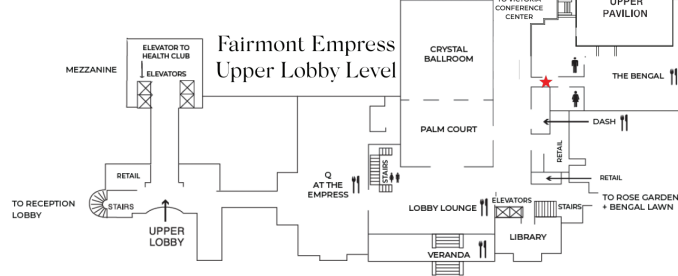


Victoria Conference Centre
Level 1

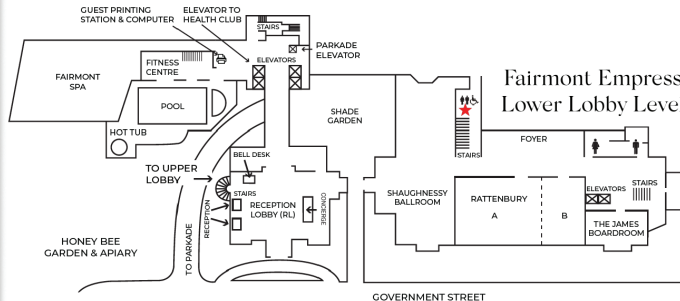
- MEETING PLANNER'S OFFICE 1
- AUDIO/VISUAL SERVICES 2
- VIDEOCONFERENCE SUITE 3



Fairmont Empress
Upper Lobby Level

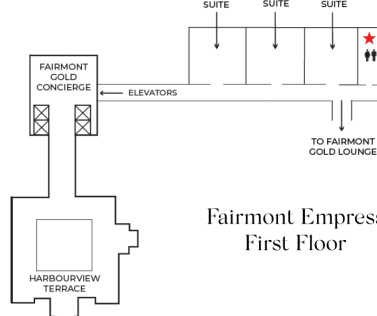


GOVERNMENT STREET



GOVERNMENT STREET

DOUGLAS SUITE
BLANSHARD SUITE
HELMCKEN SUITE



Fairmont Empress
First Floor



SAFETY & SECURITY INFORMATION

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

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

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

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

ACTION TO BE TAKEN IF FIRST AID RESPONSE REQUIRED

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

ACTION TO BE TAKEN IN CASE OF FIRE

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

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

Reports



REPORTS

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Secretary-Treasurer's Report

Introduction

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

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

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

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

CUPE BC Finances

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

The constitutional breakdown of per capita per fund is:

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

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

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

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

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

Future Challenges

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

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

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

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

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

General Fund

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

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

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

Expenses

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

Goals of the General Fund

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

STATUS: Completed.

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

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

B. Diversify income with an investment fund.**STATUS: Ongoing.**

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

C. Have an operating reserve ratio of 12 months in reserve.**STATUS: Improving and almost achieved**

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

D. Have the correct staffing level for the workload.**STATUS: Improving but remain understaffed.**

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

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

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

Defence Fund

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

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

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

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

Action Programs

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

Total spending included:

From CUPE BC	\$ 759,339
From CUPE National	\$ 964,956
<u>Total:</u>	<u>\$1,724,295</u>

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

Political Action

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

Community Events Vehicle

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

Investments

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

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

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

Goals of the Defence Fund

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

STATUS: Ongoing.

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

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

STATUS: Achieved

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

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

STATUS: Ongoing.

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

Colleen Jordan Humanity Fund

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

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

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

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

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

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

Of the funds available after re-investment:

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

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

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

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

Hardship

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

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

Goals of the CJ Fund

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

STATUS: Ongoing.

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

STATUS: Ongoing.

Increased budget for 2025; monitoring will be ongoing.

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

STATUS: Ongoing.

Work to improve the unrealized gains vs. retained earnings.

Financial Statements & Auditors' Report

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

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

CUPE BC Trustees

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

Membership

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

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

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

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

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

Internal Operations

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

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

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

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

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

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

Planning for the Future

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

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

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

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

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

Conclusion

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

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

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

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

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

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

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

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

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

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

Respectfully submitted,

Tony Rebelo
Secretary-Treasurer
CUPE BC Division

April 2026

**CUPE BC DIVISION
GENERAL FUND
2026 BUDGET**

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

NOTES TO 2026 BUDGET

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

CUPE BC

Trustees Report

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

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

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

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

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

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

Financial Statements

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

DECEMBER 31, 2025

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**MATTHEWS
CAMPBELL**

A Partnership of Incorporated Professionals

CHARTERED PROFESSIONAL ACCOUNTANTS

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INDEPENDENT AUDITORS' REPORT

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

Qualified Opinion

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

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

Basis for Qualified Opinion

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

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

Responsibilities of Management and Those Charged with Governance for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

Burnaby, B.C.
March 31, 2026


CHARTERED PROFESSIONAL ACCOUNTANTS

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2025

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

APPROVED BY THE DIRECTORS:

 Director

 Director

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF CHANGE IN NET ASSETS

	YEAR ENDED DECEMBER 31, 2025				
	General Fund	Defence Fund	CJH Fund	2025 Total	2024 Total
NET ASSETS , beginning of year	\$ 4,128,711	\$ 15,816,725	\$ 2,309,790	\$ 22,255,226	\$ 18,140,046
Excess of revenues over expenditures	576,928	2,387,315	146,155	3,110,398	4,115,180
NET ASSETS , end of year	\$ 4,705,639	\$ 18,204,040	\$ 2,455,945	\$ 25,365,624	\$ 22,255,226

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF OPERATIONS

YEAR ENDED DECEMBER 31, 2025

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

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2025

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

See accompanying notes

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

1. GENERAL INFORMATION

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

(a) Fund Accounting

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

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

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

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

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

(b) Revenue Recognition

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

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

(c) Cash

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

(d) Investments

Investments are valued at market value.

(e) Inventory

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

(f) Capital Assets

Capital assets are recorded at cost.

The Union amortizes its capital assets as follows:

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

(g) Employee Future Benefits

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

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

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

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

(h) Contributed Services

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

(i) Financial Instruments

(1) Measurement of Financial Instruments

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

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

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

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

(2) Impairment

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

(3) Transaction Costs

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

(j) Use of Estimates

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

3. INVESTMENTS

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

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

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

4. ACCOUNTS RECEIVABLE

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

5. INTERFUND TRANSFERS

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

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

6. INVENTORY

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

7. DUE FROM 1472247 B.C. LTD.

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

8. CAPITAL ASSETS

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

9. EMPLOYEE FUTURE BENEFIT OBLIGATION

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

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

Employee Pension Plan

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

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

10. MORTGAGE PAYABLE

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

The mortgage is secured by the following:

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

The mortgage is subject to a financial covenant as follows:

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

11. COMMITTEES

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

12. COMMITMENTS

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

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

CANADIAN UNION OF PUBLIC EMPLOYEES - B.C. DIVISION

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

13. FINANCIAL INSTRUMENTS

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

- (a) **Liquidity risk:** Liquidity risk is the risk that the Union will encounter difficulty in meeting obligations associated with financial liabilities. The Union is exposed to this risk mainly in respect of its accounts payable and accrued liabilities and mortgage payable.
- (b) **Credit risk:** Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Union's main credit risks relate to its accounts receivable. The Union provides credit to its members in the normal course of its operations. The Union is also exposed to credit risk with respect to cash and investments. The credit risk with respect to cash and investments is insignificant since they are held in large financial institutions.
- (c) **Market risk:** Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The enterprise is mainly exposed to interest rate risk and other price risks.
- (d) **Currency risk:** Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Union is exposed to currency risk as a result of investment in foreign securities and mutual funds. As at December 31, 2025, cash and investments totalling \$751 (2024 - \$751) is denominated in US dollars and converted into Canadian dollars. The amounts have been translated into Canadian dollars at the prevailing foreign exchange rates in effect at the date of the balance sheet.
- (e) **Interest rate risk:** Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Union is exposed to interest rate risk as a result of investment in bonds, money market funds and certain mutual funds.
- (f) **Other price risk:** Other price risk associated with investments in shares is reduced to a minimum, since the Union mitigates the risk by regularly rebalancing its portfolio.

14. OTHER MATTERS

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

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

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

MPP Trustee Report

The Year in Review

2023-2026 Strategic Plan

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

1. Be a leading responsible investor

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

2. Continue to strengthen plan awareness

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

3. Gain advantage with size

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

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

2024 Valuation Results

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

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

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

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

Respectfully submitted,

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

Sara Manchester, Trustee – appointed by CUPE BC

President's Activity Report 2025 – 2027 Term

May 4, 2025 – May 2, 2026

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

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

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

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

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

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

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

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

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

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

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

Delegate Book

**23 Burnaby
Civic Employees**

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

**50 City of Victoria
Employees**

Czerwonka, Sean
Kivari, Mariah
Lazaro, Lino
McKay, Matthew
Reid, Wallis
Rutledge, Ryan
Tonna, Jason

**105 Prince Rupert
Civic Employees**

Gamble, Vanessa
Musterer, Crystal

**113 Northern BC
Transportation Workers**

Stenson, Daniel

**116 University of British
Columbia Employees**

Abanes, Rigel
Abu-Sharife, Alia
De Pieri, Roger
Kavouras, Dimitri
Lum, Raymond
Morris, Elinor
Padhiar, Pritesh

**118 City of Port Alberni
Civic Employees**

Bitter, Peter
Creighton, Kerri
Watton, Stacy

**338 Kelowna Civic
Employees**

Filbrandt, Destiny
Fogarty, Kim
Holzer, Nicole
King, Daniel
Lin, Kinga
Meger, Patti
Morris, Chris

**339 Nelson Civic &
Library Employees**

Allum, Jason

**358 Duncan Civic & North
Cowichan Civic Employees**

Best, Shawna
Boyden, Kirsten
Drysdale, Dave
Early, Josiah
Elzinga, Chris
Olender, Skye

**363 Revelstoke
Civic Employees**

Maclsaac, Meghan
Zimmer, Richard

**379 Burnaby School
District #41 Employees**

Akers, Erin
Braun, Nicole
Chesman, Tammy
Howard, Celeste
Pallister, Joanna
Reddy, Jasmine
Simpson, Paul
Vanderlans, Michael

**382 Greater Victoria
School District #61
Employees**

Isaac, Norman
Samson, Betty

**386 City of Coquitlam
Civic Employees**

Dichuk, Will
Muhić, Nataša
Sharma, Vim
Wiederick, Laine

**387 New Westminster
Civic Employees**

Adam, Jessica
Edwardsen, Michelle
Ferbey, Monique
Guichon, Tabitha
Hermanson, Gavin

**389 North Vancouver
Civic Employees**

Bagheri, Amir
Bibbings, Daphne
Gonzales, Michael
Jensen, Jacqueline
Juniper, Emma
Neufeld, Emily
Smith, Kolton
Volpe, Tony
Warman, Brian
Williams, Bennett

**391 Vancouver Public
Library Employees**

Abbey, Amir
Wang, Audrey

**394 Richmond
Civic Employees**

Galloway, Shane
Howe, Shawn
Mack, Rod
Weststrate, Jason

**399 Prince George
Civic Employees**

Dumoulin-White, David
Ezelyk, Tyler

**401 Nanaimo,
Ladysmith and Parksville
Civic Employees**

Amy, Laurence
Andrews, Kenzie
Clift, Tony
Gurrie, Blaine
Lamb, Irma
Mackenzie, Teresa
Pop, Andrei
Short, Adam
Simpson, Bob
Zmurchyk, Craig
Hutchinson, Renee*

**402 Employees of City of
Surrey, City of White Rock,
Surrey Libraries, Fraser
Valley Exhibition Assoc. –
FVEA and Surrey Sports
& Leisure**

Alberto, Martin
Chapman, Rick
Cheema, Aman
Dean, Monika
Eytcheson, Terence
Grayson, Kelly
Jackson, Kim
Prasad, Jitendra
Smart, Liz
Wong, Jasper

**403 Township of
Langley Employees**

Beston, Konrad
Brandon-Owen, Dalton
Christian, Kobi
Diener, Toverly
Jacobs, Alex
MacCaull, Karali
Norman, Jane
Richardson, Kyle

**407 Vancouver School
District #39 Employees**

Crawford, Adam
Munns, Henry

**409 New Westminster
School District #40
Employees**

Andrews, Karrie
Barrett, Leah
O'Neil, Edna
Rich, Amanda
Van'T Hullenaar, Jennifer

**410 Greater Victoria Public
Library Employees**

Baugniet, Rebecca
Ottenbreit, Caitlin
Ready, Ava
Little, Robyn*

**411 Chilliwack School
District #33 Employees**

Beyer, Cody
Fairweather, Fraser
Jackson, Sharon
Mancinelli, April
Miller, Kari
Neufeldt, Ruth
Street, Debbie

**439 Comox Valley School
District #71 Employees**

Ball, Lori
Caswell, Dee
Gaboury, Cindy
Trill, William Alfred

**440 Rocky Mountain
School District #6
Employees**

Anderson, Wanda
Hilton, Barb
Wierenga, Nathan

**441 Saanich School District
#63 Employees**

Cameron, Robyn
Edwards, Debby
Forrester, Michelle
Haftner, Craig
Hayek, Edith
Verdad, Marisol

*Alternate Delegate

454 Corporation of Delta Employees

Abulail, Sam
 Fantillo, Danielle
 Gruchey, Jessica
 Holt, Aaron
 Nijjer, Talvir
 Payer, Dakota
 Robinson, Mike

458 District of Chilliwack Employees

Arrowsmith, Daniel
 Collins, Jen
 Dumitru, Alex
 Tharp Farnsworth, Candace

459 Sooke School District #62 Employees

Cooper, Tricia
 Djabkins, Dmitrijs
 Lee, Rosalyn
 Peverelle, Cathy
 Savage, Dana
 Thompson, Michelle

498 Port Coquitlam Civic Employees

Powell, Kyle
 Smith-Manchip, Jessie

523 Okanagan Valley School Employees

Brindley, Devon
 Carter, Tammy
 Clark, Kyle
 Crozier, Bob
 Dickson, Vickie
 Harper, Jennifer
 Lindgren, Sylvia
 Reigh, Alison

556 Courtenay Civic Employees

Beebe, Greg
 Jenssen, Sonya
 Saunders, Adam
 Thiessen, Dylan

561 Coquitlam School Board Employees

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

606 Nanaimo-Ladysmith School District #68 Employees

Curley, Adam
 Marley, John
 Martin, Sheri
 Miles, Max
 Mize, Tamara
 Parsons, Shawn
 Virtanen, Jeff

608 Penticton Civic Employees

Farnholz, Nathan
 Hazzard, Justin

622 Maple Ridge & Pitt Meadows Civic Employees

Canavan, Ashley
 Costa, Rachel
 Dashti, Sanaz
 Giacometti, Marco
 Harvey, Neerje
 Loo, Thomas
 Maitland, Craig

703 Maple Ridge-Pitt Meadows School Division #42 Employees

Bonny, Susanne
 Dahlin, Tracey
 Franklin, Jason
 Peckham, Lisset
 Sorjonen, James

716 Richmond School District #38 Employees

Henry, Louise
 Martins, Colleen
 Robinson, Stacey
 Shergill, Gurbaksh
 Wanlin, Loreen
 Williams, Nancy
 Wright, Ken
 Rutsch, Liz*

718 Richmond Civic Employees

Benning, Dal
 Johal, Raman
 Redlinski, Jacek
 Varga, Helen
 Wilson, Tracy

723 Campbell River School District #72

Craddock, Andrea
 Garde, Chelsea
 Michaud, Stephanie
 Newman, Bill

727 Employees of School District No. 70 (Alberni)

Schneider, Andrew
 White, Nadine

728 Surrey School District #36 Employees

Deezar, Cassandra
 Hyslop, Cory
 Levinsky, Shannon
 Merrier, Debra
 Murphy, Tammy
 Parsotam, Edward
 Pidcock, Theresa
 Sangha, Rasbir
 Simpson, Sheila
 Tunchez, Manny
 Waraich, Rabia

748 Kootenay Lake School District #8 Employees

Martin, Alicia

*Alternate Delegate

774 City of Abbotsford Employees

Belanger, Chelsea
 Doman, Ryan
 Gupta, Suman
 Ortiz, Ed
 Raiwal, Jessica
 Zorić, Dragan (Doug)
 Naismith, Kalinda*

779 Employees of School District No. 48 (Sea to Sky)

Sinopoli, Nicole
 Woodhead, Patrick

788 Gulf Islands School District #64 Employees

Hall, Zoe
 Shields, Janice
 Gray, Angie*

798 District of Powell River Employees

Dube, Ray
 Morrison, Cheryl
 Sulzenbacher, Johanna

801 Sunshine Coast School District #46 Employees

Brose, Darin
 Mackenzie, Sharon
 McDonell, Bari
 Knox, Christina*

825 Port Moody Civic Employees

Harvey, Leanne
 Hayton, Natalie
 Nikodinović, Davor

847 Nicola-Similkameen School District #58 Employees

Lali, Rani
 Lupton, Kristen

873 Ambulance Paramedics of B.C.

Deines, Dave
 Hollingworth, David
 Jackson, Dustin
 McCluskey, Camille
 Pauwels, Justin
 Ropp, Nicki
 Spicer, Dale
 Tait, Ian
 Thaysen, Max

900 City of Kamloops, Merritt, Ashcroft, Clinton, Et Al. Employees

Ackles, Kyle
 Davis, Ken
 Hoffbeck, Todd
 Mackenzie, Amanda
 Monteith, Ellen
 Samila, Dave
 Sullivan, Kate
 Foley, Darlene*

917 University of Victoria Employees

Berkes, John
 Lee, Kristen
 Pantazis, Kristofer
 Randall, Shane
 Sylvest, David

947 Greater Victoria School District #61 Employees

Abbott, Shawna
 Johnson, Shauna
 Knight, Tara
 Massy, Jane
 Meloche, Elaine
 Smith, Melissa
 Thexton, Tricia
 Turnbull, Lynne*

951 University of Victoria Employees

Dancer, Susie
 Dewolfe, Page
 Mercer, Kirk
 Rheault, Michael
 Simpson, Victoria

1048 Prince George Civic Employees

Dhillon, Ravneet
 Madisen-Boyce, Reid
 Towle, Sonja

1091 Delta School District #37 Employees

Barnes, Kim
 Bartlett, Leigh
 Frederickson, Daun
 Hussein, Rosey
 Johnson, Hannah
 Kabesh, Deborah
 Vandop, Mirjam
 Selman, Dawn-Marie*

1123 Okanagan Regional Library Employees

Beischer, Lois
 Cabrejos, Nicole

1136 District of Summerland Employees

Burke, Heather
 Lawrence, Nicole

1260 Langley School District #35 Employees

Forlin, Jennifer
 Hansen-Hughes, Danica
 Kennedy, Tyrone
 Rogers, Samantha
 Swallow, Greg
 Tompkins, Dot

1267 District of Mission Employees

Dunville, Annie
 Palmer, Sarah
 Philippon, Nicole

1622 B.C. S.P.C.A. Employees

Reed, Cynthia
 Van Rikxoort, Annabelle

*Alternate Delegate

1698 Fraser Valley Regional Library Employees

Braidwood, Robin
Dyck, Laurie
Neumann, Dennis
Sidhu, Minakshi
Derksen, Grace*

1760 United Way of Greater Vancouver Employees

Birak, Elizabeth
Trickey, Morning Star

1767 B.C. Assessment Authority Employees

Block, Nicole
Dhami, Tina
Hilde, Calvin
Morrison, Rachel
Robertson, David
Yabut, Eder

1816 Pacific Blue Cross Employees

Agla, Sherry
Castiglione, Concetta
Johnson, Mitch
Jung, Shirley
Miller, Beth
Pearce, Roger

1851 Langley School District #35 Employees

Mayo, Emma
Nash, Rick
Schafer, Carey

1858 Vancouver Island University Employees

Grant, Jannine
LeBay, Isaiah
McLaughlin, Tiffany
Ramsay, Quinn

1908 District of Salmon Arm Employees

Denault, Candace
Orr, Ryan
Trueman, Erin

1936 Employees of Community Social Services

- Greater Vancouver

Bhardwaj, Renuka
Burns, Sheryl
Diane, Juno
Ghorbani, Kimia
Gill, Stephanie
Lalli, Lee Ann
Mancilla, Valeria
McHugh, Colin
Pirillo, Kate
Thacker, Tori

1978 Capital Regional District/Capital Regional Housing Corporation Employees

Fumalle, Lindsay
Lesperance, Bruce
Shabrang, Frieda
Wenzel, Corina

2010 Employees of The Resort Municipality of Whistler

Cofell, Graham
Rozsa, Pete

2012 City of Terrace Civic Employees

Dediluke, Kristen
Jaswal, Gurpreet
Chant, Steve*

2020 Haida Gwaii/Queen Charlotte School District #50 Employees

Doerrbecker, Willow
Nalleweg, Sian

2052 Coast Mountains School District #82 Employees

Brady, Monica
Gagne, Christina
Genereaux, Frank
Lindstrom, Lynn
Spalding, Charity

2081 Camosun College Employees

Anstey, Milo
Atkins, April
Christo, Hannah
Grant, Erynne
Johnson, Shane
Scott, Jesse

2087 Trail Civic, Library & Transit Employees

Iachetta, Brent

2093 Fernie Civic Employees

Holder, Justine
Twigg, Dustin

2098 Boundary School District #51 Employees

Ping, Melissa

2254 Employees of Regional District of Kootenay Boundary

Funk, Darryl
Hardy, Jeff
Potter, Heather

2262 Employees of The City of Castlegar

Kanigan, John
LePage, Dustin
Hayashi, Kimberly*

2269 District of Squamish Civic Employees

Bickford, Celeste
Haufschild, Catherine
Turpin, Lisa

2278 University of British Columbia Employees

Chanen, Cassie
Graham-Smith, Jane
Hall, Drew
Kim, Vicky
Tran, Jess

*Alternate Delegate

2396 B.C. Students' Union

Gordon, Ashley
Sullivan, Delaney

**2403 Dawson Creek
Civic Employees**

Campbell, Mitchell
Carpenter, Dawn
Wickabrod, Victoria

**2773 College of
The Rockies Employees**

Brons, Kristy
Sheridan, Rhonda

**2950 University of British
Columbia Employees**

Martin-Cabanne, Chloe
Miller, Jaimie
Nandwani, Ritika
Needham, Christina
Nicholson, Bailey
Roberts, Lyndsey
Veltheer, Kevin
Yu, Philip

**3052 Employees of
District of Chetwynd**

McKinnon, Marvella
Sanford, Carla

**3338 Simon Fraser
University Employees**

Bacchus, Shaneza
Barker, Bridget
Dhaliwal, Surinder
Kaur, Khushpreet (Khush)
Shore, Suze
Tahkar, Ranjit
Yalcin, Sarp

**3403 Port Alberni
Association for Community
Living Employees**

Cairney, Shaunah

**3479 North Island
College Employees**

Budd, Kimberley
Fitzgerald Hoeflich, Fay

**3500 Kamloops-Thompson
School District #73
Employees**

Fillion, Adrien
Gjaltema, Sarah
Grigg, Kimberly
Harris, Alycia
Sabyan, Wendy
Van Berkel, José
Corkle, Vern*

**3523 Central Okanagan
School District #23
Employees**

Faminoff, Deanna
Laing, Jana
Nethercote, Jennifer
Teasdale, Jessica
Wishlow, Teri
York, George

**3570 Qualicum Beach
School District #69
Employees**

Boyd, Heidi
Rycroft, Ewen

**3742 Prince George School
District #57 Employees**

Bortolon, Shawn
Hernandez, Juan
Naef, Denise
Repetowski, Cindy
Sanderson, Becky
Tyler, Jennifer

**3787 B.C. New Democratic
Party Employees**

Collins, Brett
Shinn, Day

**3799 University of
Northern British
Columbia Employees**

Jago, Meagan
James, Peter
Sweet, Tamara
Ukpele, Linda
Woods, Jo-Anne
Zemoura, Dawn*

**4163 University of
Victoria Employees**

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

**4165 Southeast
Kootenay School District
#5 Employees**

Damstrom, Denise
Elliott, Mary
Mooy, Sarah
Phillips, Erin
Quinn, Lianna*

**4177 Nechako Lakes School
District #91 Employees**

Eagen, Penny
Hilman, Asheena
Stevenson, Karen
Wagner, Liz

**4500 B.C. Transit
Management Association
Employees**

Gindhu, Chris
Sandhu, Jassy
Siddoo, Shawn
Yeo, Tim*

**4653 Employees of
School District #60
(Peace River North)**

Bourgeois, Tanis
Copeland, Jeanetta
Ehlert, Felecia
Hafner, Jennifer
Shiple, David
Fleck, Penny*

*Alternate Delegate

**4816 Fraser Health –
Community Healthcare
Workers**

Lalli, Joanne
Pannu, Kirandeep
Webb, Dylan*

**4879 Employees of
Thompson Rivers University**

Bosworth, Nicolas
De Vries, Devon
Nemes, Laszlo
Ozouf, Cindy
Rugg, Lois
Sanford, Kayla
Oosthoek, Vivian*

**4951 Operations Staff
of The College of
New Caledonia**

Gogolin, Chris
James, Marty
Liu, Xiaoxue
Weisgarber, Laura
Yearley, Leanne

**4990 Quesnel School
District Support Staff**

Bueckert, Scott
Cutts, Tania
Kinloch, Kayla

**4991 Employees of
School District No. 57
(Prince George)**

Madden, Andrew
Primus, Tim

**5101 The Employees of
Cowichan Valley School
District 79**

Clutche, Adam
Dunster, Mel
Finlay, Melissa
White, Karen

**5150 Revelstoke School
District Employees**

Lucius, Celes

**5523 Vernon School
District #22 Employees**

Best, Tracy
Carlson, Kim
Kineshanko, Sherry
Klammer, Lisa
Nerling, Barb
Skillnik, Michelle

**5536 BC Harm
Reduction Workers**

Burton, Cathy
Castle, Shanda
Hayes, Tara
Lefebvre, Devin
Thomas, Freddy
Wood, Phil
Healey, Andy*

**7000 Sky Train and
Southern Rail Workers**

Bul, Rabjit
Grozdanich, Travis
Haji Ali Akbari Mehri,
Shahriar
Lan, Feng
Mace, Tyler
Pasqua, Paolo
Thompson, Michelle

**8911 Emergency Commu-
nications Professionals of
British Columbia**

Berg-Iverson, Jenna
Carr, KC
Grant, Donald
Pereira, Margaret
Withers, Chris

**Fraser Valley
District Council**

Roux, Elizabeth
Power, Julia**

Kootenay District Council

Johnstone, Quin
Inman, Emma**

**Metro Vancouver
District Council**

Hagar-Gaube, Laura
Robinson, Salina**

**Northern Area
District Council**

Bass, Paula
Singh, Jaskaran**

**Southern Interior
District Council**

Turnbull, Charlene
Mehta, Rahul**

**Vancouver Island
District Council**

Leonard, Amber

*Alternate Delegate
**Youth Delegate

2025 Resolutions Work Plan

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

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

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

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

Resolu- tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
21	<p>Advocate for policies and initiatives to support CUPE members experiencing immigration related issues and/or holding non-permanent immigration status, to provide support and resources, including but not limited to:</p> <ul style="list-style-type: none"> • Partnering with community organizations and advocacy groups to provide resources, workshops, and support to workers navigating immigration related challenges; • Promoting employer accountability to ensure fair treatment and compliance with labour laws for workers with precarious or non-permanent immigration status; • Paying attention to where collective bargaining may be able to provide additional support for members with precarious, or non-permanent immigration status (e.g., bargaining language); and • Collaborating with broader social justice movements, including Indigenous, racial justice, and anti-poverty organizations, to ensure immigration reform efforts consider intersecting forms of oppression and promote the rights of all workers. 	Racialized Workers	Seek input from the Racialized Workers Committee on material development	Pending
22a	Call on the provincial government to prioritize funding that targets food insecurity in racialized communities, developed in consultation with those communities to ensure culturally appropriate and effective solutions;	Racialized Workers	Budget Submission	Completed
22b	Call on the provincial government for sustained investment in, collaboration with, and support for initiatives such as food banks, school meal programs, Indigenous food sovereignty projects, and local food systems to address food insecurity across the province, with focus on equity-deserving populations; and		Budget Submission	Completed
22c	Advocate for the inclusion of food security as a permanent line item in the provincial budget in order to guarantee dedicated funding for programs, infrastructure, and policies that address the root causes of food insecurity.		Budget Submission	Completed

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

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

Resolu- tion No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
67	<p>Urgently address the cost-of-living crisis by:</p> <ul style="list-style-type: none"> • Lobbying the provincial government to implement the BC Federation of Labour’s Connecting BC: A Ten-Year Vision and Investment Plan for Public Transit throughout B.C. to ensure transit is accessible, affordable, and sustainable for all communities; • Collaborating with the BC Federation of Labour and lobbying provincial and local governments for public housing strategies focused on publicly owned and operated rental housing that is below-market rate, accessible by public transportation, and enables working people to live close to their jobs and the communities they serve; and • Collaborating with the BC Federation of Labour and lobbying provincial government and local governments for a comprehensive food accessibility strategy that increases access to affordable, nutritious food and enhances support for food banks, schools, post-secondary institutions, workplaces, and community programs. 	Metro Young Workers’	Seek input from the Young Workers’ Committee	Ongoing
70	Request that the National Union provide more pension education, and reinstate a retirement planning workshop for members.	Education	Resolution to National Convention	Completed
72	Support locals with member-to-member engagement focused on political action campaigns for the 2026 local government elections, with the goal of encouraging members to elect progressive candidates who will protect and expand local public services.	Executive Board	Local Government Election Strategy to be delivered at 2025 Think Tank	Completed
75	Make available a Climate Emergency Toolkit, made up of a variety of resources, to assist locals and members in taking effective action to address the climate emergency, and ensure that they are well informed on the issues contributing to global warming and extreme weather events.	Environment and Climate Justice	Seek input from Environment and Climate Justice Committee	Pending
81	Work with affiliate unions through the BC Federation of Labour to lobby the provincial government to direct WorkSafeBC to hire additional enforcement officers to enforce legislation and penalties for employers that violate the Workers Compensation Act and its regulations.	Occupational Health & Safety	Work in conjunction with BC FED OH&S Committee	Ongoing

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

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

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

Resolution No.	FINAL RESOLUTION Resolution Summary (CUPE BC WILL)	Sponsor(s)	Recommended Action	Status
116	<p>Lobby the provincial government to safeguard and expand public services by:</p> <ul style="list-style-type: none"> • Prioritizing public delivery of services in all sectors, even as economic uncertainty from new United States tariffs and interprovincial trade pressures increases; • Rejecting any interprovincial trade agreements or policies that would lower British Columbia's high standards for wages, working conditions, and public service protections; • Protecting against privatization pressures by ensuring that investments – such as those in Budget 2025's infrastructure commitments – support good, stable, unionized public-sector jobs; and • Ensuring contingency funds set aside in Budget 2025 are used to maintain and enhance public services and to support fair collective agreements. 	Executive Board	Lobby	Ongoing
117	Lobby the provincial government and dedicate efforts to ensure that front line workers' safety is a priority.	Transportation	Add to Super Con; Refer to CUPE BC committees to provide input on their own sectors	In Progress
Composite 2	<p>Encourage the National Union to update the bargaining guide on domestic violence to include gender-based violence in the workplace in the guide;</p> <p>Encourage the National Union to inform locals when the bargaining guide on domestic violence has been updated; and</p> <p>Encourage locals to bargain collective agreement language that requires employers to support those experiencing domestic violence and to provide training for all staff regarding gender-based violence in the workplace.</p>	Local 1936 Metro Women's and Gender Rights	Resolution to National Convention	Completed
Emergency				
Emergency 1a	Demand that the BC government immediately recognize that research is work, student workers are employees, and that they have a constitutional right to form and join a union; and	Executive Board	Lobby	Ongoing
Emergency 1b	Demand that the BC government provide direction to all universities and colleges so that employment of student workers must adhere to the Employment Standards Act, and provide for targeted enforcement of this direction.	Executive Board	Lobby	Ongoing

MARTINA BOYD, BC REGIONAL DIRECTOR

REPORT TO THE 2026 CUPE BC CONVENTION



Overview of the BC Region

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

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

Introduction

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

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

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

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

Bargaining

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

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

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

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

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

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

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

Organizing

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

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

Strong Communities Working Group

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

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

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

Political Action

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

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

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

Conclusion

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

Health Care Presidents Council Report 2026

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

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

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

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

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

Collective Bargaining

Health Science Professionals Bargaining Association (HSPBA)

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

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

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

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

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

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

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

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

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

Ambulance Paramedics and Ambulance Dispatchers Bargaining Association (CUPE 873)

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

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

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

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

Nurses' Bargaining Association (NBA)

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

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

Combatting Privatization

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

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

Growth in the Health Sector

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

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

Toxic Drug Crisis and Constitutional Challenge

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

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

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

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

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Committee Reports



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Equity Committee

Indigenous Committee

Activity Report

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

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

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

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

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

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

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

New Topics

Indigenous Rights in British Columbia

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

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

Future Priorities

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

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

Persons with Disabilities Committee

Activity Report

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

Mandated Priorities

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

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

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

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

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

New Topics

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

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

Future Priorities

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

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

Pink Triangle Committee

Activity Report

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

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

Future Priorities

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

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

Racialized Workers

Activity Report

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

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

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

New Topics

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

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

Future Priorities

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

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

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

Sectoral Committees

Colleges and Universities Committee

Activity Report

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

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

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

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

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

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

Future Priorities

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

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

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

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

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

Community Social Services Committee

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

Activity Report

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

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

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

New Topics

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

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

Future Priorities

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

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

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

K-12 Committee

Activity Report

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

Violence in the Workplace

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

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

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

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

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

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

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

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

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

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

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

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

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

Seamless Childcare

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

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

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

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

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

Report respectfully submitted by:

Amber Leonard (Chair)

Karrie Andrews (Co-Chair)

Kayla Kinlock (Recording Secretary)

Libraries Committee

Activity Report

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

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

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

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

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

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

New Topics

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

Future Priorities

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

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

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

Municipal Committee

Activity Report

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

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

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

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

New Topics

Increase Communication between Locals

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

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

Future Priorities

Mental Health

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

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

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

Transportation Committee

Activity Report

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

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

New Topics

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

Future Priorities

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

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

Standing Committees

Environment and Climate Justice Committee

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

Activity Report

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

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

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

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

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

Supporting Environmental Leadership:

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

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

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

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

Conclusion

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

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

International Solidarity Committee

Activity Report

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

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

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

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

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

Future Priorities

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

Report respectfully submitted by:

Paula Bass (Chair)

Véronique Fleury (Co-Chair)

Nadia Revelo (Recording Secretary)

Occupational Health and Safety Committee

Activity Report

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

Future Priorities

Mental Health

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

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

Violence is NOT part of the job.

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

Looking Ahead

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

Report respectfully submitted by:

Donald Grant (Chair)

Henry Lee (Co-Chair)

Martha Higgins (Recording Secretary)

Pension Committee

Activity Report

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

New Topics

- Addressing growing public misconceptions about public-sector pensions.

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

Future Priorities

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

Report respectfully submitted by:

Cindy Ozouf (Chair)

Dawn Zemoura (Co-Chair)

Roberta Ciaraulo (Recording Secretary)

Political Action Committee

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

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

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

Activity Report

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

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

New Topics

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

Future Priorities

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

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

Skilled Trades Committee

Activity Report

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

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

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

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

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

Future Priorities

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

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

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

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

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

Women’s and Gender Rights Committee

Activity Report

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

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

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

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

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

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

4. Convention Planning and Member Engagement

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

5. Education and Ongoing Work

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

New Topics

The Committee noted the ongoing need for:

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

Future Priorities

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

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

Young Workers' Committee

Activity Report

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

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

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

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

Future Priorities

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

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

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

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.

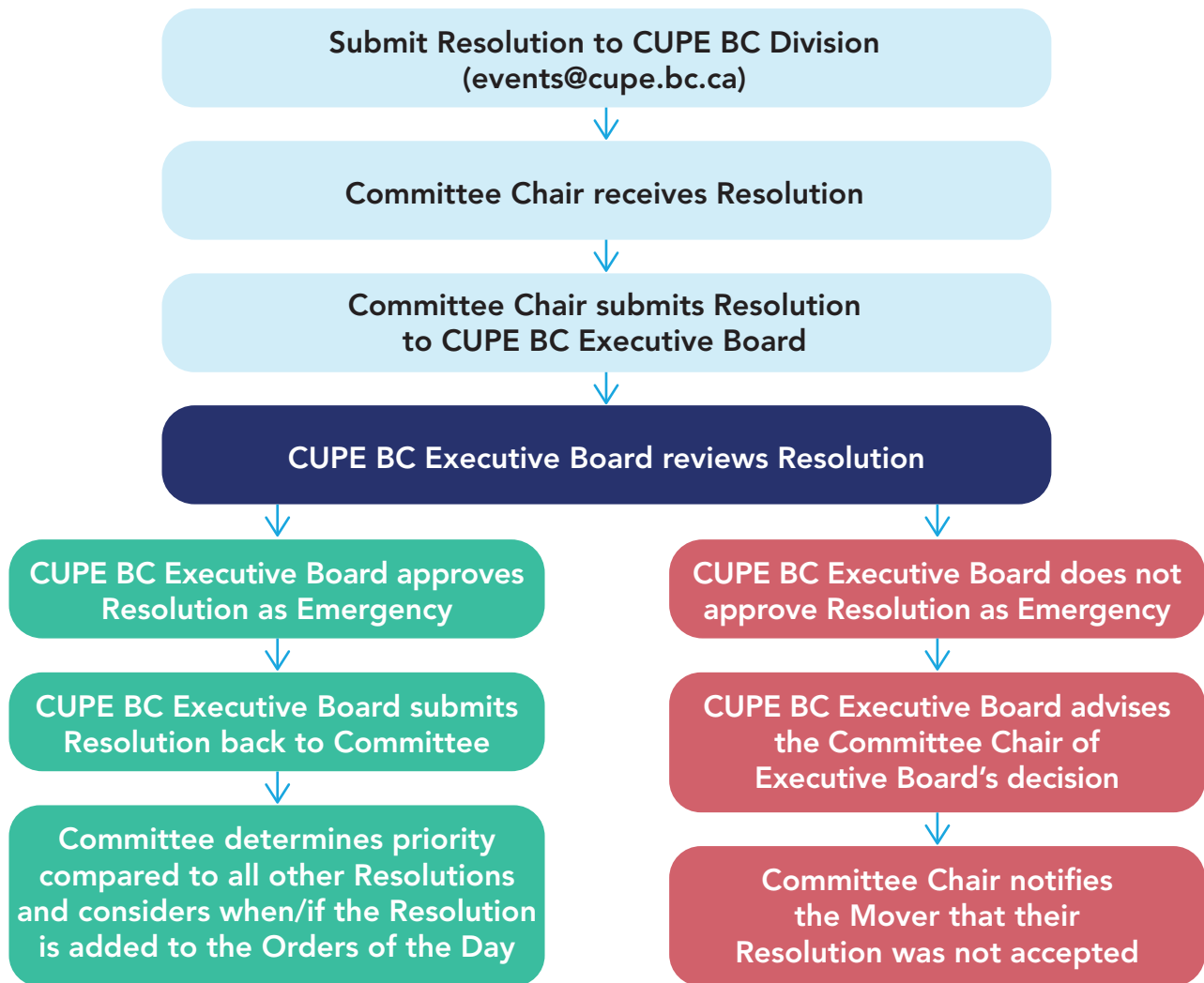
Emergency resolutions will be received by the Chair of the Resolutions Committee and submitted to the CUPE BC Executive Board for consideration. Resolutions approved by the Executive Board as emergency resolutions will be provided to the Resolutions Committee for prioritization. A visual outline of the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



Constitution & Bylaws



CUPE BC 2025 Constitution

Effective June 3, 2025

Article One – Name

- 1.1** This organization shall be known as CUPE BC.
- 1.2** It shall be chartered by the Canadian Union of Public Employees.
- 2.2** To encourage CUPE Locals in British Columbia and Yukon to affiliate to the BC Federation of Labour, or the Yukon Federation of Labour, and to their respective Labour Councils.

Article Two – Objects

- 2.1** CUPE BC has as its objectives:
 - (a) The organization of workers generally, and in particular all workers in the public service of British Columbia and Yukon.
 - (b) The advancement of the social, economic and general welfare of public employees.
 - (c) The defence and extension of the civil rights and liberties of public employees and the preservation of free democratic trade unionism.
 - (d) The improvement of wages, hours of work, job security and other working conditions affecting public employees.
 - (e) To promote the respect and conservation of the earth's environment.
 - (f) To support the objectives of the Canadian Union of Public Employees as set out in Article II of the CUPE Constitution.
 - (g) To uphold the values of the CUPE National Equality Statement.
- 3.1**
 - (a) Any chartered local of CUPE in the Province of British Columbia or the Yukon Territory and in good standing, shall be eligible for affiliation to CUPE BC.
 - (b) Any District Council in the Province of British Columbia or the Yukon Territory chartered to the Canadian Union of Public Employees, and in good standing, shall be eligible for affiliation to CUPE BC.
 - (c) Any Council of Unions or Provincial Council of Unions in the Province of British Columbia or the Yukon Territory chartered by CUPE, and in good standing, shall be eligible for affiliation to CUPE BC.
- 3.2** The Executive Board shall have the authority to grant such affiliation, or alternatively, to refer the application to the next CUPE BC Convention.

3.3

- (a) The Executive Board may suspend and/or expel an affiliate should such affiliate:
 - (i) be in arrears in payment of per capita for a period of sixty days.
 - (ii) fail to adhere to carry out the established policies and decisions of CUPE BC.
- (b) All affiliates shall have the right to appeal from any decision to suspend or expel at the next CUPE BC Convention.

3.4 Any CUPE Local, District Council, Council of Unions or Provincial Council of Unions applying for re-affiliation to CUPE BC as a result of action by CUPE BC against them under Article 3, Section 3 A (i) - (ii) of this Constitution or a voluntary withdrawal, must pay its per capita tax arrears in full to become an affiliate in good standing of CUPE BC.

3.5 All affiliates shall be entitled to payments under the CUPE BC Defence Fund Formula and Regulations as set out and provided for in the regulations.

Article Four – Conventions

4.1 The supreme authority of CUPE BC shall be the delegates of the affiliated organizations assembled in convention.

4.2 A regular convention of CUPE BC shall be held annually at the time and place determined by the Executive Board. Notice of such Convention shall be forwarded to all affiliated organizations at least four months prior to the date of such Convention.

4.3 All CUPE BC Convention credentials must be submitted to the CUPE BC Secretary-Treasurer by the online registration deadline of the CUPE BC Convention in order to be included in the Convention booklet or to be eligible for consideration for appointment to Convention Committees.

4.4 Delegate credentials shall be accepted only from those Locals who have made per capita tax payments as set out in Article 8, in full to the end of the month following the month in which the Convention Call is sent out.

Delegate entitlement shall be based on the paid-up membership, including Rand Formula payees for the average month of the previous twelve (12) months, ending with the previous month in which the Convention Call is sent out, or the month of the previous year's convention whichever is greater.

4.5

- (a) A delegate to a CUPE BC Convention must be a member in good standing of, and duly accredited by their chartered organization affiliated to and in good standing with CUPE BC and the National Union.
- (b) The President and Secretary-Treasurer of CUPE BC shall be the CUPE BC delegates to the Annual Convention.

4.6 Representation at conventions by affiliated organizations shall be:

Local Unions

- Up to 200 members - 2 delegates
- 201 to 300 members - 3 delegates
- 301 to 400 members - 4 delegates
- 401 to 500 members - 5 delegates
- 501 to 750 members - 6 delegates
- 751 to 1000 members - 7 delegates

For each additional 500 members or portion thereof - 1 additional delegate.

District Councils, Councils of Unions, and Provincial Councils of Unions - 2 delegates, 1 of which must be a young worker in accordance with CUPE BC Policy.

- 4.7** CUPE BC shall subsidize or reimburse small locals attending a CUPE BC Convention, the cost to the Local in paying lost wages, hotel and transportation as follows:
- (i) Locals with one hundred (100) or fewer Members, fifty percent (50%) of the cost of two (2) delegates or one hundred percent (100%) of the cost of one (1) delegate;
 - (ii) Locals with between one hundred and one (101) and one hundred and twenty-five (125) Members, twenty-five percent (25%) of the cost of two (2) delegates or fifty percent (50%) of the cost of one (1) delegate;
 - (iii) Locals with between one hundred and twenty-six (126) and one hundred and fifty (150) Members, twelve and one half percent (12.5%) of the cost of two (2) delegates or twenty-five percent (25%) of the cost of one (1) delegate;

Provided that:

- a) Locals applying are otherwise unable to send two (2) delegates;
- b) Locals applying for such reimbursement shall have a dues structure of no less than one and one half percent (1.5%);
- c) Locals applying for such reimbursement shall submit their request to the CUPE BC Secretary-Treasurer at least forty-five (45) days prior to the commencement date of the CUPE BC Convention for which they wish to receive the above noted reimbursement;
- d) Final approval of any reimbursement shall be subject to a vote of the CUPE BC Executive Board.

4.8 Any affiliated local union being on strike or locked out at the time CUPE BC is in Convention shall be entitled to have their delegates cast ballots for the entire delegation entitlement of the local;

Such delegates casting ballots on behalf of their Local's entire delegation entitlement, shall be required to have the written authority signed by the President and Secretary of their local.

4.9 In the instance of a local affiliating after the end of the fiscal year, or other special circumstances, the Credentials Committee shall be empowered to accept credentials on the recommendation of the CUPE BC Administrative Committee.

4.10 The CUPE BC Executive Board will set the registration fee for each delegate and alternate after considering the consumer price index published by Statistics Canada, based on the fee of \$175 for each delegate at the 2023 Convention.

4.11 Each local will be entitled to one alternate delegate. The alternate delegate may replace a regular delegate who is unable to attend the Convention or is required to leave the Convention; in which case the alternate becomes the regular delegate and the former delegate may not be re-seated.

4.12 Voting shall be by a show of hands or by a standing vote of delegates. In any standing vote, the Chair shall provide accommodation to any delegate with a disability that adversely affects their ability to participate. The Executive Board may institute an electronic voting system to be used at the discretion of the Chair for any vote. A roll call vote or secret ballot shall be taken if demanded by one-fourth of the delegates present. Except as provided for in Article 4.8, in all votes, each voting delegate has one vote.

4.13 A quorum at Convention of CUPE BC shall consist of a majority of the delegates seated and in attendance when the first report of the Credentials Committee is presented.

4.14

- (a) Resolutions and constitutional amendments to be introduced for consideration at the Convention shall be signed by the President and Secretary of an affiliated organization or Chair of a Committee, and be authorized by that organization or Committee. They shall be received by the Secretary-Treasurer of CUPE BC not later than sixty days prior to the opening of the Convention. If the deadline for resolution submission falls on a Saturday, Sunday or Statutory Holiday, it shall automatically be moved to 12:00 pm (noon) on the next business day.
- (b) That all resolutions submitted in accordance with (a) above be forwarded for the information of each affiliated local no later than thirty (30) days prior to the opening of the Convention.
- (c) Resolutions may be submitted prior to or during the CUPE BC Convention by the CUPE BC Executive Board and all Committees appointed by the Executive Board.
- (d) Resolutions may be submitted by a Committee of the Convention or the CUPE BC Executive Board, provided such resolution is the result of the deliberations of that Committee or the CUPE BC Executive Board.

4.15 The Convention in session may accept emergency resolutions. Such resolutions must be signed by the submitting delegate(s), and must deal with a specific incident occurring after the deadline for submission of resolutions.

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.
- (b) No resolution will be accepted after the hour of five p.m. on the first day of the Convention except as outlined in Articles 4.14 (c) and (d).

Article Five – Officers and Committees

5.1

- (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) Diversity Vice-Presidents
 These shall constitute the Executive Board.
- (b) The following officers of CUPE BC shall constitute the Administrative Committee:
 President
 Secretary-Treasurer
 Four (4) General Vice-Presidents
- (c) The nine Regional Vice-Presidents shall consist of the following:
 2 representing Vancouver Island
 3 representing Metro-Vancouver
 1 representing Fraser Valley
 1 representing Okanagan
 1 representing Kootenays
 1 representing Northern B.C.

CONSTITUTION & BYLAWS

- (d) Six Alternate Regional Vice-Presidents shall be elected; one from each region. Alternate regional representatives will attend CUPE BC Executive Board meetings and when replacing the regular regional representative shall be entitled to full voice and vote.
 - (e) 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), one (1) representing indigenous members and one (1) representing racialized members.
 - (f) Four Diversity Vice-Presidents shall be elected. Alternate Diversity VicePresidents will attend CUPE BC Executive Board meetings and when replacing a Diversity Vice-President shall be entitled to full voice and vote.
 - (g) There shall be three Trustees elected by the CUPE BC Convention. One Trustee shall be elected each year at Convention and shall serve a three year term of office. In the case of vacancies occurring, the CUPE BC Convention shall elect Trustees to fill the unexpired terms of office in order to preserve overlapping terms of office.
- 5.2**
- (a) The President shall be a fulltime officer of CUPE BC.
 - (b) The President shall function as the Chief Executive Officer of CUPE BC. The President shall exercise supervision over the affairs of CUPE BC, sign all official documents, and preside at conventions and all meetings of the Executive Board. The President shall have first preference as a delegate to the CUPE National Convention.
- (c) It shall be the duty of the President to carry out the directives of the Executive Board, to promote the welfare and purpose of CUPE BC and to exercise supervision of CUPE BC in accordance with the Constitution.
 - (d) The President shall be primarily responsible for communications with the membership, to attend District Council meetings and attend Local Union meetings whenever and wherever possible.
 - (e) The President shall act as a liaison person with other unions and organizations.
 - (f) The President shall represent CUPE BC on the BC Federation of Labour.
 - (g) The President shall keep informed of current affairs pertaining to the labour movement and shall from time to time attend sessions of the legislature.
 - (h) The President shall assist Committees in the preparation of Briefs and other presentations and/or submissions to be made on behalf of CUPE BC.
 - (i) The President shall be responsible for the establishment and maintenance of a good working relationship with CUPE Staff personnel and officers; also other structural bodies such as District Councils, occupational groupings and regional authorities.
 - (j) The President shall work in close cooperation with all departments of the Canadian Union of Public Employees in advancing the policies and programs of the parent organization within CUPE BC's purview.
 - (k) The President shall ensure officers and Committees perform their duties strictly in accordance with the Constitution and By-Laws.
 - (l) The President shall be an ex-officio member of all Committees.

- (m) The President shall have the authority to enforce and interpret the Constitution of CUPE BC and such interpretation shall be conclusive and in full force and effect unless reversed or changed by the CUPE BC Executive Board or by the CUPE BC Convention subject always to appeal to the National Executive Board.
- (n) The President shall, in order to carry out the day-to-day function of CUPE BC utilize the CUPE BC office located in Burnaby, BC.
- (o) The salary of the President shall be tied to that of a Regional Director.
- (p) The President shall submit a monthly activity report to the members of the Executive Board and a monthly expense account together with all covering receipts to the Secretary-Treasurer.

5.3 The General Vice-Presidents shall assist the President and the Secretary-Treasurer in the performance of their duties as they may request of them, and they shall perform the duties of the President in their absence.

5.4 The Secretary-Treasurer shall be a full time officer of CUPE BC under the direction of the President and the Administrative Committee of the Executive Board. The Secretary-Treasurer may act as spokesperson for CUPE BC staying within the policies and resolutions adopted by the Provincial Convention and in keeping with the practices and policies of the parent organization, the Canadian Union of Public Employees.

Under the direction of the President and the Administrative Committee the Secretary-Treasurer shall be responsible for:

- (a) When required, assist Committees in the preparation of briefs and other presentations and/or submissions to be

made on behalf of CUPE BC at the level of the Provincial Government or any of its Ministries.

- (b) The general administration and operation of the CUPE BC Office, including the supervision of clerical staff.
- (c) Maintaining a good working relationship with CUPE BC Staff personnel and officers; also other structural bodies such as District Councils, Occupational groupings and regional authorities.
- (d) Working in close cooperation with all departments of the Canadian Union of Public Employees in advancing the policies and programs of the parent organization within CUPE BC's purview.
- (e) All administrative matters emanating from the CUPE BC Office, including correspondence, accounting and any other responsibilities which have been delegated by the Executive Board to the President and/or Administrative Committee for action.
- (f) Keeping a correct and impartial record of all proceedings of CUPE BC in Convention, and of the Executive Board meetings. The Secretary-Treasurer shall receive and answer all communications in consultation with the President, Administrative Committee and/or the Executive Board.
- (g) Keeping all financial accounts of CUPE BC and shall maintain correct and proper records. The Secretary-Treasurer shall receive and give receipts for all money paid to CUPE BC and shall deposit same in such banking facility as the Executive Board may direct in the name of CUPE BC. Disbursements shall be for the purpose of CUPE BC only, and in all cases shall be made by cheque signed by the Secretary-Treasurer and the President, or such other officer as the Executive Board may designate.
- (h) Being bonded in such amount as may be determined by the Executive Board.

CONSTITUTION & BYLAWS

- (i) Submitting the books and records to the Trustees for audit at the end of each fiscal year, which shall be December 31 in each year, and shall furnish the Trustees with such information as they may require for the performance of their duties.
- (j) The salary of the Secretary-Treasurer be tied to that of an Assistant Regional Director.

5.5

- (a) The Trustees shall meet at least four times per year or as required to fulfill the duties of their office and shall submit their report to the CUPE BC Convention.
- (b) The Trustees shall work with the Secretary-Treasurer in the preparation of a proposed budget for the oncoming year.
- (c) All recommendations from the Trustees must be submitted to the Executive Board, who then will submit an Executive Board resolution to the Convention.

5.6

- (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. Skilled Trades Committee

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

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

The relevant Diversity Vice President shall be the Chairperson of that Equity Committee.

- (d) Each standing, sectoral and equity committee shall have co-chairpersons, one to be appointed pursuant to 5.6 (a), (b) or (c) above and the other to be elected by committee members. Wherever possible diversity shall be taken into consideration.

- 5.7** Terms of Reference of Standing, Sectoral and Equity Committees:

- (a) All committees shall take direction from, and be responsible to the Executive Board. However, between meetings of the Executive Board, tasks may be assigned to committees by the Administrative Committee or by the President.
- (b) Each Committee within three (3) months of appointment must meet to identify goals and objectives for the ensuing term, which must be submitted to the Executive Board for endorsement.

- (c) Standing Committees, Sectoral Committees, Equity Committees and committees established through the CUPE BC Executive Board shall call meetings through the Secretary-Treasurer of CUPE BC. The Executive Board shall call meetings through the Secretary-Treasurer of CUPE BC and shall submit signed copies of minutes of all meetings held to the Secretary-Treasurer.
- (d) Committee chairpersons shall submit interim reports to all regular Board meetings. Committees shall submit a report of activities to the membership at Convention.
- (e) Reports of Committees activities for the preceding year shall be submitted to the Secretary-Treasurer of CUPE BC at least 45 days prior to the opening day of the Convention and be presented with their accompanying resolutions to the Convention Floor.

5.8 Responsibilities of Regional Vice-Presidents:

They will maintain close liaison with CUPE Locals and the Area Council in the region they represent and keep them informed of the activities of CUPE BC. They will keep the President informed of all matters in their region which may affect the general welfare of Public Employees throughout the Province.

5.9 The Diversity Vice-Presidents will maintain a close liaison with the members they represent and keep them informed of the activities of CUPE BC.

Article Six – Elections

6.1

- (a) To be eligible for election or re-election to any office, a candidate shall be a member in good standing of any affiliated organization and an accredited delegate of that organization to the Convention.
- (b) The President and Secretary-Treasurer will be considered members in good standing of CUPE BC and will be eligible for re-election to any office.
- (c) Regional Vice-Presidents and Alternates shall be elected by the delegates from locals and district councils in the respective regional caucus. Provincial locals and multi-regional locals shall specify on the credential forms which region each delegate from their local is designated for. No delegate shall vote in more than one regional caucus. The Executive Board shall have the responsibility to establish such rules as required to ensure that regional elections are conducted in a manner consistent with the spirit and intent of the constitution of CUPE BC.
- (d) Diversity Vice-Presidents shall be elected by members of their respective equity caucus in accordance with procedures recommended by the caucus and approved by the Executive Board.
- (e) The President, Secretary-Treasurer, four (4) General Vice-Presidents and Trustees shall be elected by the convention as a whole in accordance with the provisions of the CUPE BC Constitution.

6.2 Voting shall be by secret ballot or by electronic vote and the successful candidate must receive a majority of the votes cast. If no candidate on the first vote receives a majority of the votes cast, the candidate receiving the least number of votes shall be dropped in each successive vote. In the case of a final tie vote, the presiding officer may cast the deciding vote.

Notwithstanding the foregoing, election for offices noted in 6.1 (d) may be by consensus or other process approved in advance by the CUPE BC Executive Board.

6.3 The term of office shall be for two years. An elected official shall serve in office until a successor has been elected, provided that they retain their membership in their local organization in good standing.

6.4

- (a) If an Officer resigns, or ceases to be a member in good standing of an affiliated organization, or misses three (3) consecutive meetings without good cause (as established by the Executive Board) or for any other cause is no longer an officer of CUPE BC, the vacancy shall be filled for an interim basis as soon as possible by the Executive Board, subject to the following provisions.
- (b) The next CUPE BC Convention shall hold elections to fill the position and/or positions for the remainder of the term, or regular term of office, whichever applies.
- (c) In the event of a vacancy in the office of a General Vice-President, the Executive Board shall have the power to fill the vacancy, by majority vote of all its members, for the period of the unexpired term, or until the next CUPE BC Convention, whichever comes first.

- (d) In the event of a vacancy in the office of a Regional Vice-President, the Alternate Regional Vice-President from that region shall fill the vacancy for the period of the unexpired term or until the next CUPE BC Convention, whichever comes first. In the event of a vacancy in the office of an alternate Regional Vice-President, all affiliated bodies in the region shall then be consulted as to a nomination for a replacement of the Alternate Regional Vice-President.

- (e) In the event of a vacancy in the office of a Diversity Vice-President, the Alternate Diversity Vice-President from the respective caucus shall fill the vacancy for the period of the unexpired term or until the next CUPE BC Convention, whichever comes first. The CUPE BC Executive Board will fill the vacated Alternate Diversity Vice-President position with the recommendation from the appropriate equity Committee.

6.5 The CUPE BC Convention immediately prior to the biennial CUPE Convention, may select a nominee for the office of BC Regional Vice-President on the National Executive Board of CUPE.

Article Seven – Installation of Officers

7.1

- (a) The newly elected officers shall take their places in front of the presiding officer and facing the assembly for the purpose of being obligated as an officer of CUPE BC.
- (b) The presiding officer shall then cause the assembly to stand and bear witness to the installation of the officers.

7.2 The presiding officer shall state:
 “Newly elected members repeat after me the following obligation:
 “I. sincerely promise that I will truly and faithfully, and to the best of my ability, perform the duties of my office for the ensuing term as prescribed in the Constitution and By-Laws of CUPE BC and the Constitution of the Canadian Union of Public Employees and as an officer of CUPE BC will at all times endeavour, both by my council and example, to promote the harmony and preserve the dignity of its sessions. I further promise that at the close of my official term, I will promptly deliver any monies or property of CUPE BC in my possession to my successor in office.”

Article Eight – Revenue

- 8.1** The revenue of CUPE BC shall be derived as follows:
- (a) Each affiliated District Council, Council of Unions, and Provincial Council of Unions shall pay a fee of five dollars (\$5.00) per year.
 - (b) Each affiliated Local Union shall pay a Per Capita Tax of .14% of the Local Union’s average regular monthly wages of which .05% will be placed in the CUPE B.C. Defence Fund, and .01% will be placed in the CUPE BC - Colleen Jordan Humanity Fund.
 - i) The CUPE BC - Colleen Jordan Humanity Fund shall be administered by the CUPE BC Executive Board in accordance with the Humanity Fund Guidelines.

- ii) In the event the CUPE BC - Colleen Jordan Humanity Fund balance exceeds \$1,250,000.00, 50% of all further revenue to the fund shall be re-directed to the CUPE BC Defence Fund. If the Colleen Jordan Humanity Fund balance falls below \$750,000.00, all fund revenue shall be re-instated until it reaches a balance of \$1,250,000.00.
- iii) In the event the Defence Fund is reduced to \$750,000.00 the Per Capita shall automatically increase by .03% of the Local Union’s average regular monthly wages, the total of which will be placed in the Defence Fund until it reaches a balance of \$1,500,000.00.

- (c) A payment thereto of additional per capita tax as set by the Executive Board of CUPE BC as may be required for the specific purpose of maintaining the CUPE BC Defence Fund.
- (d) Local Unions, District Councils, Council of Unions, or Provincial Councils of Unions applying for affiliation shall pay a fee of Two Dollars and Fifty Cents (\$2.50).
- (e) Any per capita tax payments as set by the Executive Board of CUPE BC under section 1(c) of this Article Eight shall be forwarded to the Secretary-Treasurer of CUPE BC.

Article Nine

- 9.1** In accordance with guidelines established by the Executive Board CUPE BC will provide a full travel subsidy to help small Locals attend CUPE National Conventions.

Article Ten – Amendments

10.1

- (a) This Constitution can be amended or altered at a regular session of the CUPE BC Convention only, and to do so, it shall require two-thirds of the votes of the delegates present and voting.
- (b) Such amendments and/or additions to the Constitution of CUPE BC shall not conflict with the Constitution of the Canadian Union of Public Employees and its principles and policies.
- (c) Notwithstanding the above, any resolutions dealing with amendments to Article Eight shall be circulated by the Secretary-Treasurer of CUPE BC to all affiliates thirty (30) days prior to commencement of the CUPE BC Convention.

10.2 This Constitution and/or amendments thereto shall become effective upon approval by the National President in accordance with the CUPE Constitution.

CUPE BC 2025 Bylaws

1. Executive

- A.** The Executive Board shall constitute the governing body of CUPE BC between Conventions and shall meet at least four (4) times a year. Meetings of the CUPE BC Executive Board shall be at the call of the President, or in the absence of that officer, at the call of the Secretary-Treasurer, or upon the request of a majority of the members of the Executive Board provided that a minimum of seven (7) days' notice of such meetings shall be sent to all members of the Executive Board.
- B.** The CUPE BC Executive Board shall at all times adhere to the provisions of the Constitution of the Canadian Union of Public Employees, and shall follow and faithfully carry out all instructions given to it by Conventions of CUPE B.C.
- C.** A quorum of the CUPE BC Executive Board shall consist of seven (7) members of such Executive Board at any meeting thereof.
- D.** The Executive Board may appoint special committees as required. The Chairperson shall be an elected member of the CUPE BC Executive Board.
- E.** The CUPE BC Executive Board may dissolve any committee established by the Executive Board, by a two-thirds majority vote of the CUPE BC Executive Board. This decision is subject to appeal at the next Convention of CUPE BC.
- F.** The Executive Board shall appoint such committees as are necessary to conduct the affairs of the Convention. The Executive Board may request any such committee to meet prior to the opening of the Convention for the purpose of considering matters placed before it.

2. Administrative Committee

- A.** The Administrative Committee shall be responsible for the administration of the affairs and activities of the Union, when the Union is not in Convention and the Executive Board is not in session.
- B.** The Administrative Committee shall meet immediately prior to each meeting of the Executive Board, and at the call of the chair but not less than six times per year.
- C.** When in session a majority of the Administrative Committee shall constitute a quorum.

3. Order of Business

The Agenda for each CUPE BC Executive Board meeting shall be prepared by the Administrative Committee and pre-submitted to the meeting for approval. Upon adoption this agenda shall include the following:

- (a) territorial acknowledgement
- (b) reading of equality statement
- (c) reading of minutes of previous meetings
- (d) nomination and/or appointment of committees
- (e) applications for affiliation
- (f) reports of committees
- (g) financial reports
- (h) unfinished business
- (i) new business
- (j) good and welfare

4. Parliamentary Procedure

All questions of a parliamentary nature, not provided for in the Constitution and By-Laws of CUPE BC, shall be decided in accordance with "Bourinot's Rules of Order".

5. Rules of Order

- A.** The convention shall be called to order annually, in accordance with Article 4, Section 2. The times and places shall be reported to each local and appear in the agenda.
- B.** If any delegate, while speaking, be called to order, they shall, at the request of the Chair, take their seat until the question of order has been decided.

- C.** Should one or more delegates arise to speak at the same time, the Chair shall decide who is entitled to the Floor.
- D.** No delegate shall interrupt another in their remarks, except if it be to call a point of order.
- E.** A delegate shall not speak more than once upon a question until all who wish to speak have had an opportunity to do so.
- F.** Delegates shall be allowed five minutes when moving a motion; other delegates – three minutes to speak to a motion.
- G.** When a question is pending before the Convention, no motion shall be in order except - to adjourn - to refer - for the previous question - to postpone indefinitely – to postpone for a certain time - to divide or amend - which motions shall have precedence in the order named.
- H.** A motion to reconsider shall not be entertained unless made by a delegate who voted in the majority and shall receive a majority vote.
- I.** Reports of committees are not subject to amendments except such as is acceptable to the committee, but a motion to refer back to the committee for reconsideration shall be in order.
- J.** Delegates wishing to speak on any subject shall, after they are recognized by the Chair, announce their name and that of the organization they represent.
- K.** Guests and/or alternate delegates will not be permitted to move or second motions nor will they be permitted to vote. Guests and/or alternate delegates will be permitted to speak at the discretion of and with the permission of the Chair.

- L.** Nomination and election of officers shall follow the final report of the Trustees Committee. Secret ballot and overall majority shall govern the election of officers. The President shall have the power to appoint scrutineers.
- M.** Elected officers shall be obligated and their term of office shall commence upon the conclusion of the convention.
- N.** No alternate delegate shall be permitted to vote unless cleared by the Credentials Committee and seated as a delegate.
- O.** CUPE National Officers and Staff Representatives shall be allowed a voice but no vote at CUPE BC Executive Board meetings.
- P.** CUPE National Officers and Staff Representatives shall be allowed a voice but no vote at CUPE BC Conventions.

Appendix "A"

CUPE BC Defence Fund Formula and Regulations

1. Purpose

The purpose of the Defence Fund is to provide supplementary financial assistance to a Local Union and its membership when faced with a strike or lockout. The Defence Fund is related to, and intended to supplement, the National Strike Fund and its regulations. Only those members of a Local Union who are actively participating in a strike or lockout are eligible for CUPE BC Defence Fund payments.

The Defence Fund may also be used to promote and defend CUPE BC, our Local Unions, and the work of our members, at the discretion of Convention and/or the CUPE BC Executive Board.

2. Eligibility

In order to collect CUPE BC Defence Fund benefits, a Local Union must be affiliated to CUPE BC for at least three (3) months prior to the date of application for assistance.

A Local Union that is, or becomes, delinquent in the payment of per capita tax for a period of sixty (60) days and acquires good standing by paying back dues prior to a strike and/or lockout shall be penalized one (1) week benefits.

All Local Unions in BC seeking a first contract shall be eligible for benefits provided that they agree to affiliate to CUPE BC at the conclusion of their negotiations.

3. Application for Assistance

- a) A Local Union faced with a strike or lockout must first consult with the National Union through their National Representative.
- b) A Local Union that is entitled to strike benefits under the National Strike Fund Regulations shall be entitled to the benefits of the CUPE BC Defence Fund upon application to the Secretary-Treasurer of CUPE BC. Such application must be accompanied by a copy of each of the National Strike Fund Forms submitted to the National Union.
- c) In the event a Local Union is denied benefits under the National Strike Fund Regulations, the CUPE BC Executive Board may choose to provide additional financial assistance.
- d) The Secretary-Treasurer of CUPE BC shall have the authority to dispense funds in accordance with these regulations.

4. Schedule of Benefits

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

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

5. Financial Payments and Procedures

- a) Payments will commence on the first (1st) calendar day of the strike or lockout.
- b) The striking or locked out Local Union must provide CUPE BC with a full and factual account of the distribution of CUPE BC Defence Fund benefits every week, using the form(s) provided. Failure to submit this information may delay subsequent payments.
- c) A copy of the National Strike Fund Form H "Strike Terminated (or averted)" must be submitted to CUPE BC immediately following the settlement of the dispute.
- d) A final report of the Strike Benefits received from CUPE BC must be submitted as soon as possible after the settlement of the dispute.
- e) All unused Defence Fund monies received from CUPE BC will be returned immediately following the settlement of the dispute for redeposit into the CUPE BC Defence Fund Account.

6.

Local Unions that are on strike or locked out and are eligible for Defence Fund benefits may apply to the CUPE BC Secretary-Treasurer for an exemption from Per Capita Tax for the duration of the strike or lockout.

Appendix "B"

CUPE BC Colleen Jordan Humanity Fund Guidelines

1. Purpose

The purpose of the Humanity Fund is to provide an accountable and ongoing source of funding to support appeals, programs and initiatives in the following areas:

- Emergency relief and humanity programs in Canada and around the world;
- International development work;
- Canadian anti-poverty and development work;
- Hardship support for CUPE members.

2. Fund Administration

The Humanity Fund shall be administered in accordance with these guidelines and the following formula:

- a) Twenty percent of the per capita revenue to the fund shall be reinvested in the fund each year;
- b) Up to seventy percent of the annual income to the fund shall be reserved for international humanity and development work;
- c) Up to thirty percent of the annual income to the fund shall be reserved for Canadian anti-poverty and development work and for hardship requests from locals on behalf of members.

3. Applications to the Fund

All applications to the fund shall be directed to the CUPE BC Secretary-Treasurer.

- a) International Humanity Initiatives and International Development Projects.
Applications for International Humanity Initiatives and International Development Projects shall be forwarded to the CUPE BC International Solidarity Committee who will make recommendations to the CUPE BC Executive Board through the CUPE BC Administrative Committee.
- b) Canadian Anti-poverty and Development Works.
Application for Canadian anti-poverty and development work shall be accepted from affiliated locals, district councils or community organizations. The Secretary-Treasurer shall record the date applications are received and obtain any information necessary for its consideration. The Secretary-Treasurer shall then prepare recommendations in consultation with the Administrative Committee for the CUPE BC Executive Board.

c) Member Hardship

Application for member(s) hardship shall be accepted for extraordinary circumstances from affiliated locals or district councils on a form established for that purpose. The Secretary-Treasurer shall record the date applications are received and obtain any information necessary for its consideration. The Secretary-Treasurer shall then prepare recommendations in consultation with the Administrative Committee for the CUPE BC Executive Board.

4. Reports

The Secretary-Treasurer shall submit quarterly reports on the Humanity Fund to the Executive Board and mail an Annual Report to all organizations affiliated to CUPE BC. The Annual Report shall also be submitted to the CUPE BC Annual Convention. Reports shall include both financial information and narrative details of each project and program.

CUPE BC Policy Manual

Scan or click the QR code to access the complete CUPE BC Policy Manual, which is available online at <https://qrco.de/cupebc-policy-manual>





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