



CUPE BC Executive Board Report to Convention – May 2019

INTRODUCTION

At each annual convention CUPE BC's Executive Board reports to our members. Part of this report covers our work in delivering on the commitments made at last year's Convention described in the Action Plan and from the resolutions, which you will find appended to the end of this report.

CUPE BC is the largest union in British Columbia with a diverse membership of over 97,500 members in 11 sectors located in all corners of the province.

We have had a very constructive year with many monumental events that have made 2018/2019 an exciting year for CUPE in BC.

Annually after convention, the CUPE BC Executive Board meets in July at the CUPE BC Think Tank where we review the year's convention and strategize and develop plans on how we are going to action the resolutions you have mandated us to enact. This report endeavours to reflect on the past year of our victories, challenges, and the resolve of our locals and all CUPE members in British Columbia.

BARGAINING AND STRIKE SUPPORT

While CUPE BC is not responsible for collective bargaining, we can offer support to locals who are fighting for respect at the bargaining table. Whether that is putting out the call for support on a picket line, applying political pressure by presenting to boards and councils, engaging allies, reaching out to other unions or financial support, CUPE BC will be there to respond to our members.

We congratulate the following locals for their resolve to fight concessions and make gains at the bargaining table - lasting one day longer on the picket line:

- CUPE Local 15 - Vancouver Art Gallery
- CUPE Local 458 - Village of Harrison Hot Springs

We are also proud to support the struggles of locals on strike across the country. We sent donations to CUPE Local 2424 at Carleton University in Ottawa who were on strike to defend their pension plan and to CUPE Local 3903 at York University in Toronto who were facing significant concessions at the bargaining table.

We don't just support CUPE members on strike. We support our friends from the affiliate unions of the BC Federation of Labour. CUPE members walked picket lines in solidarity in the Okanagan with the BC Government and Service Employees' Union (BCGEU) casino workers, MoveUp workers at Westminster Savings, and Canadian Union of Postal Workers (CUPW) across the province when the Federal Government legislated them back to work.

POLITICAL ACTION

Political action has always been at the heart of CUPE BC. Electing progressive candidates to all levels of government is a priority and over the past year CUPE members have stepped to support progressive candidates and run themselves.

Local Government Elections

In October 2018, our members took the lead in the Municipal and School Board Elections across the province. Changes to election financing law in British Columbia meant that we had to change the way in how we engage with our members and support progressive candidates running for office. This meant engaging in labour council endorsement processes, facilitating opportunities for members to meet and interview candidates, member-to-member contact and getting their members to pledge to vote.

CUPE members also stepped up big time to run themselves. 29 current or former CUPE members ran for office and 20 were elected to councils or school boards.

Current or former CUPE members elected:

Current Members	
City of Langley Council	Paul Albrecht (Local 403)
School District #35 (Township of Langley) Trustee	Marnie Wilson (Local 1260)
City of New Westminster School District #40 Trustee	Dee Beattie (Local 728)
School District #33 (Chilliwack)	Dan Coulter (Local 3787)
School District #71 (Area B)	Michelle Waite (Local 3479)
City of Victoria Council	Laurel Collins (Local 4163)
School District #61 (Victoria)	Ryan Painter (Local 1767)
School District #68 (Nanaimo Ladysmith)	Greg Keller (Local 401)
Salmon Arm Council	Sylvia Lindgren (Local 523)
School District #22 (Vernon)	Mark Olsen (Local 5523)
City of Castlegar Council	Cherryl McLeod (Local 1285)
Ladysmith Council	Jeff Virtanen (Local 606)
Village Council of Lytton	Gordon Murray (Local 1004)
Esquimalt Council	Tim Morrison (Local 1767)

Mission Council	Danny Plecas (Local 593)
Powell River Council	Rob Southcott (Local 873)
City of Surrey Council	Doug Elford (Local 15)
Courtenay Council	Melanie McCollum (Local 3479)
School District #42 (Maple Ridge-Pitt Meadows) Trustee	Pascale Shaw (Local 703)
School District #72 (Campbell River) Trustee	Johanne Kemmler (Local 5101)

Former/Retired Members

City of Vancouver Mayor	Kennedy Stewart (former member Local 15)
City of Vancouver Council	Michael Wiebe (former member Locals 15 & 1004)
City of Burnaby Council	Colleen Jordan (Local 379, retired)
District of Houston Council	Tom Stringfellow (Local 873, retired)
School District #41 (Burnaby)	Ryan Stewart (former member Local 3787)
City of Maple Ridge Council	Kiersten Duncan (former member Local 498)
School District #43 (Coquitlam) Trustee	Christine Pollock (Local 561, retired)
School District #36 (Surrey) Trustee	Terry Allen (Local 379, retired)
	Laurie Larsen (Local 402, retired)
City of Castlegar Mayor	Bruno Tassome (Local 2262, retired)
Vancouver Park Board Commissioner	Camil Dumont (Local 1004)

Crossroads Conference - Vancouver

CUPE BC sponsored the Crossroads Conference on May 5th in Vancouver. In partnership with the Vancouver and District Labour Council (VDLC) and Organize BC, union activists, community members, and political parties came together to strategize and develop progressive solutions to issues facing residents of Vancouver. This gave our members the opportunity to talk to progressive candidates running for office for council, school board and the parks board.

By-Elections

Provincial Government: Nanaimo - Sheila Malcolmson

CUPE Locals 401, 606 and 1858 banded together to engage their members all across Nanaimo to elect former NDP MP Sheila Malcolmson. Members volunteered countless hours to contact CUPE members via phone and at the campaign office. On January 30th, members of the Strong Communities Working Group (SCWG) took the day off to knock on doors on Election Day and were victorious!

Federal Government: Burnaby South - Jagmeet Singh

CUPE members from across the lower mainland stepped up and helped elect Federal NDP leader Jagmeet Singh to parliament. The victory in the Burnaby South riding reflects both the New Democrat and Canadians view that exclusion on any level will not be tolerated. This is not just a victory for the residents of Burnaby South, but a victory for all New Democrats, fighting off the new ultra right-wing party, the People's Party of Canada, showing that bigotry and hate are not welcome in our community. We would like to sincerely thank all of the great CUPE members volunteering hours of their own time to work on the campaign.

Electoral Reform Referendum

CUPE BC joined the Vote PR Coalition in favour of changing the first-past-the-post system to proportional representation. We engaged members through telephone town halls, member to member phone calling, rallies across the province, and presentations at local membership meetings and district councils. While we were not successful, we thank all of the members for their efforts.

2019 Federal Election

The Federal election has been called for October 21st and CUPE BC will engage in a comprehensive member to member mobilizing campaign to elect NDP candidates.

WORKING WITH OUR GOVERNMENTS

Provincial Government

We have begun to see the difference having a government that puts the concerns and needs of citizens ahead of corporate interests. It will take time to heal 16 years of the previous Liberal government's mean-spirited attacks on the vital public programs and services of this province, and with Premier John Horgan and the NDP at the helm, we are seeing what it means to have a government that cares.

The NDP government committed to listen to concerns and call on the expertise of British Columbians in a way that is unprecedented. CUPE BC has been working hard to ensure that the concerns of our members in BC are being brought to the attention of the provincial government. We have prepared many submissions on a broad cross-section of issues. These include:

- Provincial Budget submission to the Select Standing Committee on Finance and Government Services
- Submission on recommendations for Poverty Reduction Strategy
- Two Labour Code Review submissions
- Submission on recommended changes to the Employment Standards Act
- Submission regarding Pension Solvency Funding
- Submission on changes to the K-12 Funding Formula

To further the work that we have been doing through our submissions, we have been actively meeting with government on the issues most important to CUPE members.

On behalf of CUPE members across British Columbia, we have met with the Minister of Advanced Education, the Minister of Labour, the Minister of Education, the Minister of Municipal Affairs and Housing, the Minister of Finance and the Parliamentary Secretary for TransLink, in addition to regular meetings with Ministry staff.

We have also assisted a number of locals in arranging meetings with Ministers and ensuring that their issues are heard and understood by our government. CUPE BC both speaks for CUPE members and helps CUPE members speak with government. We are proud to be a grass-roots union that ensures workers' voices are heard in Victoria.

We will continue to make submissions on behalf of our members and continue to engage with the provincial government to advocate for our members and continue to fight for strong public services for all British Columbians.

Union of BC Municipalities (UBCM)

The annual UBCM convention is an opportunity to connect, lobby and advocate to local government mayors and councillors from all over BC. CUPE BC's presence is seen in many facets of the convention including a trade show booth, and a CUPE BC hosted reception which is open to all delegates. Members of Strong Communities and the chair of the CUPE BC Municipal Committee attend workshops and participate as guests on the convention floor to watch debates on issues that impact our members' work and the communities where they live.

BC School Trustees' Association (BCSTA)

CUPE BC hosts a reception for delegates at the BCSTA's AGM, which provides us with the opportunity to discuss issues and concerns for CUPE members who work in the K-12 sector.

BC Library Association (BCLA)

The BCLA is a hybrid association whose membership is comprised of both organizations and individuals. We have been a platinum sponsor at BCLA's annual conference for many years. We have hosted a booth in the exhibitor area and this year we will be sponsoring the closing keynote speaker.

BC Water and Wastewater Association (BCWWA)

CUPE BC hosts a booth at the tradeshow at the BC Water and Waste Association's annual conference and hosts a reception for students to engage them about CUPE and the importance of keeping water and its delivery public.

These groups can make powerful allies in the community and our continued good relationship with them means we can access their membership through conferences and other meetings and events.

DEFENDING PUBLIC SERVICES

Strong Communities Working Group - AKA “Strong Comms”

Created 17 years ago, the Strong Communities Working Group (SCWG) is a committee comprised of CUPE National staff and CUPE BC elected officers to support the political and strategic work of the Division. In 2018 we modified the SCWG to ensure it meets weekly and includes the four GVPs at all meetings. This group is tasked with monitoring emerging issues, keeping track of vacancies on various boards and agencies, staying on top of labour relations issues that may need external support, and carrying out campaigns to support our members across British Columbia. This working group is unique in CUPE, as no other Provincial Division and National Region work as closely to monitor and coordinate responses to issues affecting CUPE locals and members.

The committee is made up of the following members:

CUPE BC:

- President
- Secretary-Treasurer
- Four GVPs
- Director of Operations

CUPE National Staff:

- Regional Director
- Assistant Regional Director
- Legislative Coordinator
- Local Government Liaison
- Anti-Privatization Coordinator
- Local Community Organizer
- Representatives:
 - Organizing
 - Union Development
 - Communications
 - Research
 - Administrative Support

Local Fight Backs

The City of Maple Ridge issued a Request for Proposal (RFP) for contracting out the operations of a new community and recreation centre in 2018. We have been working closely with

community members and CUPE Local 622 and have an ongoing campaign to keep these services in-house.

A change in municipal leadership at the City of Surrey has led to the threat of privatizing recreation services and the building of a new arena complex. We are working with CUPE Local 402 and community partners to resist these threats before they get to a formal procurement process.

We continue to monitor and campaign against privatization threats emerging from shared services initiatives in the K-12 and post-secondary education sectors.

Organizing

Since last convention we have welcomed the following members into our CUPE family thanks to our hard-working Organizing Team of David Fleming and Zoe Magnus along with a team of member organizers:

- CUPE Local 374 Together Against Poverty Society (TAPS)
All employee certification (mostly advocacy workers of different kinds)
- CUPE Local 402 City of Surrey – Recreation Instructors
- CUPE Local 402-02 Surrey Public Library – Librarians
- CUPE Local 476 Powell River School District (SD #47) – IT workers
- CUPE Local 626 City of Vernon – RCMP Jail guards, Building Service Workers and Ice Monitors
- CUPE Local 1004 University of Northern British Columbia – Teaching Assistants
- CUPE Local 1267 District of Mission – Victim Services Workers
- CUPE Local 2365 Lax Kw'alaams Band – recreation workers
- CUPE Local 3999 Nelson CARES Society – Stepping Stones Emergency Shelter Workers
- CUPE Local 4070 WestJet Mainline
- CUPE Local 4951 Fort St James – Muni and Library Workers

Supporting CUPE Members during the Wildfires and Floods

CUPE members around the province faced unprecedented damages to their homes due to the 2018 wildfire and flooding seasons. CUPE BC established an emergency fund with an initial contribution of \$10,000. We encouraged CUPE locals and District Councils throughout the province to contribute what they could, as well as locals and Divisions across the country, to help offset the financial impact of these devastating fires on CUPE members in the affected areas.

Working with Allies

Working with our allies and supporting other struggles is one of the most important roles we all have in the labour movement. It is, after all, what makes us a movement, and allows us to fight for those things that not only improve the broader bargaining context for all unionized workers, but that improve working conditions for all workers, and the communities we work in.

There are many organizations that share our values and have built strategic partnerships. These organizations share our concerns around fair and safe work, environmental protection and climate change, the value of public services, addressing poverty and inequality, and justice for migrants, Indigenous and racialized people.

Some of the strategic partnerships we have forged are:

- Broadbent Institute - PressProgress BC
 - PressProgress is a media project launched by the Broadbent Institute in 2013. Their work focuses on investigative reporting, fact-checking and keeping tabs on issues that don't get enough attention.
- Check Your Head
 - To educate, activate, and empower young people to engage in social, environmental and economic justice movements and to create a more equitable, democratic and sustainable future.
- BC Labour Heritage Centre
 - The society preserves documents and presents the rich history of working people in British Columbia. The society engages in partnerships and projects that help define and express the role that work and workers have played in the evolution of social policy and its impact on the present and future shaping of the province.
 - Plaques Around the Province – CUPE Local 15 - 100 years.
 - On the Line - Rod Mickelburgh
 - Published the most comprehensive compilation of BC Labour History on May 1st. The sales for this book have surpassed all expectations which has resulted in hundreds of copies being donated to schools and public libraries across the province.
- BC Health Coalition
 - To protect and expand public healthcare.
- Sustainable Communities Initiative (SCI)
 - SCI is a project whose work focuses on regional issues carried out by Metro Vancouver (formerly the Greater Vancouver Regional District), TransLink, and Port Metro Vancouver. The project is funded by a partnership of several unions.
- CoDevelopment Canada (CoDev)
 - CoDevelopment Canada in their solidarity and partnership work in Latin America.
 - Please see the International Solidarity Committee's report for more detailed information.

- Canadian Centre for Policy Alternatives
 - We continue to support the work of the Canadian Centre for Policy Alternatives (CCPA) in their efforts to debunk methodologically flawed research from right-wing think tanks that continually attempt to vilify unions, unionized workers and the public sector.
- BCLA Summer Reading Club Program
 - BC's largest literacy program for children and families that will be in 200 communities across the province.

We also support community groups aimed at making life better in a variety of ways for a wide range of British Columbians. We are active members of the Living Wage for Families Advisory Committee, we support the \$10 A Day Child Care Campaign, and Protein for People, a community partnership to address the shortages of protein at BC's food banks.

Those are just some of the partnerships and organizations CUPE BC supports throughout the year.

COMMUNITY EVENTS

CUPE BC participates in many community events across BC. These events celebrate CUPE members' contributions to their communities as well as adding our voices to many social justice causes. CUPE BC can be seen at marches, rallies, protests, celebrations, parades, and cultural events in every corner of the province.

Pride Parades

We are active participants in pride parades and celebrations across the province. Our locals in Quesnel, Victoria, Nanaimo, Prince George, Vancouver, New Westminster, Nelson and Dawson Creek have stepped up to provide significant support for these festive and political events last year. These events have been excellent forums for us to show our support for our LGBTQ2+workers.

Vaisakhi Parades

CUPE BC's participates in Surrey and Vancouver's annual Vaisakhi parades. CUPE BC's Women's Committee representatives attended Vaisakhi celebrations in Prince George. These events provide a festive way to connect with community partners and celebrate diversity.

Miners Memorial – 100th Anniversary of Ginger Goodwin's Murder

In 2018, hundreds gathered in Cumberland to honour the 100th anniversary of the shooting death of local union organizer Ginger Goodwin. In addition to music, workshops, graveside ceremonies, and art-making projects, Miners Memorial featured the recreation of Ginger Goodwin's funeral procession, based on the photo taken on August 2, 1918. CUPE Local 556

and the Vancouver Island District Council hosted a community BBQ in the park where they raised over \$1,100 for the Cumberland Museum and Archives.

Labour Day

CUPE BC and locals celebrated Labour Day around the province. We are encouraged in the increased number of community events around the province to recognize the achievements of workers and unions in the fight for better working conditions and a just society. CUPE Locals hosting or organizing events in their community are encouraged to contact CUPE BC for support.

With the support and encouragement of CUPE BC, Dawson Creek planned and hosted their first Labour Day event in their community. They brought together a small but mighty contingent of unions from across the community and are planning on continuing to host a labour day event in their community.

Family Events

- CUPE Family Gives Back Picnic - Port Moody
 - CUPE Locals 386, 498, 561, 825, and 1936 host an annual picnic at Rocky Point Park in Port Moody.
- Christmas in Williams Park - Langley
 - CUPE Locals 389, 403, and 1260 hand out winter goodies at this annual event in Langley.
- Kootenay District Council Mother's Day BBQ - May 11th - Creston
 - The KDC will be hosting a family appreciation BBQ in Creston on Mother's Day 2019.

BC Federation of Labour

The BC Federation of Labour (BC Fed) is one of the most important organizations where CUPE BC can influence the strategic direction of the labour movement. The Executive Council of the BC Fed is the highest decision making body in the BC labour movement. Your representatives are Paul Faoro, Karen Ranalletta (executive officers) and they are joined by Trevor Davies, Meena Brisard and Cindy McQueen and Rob Jandric. We are also proud to support Sheryl Burns (CUPE Local 1936) who is the elected equality representative for persons with disabilities and Shelley Saje Ricci (CUPE Local 728) elected to represent indigenous workers. Brother Lee was also elected as one of the three Trustees.

We also have a number of CUPE BC members and CUPE National staff who represent us on various BC Fed committees.

Highlights of our work with the BC Federation of Labour over the past year include:

- Election of endorsed leadership candidates Laird Cronk (IBEW Local 213) and Sussanne Skidmore (BCGEU) for President and Secretary-Treasurer. Their collaborative and consultative approach to issues has strengthened solidarity amongst the affiliate unions; renewing a collective voice for working people in BC.
- Signing of the First Nations Protocol at the 2018 convention.
 - The Union of BC Indian Chiefs, First Nations Summit, Assembly of First Nations and the Executive Officers of the BC Federation of Labour signed a protocol agreement to set out a mutual commitment of the parties to engage in ongoing joint dialogue and action on a broad range of issues and initiatives to improve the wellbeing of First Nations in British Columbia, and jointly increase public awareness amongst British Columbians of First Nations issues and workers' rights.
- Be More Than a Bystander Program
 - CUPE BC contributes to the funding of this partnership program between the Ending Violence Association of BC (EVA BC) and the BC Lions to work with high school students around the province to break the silence on violence against women.
- Coalition on Murdered and Missing Indigenous Women and Girls
 - The National Inquiry into Missing and Murdered Indigenous Women and Girls formal Final Report is coming out on June 3, 2019. It is important that labour organizations move relevant recommendations to action.

COMMITTEE'S AND WORKING GROUPS

CUPE BC's committees are critical in reporting and advising the CUPE BC Executive Board around a variety of issues and concerns of our union and its members. We have 21 committees and one working group. Over 250 members from across the province participate in our committees and working groups representing our members from every corner of the province, every sector we represent and providing us with a vital equity lens.

The role of the committees is to advise the Executive Board on concerns relating to various sectors and emerging issues and to recommend actions that could improve the working conditions of all members. The committee reports are reviewed at the quarterly Executive Board meetings and they also present at our annual convention. A number of policies and actions are approved at convention which creates a work plan for CUPE BC. These actions often include lobbying the provincial government on specific issues and often become our "mandate" on what to do between conventions. We encourage you to read the committee reports included in your kits.

The Precarious Workers' Working Group concluded its work after almost five years of having its recommendations on collective agreement language and research information presented to the participants of at the All Presidents' Bargaining Think Tank. We hope this information will be used by locals to make significant improvements at the bargaining table for members working in

precarious positions. We are thankful for all of those that dedicated their time to this working group and we hope to see improvements by locals in the coming years.

The CUPE Health Care Presidents' Council provides coordinated representation of CUPE's health sector members in British Columbia with the support of the CUPE BC Executive Board. For the 2017-2019 term Diversity Vice-President Kathy McMahon attended meetings as our liaison and brought forward issues and concerns to the Executive Board. Through this strategic alliance significant gains were made for our health sector members including wage and benefit increases and monetary increases to address areas of concern including pay equity and workload.

Through the work of the Health Care Presidents' Council with the BC Government we brought about changes in the bargaining structure, ensuring that the work of our members at CUPE Local 873, the Ambulance Paramedics bargain at their own table where the priority can be meeting the unique challenges of their employment.

This past year the Health Care Presidents' Council led a comprehensive study into the issues faced by the membership in this sector and set out to be leaders on initiatives to support members with workload challenges, facing down bullying and harassment on the job and navigating the complex issues around dealing with their professional colleges.

Diversity Vice-Presidents and Equity Committees

This year concludes the first full term of the additional Diversity Vice-Presidents (DVPs) on the CUPE BC Executive Board. They have provided valuable insight at all of our meetings. In addition to the DVPs this is the first term of separate committees for all equity seeking groups, ensuring that more members are involved in our union.

We would like to thank and acknowledge Kathy McMahon from CUPE Local 389, our first DVP for Pink Triangle, who retired earlier this year after a long career working for the RCMP in North Vancouver and on the executive board of her local.

CONFERENCES

The All Presidents Bargaining Think Tank - June 7-8, 2018

CUPE BC hosted a new type of conference called the All Presidents' Bargaining Think Tank on June 7th and 8th. Instead of traditional workshops, participants went through a chronological series of educational seminars that started with all components to prepare a local for bargaining; from discussions on specific language like "Health and Safety" and "Precarious Work", to best practices to lead a local through a strike or lockout. There was also a legal review of essential services and replacement workers case law, a how-to on accessing the defence fund and cost-shares through CUPE National. Participants left the conference feeling empowered.

Western Municipal Conference - June 2019

In June 2019, we will be the hosting the Western Municipal Conference where members from BC, Alberta, Saskatchewan and Manitoba will gather to share concerns in the sector and strategize on how to further the concerns of our members in municipalities.

Conference Support

Conferences are a great opportunity to advocate, network, and to build capacity of leadership in the union. Some of the conferences we supported by having CUPE BC Executive Board members and/or additional members in attendance included:

- *Summer Institute for Union Women - (California) - Amber Leonard and Michelle Waite*
- *Colleges and Institutes Canada - (Victoria) Michelle Waite*
- *The Future is Public Conference - (Montreal) Cindy McQueen*
- *CUPE National Sector Conference (Ottawa) - The chairs (or designates) of our CUPE sector committees*
- *National Apprenticeship Forum - (Montreal) - Kirk Mercer and Randy Fennell*
- *Disability and Work Canada National Conference (Ottawa) - Frank Lee*
- *BC Library Association Conference - (Richmond) Karen Ranalletta and Rose Jurkic*
- *HEU Equality Conference - Michele Alexander, Frank Lee, and Debra Merrier*
- *Western Conference on Safety - Tanya Paterson and Tony Rebelo*
- *Supporting Women in Trades Conference - Leah Murray and Shannon McKenzie*

WORKING WITH OUR NATIONAL UNION

We are proud of the working relationship CUPE BC has with the BC Region and the CUPE National staff who work with and support our locals. Servicing representatives, the legal team, our specialist representatives in communications, union development, health and safety, job evaluation and human rights, and the administrative support staff at the BC Regional Office in Burnaby and in the nine area offices around the province, we thank you for the support, expertise and commitment to our members and locals.

Thank you to Meena Brisard, Regional Director and Rob Jandric, Assistant Regional Director for their leadership at the BCRO.

On the CUPE National Executive Board (NEB), we are represented by our CUPE BC President, Paul Faoro, who is the Regional Vice-President for BC. Our friend, Barb Nederpel, the first woman President of the Hospital Employees' Union (HEU) is also represented on the NEB for BC in her role as a Regional Vice-President. CUPE Alberta President and our National General Vice-President, Marle Roberts, retired in March after a long and storied career in the labour movement. We wish her a very well-deserved retirement.

We would also like to thank our (hometown) CUPE National President, Mark Hancock and CUPE National Secretary-Treasurer, Charles Fleury, for their ongoing support of the work we do in British Columbia.

OUR EMPLOYEES

Finally, we must thank those who work directly for CUPE BC. Last fall we welcomed our new Director of Operations, Kiran Kooner who comes to us from the City of Surrey. Kiran has a Masters in Public Policy and Bachelor of Arts from Simon Fraser University and is leading the modernizations of our internal operations. Kiran works directly with the Elected Officers of CUPE BC and the Executive Board to implement all the events and oversees the Administrative and Accounting staff team.

Kiran succeeds our previous Director of Operations, Sharon Prescott, who served CUPE BC for almost 20 years. Sharon officially retired December 31st 2018, but has agreed to assist with coordinating this convention as part of the crossover between the Directors. We want to thank Sharon for her service and dedication to CUPE BC, its locals and members.

Our four Administrative Assistants: Kristi Bounegru, Nikki Hughes, Darci Schmid and Lori Watt are invaluable to running our office and many of our CUPE BC events. Every committee meeting, board meeting, conference, convention, mail-out, etc. happens because of their hard work. We also want to thank Nikki Hughes for her work and wish her the best as she has accepted a new job and will be leaving the CUPE BC family at the time of this convention.

CUPE BC has two dedicated accounting staff: Wendy Monkhouse and Jolanta Osowska. For every event or meeting held, there is a countless amount of work required to pay bills, invoices and ensure members are reimbursed in a timely manner. Wendy and Jolanta are committed to efficiently processing reimbursement and implementing best accounting practices for CUPE BC and its members.

It is incredible the volume of work done by so few individuals and we greatly appreciate their expertise and dedication for the Executive Board and CUPE members. Thank you again to all our staff on behalf of the Officers, Executive Board and the delegates of this Convention.

May 2019



CUPE BC 2018 Convention Resolution Report

Resolution No.	Subject Matter	Conclusion
CONSTITUTION		
C-1	If the resolution submission deadline falls on a Saturday, Sunday or Statutory Holiday, it shall automatically be moved to 12:00 pm (noon) on the next business day.	CUPE BC sent National a letter requesting approval. Updated Constitution. Ensured Constitution & Policy Books were distributed to locals. Developed resolution guide and provided to locals and district councils.
ENVIRONMENT		
6	Encourage its members to Boycott all Nestlé products.	Requested communications draft a Nestle boycott article for <i>The Public Employee</i> and in it encourage members to support the boycott. Added to Policy Manual.
7	Lobby the BC Provincial Government to insist that bitumen from Alberta be refined at the place of extraction.	CUPE BC to submit resolution to CUPE National Convention. Added to Policy Manual.
HEALTH		
9	Lobby the provincial government for funding in the community health sector and, in doing so, specifically reference the issues of workload and emotional distress experienced by our members.	Submission made to Budget 2019. Raised in bargaining.
10	Lobby the provincial government to ban for-profit private blood plasma collection clinics in British Columbia.	Complete - Bill 29 (Voluntary Blood Donations Act, 2018). Add to Policy Manual.

HUMAN RIGHTS & EQUITY		
11	Commit to strengthening relations and our support for migrant-led campaigns advocating for the rights of migrant workers; create opportunities at all levels of the union, and in our communities, to demand positive changes to the Temporary Foreign Workers Programs.	Referred to International Solidarity Committee to recommend action to Executive Board. Added to Policy Manual.
13	In conjunction with CUPE National will develop a tool kit to raise awareness, remove barriers and resistance to the hiring of persons with developmental and intellectual disabilities.	CUPE BC sent letter requesting CUPE National create this tool kit. CUPE National is doing this.
14	Encourage CUPE employers to adopt hiring and career advancement policies and practices that support members of equity seeking groups.	Requested Legal Department draft a template letter to employers. CUPE BC sent the template to locals to customize and provide to their employers. Provided CUPE's representational workforce documents to locals as well. Added to Policy Manual.
15	Create a campaign to educate CUPE members and the public on rights, issues, and barriers that Workers of Colour face.	Requested Workers of Colour Committee work with Communications to develop campaign plan for approval by CUPE BC Executive Board.
18	Work with the Indigenous Committee to develop print and web materials to be distributed to all locals affiliated with CUPE BC.	Requested Indigenous Committee work with Communications to develop materials for website and distribution.
19	Practice territorial acknowledgement by permanently including on the mast head of <i>The Public Employee</i> magazine the following statement: "The Public Employee acknowledges that our province of British Columbia is located on the homelands of Indigenous Nations and cultures."	Masthead updated to include statement.

20	Lobby the provincial government to recognize and honour National Indigenous Peoples Day, June 21 st , as a provincial statutory holiday.	CUPE BC followed up to learn that the BC government is in discussions with Federal government as this would be a Federal statutory holiday and is supportive of this move. Updated Policy Manual.
21	Lobby CUPE National to promote Collective Agreement Bargaining Language in order to reflect the changes in the BC and Canadian Human Rights Codes to specifically focus on Gender Identity and Gender Expression.	CUPE BC sent a letter requesting CUPE National do this and will submit a resolution to the next convention.
22	Become a sponsor for the work of the Rainbow Refugee Society by contributing funds, resources and materials in order to support their initiative.	Worked with CUPE National staff who is on board of the society and explored opportunities to support.
INTERNATIONAL SOLIDARITY		
25	Support the "No Way to Treat a Child" campaign that seeks to expose widespread and systematic ill-treatment of Palestinian children in the Israeli military detention system and share information about the issue with locals and Chartered Organizations.	Registered as supporter. Added to Policy Manual.
26	Lobby CUPE National to contact the Canadian Government urging them to recognize the continuing violence in Colombia and to therefore ensure the Colombian Government's bid to join the Organisation for Economic Co-operation and Development (OECD) is unsuccessful.	CUPE BC sent a letter requesting CUPE National do this and will submit resolution to next National Convention.
K-12		
27	Lobby the BC government to fully fund custodial staffing in the public school system to recognize demands posed by changes in recycling and garbage disposal laws, to deal with related pest control issues, and to provide proper cleaning support to counteract the spread of communicable diseases.	CUPE BC lobbied the Education Minister for increased funding for custodial staff and presentation to K-12 Funding Formula review panel also recommended increased support staff funding. Also custodial survey provided to Education Ministry.

29	Lobby the Provincial Government to investigate violence in the workplace in K-12 regarding support staff and provide viable safety solutions.	CUPE BC lobbied the Education Minister regarding violence in the workplace and language was negotiated to deal with this.
34	Lobby the Provincial Government to provide adequate funding for the public K-12 education system.	CUPE BC lobbied the Education Minister and Finance Minister for increased funding for the K-12 education system. Added to Policy Manual. Submission made to Budget 2019.
LIBRARY		
36	Work alongside Band Councils and indigenous allies to lobby the provincial government to amend the Library Act to provide funding to Indigenous communities for access to public library services.	Referred to Library Committee to provide recommendations to Executive Board.
37	Lobby the Provincial Government to amend the Library Act to add, or recognize, duly elected worker representatives to the regional boards or municipal boards, or be allowed to sit as a worker representative on a library board.	CUPE BC sent a letter to the Education Minister requesting this change. Government responded this is not on their agenda at this time.
MUNICIPAL		
38	Demand the Provincial Government undertake a comprehensive investigation of recycling in British Columbia.	Continuing to study the matter.
OCCUPATIONAL HEALTH & SAFETY		
40	Lobby WorkSafeBC to ensure violence and threats in the workplace are taken seriously and required by employers to act upon immediately.	CUPE BC will participate in an upcoming WorkSafe review to raise these matters.
41	Lobby the Provincial Government to recognize the role of Community Social Service workers as First Responders in their communities, and the psychological hazards associated with this role.	CUPE BC lobbied the Labour Minister on this matter and we are awaiting their response.

42	Design and promote a multi sector campaign to inform members of the importance of reporting violent incidents and near misses.	Requested OH&S Committee develop a campaign proposal around this topic in conjunction with Communications for approval by the Executive Board.
45	Lobby the provincial government to develop an effective framework for dealing with violence in the workplace for education workers that protects all workers in our education system.	CUPE BC lobbied Education Minister on violence in the workplace and the Advanced Education Minister on the same topic.
PENSIONS		
48	Lobby the BC government to change the Pension Benefits Standards Act (PBSA) by mandating BC Pension Plans de-integrate from the Yearly Maximum Pensionable Earnings (YMPE).	CUPE BC has discussed pension issues with the Finance Minister and made a submission regarding current pension issues the Finance Ministry is dealing with.
POST SECONDARY		
55	Support changes in the composition of College and University Boards to increase the elected positions so that they hold a majority of the positions.	CUPE BC has met with the Advanced Education Minister and lobbied for the issue.
56	Support ongoing advocacy to ensure that BC's post-secondary institutions provide safe, healthy work environments with secure employment and appropriate staffing levels and workload expectations.	CUPE BC has met with the Advanced Education Minister and raised the issue in our provincial budget submission.
57	Lobby the Provincial Government to amend the Universities Act to designate at least one seat for unionized support staff on the Board of Governors.	CUPE BC has met with the Advanced Education Minister and lobbied for the issue.
PRECARIOUS WORKERS		
60	Work with CUPE National to develop collective agreement language as well as a bargaining strategy for CUPE locals to strengthen precarious worker rights across the different sectors of our union.	Complete. Language distributed. CUPE BC All Presidents Bargaining and Educational Think Tank was held and language was presented there.

62	Designate at least one of the CUPE BC scholarships to each of the CUPE Education Schools at Spring and Fall School for Precarious Workers.	CUPE BC made this designation.
63	Create at least one CUPE BC scholarship to each week-long Spring and Fall schools for precarious workers who identify as women.	CUPE BC created this scholarship.
PROVINCIAL GOVERNMENT		
67	Lobby the provincial government and WorkSafeBC to remove age 65 as the date of termination of eligibility for WCB claims or appeals and Pensionable earnings.	CUPE BC will participate in an upcoming WorkSafe review to raise these matters.
PROVINCIAL UNION		
68	Strongly defend affiliates of the Canadian Labour Congress against raiding attempts by other unions.	On-going - monitored by SCWG. Continued involvement in BC Fed Anti-Raiding Task Force.
69	Adopt the circulated Policy Manual as a reference guide to past positions taken on issues.	Updated policy manual from last convention. Working on developing Operations Manual. Distributed policy manual to members.
80	Encourage all locals to include in their bylaws a preferred seat for persons who self-identify as an equity seeking member to conventions and other labour events.	CUPE BC sent recommended language to all locals.
SKILLED TRADES		
81	Lobby local governments across the province to establish and support apprenticeships in CUPE workplaces where there are skilled trade workers, including a focus on Indigenous workers and women in trades.	Local Government Liaison to draft recommendations and provide to CUPE BC to send to all local governments.
82	Support outreach in K-12 for Skilled Trades related events and careers with a focus on Indigenous workers and women in trades.	CUPE BC seeking recommendations from the Skilled Trades Committee.

83	Lobby CUPE National to do research in order to identify the numbers and types of skilled trades workers among the CUPE membership.	CUPE BC sent a letter requesting CUPE National do this.
TRANSPORTATION		
85	Demand the BC Provincial Government: Direct the South Coast British Columbia Transportation Authority (TransLink) to adopt a "Buy Canadian" procurement policy.	Meeting held with Parliamentary Secretary for Translink.
86	Work with the Airline Division to lobby Transport Canada to establish and implement alcohol serving limitations onboard Canadian carriers that include a safe serving practice.	CUPE BC to work with Transportation Committee to draft a letter requesting CUPE National do this.
87	Consult and work with CUPE National, the Airline Division of CUPE and other associated labour bodies in order to have the Federal government • Impose transparent legislation that educates, exhibits and regulates the levels of cosmic radiation exposure on board Canadian aircrafts.	CUPE BC to work with the Transportation Committee to draft a letter requesting CUPE National do this.
UNION EDUCATION		
89	Lobby CUPE National to create supplemental resources for workshops in multiple languages including but not limited to Tagalog, Mandarin, Cantonese and Punjabi.	CUPE BC sent a letter requesting CUPE National do this.
90	Lobby CUPE National to develop a course to mobilize young workers to become effective leaders within our union.	CUPE BC sent a letter requesting CUPE National do this.
WOMEN'S ISSUES		
92	Encourage all CUPE locals to order the Domestic Violence and the Workplace: A Bargaining Guide booklet developed by CUPE Equality in September 2015 and use it to bargain collective agreement language.	Materials sent to all locals and were presented to the CUPE BC All Presidents' Bargaining and Educational Think Tank.

93	Lobby the BC Provincial Education ministries to create curriculum to educate people on their role/responsibility in eradicating sexual violence.	Further information requested from sectoral coordinators.
COMPOSITES		
1	Mount a substantial member to member campaign to encourage members to vote for progressive candidates in the 2018 Local Government Elections.	Complete.
2	Support changing the electoral system in the 2018 referendum on electoral reform.	Complete.