



# ANNUAL REPORT

2024-25



## About CUPE BC

CUPE BC represents more than 100,000 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 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 ask all members to reflect, acknowledge and honour in their own way the First Nation land on which they are located.

## About this Report

This document reports on the work of CUPE BC between April 1, 2024 and March 31, 2025, with some exceptions due to differences between the reporting period, fiscal year and other timelines. Reporting includes activities undertaken directly by CUPE BC, and as part of the Strong Communities Working Group.



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Our union is strong, because local activists—shop stewards, unit chairs, local executive members, and local presidents—work tirelessly to achieve the solidarity that makes our union function.

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**KAREN RANALLETTA**

President, CUPE BC



# PRESIDENT'S MESSAGE

Dear Members,

This year, we spent a lot of time engaging in communities across British Columbia, standing up for workers and human rights, and ensuring our members are skilled up to organize and campaign where it matters most. While this annual report provides a snapshot into the work of CUPE BC over the past year, it is important to view with a lens that these projects, initiatives, campaigns, and events are in addition to the daily commitment to support locals and members, and the continuous effort needed to keep our union running.

Our union is strong, because local activists—shop stewards, unit chairs, local executive members, and local presidents—work tirelessly to achieve the solidarity that makes our union function. This important work happens in locals every single day, and ensures members' rights are upheld, collective agreements are enforced, and that our labour is protected. Nothing in this report could be achieved without the dedicated work of CUPE local activists, and the critical everyday responsibilities of our local leadership.

I want to give a shout out to all the members who—on top of the vital work they do every day in their locals—dedicated countless hours of volunteer time in the 2024 provincial election. You knocked on thousands of doors, talked to your members, neighbours, and friends, and showed up to elect representatives who will continue to protect the public education and services that members, and your communities rely on.

Looking toward 2025/26, and the upcoming round of provincial bargaining, and local elections across B.C., I know there is hard work on the horizon. I am confident our team, our local leadership, and our members will continue to build on the successes of the past year. CUPE BC is ready to offer support as we all strive together to build a stronger B.C. for working people and their families.

In solidarity,  
Karen Ranalletta, President



As CUPE BC continues to grow, it is important to ensure our operations adapt and modernize... so that we are better equipped than ever to tackle the challenges that lie ahead.



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**TONY REBELO**

Secretary-Treasurer, CUPE BC

# SECRETARY- TREASURER'S MESSAGE

Dear Members,

It is my pleasure to present this annual report for our 2025 Convention. I want to begin with thanks to my predecessor, Trevor Davies, for leaving the union finances in excellent condition, and for the leadership and vision demonstrated throughout his time as Secretary-Treasurer of CUPE BC.

As CUPE BC continues to grow, it is important to ensure our operations adapt and modernize, that we adopt technologies that better serve our members, learn from best practices in non-profit leadership, and continue to critically re-assess our financial and economic systems to ensure we are better equipped than ever to tackle the challenges that lie ahead.

Stable finances are critical to ensure that resources will continue to be available to support the operational and strategic goals of our union. The launch of our PerCap program was a huge milestone in the past year, and there are resource sessions scheduled throughout this week dedicated to support members to understand the changes mean for their locals.

The continued investment in education and training through initiatives like the Presidents Academy and SuperCon are invaluable to supporting CUPE members, our union, and the wider labour movement to build capacity. Ultimately, prioritizing these types

of programs improves the skills of our members, builds stronger locals, and helps to secure gains for members across our union.

I want to acknowledge the collaboration of CUPE BC and the BC Region through the Strong Communities Working Group, this type of partnership does not exist in other provinces. Our ongoing investment in this working group continues to benefit locals, members, and communities, enabling our union to execute many of the goals and priorities set by membership at convention each year. A special thanks also goes to the regional leadership team; the ongoing partnership and collaboration with CUPE BC is invaluable.

I want to give thanks to national servicing representatives, specialists, and support staff for your tireless advocacy and support for locals and members. I also want to express my sincere appreciation to the presidents and executives from every CUPE local across B.C. The work you do with and for members every day is vital to the continued strength of our union, and last, but not least, thank you to our members across B.C. who deliver the public education and services that make our communities stronger.

In solidarity,  
Tony Rebelo, Secretary-Treasurer

# EXECUTIVE BOARD MEMBERS & TRUSTEES

THE 2023–2025 CUPE BC  
EXECUTIVE BOARD WAS ELECTED  
AT THE 2023 CONVENTION



**Karen Ranalletta**  
PRESIDENT



**Tony Rebelo**  
SECRETARY-TREASURER



**Dal Benning**  
GENERAL VICE-PRESIDENT



**Sheryl Burns**  
GENERAL VICE-PRESIDENT



**Nicole Cabrejos**  
GENERAL VICE-PRESIDENT



**Amber Leonard**  
GENERAL VICE-PRESIDENT



**Debra Merrier**  
DIVERSITY VICE-PRESIDENT,  
INDIGENOUS



**Shawn Bortolon**  
ALTERNATE DIVERSITY VICE-  
PRESIDENT, INDIGENOUS



**Laurie Whyte**  
DIVERSITY VICE-PRESIDENT,  
PERSONS WITH DISABILITIES



**Monica Brady**  
ALTERNATE DIVERSITY VICE-  
PRESIDENT, PERSONS WITH  
DISABILITIES



**Joyce Griffiths**  
DIVERSITY VICE-PRESIDENT,  
PINK TRIANGLE



**Hailey Fielden**  
ALTERNATE DIVERSITY VICE-  
PRESIDENT, PINK TRIANGLE



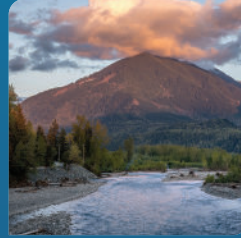
**Edward Parsotam**  
DIVERSITY VICE-PRESIDENT,  
RACIALIZED WORKERS



**Cindy Ozouf**  
ALTERNATE DIVERSITY  
VICE-PRESIDENT, RACIALIZED  
WORKERS



**Sara Manchester**  
REGIONAL VICE-PRESIDENT,  
FRASER VALLEY  
(ON LEAVE)



**Kim Jackson**  
ALTERNATE REGIONAL VICE-  
PRESIDENT, FRASER VALLEY



**Michelle Bennett**  
REGIONAL VICE-PRESIDENT,  
KOOTENAYS



**Kristy Brons**  
ALTERNATE REGIONAL VICE-  
PRESIDENT, KOOTENAYS



**Sarah Bjorknas**  
REGIONAL VICE-PRESIDENT,  
METRO VANCOUVER



**Donald Grant**  
REGIONAL VICE-PRESIDENT,  
METRO VANCOUVER



**Lee-Ann Lalli**  
REGIONAL VICE-PRESIDENT,  
METRO VANCOUVER



**Chloe  
Martin-Cabanne**  
ALTERNATE REGIONAL  
VICE-PRESIDENT,  
METRO VANCOUVER



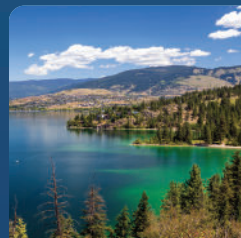
**Paula Bass**  
REGIONAL VICE-PRESIDENT,  
NORTH



**Cody Dillabough**  
ALTERNATE REGIONAL  
VICE-PRESIDENT, NORTH



**Lois Rugg**  
REGIONAL VICE-PRESIDENT,  
OKANAGAN



**Vacant**  
ALTERNATE REGIONAL VICE-  
PRESIDENT, OKANAGAN



**Kirk Mercer**  
REGIONAL VICE-PRESIDENT,  
VANCOUVER ISLAND



**Tiffany McLaughlin**  
REGIONAL VICE-PRESIDENT,  
VANCOUVER ISLAND



**Amy Issel**  
ALTERNATE REGIONAL  
VICE-PRESIDENT,  
VANCOUVER ISLAND



**Kyle Clark**  
TRUSTEE



**Debbie Mohabir**  
TRUSTEE



**David Robertson**  
TRUSTEE

# NATIONAL UNION

The national union is responsible for supporting locals with labour relations functions, including all parts of the bargaining cycle. This is work that happens every day in the B.C. region.

As a provincial division, CUPE BC's role includes supporting this work through community outreach, government relations, communications, public advocacy, financial and other resources, event support, and solidarity actions. During the past year, CUPE BC helped locals to achieve their goals at and beyond the bargaining table by providing this type of support throughout the region.

## STRONG COMMUNITIES WORKING GROUP

The Strong Communities Working Group (SCWG) brings together the CUPE BC Officers, General Vice-Presidents and Executive Director with the national union's B.C. directors, communications and research specialists, plus five dedicated SCWG staff.

The working group acts as a partnership between the division and the national union's B.C. region. The group supports the political and strategic work of CUPE BC and provides additional campaign, outreach, government relations, event planning, and political action resources to CUPE locals in the region.

It is a structure completely unique to British Columbia and provides a venue for collaboration and alignment between the national union and the division for the benefit of locals and members.

### SCWG Work in 2024/25

The work of the Strong Communities Working Group can be found throughout this report as this group is integrated closely with the work of CUPE BC in many of the core functions.



### The five dedicated SCWG staff include:

- ▶ An Anti-Privatization Coordinator who works to combat local and provincial privatization efforts, supporting locals to resist contracting out and to bring work back home;
- ▶ A Legislative Coordinator who monitors the B.C. government, ensures locals are aware of emerging issues that affect them, helps locals take their issues to provincial decision-makers, and supports CUPE BC's overall government relations work;
- ▶ A Local Government Liaison who monitors local government issues, helps locals interact with their local municipal councilors and trustees, and ensures CUPE BC is represented to local government organizations like the Union of BC Municipalities;
- ▶ A Local Community Organizer who coordinates the resources CUPE BC provides to locals for events and outreach, helps locals and district councils undertake community outreach, and coordinates CUPE BC participation in regional events across the province; and
- ▶ A Political Action Coordinator who helps locals engage in political work to support and elect progressive decision-makers, and who leads political action work on federal, provincial, and local elections.

## STAFFING AND LOCAL SUPPORT

The national union, in addition to supporting locals with labour relations and bargaining, is also responsible for organizing new members, implementing national union initiatives and projects in the region, coordinating and promoting political action, and supporting the provincial division (CUPE BC).

National staff who support the work of CUPE locals in this region work out of one of the nine area offices or the B.C. Regional Office in Burnaby; area offices are located in Comox, Cranbrook, Fraser Valley (Abbotsford), Kelowna, Nanaimo, Prince George, Terrace, Trail, and Victoria. There are 122 staff in the region; 63 of these are Servicing Representatives, 24 are specialists (Organizing, Communications, Research, Health and Safety, Job Evaluation, Legal, Human Rights), 32 are in administrative positions, and 3 are directors.

Servicing Representatives work directly with locals to advise and guide on collective agreement issues, labour relations, and collective bargaining. Servicing Representatives can also pull in additional support for locals whenever needed; whether in preparations for bargaining or when negotiations get difficult, or when additional technical expertise is necessary.

## BARGAINING

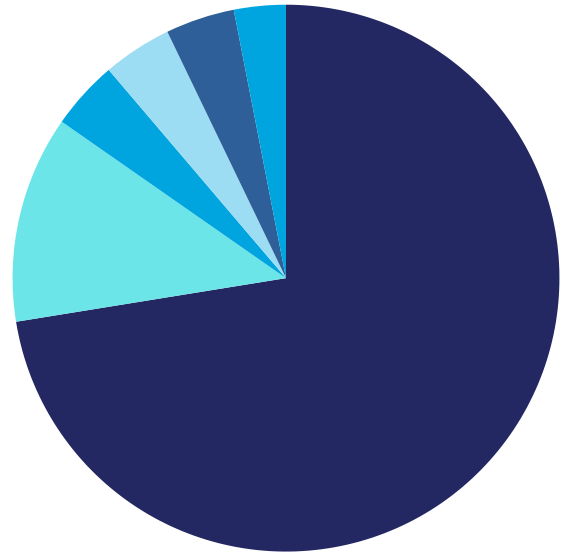
Many locals whose collective agreements are partially negotiated at the provincial level are preparing for bargaining in the upcoming year. In 2024/25 there were 452 active collective agreements in the British Columbia region, and 69 of those were bargained since Convention 2024.

The majority of bargaining in the past year has been for municipal and library locals, which reflects the constant state of bargaining cycles in these sectors. Significant monetary improvements were achieved in these sectors, as well as benefit enhancements and improved access to leaves and work/life balance for members.

Gains in bargaining in the past year, including advances on key issues like job security, reduced precarity, and

69

69 of 452 active collective agreements in B.C. were bargained in 2024/25



- 71% Municipalities & Libraries**
- 12% Recreation & Culture**
- 6% Community Social Services**
- 4% Transportation**
- 4% Miscellaneous**
- 3% Post-Secondary**

improved retirement security, were not achieved overnight. Local leadership, supported by national staff, worked hard to engage with members and fight for critical priorities.

## HEALTH CARE PRESIDENTS COUNCIL

The Health Care Presidents Council report can be found in the appendix.



## ORGANIZING

With the help of single-step certification, or "card check", thousands of British Columbians have had better access to union representation so that they can improve their workplaces, gain access to fair pay, and achieve a greater work-life balance. Since the B.C. government removed the barriers that prevented workers from unionizing under the previous system, growth in CUPE's membership has been a clear indicator of how the previous regressive policy limited worker choice and freedoms.

In the last year, eleven new or expanded bargaining units have joined CUPE through organizing efforts around the province. This includes the flight attendants from Air North, who unionized to create CUPE 4075, which is the first standalone CUPE local in the Yukon Territory.

### **Air North flight attendants unionized, creating CUPE 4075, the first standalone CUPE local in the Yukon Territory!**

These organizing drives added 272 new CUPE members in 2024, and 164 new CUPE members so far in 2025.

There are pending applications for 250 Work Learn employees at the University of British Columbia and 104 fitness workers at the City of Abbotsford that are awaiting decisions from the BC Labour Relations Board.

### **Highlights from organizing include:**

- ▶ 48 emergency first responders in Kitimat have joined CUPE 113
- ▶ 47 non-emergency interhospital transport drivers in the Okanagan have joined CUPE 523
- ▶ 39 harm reduction workers in Ladysmith have joined CUPE 5536
- ▶ 56 flight attendants have created CUPE 4075
- ▶ 29 volunteer firefighters on Gabriola Island have joined CUPE 606
- ▶ 48 fitness workers in Richmond have joined CUPE 718

On March 31, 2025, CUPE received notice that the application to unionize over 3000 Graduate Research Assistants at UBC was dismissed by the BC Labour Relations Board. At the time of print for this report, details regarding the rationale for this decision had not yet been provided. CUPE remains committed to our foundational belief that all workers have a right to join a union and will continue to fight to protect this right wherever necessary.

# ANTI-PRIVATIZATION

## SEAMLESS CHILDCARE NOW

The campaign for seamless and integrated childcare, a province-wide model of public school-aged care in the K-12 system, has been a primary campaign goal of CUPE BC for nearly five years.

In the last year, work on the campaign has been led by CUPE BC's Officers and the Anti-Privatization Coordinator, with the support of a multidisciplinary team from the Strong Communities Working Group, as well as National Representatives in the K-12 sector.

To push the campaign forward and build a new core service for British Columbians, we continue to focus on supporting K-12 locals around the province, build a coalition of supporters, advertise to and engage with the public, and lobby the provincial government.

In May 2024, the provincial government announced that it would fund pilots of in-house before and after-school programming in Nanaimo-Ladysmith, Nechako Lakes, and Chilliwack school districts. Through these pilots, the Ministry of Education and Childcare has provided more than \$2 million over two years, creating 180 new licensed childcare spaces. These pilots will inform future expansion of this model into other districts.



Already, childcare pilots are resulting in significant cost savings for families. In Chilliwack, for example, families are now paying \$410 per month, per child, compared to the province-wide average of \$1255 per month, per child.

### These programs have also contributed to some great wins for locals and members:

- ▶ CUPE 411 in Chilliwack has secured 32 permanent, full-time CUPE jobs performing childcare as well as positions supporting payroll and family navigation for childcare programming.
- ▶ CUPE 606 in Nanaimo-Ladysmith has secured 11 permanent, full-time CUPE jobs, 6 permanent, part-time CUPE jobs, as well as success converting a proposed excluded management position for childcare programming into a CUPE coordinator position.

It is evident that providing public before and after school programming that is run by districts is a childcare model that can significantly reduce financial barriers to families. We also see more CUPE jobs created, increasing the number of union jobs in the workplace.

In December 2024, the campaign ran a set of digital and social ads that delivered over 800 thousand impressions. The digital ads were targeted to news readers and news sites, while the social ads were targeted to specific keywords on Pinterest. More than two thousand letters have been sent to decision makers urging them to support expansion of seamless childcare in schools across every district in British Columbia.

CUPE BC representatives have also continued to meet with the provincial government on multiple occasions and continue to lobby for the expansion of public childcare pilot programs across B.C. This work supports the many K-12 locals across the province to push their local school districts to implement public childcare pilots in local schools.

The provincial work has advanced the campaign by better articulating the campaign goals and boosted engagement and interactivity with supporters. The campaign has continued to engage in community outreach and coalition building. Working with locals and activists, the campaign has supported event participation and sponsorship as a means to host campaign tables at key community events like the Vancouver Folk Festival, pride events, and fall festivals.

CUPE BC representatives have also met with the provincial government multiple times since convention 2024 to lobby for the expansion of public childcare pilot programs across B.C. This work supports the many K-12 locals across the province to push their local school districts to implement public childcare pilots in local schools.

The on the ground work of this campaign has been further supported by a cost-share that allowed for updates to the action website, targeted digital and social advertising, and campaign advertising on arena boards in 48 communities throughout B.C. throughout the upcoming year.

## BRINGING WORK IN HOUSE

It is an ongoing process to campaign against the forces of privatization. It takes building capacity within locals to fight privatization attempts, deal with imminent or active privatization efforts by employers, and work to bring previously privatized work back in house. Below are some of the areas of focus for this work over the past year.

### City of Vancouver and Vancouver Parks

After the conclusion of the City of Vancouver's Budget Taskforce Review, the city council made a surprise move toward dissolving the Vancouver Board of Parks and Recreation. The city's plan, if dissolution is successful, is to move operations of the parks board within the municipal operations. While we are keeping a keen eye out for privatization concerns, this move may also result in opportunities to bring existing contracted out work back in house as a result of expanded access to equipment and processes within the city operations that were not previously supported within the parks board structure.



As we continue to monitor the City of Vancouver’s application to the province to dissolve the Vancouver Parks Board, work is ongoing with CUPE 1004 to keep parks workers with CUPE, and to seize opportunities to bring work in-house where they arise.

### Surrey School District: Bringing Our Work Back Home

CUPE 728, representing members working in Surrey School District, has been fighting ongoing contracting out with a cost-shared campaign to bring maintenance and grounds departments back in house. The local is building public support within the district with an action site and a community advertising plan.

### In-house district maintenance and grounds staff keep our public schools safe.

Hundreds of letters from the public supporting anti-privatization efforts have already been sent to the school board, calling on school trustees to properly maintain safe public schools and grounds.

Plans to expand the network of support through outreach to local stakeholders and the public this summer at community events are underway. Some of these events will be hosted in partnership with the District Parent Advisory Council, as the local aims to keep the issue in the forefront of public issues in advance of bargaining later this year.

Surrey School District is B.C.’s largest and fastest growing school district, with a long history of contracting out of the trades, maintenance and grounds departments. Visit [bettersurreyschools.ca](http://bettersurreyschools.ca) to send a letter to the school board trustees against contracting out.

### Simon Fraser University: Contracted Out Cleaning Services

For several years, CUPE 3338, which represents workers at Simon Fraser University have been actively working to bring cleaners back in-house at the university. The contract is up for renewal this spring and it is expected that the employer will continue to extend the contract for another two years despite pressure from the local.



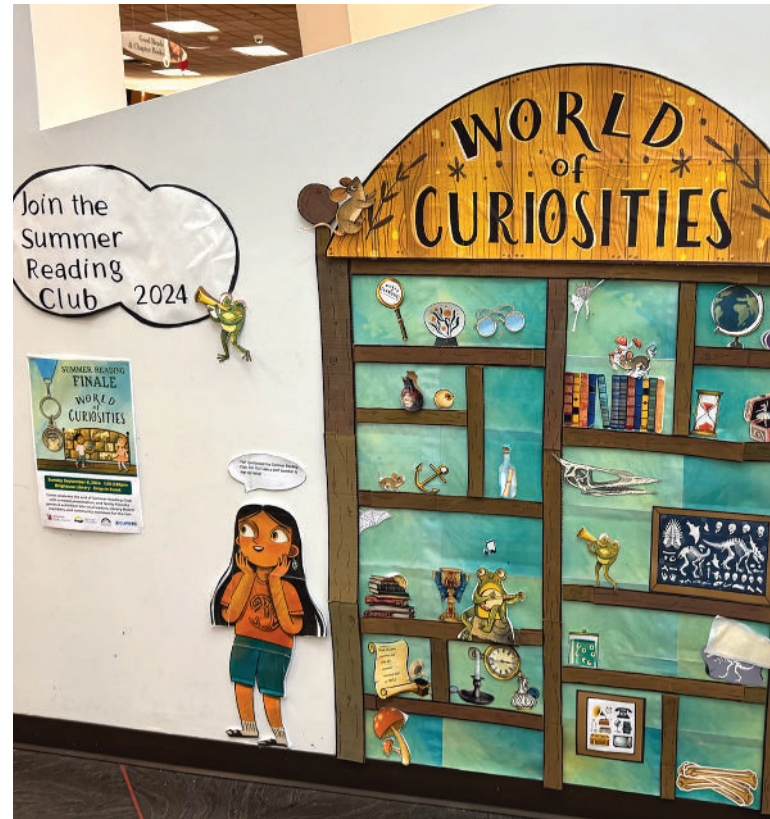
# COALITION WORK

In order to advance CUPE BC's work and support the development of stronger communities, CUPE BC works with a number of organizations as coalition partners. Practicing allyship with coalition partners and beyond allows CUPE members to fight for those things that not only improve the broader bargaining context for unionized workers but also improve working conditions for all workers and their communities.

There are many organizations that share members' values, and with whom CUPE BC has built strategic partnerships. These organizations support the principle that work should be fairly compensated and safe, place a high value on high-quality public services, stand together to fight climate change, and believe in the importance of addressing poverty and inequality while advocating for justice for women, migrants, Indigenous, and racialized people. Below are just some of the key partnerships and organizations CUPE BC has supported throughout the year.

## BC SOCIETY FOR POLICY SOLUTIONS

BC Society for Policy Solutions is a progressive public policy research institute that looks at issues facing British Columbia and proposes bold and achievable policy solutions that center social, economic, environmental and racial justice. Together with community partners and collaborators, their work addresses many of the most pressing issues facing people in BC including climate and energy policy, labour precarity and workers' rights, decolonization, housing, living wages, poverty and welfare, tax fairness, healthcare, seniors care, and education. CUPE BC has representation on the BCSPS Board.



## BC LIBRARY ASSOCIATION

CUPE BC was again the title sponsor of the Summer Reading Club, providing \$50,000 to support the province-wide program that encourages youth reading and literacy. CUPE BC's funding supports the provision of medals, given out by local public libraries in communities across B.C., to each young reader who completes the program. This sponsorship is just one of the many ways CUPE BC supports the BCLA. This partnership also supports the library workers who deliver the important, locally run program, engaging kids and families in developing positive experiences with books and reading. Meanwhile, participants also learn that libraries are safe and inclusive spaces to learn and grow in—filled with people who care deeply about sharing knowledge and about connecting with the many diverse groups they support.

## COALITION OF CHILD CARE ADVOCATES OF BC & \$10aDAY CHILD CARE CAMPAIGN

The \$10aDay Child Care Campaign is an initiative of the Coalition of Child Care Advocates of BC. The campaign builds on the ongoing collaboration between the Coalition of Child Care Advocates and the Early Childhood Educators of BC to achieve universal \$10 per day childcare. This campaign and its supporting organizations are key allies in CUPE BC's campaign for seamless and integrated school-aged care in the public school system, and CUPE BC is a long-time and strong supporter of the \$10aDay Childcare Plan.

## BC HEALTH COALITION (BCHC)

The BC Health Coalition champions a strong public health care system that is accessible to all. Following last year's win in the landmark Cambie Clinic case to stop the privatization of public health care, the BCHC has been busy in the ongoing fight to improve and expand the public health care system. The organization has embarked on a listening campaign to inform campaign priorities, while continuing with work to improve seniors' care and advocate for reforms to primary health care. CUPE BC is an ongoing funder of the BCHC and maintains a seat on the coalition's governing board.

## BC POVERTY REDUCTION COALITION (BCPRC)

The BC Poverty Reduction Coalition is comprised of more than 100 organizations and community mobilizations that come together to advocate for public policy solutions to end poverty, homelessness, and inequality in B.C. Current projects include hosting anti-oppression workshops, collaborating on research reports, and leadership in policy changes to address poverty. CUPE BC is a member and financial supporter of the coalition.



## BC LABOUR HERITAGE CENTRE (BCLHC)

The BC Labour Heritage Centre preserves, documents, and presents the history of working people in British Columbia. The BCLHC writes articles to help understand workers' history in B.C. produces a labour history storytelling podcast, and produces labour history lesson plans, among other work. CUPE BC provides financial support and has representation on the Centre's board.

## UNION PROTEIN PROJECT

The Union Protein Project is a non-profit society started in 2006 by unions and the United Way in response to the shortages of protein-based food in B.C. food banks, and the struggle to ensure that vulnerable people get this key nourishment. CUPE BC is an organizational member and supporter of this organization.

## SUSTAINABLE COMMUNITIES INITIATIVE (SCI)

The Sustainable Communities Initiative is a partnership of unions and the BC region of the Canadian Labour Congress that comes together and pools resources to monitor local government activities in Metro Vancouver, and undertakes strategic outreach and relationship-building with progressive decision-makers in the region. The SCI's monitoring work focuses on unique regional issues carried out by Metro Vancouver, TransLink, and Port of Metro Vancouver, with regular reporting and briefs on decisions, planning, and issues. The SCI also organizes events that bring together unions and local decision-makers for information sharing and policy conversations. CUPE BC is one of the primary partners for the SCI.

## LIVING WAGE BC

The Living Wage BC encourages employers to pay a living wage and advocates for government policies that help British Columbians make ends meet. Employers who make this commitment can become certified as a living wage employer once they meet all criteria. Living wage calculations are done throughout different parts of the province to show how much money earners need to cover basic expenses. In 2024, the highest living wage was in Whistler at \$28.09/hour. A living wage is crucial to ensure that workers can afford to live in the communities they work in, and that families can have a basic standard of living. CUPE BC is a supporter of the campaign, has representation on the steering committee, and is itself a living wage employer.

## CANADIAN DRUG POLICY COALITION

The Canadian Drug Policy Coalition is a policy advocacy organization comprised of around 50 organizations and over 7 000 individuals striving to end the harms of drug prohibition. The Coalition advocates for: harm reduction; to end to the criminalization of people

who use drugs; explores alternative approaches to regulating and controlling drugs; promotes the human rights of people who use drugs at all levels; and uses a health, social, and human rights approach to substance use. CUPE is currently working with the Canadian Drug Policy Coalition and with the Workers for Ethical Substance Use Policy Society to support resources around workplace drug policies.

## CENTRE FOR FAMILY EQUITY (CFE)

The Centre for Family Equity, formerly known as the Single Mothers' Alliance, addresses family poverty in B.C. This membership-based organization of low-income parents and caregivers, the majority of whom are lone mothers, has members in over 41 communities across the province. The CFE carries out community-engaged research and proposes evidence-based public policy solutions to address family poverty in B.C. CUPE BC is an organizational supporter and has endorsed the CFE's Transit for Teens campaign, building off of the CFE's previous win of free transit for children under the age of 12.

## CODEVELOPMENT CANADA (CODEV)

CoDevelopment Canada is a B.C.-based NGO that works for social change and global education in the Americas. CoDev works with partner organizations in such countries as Cuba, Honduras, Brazil, El Salvador, and Guatemala, and in partnership with other organizations in B.C. and across Canada. CUPE BC provides funding to CoDev's work from the CJ Humanity Fund and based on recommendations of the International Solidarity Committee. More information about current campaigns can be found in the International Solidarity Committee Report.



# POLITICAL ACTION

Political action is year-round work for CUPE BC. It happens before elections are called, during campaign periods, and in the months following as new elected officials take office. Monitoring the political landscape, recruiting and training activists so that they can have an impact during elections, and developing the tools, strategies, and resources for running political campaigns is a never-ending cycle.

Following elections, we work on building relationships with the government that gets elected so that we can advance the concerns of CUPE members from around the province. Ultimately, mobilizing members and activists in elections is the everyday work of CUPE BC and the Strong Communities Working Group.

## 2024 ELECTION ACTIVITY

### Big Push for the 2024 Provincial Election

CUPE BC's political action in 2024 was most focused on the provincial election that took place on October 19th. We led a member-focused strategy that was aimed at making it easier for locals and activists to connect with members about the issues that matter

to workers. With tens of thousands of CUPE members entering provincial bargaining in 2025, and all of us relying on the services that the provincial government supports and funds, it was crucial for us to elect a worker friendly government.

**With tens of thousands of CUPE members entering provincial bargaining in 2025 it was crucial for us to elect a worker friendly government.**

We were fortunate to do so by seeing the BC NDP narrowly re-elected to a majority government.

A key pillar of our work was training members from across the province in political action. More than 250 members took part in this training, far exceeding our goal of 200 members.

The largest number of members participated in one-day training that CUPE BC developed and ran in partnership with the BC Federation of Labour. These members learned how to have quick meaningful conversations about politics at the worksite and in



community so that locals could engage in member-to-member campaigning. More advanced trainings also operated through the year, ranging in duration from two to five days in length. These trainings provided members with access to the skills, knowledge, and insights that help campaigns be successful.

To ensure that this training would be useful outside of elections, the training also included conversations about the different shapes that member-to-member campaigns can take, and why it is important to gather information about supporters when building campaigns. The training was built to be transferrable across political action, member mobilization and engagement, and public facing campaigns.

CUPE BC also undertook an extensive communications campaign to engage our members in understanding the election. We hosted a telephone townhall with the Premier just prior to the election period, so that



members could hear updates on critical topics like housing, affordability, healthcare, and public services. Informational postcards were sent to tens of thousands of members around the province, and a toolkit was developed to support local presidents to engage with members on important election issues. The CUPE BC Votes campaign was launched to engage previous supporters of issues that matter to workers and focused on members and our wider communities. We also engaged in a broadcast email and text message campaign with reminders to vote with worker issues in mind.

Combined, our training, communication, and member mobilization efforts helped elect the slimmest of majorities for the BC NDP. CUPE BC will be working hard with this government to ensure that the needs of our members are heard and understood over the next four years.

### Local Government By-Elections

2024 and the first several months of 2025 have been a busy period for local government by-elections, with thirteen vacancies popping up as a result of school district trustees or municipal politicians election as Members of the Legislative Assembly.

With each by-election, a regionally relevant strategy is developed in collaboration with the local from that municipality, detailing how the local will engage in political action. These conversations and planning sessions have led to impactful strategies that help local executives and members understand the critical role that local governments and progressive voices play in supporting our needs as a union.

**Local executives and members understand the critical role that local governments and progressive voices play in supporting our needs as a union.**

Many locals have gotten involved in by-elections as a result, using a variety of different tactics to ensure their concerns and priorities emerged as issues at the forefront of candidates minds throughout the by-election and into their term in office.

CUPE BC is beginning to prepare for the 2026 Local Government General Election. The goal is to support members with access to training and opportunities to support strong, worker-friendly candidates. A toolkit is also planned to help locals build strategies for working with their members and communicating worker priorities to the public. Developing this training plan and toolkit will become a priority focus for the Political Action Coordinator following the 2025 Federal Election.

### B.C. and the 2025 Federal Election

The national union is responsible for developing campaigns for federal elections and coordinating with national staff and the divisions to execute engagement plans that are regionally relevant. British Columbia has the greatest number of NDP Members of Parliament, and we have long known that our province, and specific ridings where those NDP seats were held, would be primary targets for both the Conservative Party and the Liberal Party of Canada.

The NDP's role in the most recent minority Liberal government was immense. They advanced a historic expansion of public healthcare in Canada, with a push for pharmacare and dental care, and laid the groundwork for publicly funded childcare, making it easier for young families to work with confidence that their children are cared for. They also pushed for more protections for striking workers by securing anti-scab legislation. Because of their efforts, Canadians are saving money, accessing crucial services that they need to live healthier lives, and have stronger protections in the workplace.

Preventing the Conservative Party of Canada from forming government and securing as many NDP seats as possible in our region are primary objectives for the 2025 Federal Election. Regional actions will be focused around advanced skillset development for members who are highly engaged in political action activities and campaigns of all kinds, with a secondary goal of ensuring local activists remain engaged through to the 2026 local government elections.





# PROVINCIAL GOVERNMENT RELATIONS

## 2025 BC BUDGET

The B.C. Government did not hold a public consultation process led by the Select Standing Committee on Finance and Government Services; this is typical for an election year. Instead, the budget priorities of the various parties are presently through mechanism of a general election. CUPE BC and CUPE members were able to influence the direction of some platform priorities through our ongoing advocacy work on public childcare, resourcing inclusive education, and ending the privatization of public transit.

Budget 2025 was presented on March 4th, and while it contained no new substantial investments in public

services, it maintained the status quo for government operations and committed to significant capital expenditure to meet the province's growing infrastructure demands.

**The B.C. Government demonstrated a commitment working people and public services, resisting pressure to make cuts to services that our communities rely on.**

The advocacy of CUPE BC and others in B.C.'s labour movement, as well as the progressive values of the BC NDP, meant that the B.C. Government committed to maintain public services and resisted pressure to make

cuts to services that matter to working people. The sectors that saw most of the capital investments were K-12, community health, transportation, and municipal.

Importantly in the lead up to provincial bargaining this year, the budget also set aside significant contingency funds that could help cover future costs, including to support collective agreements.

## SUBMISSIONS AND CONSULTATIONS

CUPE BC continues to take an active role in participating in government consultations, making submissions on issues that matter to members and all working people. As B.C.'s largest union, it is critical that CUPE BC's voice is used to promote progressive public policy, and advocate for the stronger public services that build a better B.C. for everyone.

Consultations and calls for input occur all the time, and it is not possible to capture every interaction for the purposes of this annual report.

### Major provincial government consultations that CUPE BC participated in during the reporting period:

- ▶ Childcare BC Plan
- ▶ Education Assistant Standards/Credentialing
- ▶ Accessible BC Act technical standards development and implementation
- ▶ K-12 Indigenous curriculum creation and implementation
- ▶ Labour Relations Code Review
- ▶ Post-Secondary Education Funding Review
- ▶ K-12 Inclusive Education
- ▶ Trades and Tariffs
- ▶ WorkSafe BC/Occupational Health and Safety – presumption of psychological injury
- ▶ WorkSafe BC/Occupational Health and Safety – various issues

In the coming year we anticipate a significant review of the act governing lobbying and lobbyists which has the potential to address the onerous regulations placed on non-profit organizations advocating in the public interest.





## GENERAL RELATIONS WITH THE BC GOVERNMENT

The 2024 General Election saw the BC NDP hold on to government with a small majority (47 of 93 seats) by a handful of votes (22 to votes in Surrey-Guildford). Premier David Eby, entering his first mandate as Premier, addressed this close election head on by noting that British Columbians need the government to take action on issues that matter the most—primarily the cost of living and affordable housing.

There is no doubt that CUPE members made the difference between a BC NDP government and a government led by the BC Conservatives that would have spelled disaster for workers and public services in this province.

**CUPE members worked tirelessly during the election to re-elect a worker friendly government in the face of a far-right backlash in B.C. politics.**

The Liberal governments in the early 2000s were some of the worst for working people in British Columbia history. We faced ongoing attacks on public services and the workers who provide them, and cuts and privatization that took money out of the pockets of low- and middle-income earners to benefit the wealthy and well-connected. The BC Conservatives' approach to working people and public services is even more regressive than the BC United's [Liberals],

which remains evident as you look to the records of conservative governments in other provinces; they are gutting public services, suppressing fair wages, and trying to take away the constitutional rights of workers.

When the BC United pulled out of the race, and joined forces with the BC Conservatives, the risk of these kinds of attacks on working people coming back to B.C. grew exponentially. Although there is much more to do, the BC NDP governments have steadfastly supported public services, worker, labour, and human rights, and have invested in the things that matter to working people.

The newly elected BC NDP caucus still includes MLAs from CUPE and the broader labour movement, but our numbers are reduced from the last caucus. This requires CUPE BC to engage with newly elected MLAs to connect with them about our values and educate them about the work CUPE members do providing critical public services in every corner of our province.

### Government & Opposition Outreach

Multiple meetings occurred with government representatives throughout the year, and we discussed a range of issues that matter to members. These engagements included both direct outreach by CUPE BC on behalf of members broadly, and assistance to CUPE locals and members to advocate directly to government. Following our last convention the government relations slowed due to the pending provincial election. After the election CUPE BC began outreach efforts anew and we continue to work with a range of ministers in new portfolios.



In addition to CUPE BC's legislative priorities, that are largely set by members at annual conventions, the division supported important initiatives lead by local leadership as well. The K-12 Presidents Council advocated to the provincial government for improvements that would make schools safer and more inclusive, and CUPE 5536 worked on achieving presumptive coverage for psychological injury.

In the last year, meetings were held with multiple members of the Government Caucus (BC NDP MLAs), cabinet ministers, and with the Premier directly. Topics included advocacy on the campaign for public child-care, ending the privatization and contracting out of public transit, improvements to WorkSafe coverage for all workers, and funding the for the BC Labour Relations Board. Most meetings included some form of advocacy for increased funding across provincial sectors to deliver critical public services to communities throughout the province.

CUPE BC also met with representatives of the opposition parties once prior to the general election and on two occasions since the legislature resumed sitting this spring. The focus of these meetings was to introduce ourselves to these new members of the legislature and tell them about the work our members do in communities across the province. We also used these opportunities to advocate for public childcare, publicly delivered transit, and adequate funding for safe and effective inclusive education.

### General Relations with Opposition Parties and the Changing Landscape

The past year has seen a seismic shift on the political right in British Columbia. The BC United Party collapsed prior to the election with many of its MLAs and candidates folding into the surging BC Conservative Party. The BC Conservatives went on to secure a historic number of seats in the provincial election and now sit as the official opposition in the Legislative Assembly.

In the months following the 2024 election the BC Conservative caucus fractured with some MLAs deciding to sit as independents. We may yet see another right-wing party emerge in this province. Regardless, we have already seen that these right-wing politicians focus on stoking division through fear and hatred. While average British Columbians worry about the ongoing affordability crisis and the impacts of Donald Trump's trade war on the economy, the BC Conservatives are only interested in political stunts and playing gotcha politics on wedge issues.

The BC Green party held on to two seats in the legislature but lost their party leader Sonia Furstenau, who was unable to win the seat in Victoria Beacon Hill. Furstenau frequently advocated for working people and the public services that strengthen our province and her voice in the legislature will be missed. The BC Green Party is now represented in the legislature by Rob Botterell (Saanich North and the Islands) and Jeremy Valeriotte (West Vancouver-Sea to Sky).

# LOCAL GOVERNMENT RELATIONS

## UNION OF BC MUNICIPALITIES (UBCM)

The 2024 Union of BC Municipalities (UBCM) annual convention was held at the Vancouver Trade and Convention Centre from September 16 to 20. This was the third of four UBCM conferences that will be held during the 2022-2026 municipal term. Our delegation to the event included six members of the CUPE BC Executive Board, and seven staff from the Strong Communities Working Group and municipal sector.

Key themes of the conference were civic discourse and civil behaviour, affordable housing, the toxic drug crisis, climate change and emergency preparedness. Tensions between municipal leaders and provincial government were aired, and the tone of the convention was influenced by the provincial election, with the UBCM president calling on the next provincial government to address municipal pressures through new transfers to local governments. While the opening keynote address highlighted public libraries as cornerstones of community, public services were not widely discussed throughout the conference as solutions to the problems facing communities.

### Conference Proceedings and Resolutions

The theme for the convention was “Ride the Wave” and was described as “an opportunity to lean into the challenges before us and foster collective growth and progress.” The number of learning sessions featured increased from 20 to 30, most being small panel discussions with local leaders about specific projects as case studies. Again, public services were not widely discussed as solutions to the problems facing communities. One notable exception was the provincial Cabinet Town Hall: Stronger Public Services.

Ministers Adrian Dix, George Chow, and Rachna Singh spoke about the province’s work to improve health services and to create more inclusive, affordable universal childcare.

The 2024 conference saw 25% more resolutions than the year prior. Three special resolutions, 105 endorsed regular resolutions, fourteen non-endorsed regular resolutions, 104 no recommendation regular resolutions, eleven late resolutions, and one off-the-floor resolution. Topics included support from the province for navigating provincial housing requirements, lack of access to healthcare in small and rural communities, B.C.’s toxic drug crisis, public library funding, and 911 service delivery governance. Like the previous year, the 911 resolution aligned closely with CUPE 8911’s call for a governance model review.



## Tradeshow Booth

The 2024 UBCM tradeshow booth again proved popular, with an updated information sheet about CUPE BC members. This year included an interactive “spin to win” labour trivia game, which drew attention and friendly competition among participants.

Local government decision makers made a point of visiting the booth throughout the week-long convention, leaving with CUPE BC branded swag, an understanding of CUPE BC as a sector partner, and a better informed perspective of CUPE members’ work in the municipal sector.



## CUPE BC Reception

CUPE BC’s reception continues to be a highlight of the week for conference delegates and attendees and is anticipated and talked about with excitement. The event continues to attract increasing numbers of participants, and a change in venue allowed for better flow and crowd control this year. The success of this event can be quantified by the increasing attendance and engagement and qualified in the opportunities for direct connection and conversation with local leaders at this event and beyond.

## UBCM AREA ASSOCIATIONS

The UBCM has five area associations that bring together the local governments in their respective regions. The Area Associations each have a representative structure, and annual meetings every spring that discuss regional issues, serve resolutions to the main UBCM conference later in the year, and serve as a venue for workshops and sponsor participation.

Since 2021, CUPE BC has been a significant sponsor in each of the five Area Associations and sent participants to represent CUPE members at each event, building relationships with local decision-makers, and promoting the work CUPE members do across communities. CUPE BC sponsorships also support the several locals undertaking outreach at Area Associations to advance their own local government relations strategies.



## 2024 Area Association Sponsorships

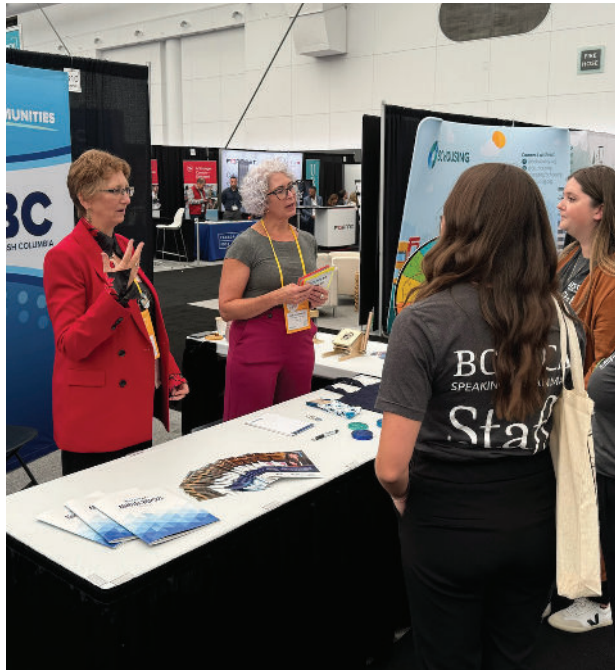
The following summarizes CUPE BC engagement in area associations in 2024, maintaining the sponsorship levels of 2023:

- ▶ Association of Kootenay Boundary Local Governments (AKBLG): CUPE BC was again a platinum level sponsor the AKBLG, making CUPE BC one of the more substantial supporters. The Local Government Liaison attended, monitoring discussion and debate at the meeting in Radium.
- ▶ Association of Vancouver Island and Coastal Communities (AVICC): CUPE BC's sponsorship supported the opening reception, and a trade show booth was hosted. Sponsorship was coordinated with the Vancouver Island District Council, and several members of the Executive Board along with the Local Government Liaison and Political Action Coordinator attended the conference, which was held in Victoria.
- ▶ North Central Local Government Association (NCLGA): CUPE BC was a silver sponsor of the 2024 NCLGA conference in Smithers, providing support and introductory comments by a CUPE BC GVP for one of the workshop sessions. The conference was attended by CUPE BC GVP Tony Rebelo who represented CUPE members in the region and the Local Government Liaison who monitored discussion and debate at the meeting.
- ▶ Lower Mainland Local Government Association (LMLGA): CUPE BC was again the keynote sponsor of the LMLGA conference in 2024, this year held in Whistler. CUPE participation included a trade show booth and an address to the conference by Secretary-Treasurer Trevor Davies. The event was attended by several members of the Executive Board and Strong Communities Working Group, and CUPE BC participation supported parallel engagement by locals seeking to relate with local government decision-makers.
- ▶ Southern Interior Local Government Association (SILGA): CUPE BC's silver level sponsorship supported the conference materials and one of the nutrition breaks, and promotion again included having the CUPE BC logo on all delegate name tags. The conference was attended by CUPE BC GVP Sheryl Burns who represented CUPE members in the region and the Anti-Privatization Representative who monitored discussion and debate at the meeting.

## BRITISH COLUMBIA LIBRARY ASSOCIATION (BCLA)

The BCLA is a province-wide organization representing libraries and the library community, providing professional development and advocacy for the sector. CUPE





BC is a long-time sponsor of the BCLA's annual conference and participates in the event each year. In 2024, this participation included a trade show booth and keynote speaker introduction remarks from President Karen Ranalletta. The booth was supported by members of the CUPE BC Library Committee, the Local Government Liaison, and the Library Sector Coordinator, providing information about CUPE library workers, materials on workplace safety, information about the CUPE BC Libraries Committee, and information about the CUPE BC childcare campaign.

## BC SCHOOL TRUSTEES ASSOCIATION (BCSTA)

The BC School Trustees Association is the provincial organization of school trustees and serves as a representative and advocacy structure for those serving on school district boards. The organization is an important public education stakeholder, and a centralized venue for outreach to all local government decision-makers in the K-12 system. CUPE BC has a long history of developing relations with the BCSTA, and a mainstay of this work is the sponsorship of the reception for BCSTA members at their annual general meeting.

The sponsored reception was well attended and featured an address by Secretary-Treasurer Trevor Davies and an information table promoting the Seamless Childcare Now campaign. Multiple members of the Executive Board, as well as a number of K-12 local presidents, attended the reception to strengthen relations with the several hundred trustees that attended the event.

### School Trustee Project

A joint project with the Centre for Civic Governance (CCG) and the Institute of Public Education (IPE), the steering committee is co-chaired by representatives of CUPE BC and the BCTF, and provides an ongoing program of support, curricula, training, research, and network building that helps progressively minded school trustees in the implementation of agendas that support thriving public schools.

#### The key strategic goals of the project are to:

- ▶ Support BC school trustees to be strong partners in supporting democratic governance of public education in British Columbia
- ▶ Build and support a self-sustaining network of BC school board trustees with shared values

2024 work on the project included development of a webpage and mailing list and hosting a Q&A with former superintendents and trustees for current elected board trustees.

### General Local Government Relations

Working with elected executives, sector coordinators, and staff representatives, locals are supported in developing productive relationships with community leaders and strengthening government relations at the municipal level. Ongoing efforts to connect with and support progressive city councilors, school trustees, and library board members are part of a broad strategy to advance the concerns and issues of CUPE workers at and beyond the bargaining table. Education with members and executives about the importance of political engagement will remain a priority at the local governance level as 2026 municipal elections are on the horizon.

# MEMBER & PUBLIC OUTREACH

## SOLIDARITY EVENTS

A number of picket line visits in late 2024 showed solidarity and support for members of CUPW who were on strike across the province including coordinated visits in Fort St. John during the NADC Fall School.

President of CUPE BC, Karen Ranalletta spoke at a rally for members at ATU 1724 working for HandyDART who were on strike for wage fairness and addressing staffing shortages. During the speech, Ranalletta drew a parallel between striking ATU workers were facing and those faced by CUPE members during the 2023 CUPE 561 transit strike, both of which were on strike against the same employer. Coordinated visits were also made to ILWU Local 514 workers who were locked out by their employer, shutting down all ports in B.C. CUPE BC officers Ranalletta and Rebelo also made a visit to SEIU Local 2 workers at the Vancouver International Airport on Christmas Eve.

Solidarity was also shown to the education workers in Alberta who were on strike for fair wages, working conditions, and addressing systemic funding

issues. CUPE BC's officer joined the protest at the Alberta Legislature where over 50 busloads of striking members, and their supporters, rallied before the provincial budget was tabled.

## LOCAL AND DISTRICT COUNCIL EVENTS

Members of the executive board participated in local and district council events throughout the year, and coordination was undertaken to ensure that each meeting of a district council was attended by a CUPE BC officer or General Vice-President whenever possible. From summer barbecues for members, to community events and weeklong schools, members of the executive supported local events, representing the division and assisting locals with outreach.

The number of events supported is too long for an exhaustive list, however, the range and scope of engagement with local and community events is highlighted on the next page and the video shown at convention.



## Local and Community Events

- ▶ In May, CUPE 391 was supported in their efforts to raise public awareness about their bargaining through info pickets at Vancouver Public Library locations.
- ▶ In July, leadership attended Fraser Valley Pride in Mission where the Fraser Valley District Council and CUPE 774 had booths promoting the work of CUPE across the region.
- ▶ In August, a joint contingent with the Vancouver Island District Council, CUPE 798, and CUPE 476 at the Blackberry Festival in Powell River, raised awareness about CUPE members in the region and built support in the lead-up to bargaining.
- ▶ In March, representatives attended the yearly International Women's Day event hosted by CUPE Metro, which was in Port Moody this year.
- ▶ In March, CUPE BC officers, and National President Mark Hancock, attended the Abbotsford Canucks game, which was co-sponsored with the Fraser Valley District Council; almost 950 members and their families were in attendance.

- ▶ In April, leadership brought greetings and participated in an opening panel at the New Advocates Conference hosted by the Southern Interior District Council.

## COMMUNITY EVENTS VAN

The Community Events Van (CEV) has been used to support multiple CUPE BC events, featuring prominently in community sponsorships and events. The CEV has also been used at select local and regional events and provided support for actions and events held by locals and district councils.

Throughout the reporting period, the van was able to attend 50 events or actions, covering every region of the province. From parades to public works days to membership engagement events, the CEV has been a visible way to draw attention to CUPE while providing tools to support events.



## PRIDE EVENTS

CUPE BC continues to support pride events across the province each year, and to participate in regional events to directly demonstrate support for the 2SLGBTQIA+ community. A primary means of pride event support is through branded items, including pride shirts, hand fans, and other swag items. In total, this past year saw almost 7000 items of CUPE and CUPE BC branded items distributed to sixteen pride events, in addition to branded items ordered by district councils.

### Vancouver Pride

In 2024, CUPE BC organized a joint Vancouver Pride contingent with our sister union, the HEU. We had a sign decorating party in advance, where signs were created to help promote all the sectors of CUPE and the achievements we have reached to support 2SLGBTQIA+ workers and the community as a whole. CUPE and HEU both gave away branded materials to the public, and the Community Events Van was used to tow a float that also supported those with accessibility needs.

### Victoria Pride

Multiple CUPE locals participated in Victoria Pride, supported by CUPE BC and the Vancouver Island District Council. Involvement was coordinated by the



Victoria Labour Council, and through the Vancouver Island Labour Council. CUPE members from across Vancouver Island travelled to Victoria to participate in the event.

### Fraser Valley Pride

CUPE hosted two tables at the Fraser Valley Pride event in Mission, including a CUPE 774 and a Fraser Valley District Council (FVDC) table. At the table, popcorn and freezies were given away, there was a spinning prize wheel to win branded swag, and kids could make buttons or get their faces painted. Several members of the Executive Board attended the event, and helped to distribute CUPE, CUPE BC, and FVDC branded items to participants.





## ADVERTISING

Several projects were undertaken in the past year to better promote CUPE BC. One such initiative involved seeking better promotion in the neighbourhood of the BC Regional Office, which is a high-traffic zone of Metro Vancouver. Reservations for ads that were pro-actively made in the previous year became available in spring 2025. Two street-level fixtures in the blocks around the regional office are now being used to promote CUPE BC and the public services provided by members.

As in previous years, CUPE BC continued its practice of placing province-wide advertising to mark Labour Day and recognize the work of members. CUPE BC also advertised in various locations where it is strategic to promote the value of public services, such as the ad below which was placed in a water and wastewater publication distributed throughout the sector and industry.

CUPE BC continued to advertise via an outfield sign at Nat Bailey Stadium that was seen by 300,000 community members who attended Vancouver Canadians games last season. This sponsorship has been extended for the 2025 season. Rink board advertising has been secured throughout the province, with the first production of ads displaying Seamless Childcare campaign messaging in forty-eight arenas.

## Strong public services build strong communities

CUPE municipal workers provide safe, reliable and public water and wastewater services to communities across British Columbia.





# INTERNAL OPERATIONS

## CONVENTION

The 2024 convention was held April 24 to 27 at the Westin Bayshore Hotel in downtown Vancouver. Close to 500 delegates participated in the convention, and throughout the event it became clear that the venue no longer comfortably accommodated the needs of CUPE BC. There will be further challenges with space for the 2025 Convention as elections for the Executive Board take place in odd years.

At this time, it remains clear that CUPE BC's convention is unable to fit into hotel spaces in the Vancouver region, while the Vancouver Convention Centre is too large for our organizational needs and would come at a substantial increase in cost. Subsequent conventions, for the next several years, are booked into the Victoria Conference Centre as a result.

## THINK TANK

Think Tank is a three-day planning session held each summer that brings together the Executive Board,

CUPE BC staff, and national staff from the region to discuss direction arising from each year's convention, and to develop a plan to implement resolutions passed by members. In 2024, Think Tank was held at the Sheraton Hotel in Surrey as a result of a labour dispute at the Harrison Hot Springs Resort.

## COMMITTEES

The CUPE BC constitution outlines 21 committees that provide advice to the Executive Board on a range of issues, providing input from members into decision-making between conventions. Committees operate on a two-year term that mirrors the term of the Executive Board and begins with a special "One Big Committee Meeting", or OBCM, that brings committee members together for a common orientation and social engagement. Committees are organized into three categories—Equity, Sector and Standing—to reflect the different types of issues they are advising on.

Convention 2025 marks the end of the committee term. Members will have the opportunity to seek (re-)appointment to CUPE BC committees during the summer of 2025.

## PRESIDENTS ACADEMY

CUPE BC hosted a second Presidents Academy, which is a week-long orientation for new local presidents in the form of a series of workshops. A project of the Strong Communities Working Group, the Presidents Academy was developed in partnership with the National Union's BC Region to help support the many new local presidents in British Columbia following an increase in local executive turnover.

The 2025 Presidents Academy was held in Harrison Hot Springs between February 3 and 7, with twenty-one local presidents participating. The week-long orientation was again incorporated into the Canadian Labour Congress' Winter School, which provided much-appreciated logistical and administrative support. Housing the Presidents Academy in Winter School also allowed participants to share in the programming and solidarity of the larger CLC event, while still maintaining the intimacy of the academy's small class size.

## STAFFING & FINANCE

CUPE BC's Executive Board is extremely appreciative of the excellent work of staff, whose commitment and hard work enables CUPE BC to provide better support and better services to members every day. The Secretary-Treasurer's report contains full details on CUPE BC's financial management and developments in the 2024-25 year. This report can be found as part of the Convention 2025 Reports, and on the CUPE BC website as part of the Convention 2025 page.



## RECONCILIATION

In conjunction with ongoing DEI work, CUPE BC is committed to advancing reconciliation within the union's structures and systems. Work in recent years has focused on greater inclusion of our Elder Sá,µwx-Ì±wu7mesh Ášxwumixw, Elder Sam George of the Squamish Nation, in meetings, events and other gatherings. Equally, and with Elder Sam's leadership, work has involved opening the door to Indigenous practices and ceremonies at CUPE BC events, to both support Indigenous CUPE members at those events and advance Indigenous ways of knowing and sharing within the union. Sincere thanks is provided to Elder Sam for his leadership and guidance in this work.



# HEALTH CARE PRESIDENTS COUNCIL REPORT

CUPE represents approximately 3,000 healthcare workers in Metro Vancouver and Vancouver Island who work for health authorities and non-profit organizations, as well as 5,000 Ambulance Paramedics and Emergency Dispatchers across the province. These members provide vital care in communities across B.C., working in supportive housing, shelters, community health centres and clinics, and life-saving overdose prevention sites.

Locals in the sector have members in one or more bargaining associations that reflect the different types of work performed by members—CUPE members fall into four associations. In these associations, unions bargain together with the largest union under each collective agreement, taking a coordinating role. The labour relations framework established by this structure governs much of how the sector as a whole operates, and thus, the report is organized into sections reflecting the different associations.

## BARGAINING & LABOUR RELATIONS

All of the provincial collective agreements in the Health Sector expired on March 31, 2025, and bargaining is underway. CUPE has identified key priority areas through member surveys, elected bargaining representatives, and drafted proposals to make gains in each of the four collective agreements to which CUPE is party.

### **Health Science Professionals Bargaining Association (HSPBA)**

The HSPBA includes many technical and professional disciplines in the health care system, including roles such as social worker, laboratory technician, and pharmacist. There are more than 27,000 workers represented by this bargaining association, with the Health Sciences Association of BC (HSA) representing the largest proportion and leads the Association.

CUPE, along with the other unions of the HSPBA, implemented a new province-wide classification system. This has been a primary focus of work in 2024-2025, involving months of negotiations with the Health Employers Association of BC and the submission of arbitrations for dozens of members. This process has included an opportunity for every CUPE member represented under the HSPBA agreement to engage with the Union to make sure that their jobs are correctly matched in the new systems.

The implementation of the new classification system brought the lowest-paid members in each profession an average wage increase of 4 percent, and some members will see increases of as much as 15 percent. For any members whose job is assessed into a lower paid classification in the new system, the Bargaining Association has ensured that their wage is green-circled and maintained.

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

The CBA represents workers who provide health care and associated services in community settings, including such programs as community clinics, mental health centres, supportive housing, and social service agencies. More than 21,000 workers are represented under the CBA Agreement; the BC General Employees' Union (BCGEU) represents the majority of members and leads the Association.

The current CBA Collective Agreement brought members to wage parity with the Facilities Bargaining Association, which is led by our sister union, the Hospital Employees' Union. This was a substantial accomplishment, one that has taken decades to achieve.

Despite this achievement, there remain specific areas of disparity that must be corrected. Premium pay, extended benefits, and vacation entitlement, amongst several other areas, are topics on which CUPE continues to advocate for improvement, particularly psychological support, which is desperately needed in the sector. CUPE and the other unions in the Association are working to achieve compensation parity in this round of negotiations.

### **Ambulance Paramedics and Ambulance Dispatchers Bargaining Association (CUPE 873)**

The Ambulance Paramedics and Ambulance Dispatchers Subsector Collective Agreement covers more than 5,000 paramedics and ambulance dispatchers in B.C. CUPE Local 873 represent the employees in the Ambulance subsector.

Local 873 is working to build on significant gains made in the last round of bargaining that focused on recruitment and retention, which remains a significant problem with hundreds of vacant jobs across BC. Local 873 has seen an increase in employer-funded training opportunities and the creation of new full-time and regular part-time jobs in almost every station in the province, yet staffing levels remain an issue. Local 873 is focused on addressing staffing-level and payroll problems and other general funding issues that are impacting CUPE members' ability to provide patient care in this round of bargaining.

### **Nurses' Bargaining Association (NBA)**

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

In the unprecedented last round of collective bargaining, the NBA achieved significant wage restructuring and premium pay for non-casual employees, which has had a positive impact on CUPE's licensed practical nurses. During bargaining, the Association concurrently negotiated directly with the Ministry of Health to achieve another billion dollars in improvements, including additional psychological support and funding for career laddering education. In this round, work will be done to implement key improvements such as staffing ratios.

CUPE is now the third largest union in the NBA, following the BCNU and the HSA.

## **POLITICAL ACTION**

### **Fighting Privatization**

On April 6, 2023, the Supreme Court of Canada (SCC) dismissed an appeal by Dr. Brian Day relating to the lower court's finding against the case brought by the Cambie Clinic, one that would have opened the door to mass privatization across the sector. The SCC's dismissal finally concludes a 14-year battle and is an important milestone in the fight against the privatization of Canada's public healthcare systems.

CUPE and other allies are working to defend the public healthcare system in BC. The Supreme Court victory against Brian Day in 2023 is worth celebrating, but defenders of public healthcare must not get complacent. Telus and other corporations continue to exploit cracks in the system that allow private infiltration of our public functions to expand privatization and undermine our globally-recognized public model. The Medical Services Commission of British Columbia continues to allow Telus and other for-profit companies to erode the public health system in BC. Telus and others have agreed to comply with the requirements of the Medical Protection Act. Still, they will continue to operate their private, for-profit clinics, which pull skilled workers away from the public system and exacerbate the recruitment and retention crisis in the sector.

## **Overdose Crisis**

Over 16,000 British Columbians have died from toxic drugs since April 2016, when a public emergency was declared. B.C.'s Provincial Health Officer, Dr. Bonnie Henry, and the Provincial Coroner's Office have called for an expansion of safe supply across the province. Despite these staggering facts, the government continues to reject these reports. It has placed new restrictions on the safe supply programs despite the fact that thousands of British Columbians continue to die each year from overdoses.

At the 2024 CUPE BC Convention, delegates passed resolutions calling for action in response to the worsening overdose crisis in British Columbia. CUPE BC, along with the B.C. branch of the Canadian Drug Policy Coalition, are working to provide resources to locals to help strengthen our collective agreements and support workers who are struggling with substance use.

## **Presumptive Coverage for Health Workers**

A victory in the last year saw the expansion of WorkSafeBC's presumptive coverage for psychological injury claims to include nearly all workers in the health sector. Firefighters, police officers, nurses, paramedics, and other first responders in B.C. already benefited from the presumption that their psychological injuries are work-related, and this now saves injured workers from what can often be lengthy, difficult, and traumatizing WorkSafeBC claim investigations.

We are grateful that the Ministry of Labour expanded this presumption to more professions that frequently submit these types of claims. The correct approach is to provide presumption to all workers in British Columbia, a position supported by the B.C. labour movement. CUPE's local leaders engaged in lobbying efforts in 2024 to call for a presumption for all workers in the first instance, and we now need to expand further and include all workers under the presumption legislation.



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