Financial assistance | Strikes inspire stewards | Essential services | Capital stewardship

A publication of the B.C. General Employees' Union

Provincial

WHEN WE FIGHT, WE WIN!

Inside the biggest BCGEU contract campaign in decades — p. 4

BC GENERAL EMPLOYEES' UNION
bcgeu

Spring 2026 • Volume 73, Number 1 • Agreement #: 40010201

Letter from the president

Friends,

In the spring 2025 issue of *The Provincial* magazine, I said it was imperative for public sector* BCGEU members to mobilize so we could secure the best possible agreements in negotiations with the provincial government.

Now, a year later, we can see the fruit of those efforts: public service members were tested with an eight-week strike that ended in successful mediation and a fair agreement that provided the entire public sector, far beyond our civil service, with a strong four-year wage mandate.

This historic strike showed our collective resolve to fight for a contract that lifted up the lowest paid members of our province's civil service. We also ensured that no public sector bargaining table was left behind, and secured provisions for workers representing the majority of BCGEU members.

The solidarity from every corner of the union was incredible and deeply appreciated by those on the picket lines. When I visited lines across the province, members repeatedly told me how grateful they were that so many skilled colleagues had stepped up as picket captains to organize an effective strike.

Rebuilding the labour movement in B.C. starts with people, not bureaucracies. We are fortunate to have sound governance, strong fiscal management and solid organizational capacity, thanks to our provincial executive, treasurer, finance committee and incredible staff who went above and beyond during the strike. But while these structures are important, they are not the core strength of our union.

The strength of the BCGEU is in the talent, fortitude and efforts of members — particularly those who have dedicated their time to making our union successful. We must maintain good governance and a competent bureaucracy that continues modernizing to better serve members. But these functions can never take precedence over investing in BCGEU members.

We also cannot forget that, to be a truly provincial union, we have to invest outside major population centres, developing a real movement of working people across the entire province and across multiple sectors: the civil service, the broader public sector and the private sector.

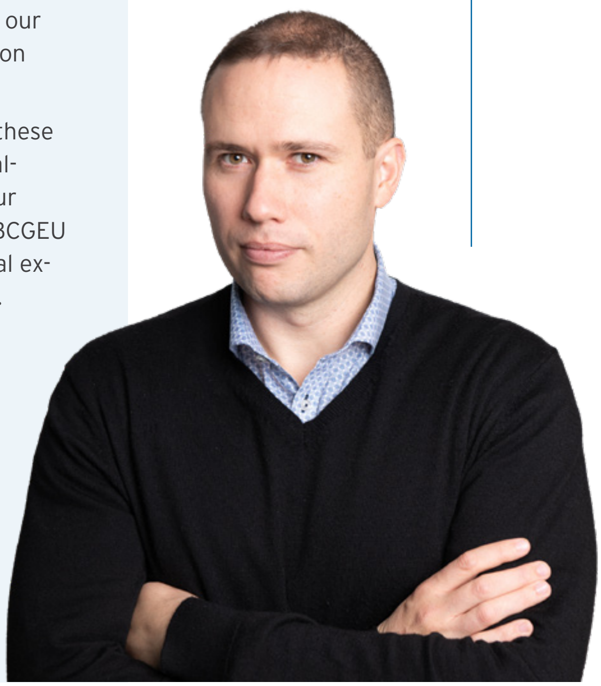
In the lead-up to next year's convention, our union will be improving internal processes and advancing data modernization projects, including developing a membership app. We will also bring forward recommendations to strengthen our democratic structures based on challenges we have faced.

More important than any of these activities will be the efforts already underway to rebuild our steward base and empower BCGEU members to reinvigorate local executives across the province.

In solidarity,

Paul Finch
BCGEU President

"The solidarity from every corner of the union was incredible and deeply appreciated by those on the picket lines."



* for definition, see page 7

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BC GENERAL EMPLOYEES' UNION
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A component of the National Union of Public and General Employees. Affiliated with the BC Federation of Labour and the Canadian Labour Congress

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Emergency financial assistance

In times of uncertainty, our union has our backs.

Financial assistance may be available to a BCGEU member (or their survivor) in certain emergency circumstances. As outlined under Article 8.5 in our union's financial manual, eligible circumstances include:

- Death of a member, or a member's spouse or common-law partner.
- Death of a dependent child, as recognized by benefit plans.
- Loss of a member's home due to fire, flood, or other natural disaster.
- Loss of a member's home for 15 days or more due to a formal evacuation order arising from a natural disaster.

This assistance is intended to provide support during difficult and unexpected events.

For full details, including how to apply, contact your BCGEU area office or refer to the financial manual:

PUBLIC SERVICE BARGAINING 2025: INSIDE THE BIGGEST BCGEU CONTRACT CAMPAIGN IN DECADES

WHEN WE FIGHT, WE WIN!

This was the chant of thousands of striking BCGEU members who rallied at the provincial legislature on October 6, 2025, demanding government come back to negotiations with a fair wage offer. Within hours, their voices were echoing from Victoria to social media feeds and television newscasts provincewide.

The massive rally was a defining moment in the historic eight-week strike by B.C.'s public service workers from the BCGEU and the Professional Employees Association. But both the strike and the rally were part of a campaign that was as coordinated as it was relentless.

→

ON THE LINE

More than 25,000 members walked picket lines across the province—the largest BCGEU strike in decades. It was also the first BCGEU public service strike to include virtual pickets, where remote workers contributed research, social media support, and grassroots media outreach.

IN THE STREETS

Members led dozens of rallies across the province. Other unions joined, showing government that the labour movement was united. To make the message impossible for politicians to ignore, members also held noisy protests outside political fundraisers and the legislature.

ACROSS THE AIRWAVES

The strike dominated headlines, with over 8,000 media hits published in print, digital and broadcast. The campaign that supported the strike went further, with an advertising blitz reaching more than a million people provincewide, and a viral social media campaign so effective it made the TV news and drew a personal response from the finance minister.

After weeks of escalating pressure, and several days of mediated talks, the government cracked. They agreed to a general wage increase of 12 per cent over four years—far beyond their opening offer of 3.5 per cent over two years.

The benefits of this win are felt by far more than public service workers. This wage pattern set the bar for more than 590,000 public sector workers, including over 70,000 BCGEU members, also negotiating new agreements.

It proves there's truth in the chant: "When we fight, we win!"

- **Jan. 22, 2025** — Bargaining begins
- **March 31, 2025** — Previous agreement expires
- **June 17, 2025** — Government tables monetary offer of 3.5 per cent over two years
- **July 18, 2025** — The BCGEU declares an impasse

IMPASSE When our union and employer are unable to reach an agreement.

- **Aug. 29, 2025** — **92.7% strike vote** — 72-hour strike notice filed
- **Sept. 2, 2025** — **Strike begins** with 2,600 members walking out
- **Sept. 9, 2025** — **Strike escalates** to include 4,000 workers
- **Sept. 12, 2025** — Overtime ban at BC Liquor Distribution Branch (LDB) warehouses
- **Sept. 18, 2025** — **8,500** members part of job action
- **Sept. 22, 2025** — LDB warehouses walk out — **12,500** members part of job action
- **Sept. 24, 2025** — Select BC Liquor Stores walk out — **14,900** members part of job action
- **Oct. 1, 2025** — **5,000** workers rally in Vancouver
- **Oct. 2, 2025** — **16,000** members part of job action
- **Oct. 3, 2025** — **17,000** members part of job action
- **Oct. 6, 2025** — **10,000** workers march on the B.C. legislature
- **Oct. 7, 2025** — **25,000** workers part of job action
- **Oct. 18, 2025** — Mediation begins
- **Oct. 26, 2025** — Tentative agreement announced
- **Nov. 13, 2025** — **Agreement ratifies with 89.3% support**

Meeting the challenge, raising the bar

The 2025 round of public sector bargaining came at a critical moment for workers across British Columbia. Years of rising costs and growing affordability pressures left workers struggling to keep up as housing, groceries and other everyday expenses continued to climb faster than wages. At the same time, our province was facing mounting economic turbulence, including inflation, tariffs and a weakened Canadian dollar.

The challenge ahead was significant, but so was the opportunity. At a time of economic uncertainty, bargaining became a chance to remind people living in B.C. that strong public services are essential to a healthy economy. Internally, it was also an opportunity to rebuild trust in our union, deepen member engagement, and organize for the long term.

LEADING THE WAY: PUBLIC SERVICE BARGAINING

With those goals in mind, the BCGEU's public service bargaining committee—the first of six sectoral BCGEU bargaining committees to begin negotiations with government in 2025—prioritized transparency and communication, knowing they would be key to achieving our union-wide internal objectives.

"From the beginning, members were clear about their priorities: addressing the loss of real income caused by a decade of rising living costs, and modernizing the collective agreement to tackle an outdated job evaluation plan, rampant exclusions and contracting out," said BCGEU president and bargaining chair Paul Finch. "Members wanted to be engaged in the process and were ready to mobilize to get the best possible agreement."

The committee provided members with education and updates about the bargaining process, using a network of member worksite contact volunteers to amplify the information. Finch delivered video messages and hosted *Ask Me Anything* features on Reddit that drew strong participation and feedback from members across the province. Activists organized multiple rallies.

This communication effort—plus the logistical lift to build and sustain a strike for tens of thousands of workers—resulted in unprecedented engagement from members. After negotiations reached impasse and thousands went on strike, over 4,000 members carried that momentum forward by stepping into leadership roles as picket and zone captains, workplace contacts and media spokespeople. In the months following the strike, hundreds remained actively involved, with Components 6 and 12 seeing particularly strong steward recruitment.

A post-strike survey of public service members showed an increased commitment to each other and increased trust in our union.

The strike also strengthened relationships across the broader labour movement. Allied unions including the BC Nurses' Union (BCNU), the International Association of Fire Fighters (IAFF) and CUPE stood alongside BCGEU members on the picket lines. The Professional Employees Association (PEA) also coordinated in lock step with the BCGEU throughout bargaining as we supported one another through our respective negotiations.

The wage gains achieved at the public service bargaining table set a new benchmark for negotiations across the broader public sector. Workers in Community Social Services, Community Health, Supportive Housing, Health Science and Health Facilities all went on to secure new agreements that matched the wage gains won by the public service. Post-secondary instructors and support staff are following.

A STRIKE WITH LASTING IMPACT

What became the longest and most consequential public service strike in recent B.C. history demonstrated what is possible when workers are organized, informed and prepared to act collectively.

Significant resources and effort were invested in the strike because the campaign was designed not only to win gains at the bargaining table, but also to strengthen our union's long-term organizing, mobilization, and strike capacity for the benefit of all members. Its legacy will be measured not only by those gains, but also by the stronger culture of member engagement, more robust strike infrastructure, deeper organizing capacity, and more democratic and resilient leadership structures it helped build.

"Thanks to this strike, our union—and the broader labour movement—have the foundation for confronting new challenges in the years ahead: an increased confidence in our collective power," said Finch.

By the numbers

25,000
More than 25,000 B.C. government employees went on strike

89.3%
voted in support of ratification with a 73% turnout

92.7%
voted in favour of a strike with an 86.4% turnout

881
worksites on strike with 215 physical picket lines in 150 communities

2,074
picket captains plus 1,916 worksite contacts and 33 zone captains

8
weeks of job action

Thousands did alternative duties

First public service strike to incorporate virtual picket lines

2 major rallies (Vancouver, Victoria)

What's the difference between "public service" and "public sector"?

These two terms sound similar, but they mean very different things in B.C.

THE PUBLIC SECTOR

The public sector is the big picture — it covers everyone who works for a taxpayer-funded organization in the province. That includes hospital workers, teachers, employees at Crown corporations, and much more. All told, that's over 590,000 people.

THE PUBLIC SERVICE

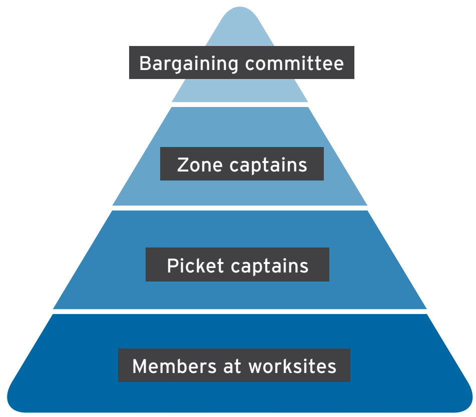
The public service is a much smaller, more specific group — roughly 35,000 to 45,000 employees who work directly for provincial government ministries, agencies, services and Crown corporations.

A simple way to think about it: the public service is part of the public sector, but not the whole thing.

Strike systems

One area that our union invested heavily in 2025 was our strike systems. We recruited and trained picket captains, launched a picket attendance app, and delivered strike pay both electronically and in person. Building and refining these systems benefited both public service members and all BCGEU members who may need to go on strike in the future.

The general structure of a BCGEU strike looks like this:



BCGEU member Tiffany Prince, information officer, local 604

From first strike to lifelong activism

For many BCGEU members working in B.C.'s public service, the 2025 public service strike was both their first strike and their first experience with union activism. But as the strike unfolded, many became more involved with their union than ever before.

Tiffany Prince works for the Ministry of Environment and Parks as an information officer. As one of the first remote-work members to go on strike, she experienced a new and evolving aspect of job action from the beginning: virtual picketing. Virtual picketing enabled those who could not physically be on a picket line to contribute through actions, like amplifying the contract campaign's social media content, writing letters to the editor, and researching what government said throughout the strike to support the campaign's creative content.

"Digging into this work really helped me feel connected to my union," said Prince. "I learned how I fit into the broader labour movement as a worker and BCGEU member. I met members of other unions who joined us on the picket lines — that was incredibly inspiring and really showed me the power of the labour movement."

Creative strike signs made by public service members

BCGEU member Ramya Mukund, program information officer, local 1211

Fellow BCGEU member and Ministry of Transportation and Transit worker Ramya Mukund said the strike helped her take on more opportunities within the BCGEU. "I first got involved as a worksite contact, then a zone captain and, eventually, a member spokesperson. I was able to use my skills as a communicator to talk to reporters who joined us on the picket lines and share stories of the strike from the perspective of members on the front lines."

Mukund's union involvement did not end with the strike. "Eventually, my curiosity about what goes on inside the BCGEU led me to take the temporary staff representative training program, where I learned about handling grievances, identifying workplace issues and making connections with members at their worksite. Learning more about organizing tactics has enriched my experience as a member immensely. I know exactly how much we rely on these tactics to win and I know how important it is to keep fighting."

The eight-week strike made both Mukund and Prince realize the importance of being involved with their union: a sense of belonging and community, having a say in the democratic processes of the union, and appreciation for the role each member plays. They both now understand that power lies within every member — and a union is only as strong as its members' commitment, solidarity and enthusiasm.

Are you a BCGEU member who has a story to share about participating in a contract campaign or working with colleagues to resolve a workplace issue?

Scan this QR code,
or email theprovincial@bcgeu.ca


SUPPORT BC'S EXPERTS


WHERE'S WAGES?


DEFEND PUBLIC SERVICES


BC GENERAL EMPLOYEES' UNION
bcgeu
When did the NDP Stop supporting UNIONS?
bcgeu.ca


On Strike


ON STRIKE!


bcgeu

Strikes inspire a new generation of stewards

There's nothing quite like taking collective action to discover what we're capable of. Last year's historic strikes by BCGEU members working for the BC Public Service Agency and for LifeLabs inspired a wave of newly energized activists to ask: what's next?

One of these activists was **Gaurav Singh**. Working at BC Liquor Stores in Vancouver since 2017, Singh was interested in participating in the BCGEU but couldn't find a way in. "I knew we had a union, but it felt very distant," he recalled.

That changed when he answered a call to help organize co-workers ahead of a strike vote. Singh received training, built skills and relationships, and quickly became a leader in the workplace. From there, becoming a steward wasn't a big leap.

"My co-workers had already started to come to me when they had union questions. It made sense to become a steward so I could continue to help," Singh reflected. "And I knew I wouldn't be doing it alone—the training and support I received from the BCGEU gave me the confidence to step up."

Nicholas Storkan, a medical lab technologist at LifeLabs in Kamloops, followed a similar path. "I'd never been involved before I became a picket captain," he said. Now he's a steward and a member of his local executive.

Storkan is clear-eyed about why being a steward matters: "Just because we have a collective agreement doesn't mean everyone is going to follow it. As a steward I can help members understand their rights and make sure the employer follows the agreement."

Singh and Storkan are part of a larger wave. Almost 200 new stewards stepped up at worksites that were part of last year's strikes.

This surge is happening just as the BCGEU is ramping up steward recruitment. Our union's new Steward Recruitment and Activation committee is developing strategies to make sure every member who wants to get involved—like Singh and Storkan—has a pathway to do so.

Want to learn more about becoming a steward?

Contact your local chair.

Did you know?

In collective bargaining, essential services are functions that must continue during a labour dispute or strike to prevent immediate, serious danger to public health, safety or welfare. These services are typically designated by law or by agreement to prevent the disruption of critical societal functions, such as police, fire, and health services.

Essential services designated by the LRB are distinct from those many of us heard about during the COVID-19 pandemic, which resulted from public health orders and were far broader in scope.

Don't let essential services hollow out your strike

As a union member, one thing that directly shapes your right to strike during collective bargaining is essential services. If your job is designated essential, you may be required to keep working while your co-workers walk the picket line, affecting the collective power of a strike.

Before a strike can legally begin, the BC Labour Relations Board (LRB) must approve essential service levels if they have determined that a worksite needs them. The intent is to maintain minimum services to protect public safety.

Until a few years ago, services considered "essential" were much more limited and applied primarily in healthcare settings. The legislation itself hasn't changed much, but the scope of what employers consider essential has been expanding. In some cases, employers are seeking designations for work that do not clearly meet the LRB's definition, or they appear to be dragging out negotiations for essential service levels. The effect is a delay or limit on workers' ability to exercise their right to strike, resulting in a direct erosion of strike power.

INFORMATION IS POWER

For a strike to have maximum impact, bargaining committees must challenge employers' claims for high essential service levels. To do that, members must share detailed, specific information with their committees—well before bargaining begins—about what work is actually being done, and who is qualified to do it.

This includes tracking job duties, job descriptions, and actual schedules (especially around statutory holidays). Information about which managers can do critical work is also important as the LRB requires those managers to be put to work to maintain essential services during a strike.

Gathering this information early gives bargaining committees the insight they need to assess what work is truly essential, and to push back when employers claim business operations should outweigh the right to strike.

Heading into bargaining soon? The information you provide to your committee about your job might be more valuable than you think.

INTERNATIONAL SOLIDARITY

Supporting workers beyond B.C.

Since 1999, the BCGEU has partnered with organizations worldwide through our International Solidarity committee and fund.

One key partner is the Stephen Lewis Foundation. Together, we support grassroots responses to the AIDS crisis, including the Grandmothers Consortium in Uganda and caregivers in Eswatini working to address gender-based violence and provide vital community care. This work is part of Stephen Lewis' enduring legacy and is more urgent than ever as U.S. aid cuts deepen.

International solidarity is central to the BCGEU's mission, and our approach is rooted in equity, not charity: we support local leadership and long-term change. Workers' rights, health and justice are global issues, and collective action builds power and advances social justice everywhere.

Did you know?

The International Solidarity committee was established by a 1999 BCGEU convention resolution. It is an advisory body that makes recommendations to the Provincial Executive about international solidarity policies and promotion, projects and causes to financially support, and resolutions for affiliate conventions.

For more information, visit bcgeu.ca/internationalsolidarity or scan the QR code:

WORKERS WITH DISABILITIES

Building a union that includes everyone

"Nothing about us without us." The BCGEU Workers with Disabilities (WWD) committee was created to do something simple and radical: make sure workers with disabilities have a real voice in our union. Not just a seat at the table, but a hand in shaping it.

That means better accommodation processes, stronger collective agreement language, and a union culture that actively includes everyone — visible and invisible disabilities alike. It means recognizing workers with disabilities as leaders, advocates, and experts in their own experiences.

The committee has turned member feedback into practical tools: a new logo, a website, and resources built by and for workers with disabilities.

Whether you're navigating an accommodation request or just want to know your rights, the resources are available to you.

Find them at bcgeu.ca/disability or scan the QR code

Did you know?

The Workers with Disabilities committee is established under Article 9.9 of the BCGEU constitution.

It is an advisory body that studies issues, develops policy recommendations, and advises the Provincial Executive on disability inclusion.

SHAREHOLDER RESISTANCE

Holding Thomson Reuters accountable for ICE contracts

A tech giant is profiting from the deportation of migrants and asylum seekers, and the BCGEU is fighting back through shareholder engagement.

Our union's strike fund and general investment fund own shares in a Toronto-based company called Thomson Reuters. The company collects data on hundreds of millions of people and sells it to U.S. Immigration and Customs Enforcement (ICE) where it's used to track, detain and deport migrants and asylum seekers, separating families in the process – behaviour that the BCGEU condemns.

We've been talking to the company about this issue since 2020 and, despite our relatively small investment stake, our work has already created meaningful change. In 2022, we successfully pushed the company to adopt a human rights policy aligned with the United Nations.

Earlier this year thousands of masked ICE agents were deployed to the streets of Minneapolis and other U.S. cities with devastating consequences. Reports of civilian deaths, as well as due process and human rights violations, prompted Thomson Reuters workers to speak out about how their employer's products were being used. One worker was fired for speaking out and filed a whistleblower lawsuit.

Workers aren't giving up, and neither are we.

The BCGEU filed a shareholder proposal that asks for an independent assessment of the real-world harm caused by its immigration and law enforcement products. Our proposal will be voted on at the company's June 2026 meeting. Thomson Reuters is telling investors and the public it upholds human rights, and we're asking for proof.

Our work is making global headlines including in *The New York Times*, *The Financial Times of London*, NPR and more.

Canadian investors have a role to play in fighting injustice. As a BCGEU member, your contribution to our union's strike fund is part of that fight. And it's working.

What is shareholder engagement?

Shareholder engagement means using our rights as investors to influence how companies are run. **By owning shares, we can push companies to improve their practices** on issues like workers' rights, Indigenous rights and climate — while also protecting the long-term value of BCGEU members' investments. We do this through our union's Capital Stewardship Program.

Who is Thomson Reuters?

Thomson Reuters is a technology and data company and **one of the U.S. government's key data brokers**. It collects billions of personal points of data from thousands of sources and sells it to all sorts of entities: insurance companies, financial institutions and the U.S. government - namely ICE. The company is controlled by the wealthiest family in Canada, reportedly worth $93.9 billion.

Visit investments.bcgeu.ca or scan the QR code to learn more about our Capital Stewardship program:

Photo: Jason Zhang / Wikimedia Commons / CC BY-SA 3.0

How financial stewardship powered our union's biggest strike in decades

Contribution by Maria Middlemiss, BCGEU treasurer

Since stepping into the role of treasurer two years ago, I've had the privilege of helping guide our union through significant challenges and milestones. In that time, we successfully steered our investments through global economic turbulence, continued to modernize how we manage union finances, and undertook our union's largest strike in decades.

The BCGEU's public service strike demonstrated the strength, solidarity and staying power of a union built to fight and win. After years of careful investment decisions, our defence fund grew to almost $140 million. That preparation put us in a strong position to support the strike on every front: establishing effective picket line operations, running a public communications campaign to ensure people living in British Columbia understood what was at stake, and sustaining strike pay for thousands of members over eight weeks.

This strike didn't just secure a fair deal for public service members; it benefited our union as a whole. Members on the picket line showed us what it looks like to stand up to the boss and win. Their creative pressure tactics will inspire future campaigns, and the systems they built are models for future strikes. Their success raised the standard for wage gains across the broader public sector and beyond. The pride I felt standing with members during those many weeks reminded me why I first got involved in our union, and why I remain so proud today.

We are now rebuilding and strengthening our defence fund, and sound financial stewardship allows us to continue supporting others when they need help. Recently, the BCGEU offered our affiliate, the BC Ferry & Marine Workers' Union, an interest-free loan of millions of dollars to support their strike fund—helping strengthen their position as they reach a critical point in bargaining.

We've improved our union's financial health in other ways over the last two years. We introduced a midyear budget review process to keep our spending responsive to members' needs, allowing approved adjustments to the operating and capital budget for emerging issues. We are also modernizing our accounts payable system, with support from an internal auditor, to strengthen financial safeguards.

The BCGEU is now 100,000 members strong and, as we grow, so does our responsibility to provide strong, responsive representation. That means ongoing investment in steward development, member education, workplace organizing, and bargaining support. The 2025 audited financial statements, included on the following pages, detail our union's strong financial position to carry out this work. I look forward to helping ensure our financial resources continue to support our shared priorities.

Scan QR code to read all audited financial statements:

Editor's note: Due to organizational resource prioritization in 2025, the BCGEU's 2024 audited financials were published online only and not in an issue of The Provincial as per BCGEU policy. However, they are captured in the following 2025 financial statements.

"Members on the picket line showed us what it looks like to stand up to the boss and win."

Consolidated Financial Statements of

B.C. General Employees' Union

December 31, 2025

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INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF B.C. GENERAL EMPLOYEES' UNION

Opinion

We have audited the consolidated financial statements of B.C. General Employees' Union (the "Union"), which comprise:

- the consolidated balance sheet as at December 31, 2025;
- the consolidated statement of revenues and expenses for the year then ended;
- the consolidated statement of changes in fund balances for the year then ended;
- the consolidated statement of cash flows for the year then ended; and
- the notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Union as at December 31, 2025, its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

Basis for Opinion

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

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

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Union to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Union's audit. We remain solely responsible for our audit opinion.

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

Smythe LLP

Chartered Professional Accountants

Vancouver, British Columbia
April 29, 2026

B.C. General Employees' Union

Consolidated balance sheet
As at December 31

	Consolidated 2025	Consolidated 2024
Assets	**$**	$
Current assets		
Cash	**34,861,512**	18,096,409
Accounts receivable	**9,207,403**	9,036,997
Marketable securities (Note 3)	**90,949,864**	150,026,103
Prepaid expenses	**1,599,990**	1,830,865
Deposits (Note 6)	**2,000,000**	2,000,000
	138,618,769	180,990,374
Investment (Note 4)	**15,250**	15,250
Properties under development (Note 5)	**22,937,466**	22,937,466
Property development costs (Note 6)	**15,949,584**	11,026,248
Deposits, long-term (Note 6)	**4,416,769**	4,393,509
Amounts held in trust (Note 7)	**88,706**	112,433
Equipment under capital lease (Note 8)	**20,553**	28,774
Property and equipment (Note 9)	**39,511,316**	40,160,971
	221,558,413	259,665,025
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities (Note 10)	**14,484,773**	10,458,987
Due to components (Note 11)	**1,528,017**	950,223
Current portion of capital lease obligations (Note 12)	**8,356**	8,069
	16,021,146	11,417,279
Capital lease obligations (Note 12)	**13,092**	21,448
Amounts held in trust (Note 7)	**88,706**	112,433
Supplemental leave benefits liability (Note 13)	**3,512,377**	3,675,245
	19,635,321	15,226,405
Fund balances		
Invested in property and equipment	**39,510,418**	40,160,225
Invested in properties under development	**38,887,050**	33,963,714
Unrestricted	**8,140,719**	500,000
Internally restricted (Note 14)		
Campaign reserve	**5,940,000**	8,500,000
Area office, land and building reserve	**10,109,250**	11,849,398
Bargaining reserve	**6,000,000**	6,500,000
Contingency reserve	**5,765,000**	5,295,000
Capital expenditures reserve	**5,724,470**	5,074,663
Convention reserve	**2,100,000**	-
Restricted Defence Fund	**79,746,185**	132,595,620
	201,923,092	244,438,620
	221,558,413	259,665,025

Amounts held in trust (Note 7); Commitments (Note 15); Contingencies (Note 17).

Approved on behalf of the Provincial Executive

____________________________President ____________________________Treasurer

See notes to consolidated financial statements.

B.C. General Employees’ Union

Consolidated statement of revenues and expenses
Year ended December 31

	Operations Fund (Note 2(b))	**Restricted Defence Fund**	**Consolidated 2025**	Consolidated 2024
	$	**$**	**$**	$
Revenues				
Members’ dues	**106,106,283**	**-**	**106,106,283**	102,507,410
Less:				
Allocations to components, 6.50% of dues revenue	**(6,896,908)**	**-**	**(6,896,908)**	(6,662,982)
	99,209,375	**-**	**99,209,375**	95,844,428
Investment income, net (Note 3)	**2,631,811**	**8,300,600**	**10,932,411**	25,027,829
Rent, net	**192,455**	**-**	**192,455**	244,225
Affiliation remittances and other	**164,997**	**-**	**164,997**	213,292
	102,198,638	**8,300,600**	**110,499,238**	121,329,774
Expenses				
Salaries and employee benefits (Note 16)	**56,330,860**	**-**	**56,330,860**	54,833,152
Building and administration (Schedule)	**9,712,221**	**-**	**9,712,221**	10,712,319
Bargaining	**8,182,841**	**-**	**8,182,841**	2,366,577
Affiliation fees	**3,374,665**	**-**	**3,374,665**	3,170,630
Campaigns, strategic partnerships, communications and donations (Schedule)	**2,723,361**	**-**	**2,723,361**	2,030,627
Hearings, arbitration and legal	**2,655,594**	**-**	**2,655,594**	2,147,604
Provincial Executive and committees	**2,322,485**	**-**	**2,322,485**	1,385,990
Education	**1,679,092**	**-**	**1,679,092**	1,736,241
Travel and relocation	**1,565,337**	**-**	**1,565,337**	1,408,297
Other member services (Note 18 and Schedule)	**1,287,895**	**-**	**1,287,895**	1,142,570
Conventions and conferences	**702,234**	**-**	**702,234**	4,610,786
Professional fees	**589,749**	**-**	**589,749**	519,428
Automotive	**503,230**	**-**	**503,230**	573,065
Supplemental leave benefits (Note 13)	**188,742**	**-**	**188,742**	169,816
Joint committee meetings	**51,271**	**-**	**51,271**	182,180
Strike expenses	**-**	**61,150,035**	**61,150,035**	442,469
	91,869,577	**61,150,035**	**153,019,612**	87,431,751
Excess (deficiency) of revenues over expenses	**10,329,061**	**(52,849,435)**	**(42,520,374)**	33,898,023

B.C. General Employees' Union

Consolidated statement of changes in fund balances
Year ended December 31

	Operations Fund (Note 2(b))						
	Invested in property and equipment	**Invested in properties under development**	**Unrestricted**	**Internally Restricted (Note 14)**	**Restricted Defence Fund**	**Consolidated 2025**	Consolidated 2024
	$	**$**	**$**	**$**	**$**	**$**	$
Fund balances, beginning of year	**40,160,225**	**33,963,714**	**500,000**	**37,219,061**	**132,595,620**	**244,438,620**	210,591,505
Excess (deficiency) of revenues over expenses	**-**	**-**	**10,329,061**	**-**	**(52,849,435)**	**(42,520,374)**	33,898,023
Actuarial gain (loss) (Note 13)	**-**	**-**	**4,846**	**-**	**-**	**4,846**	(50,908)
Amortization of property and equipment	**(2,147,907)**	**-**	**2,147,907**		**-**	**-**	-
Development costs	**-**	**4,923,336**	**-**	**(4,923,336)**	**-**	**-**	-
Purchase of property and equipment	**1,490,031**	**-**	**-**	**(1,490,031)**	**-**	**-**	-
Principal repayments, capital lease obligations	**8,069**	**-**	**-**	**(8,069)**	**-**	**-**	-
Interfund transfers (Note 14)	**-**	**-**	**(4,841,095)**	**4,841,095**	**-**	**-**	-
Fund balances, end of year	**39,510,418**	**38,887,050**	**8,140,719**	**35,638,720**	**79,746,185**	**201,923,092**	244,438,620

B.C. General Employees' Union

Consolidated statement of cash flows

Year ended December 31

	Consolidated 2025	Consolidated 2024
	$	$
Operating activities		
(Deficiency) excess of revenues over expenses	**(42,520,374)**	33,898,023
Items not involving the outlay of funds		
Amortization	**2,147,907**	2,265,850
Supplemental leave benefits expense (Note 13)	**188,742**	169,816
Unrealized gain on investments (Note 3)	**(8,884,153)**	(21,157,686)
	(49,067,878)	15,176,003
Net changes in operating working capital		
Accounts receivable	**(170,406)**	(411,697)
Prepaid expenses	**230,875**	(989,430)
Accounts payable and accrued liabilities	**4,025,786**	(1,780,151)
Due to components	**577,794**	1,072,160
Supplemental leave benefits paid (Note 13)	**(346,764)**	(261,568)
	(44,750,593)	12,805,317
Investing activities		
Proceeds from sale (purchases) of marketable securities, net (Note 3)	**67,960,392**	(5,108,862)
Acquisition of land	**-**	(279,355)
Development costs	**(4,923,336)**	(5,362,833)
Purchase of property and equipment	**(1,490,031)**	(3,191,187)
Deposits paid on purchase of land and building	**-**	(2,000,000)
Deposits paid, long-term	**(23,260)**	(4,283,509)
	61,523,765	(20,225,746)
Financing activity		
Principal repayments, capital lease obligations	**(8,069)**	(10,202)
Net cash inflow (outflow)	**16,765,103**	(7,430,631)
Cash position, beginning of year	**18,096,409**	25,527,040
Cash position, end of year	**34,861,512**	18,096,409
Supplemental cash flow information		
Amounts included in accounts payable at December 31:		
Development costs	**338,316**	246,088
Purchase of property and equipment	**26,504**	16,606
Interest paid on capital lease obligations	**928**	1,340

1. Nature of organization

The B.C. General Employees' Union (the "Union") is a democratic union providing services to its members who work for the government of the Province of British Columbia, or its boards, agencies, commissions, and Crown corporations, or in the broader public and private sectors. B.C. government workers formed a precursor organization in 1919. The Union was founded in 1942 and gained full bargaining rights under the *Labour Relations Code* of British Columbia in 1974. As a labour organization, the Union is exempt from income taxes under section 149(1)(k) of the *Income Tax Act* (Canada).

2. Significant accounting policies

These consolidated financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") and reflect the following significant accounting policies:

(a) *Principles of consolidation*

These consolidated financial statements include the accounts of the following:

i) General and Defence Funds of the Union

ii) The Union's wholly owned subsidiaries:
- Workers' Capital Holding Corp. and its individual bare trust companies holding title interest in each of the Union's real estate properties;
- Workers' Capital Acquisitions Corp.; and
- Solidarity Holdings Ltd. (dissolved December 31, 2025).

iii) Affordable BC Housing Society (the "Society"), of which the Union is the sole member; and the Society's wholly owned subsidiary:
- Workers' Capital (LMAO) Holding Corp., a bare trust company holding the Society's title interest in its Palm Avenue properties.

All transactions and balances between the above entities have been eliminated. The shares of the wholly owned subsidiaries are held in trust for the Union. These consolidated financial statements do not include the assets, liabilities, revenues, and expenses of the components and locals.

(b) *Fund accounting*

The Union prepares its consolidated financial statements using the concept of fund accounting. A description of each fund is as follows:

The Operations Fund reports the Union's unrestricted resources, the amounts invested in properties and equipment and properties under development and the following internally restricted reserves:
- Campaign reserve – for additional or extraordinary campaign, organizing, and communication expenses;
- Area office, land, and building reserve – for the purchase of area office, land, and buildings;
- Bargaining reserve – for renegotiating sectoral collective agreements;
- Contingency reserve – for contingencies;
- Capital expenditures reserve – for capital expenditures related to equipment, furniture, and additions to existing land and buildings; and
- Convention reserve – for triennial constitutional conventions.

The Defence Fund reports restricted resources to be used in the event of job action.

2. Significant accounting policies (continued)

(c) *Investment*

The investment where the Union exerts significant influence is accounted for using the cost method.

(d) *Investment properties*

The investment properties are recorded at cost and represent properties under development.

Amortization for the building will commence when available for use using the declining balance basis at 5% per annum.

(e) *Development costs*

Development costs include costs directly attributable to development activities. Revenue earned and expenses incurred prior to completion of development are recorded in development costs. No amortization is taken until development is complete and the property is available for use.

(f) *Property and equipment*

Property and equipment are recorded at cost less accumulated amortization. Amortization is calculated at the following annual rates:

Buildings	Declining-balance basis	5%
Building improvements	Straight-line basis	10 to 15 years
Furniture and equipment	Straight-line basis	7 years
Computer equipment	Straight-line basis	3 years
Parking lot and road	Declining-balance basis	4%
Vehicles	Declining-balance basis	30%

Equipment under capital lease is amortized on the straight-line basis over a term of three to five years, based on the terms of the lease.

Leasehold improvements are amortized on the straight-line basis over the initial term of the lease (five years) and one renewal period (five years).

Leasehold improvements under development are recorded at cost. Amortization of these leasehold improvements will commence when available for use.

(g) *Impairment of long-lived assets*

The Union reviews property and equipment for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable as compared to the sum of expected undiscounted future cash flows resulting from its use and eventual disposition.

The Union records an impairment loss in the period when it is determined that the carrying amount of the asset exceeds the undiscounted estimate of future cash flows from the asset. Any impairment loss is measured as the difference between the carrying amount and estimated fair value of the asset.

2. Significant accounting policies (continued)

(h) *Revenue recognition*

Members' dues are recognized in the period to which they relate and are treated as unrestricted revenue.

The Union follows the deferral method of accounting. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Rent, interest, and investment income are recognized in the period earned. Realized gains and losses on the sale of investments are recognized on the settlement date. Unrealized gains and losses are included in the determination of investment income at year end.

(i) *Supplemental leave benefits*

The Union provides supplemental leave benefits under a defined benefit plan and accrues its liability under the plan. The plan is unfunded and actuarial valuations are prepared for accounting purposes. Actuarial gains and losses arising from changes in actuarial assumptions are recognized in the consolidated statement of changes in fund balances in the period incurred. The last actuarial valuation prepared by the actuary was at December 31, 2023. Actuarial valuations are performed every three years, and an extrapolation of the results is done on an annual basis.

(j) *Multi-employer pension plan*

The Union accounts for its participation in the Public Service Pension Plan, a multi-employer contributory defined benefit plan, as if it was a defined contribution plan. This is due to the fact that the Plan records accrued liabilities and accrued assets for the Plan in aggregate with the result that there is no consistent and reliable basis for allocating the obligation, assets, and cost to the individual employers participating in the Plan.

(k) *Income taxes*

As a labour organization, the Union is not subject to income taxes under section 149(1)(k) of the *Income Tax Act* (Canada). However, its wholly owned companies follow the taxes payable method of accounting for income taxes. Under this method, current income taxes are recognized as incurred and payable in the current year.

(l) *Measurement uncertainty*

The preparation of consolidated financial statements in conformity with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the reported period.

Areas requiring the use of estimates include the recoverability of accounts receivable, the estimated useful lives of property and equipment, estimated useful lives of investment properties, net recoverable amount of property and equipment and investment properties, valuation of investments, accrued liabilities, and supplemental leave benefits liability. The Union believes the estimates are reasonable; however, actual results could differ from those estimates and could impact future results of operations and cash flows.

2. Significant accounting policies (continued)

(m) *Financial instruments*

The Union initially measures its financial assets and liabilities at fair value, except for certain non-arm's length transactions. The Union subsequently measures all its financial assets and financial liabilities at amortized cost, except for marketable securities which are measured at fair value.

Financial assets measured at amortized cost are tested for impairment when there are indicators of impairment. The amount of any write-down would be recognized in the statement revenues and expenses. In the event a previously recognized impairment loss should be reversed, the amount of the reversal is recognized in the statement of revenues and expenses provided it is not greater than the original amount prior to write-down.

For any financial instrument that is measured at amortized cost, the instrument's cost is adjusted by the transaction costs that are directly attributable to their origination, issuance, or assumption.

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

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities, due to components capital lease obligations, and supplemental leave benefits liability.

The Union has designated its marketable securities to be measured at fair value.

3. Marketable securities

The Union's investments are comprised of equity and debt securities and are carried at their fair value based on the quoted market prices of the securities at December 31, 2025. The composition of marketable securities, classified as current assets, is as follows:

		2025		2024
	Fair value	**Cost**	Fair value	Cost
	$	**$**	$	$
Short-term investments	**383,669**	**384,244**	929,055	931,654
Fixed income	**5,645,958**	**5,554,832**	5,355,901	5,241,214
Equity	**84,920,237**	**32,382,484**	143,741,147	54,860,615
	90,949,864	**38,321,560**	150,026,103	61,033,483
Represented by				
General Fund	**25,097,638**	**12,553,050**	28,441,288	12,212,656
Defence Fund	**65,852,226**	**25,768,510**	121,584,815	48,820,827
	90,949,864	**38,321,560**	150,026,103	61,033,483

Investment income includes interests, dividends, realized gain/loss on sale of investments and unrealized fair market value changes.

For the year ended December 31, 2025, the Union received $81,489,673 (2024 - $10,394,958) in proceeds for the sale of marketable securities. The cumulative gain of these investments on the date of disposition was $45,248,467 (2024 - $1,836,270). As the Union records investments at fair value, a substantial portion had already been recognized in income in prior years as unrealized gains.

Included in fixed income and equity are pooled funds with a market value of $55,630,990 (2024 - $82,580,300) and cost of $16,619,379 (2024 - $20,480,423).

4. Investment

	2025	2024
	$	$
Investment with Significant Influence		
West Kootenay Labour Centre Holding Society	**15,250**	15,250

The Union is a member of the Society through its contribution of $15,250 towards the purchase and upkeep of the Society's property and holds a 37.5% interest in the Society.

The investment does not have a quoted market price in an active market and is recorded at cost.

5. Properties under development

	2025	2024
	$	$
Properties under development – Operations Fund		
Cost		
Burnaby, Palm Avenue Properties – Land	**21,513,391**	21,513,391
Nelson, Josephine Street Property – Land	**1,424,075**	1,424,075
	22,937,466	22,937,466

6. Property development costs

	2025	2024
	$	$
Development costs – Operations Fund		
Burnaby, Palm Avenue Properties	**13,449,092**	**9,983,880**
Nelson, Josephine Street Property	**214,934**	**128,092**
Victoria, Yates Street Property	**2,285,558**	**914,276**
	15,949,584	**11,026,248**

The Union, through the Affordable BC Housing Society, is developing its Palm Avenue, Burnaby properties (Notes 5 and 6) into office space for the Union and affordable housing. The Union has paid $4,416,769 (2024 - $4,393,509) in refundable deposits related to these properties. The Union has successfully rezoned the properties and is in active development on the project, with excavation work commencing subsequent to year-end. The Union has entered into contracts with a number of firms to assist with the development of the properties (Note 15).

In 2022, the Union purchased a property in Nelson, BC with plans to redevelop the site into office space for the Union and affordable housing.

In 2024, the Union, through Affordable BC Housing Society (Note 2(a)), entered into a contract to purchase land in Victoria, BC for $21,000,000. As at December 31, 2025, a total of $2,000,000 (2024 - $2,000,000) in deposits were paid and included in Deposits in the consolidated balance sheet.

7. Amounts held in trust

The following amounts are included in the Union's consolidated balance sheet:

	2025	2024
	$	$
Vancouver Talmud Torah Association Trust		
To subsidize BCGEU union dues payable by and for the benefit of the instructors at the Vancouver Talmud Torah Association.	**88,706**	110,062
Deferred Salary Leave Plan		
To afford employees the opportunity of taking a one-year leave of absence with partial pay by deferring salary for four years and taking leave in the fifth year.	**-**	2,371
	88,706	112,433

Assets held in trust are liquid assets held with a Canadian financial institution.

Component Funds held in trust are not included in the Union's consolidated balance sheet (see Note 2(a)).

	2025	2024
	$	$
Component funds held in trust	**7,104,760**	5,991,901

7. Amounts held in trust (continued)

The following amounts have not been included in the Union's consolidated balance sheet as they are jointly governed funds with non-related third parties:

	2025	2024
	$	$
Health Science Professionals Professional Development Funds		
For professional development of members covered by the Health Sciences Professionals collective agreement.	**251,121**	397,652
Health Science Professionals Professional Bodies Funds		
For reimbursement of membership fees for members covered by the Health Sciences Professionals collective agreement.	**78,299**	837,857
Joint Community Social Services Retraining Fund		
For retraining and providing professional development support for laid-off employees.	**133,051**	304,741
For development of training initiatives identified by the Joint Training committee.	**643,643**	631,325
Community Social Services Early Intervention Program		
For the purpose of provisioning a Community Social Services Early Intervention Program ("CCSEIP") coordinator.	**155,517**	151,197
Joint Community Health Retraining Fund		
For retraining members of certain labour organizations which make up the Community Bargaining Association, of which the Union is a member.	**1,843,335**	1,852,829
Community Health Enhanced Disability Management Program Fund		
To facilitate an employee-centered, proactive, appropriate, and customized disability management program for members with occupational and non-occupational illness or injury.	**319,067**	1,154,069
Mental Wellness and Professional Development Supports Funds		
For supporting CBA members in the areas of mental wellness and professional development, aligned with the Health Human Resources Strategy.	**-**	20,503,897
For supporting HSP members in the areas of mental wellness and professional development, aligned with the Health Human Resources Strategy.	**-**	2,470,185
	3,424,033	28,303,752

8. Equipment under capital lease

			2025	2024
	Cost	**Accumulated amortization**	**Net book value**	Net book value
	$	**$**	**$**	$
Equipment under capital lease	**41,106**	**20,553**	**20,553**	28,774

9. Property and equipment

			2025	2024
	Cost	**Accumulated amortization**	**Net book value**	Net book value
	$	**$**	**$**	$
Land	**14,015,618**	**-**	**14,015,618**	14,015,618
Buildings	**39,098,400**	**19,658,141**	**19,440,259**	20,463,431
Furniture and equipment	**9,877,691**	**8,736,193**	**1,141,498**	1,230,902
Computer equipment	**4,235,630**	**3,738,066**	**497,564**	233,223
Parking lot and road	**532,296**	**179,186**	**353,110**	360,334
Vehicles	**167,657**	**163,632**	**4,025**	5,750
Building improvements	**3,507,902**	**370,361**	**3,137,541**	2,565,101
Leasehold improvements	**10,335,250**	**9,532,086**	**803,164**	1,204,262
Work in progress – leasehold improvements	**118,537**	**-**	**118,537**	82,350
	81,888,981	**42,377,665**	**39,511,316**	40,160,971

No indicators of impairment have been identified by the Union for the year ended December 31, 2025.

10. Government remittances

Included in accounts payable and accrued liabilities are government remittances payable of $306,388 (2024 - $215,965 payable).

11. Due to components

	2025	2024
	$	$
Dues allocations payable	**2,601,610**	1,792,197
Less: Advances to cover expenses, non-interest-bearing	**(1,073,593)**	(841,974)
	1,528,017	950,223

12. Capital lease obligations

Future minimum payments under capital lease obligations are as follows:

	$
2026	**8,997**
2027	**8,997**
2028	**4,500**
Total minimum lease payments	**22,494**
Imputed interest at 3.5%	**(1,046)**
	21,448
Less: current obligation	**(8,356)**
Long-term obligation	**13,092**

Interest of $928 (2024 - $1,340) on account of capital leases was paid during the year and is included in office expense (Schedule). The Union’s capital lease obligation has a maturity date expiring in June 2028.

13. Supplemental leave benefits liability

The Union is committed to providing certain supplemental leave benefits under a defined benefit plan. The benefits are based on length of service and final earnings.

An actuarial report prepared in March 2024 provided the Union with a valuation of the total benefits liability at December 31, 2023, and a projection of the current service costs for 2023 and a total benefits liability obligation as at December 31, 2023.

In February 2026, the actuaries revised their projection of the December 31, 2025 obligation to reflect a discount rate of 4.5% as compared to the rate of 4.4% used in their earlier report. The resulting actuarial gain of $4,846 is recognized as a separate component within the consolidated statement of changes in fund balances.

The Plan is unfunded as no assets have been allocated to the plan. As a result, the Plan's obligation of $3,512,377 (2024 - $3,675,245) is also the plan's deficit.

The valuation and projection were based on the following assumptions regarding discount rates and employees' compensation levels during their active period of employment:

	2025	2024
	%	%
Discount rate	**4.50**	4.40
Rate of compensation and benefits increase	**3.00**	3.00

	2025	2024
	$	$
Supplemental leave benefits expense consists of the following:		
Current service cost	**35,777**	34,038
Interest cost on accrued benefit obligation	**152,965**	135,778
Supplemental leave benefits expense	**188,742**	169,816

Total benefits paid in the year were $346,764 (2024 - $261,568).

14. Internally restricted fund balances

							2025	2024
	Campaign reserve	**Area office, land and building reserve**	**Bargaining reserve**	**Contingency reserve**	**Capital expenditures reserve**	**Convention reserve**	**Total**	Total
	$	**$**	**$**	**$**	**$**	**$**	**$**	$
Fund balance, beginning of year	**8,500,000**	**11,849,398**	**6,500,000**	**5,295,000**	**5,074,663**	**-**	**37,219,061**	29,675,828
Development costs	**-**	**(4,923,336)**	**-**	**-**	**-**	**-**	**(4,923,336)**	(5,642,188)
Purchase of property and equipment	**-**	**-**	**-**	**-**	**(1,490,031)**	**-**	**(1,490,031)**	(3,191,187)
Principal repayments, capital lease obligations	**-**	**-**	**-**	**-**	**(8,069)**	**-**	**(8,069)**	-
2025 Interfund transfers	**(2,560,000)**	**3,183,188**	**(500,000)**	**470,000**	**2,147,907**	**2,100,000**	**4,841,095**	16,376,608
Fund balance, end of year	**5,940,000**	**10,109,250**	**6,000,000**	**5,765,000**	**5,724,470**	**2,100,000**	**35,638,720**	37,219,061

15. Commitments

(a) The Union is committed to operating lease payments for premises and office equipment over the next four years as follows:

	$
2026	567,734
2027	450,411
2028	67,869
2029	22,347
	1,108,361

The leases have maturity dates up to April 2029

(b) The Union has the following significant obligations, as of December 31, 2025, for contracts related to properties under development.

	$
Architectural service	3,740,000
Project management	4,912,000
Construction contract	189,091,000
Long-term obligations	**197,743,000**

16. Multi-employer pension plan

Employees of the Union are members of the Public Service Pension Plan ("PSPP" or the "Plan"), a multi-employer contributory defined benefit plan. The regular employer contribution for 2025 was $3,879,544 (2024 - $3,736,831) and is included in salaries and employee benefits expense.

Every three years an actuarial valuation is performed to assess the financial position of the Plan and the adequacy of plan funding. The most recent actuarial valuation for the Plan at March 31, 2023 indicated a surplus of approximately $4.491 billion. The actuary does not attribute portions of the surplus to individual employers. The plan covers approximately 76,000 active employees, of which approximately 346 are employees of the Union.

17. Contingencies

There are human rights complaints that have been filed jointly against certain employers and the Union. As the Union's share of any potential liability cannot be estimated at this time, no amounts have been recorded in these financial statements.

18. BCGEU Diane L. Wood International Solidarity and Humanity Fund

The Union committed $372,600 (2024 - $279,000) to its BCGEU Diane L. Wood International Solidarity and Humanity Fund for international solidarity and development projects. As at December 31, 2025, $176,158 (2024 - $119,009) of committed funds have yet to be spent.

19. Financial instruments

(a) *Liquidity risk*

Liquidity risk is the risk that the Union will encounter difficulty in meeting obligations associated with financial liabilities.

The Union is exposed to liquidity risk with respect to its accounts payable and supplemental leave benefits liability. The Union's cash on hand and cash flow from operations provides a substantial portion of the Union's cash requirements. Additional cash requirements can be met with the sale of marketable securities, or the use of the available credit facility.

(b) *Credit risk*

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

The Union's exposure to credit risk with respect to accounts receivable is minimal since over 97% of the accounts receivable as at December 31, 2025 (2024 - 93%) are receivable from well-established employers for members' dues deducted from members' wages. Members' dues are received from employers on a regular basis.

The Union's exposure to credit risk with respect to its cash and marketable securities is minimized since these items are held at well-capitalized Canadian financial institutions. In addition, the government of the Province of British Columbia, with its *Financial Institutions Act*, has, through the Credit Union Deposit Insurance Corporation, guaranteed the full value of the Union's cash, all of which is held at credit unions in British Columbia.

19. Financial instruments (continued)

(c) *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market interest rates.

Interest rate risk consists of two components:

i. To the extent that payments made or received on the Union's monetary assets and liabilities are affected by changes in prevailing market interest rates, the Union is exposed to interest rate cash flow risk.

ii. To the extent that the market rates differ from interest rates on the Union's monetary assets and liabilities, the Union is exposed to interest rate price risk.

Interest rate risk arises from the possibility that changes in interest rates will affect the value of fixed income securities held by the Union and accrued supplemental leave payable. The value of fixed income securities will generally rise when interest rates fall and decrease when market rates rise.

(d) *Other price risk*

Other price risk arises as a result of trading in equity securities. Fluctuations in the market expose the Union to a risk of loss. The Union mitigates this risk through controls to monitor and limit concentration levels.

(e) *Foreign currency risk*

As of December 31, 2025, 39% (2024 - 34%) of the marketable securities are invested in U.S. equities with an additional 21% (2024 - 11%) invested in other non-Canadian equities. Foreign currency risk arises due to changes in foreign currency exchange rates on the Union's foreign securities.

20. Comparative figures

Certain comparative figures were reclassified to conform to the presentation adopted in the current year.

B.C. General Employees' Union

Schedule: Consolidated schedule of expenses

Year ended December 31, 2025

	Consolidated 2025	Consolidated 2024
	$	$
Building and administration		
Building	**2,740,821**	2,656,712
Information technology	**1,947,664**	2,451,349
Office (Note 12)	**1,297,221**	1,456,437
Telephone and utilities	**945,469**	997,112
Rent	**611,482**	697,621
Postage	**21,657**	204,576
Amortization of property and equipment	**2,139,686**	2,238,255
Amortization of property and equipment under capital lease	**8,221**	10,257
	9,712,221	10,712,319
Campaigns, strategic partnerships, communications and donations		
Campaigns, strategic partnerships and charitable donations	**2,267,623**	1,574,253
Internal and external communications	**455,738**	456,374
	2,723,361	2,030,627
Other member services		
BCGEU Diane L. Wood International Solidarity and Humanity Fund (Note 18)	**315,451**	269,849
Activist recognition events	**330,451**	347,987
Cross component committees	**227,301**	164,376
Scholarships and welfare	**184,905**	287,740
Union observers	**109,731**	44,393
Workplace leadership	**100,301**	71,487
Membership activities	**19,755**	30,064
Hospitality workers' health and welfare benefits plan recovery	**-**	(73,326)
	1,287,895	1,142,570

Agreement No. 40010201

Stay home if you're sick.
Know your rights.

BC GENERAL EMPLOYEES' UNION
bcgeu

In B.C., sick notes are no longer required for most short-term absences.

Talk to your steward and scan the QR code
to learn more about the rules.

Detach and display. Cut out this poster and stick it on the BCGEU bulletin board at your worksite.

PUBLICATIONS MAIL AGREEMENT NO. 40010201 / RETURN UNDELIVERABLE CANADIAN ADDRESSES TO: 4911 Canada Way, Burnaby, B.C. V5G 3W3 / Email: theprovincial@bcgeu.ca