



**CUPE BC Resolutions
for Consideration by
the 2022 CUPE BC Convention**

DRAFT BOOK TO LOCALS

March 28, 2022

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Sponsor Index of Resolutions

Sponsor	Resolutions No(s). (in order of priority)
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Community Social Services Committee (5)	73, 6, 19, 7, 53
Education Committee (3)	58, 59, 74
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Sponsor	Resolutions No(s). (in numerical order)
District Councils	
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CUPE BC Executive Board (5)	8, 20, 44, 49, 55, 62
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CUPE Local 15 (7)	51, 63 & Late Nos. 1, 2, 3, 4, 5
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Endorsements

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Resolutions Schedule at Convention

Thursday, April 28, 2022

	Time
Resolutions Committee & Test Question	9:10 – 9:25 am
Executive Board	9:25 - 10:00 am
Political Action Committee	10:30 – 11:00 am
Occupational Health & Safety Committee	11:00 – 11:30 am
Constitution Committee	3:30 – 4:00 pm
Community Social Services Committee	4:30 – 5:00 pm

Friday, April 29, 2022

Indigenous Committee	9:40 – 10:10 am
Racialized Workers Committee	10:10 – 10:40 am
Persons with Disabilities Committee	11:10 – 11:40 am
Pink Triangle Committee	1:30 – 2:00 pm
Colleges Committee	2:00 – 2:30 pm
K-12 Committee	2:45 – 3:15 pm
Library Committee	3:30 – 3:50 pm
Municipal Committee	4:00 – 4:30 pm
Transportation Committee	4:30 – 5:00 pm

Saturday, April 30, 2022

Universities Committee	9:20 – 9:50 am
Anti-Privatization Committee	10:00 – 10:30 am
Education Committee	10:30 – 11:00 am
Environment Committee	11:30 – 12:00 pm
International Solidarity Committee	1:30 – 2:00 pm
Women's Committee	2:00 – 2:30 pm
Young Workers Committee	2:30 – 2:45 pm
Pension Committee	2:50 – 3:20 pm
Skilled Trades Committee	3:20 – 3:50 pm

All times may be subject to change. Please refer to the [Convention Agenda](#) to confirm dates and times.

Anti-Privatization

No. 1

CUPE BC WILL:

Lobby CUPE National to produce a toolkit to support local unions to campaign for bringing work in-house to build the robust public services we need to build a more just and equitable economy post- COVID-19.

BECAUSE:

- The COVID-19 pandemic has demonstrated that strong public services are our first line of defense when we face significant social, health or economic crisis, and
- Investing in public infrastructure and expanding public services will boost equitable economic recovery and build the resilience needed to face future challenges, and
- Our members and locals need to look differently at how we protect and expand our role in public services due to the impacts of COVID-19, and
- Women, people of colour and other equity-seeking groups are disproportionately impacted by privatization, and
- Trans-national capital and those who serve its interests will weaponize the government debt incurred during the pandemic to promote austerity and privatization.

CUPE BC Anti-Privatization Committee

No. 2

CUPE BC WILL:

Support efforts to ensure that all essential services at post-secondary education institutions are delivered in-house; and

Lobby the provincial government through the Ministry of Advanced Education & Skills Training to ensure that all 'contracted out' services at post-secondary education institutions be brought back in-house.

BECAUSE:

- Having workers employed directly by the post-secondary institutions ensures that all workers will receive dignified wages, benefits for providing essential services at our campuses; and
- The global pandemic has exposed and exacerbated the profound inequities by an institution's practice to contract out services as many of the workers are disproportionately racialized, women and immigrants to Canada; and
- A "contracting out" system pushes down wages by incentivizing companies to minimize all labour cost, at the expense of workers, thereby having a negative impact on wages, working conditions, employment security, pensions, and benefits; and
- Excluding vulnerable workers from unionized positions with good wages and benefits is inconsistent with post-secondary institutions' commitments to equity, diversity, and inclusion; and
- Inadequate and insecure pay leads to financial strain, stress, and anxiety; and
- "In-sourcing" is a matter of basic social justice for workers who will give loyal service to post-secondary institutions.
-

CUPE BC Universities Committee

No. 3

CUPE BC WILL:

Survey CUPE locals in British Columbia to identify work currently being contracted out and;

Use the information from the survey to educate locals and members in British Columbia on what work is being contracted out and what privatization means.

BECAUSE:

- All members and locals may not be aware of what is considered contracting out; and
- The results may help locals fight to get work back in-house; and
- Locals have new members, including young workers, which can benefit from this information.

*Vancouver Island District Council
CUPE Local 951*

Child Care

No. 4

CUPE BC WILL:

- Support a provincial model of early learning and care that is:
 - publicly funded through the Ministry of Education such that costs to parents do not exceed \$10 per day;
 - directly operated by school districts as the licensed childcare provider in a manner designed to create a 0-12 system of public education or otherwise operated by another public sector body such as local governments or post-secondary institution;
 - organized to facilitate an integrated model of early learning and care as designed by educators and promoted by childcare advocates; and
- Lobby the provincial government to take immediate steps toward the full implementation of the \$10 a day childcare plan, particularly that school districts be given the mandate and necessary funding to deliver childcare in the communities they serve, and
- Work with partners in the labour movement and the community to campaign for the full implementation of the \$10 a day plan, and the integration of childcare with the existing K-12 education system, and
- Engage CUPE locals and members in a provincial campaign to pressure the provincial government and other public bodies to deliver universal, affordable, accessible childcare through public operation, and
- Encourage and support municipal, K-12, and post-secondary locals to promote and protect childcare as a publicly delivered service at the bargaining table.

BECAUSE:

- The COVID-19 pandemic has demonstrated that strong public services are our first line of defense when we face significant social, health or economic crisis, and
- Investing in public infrastructure and expanding public services will boost equitable economic recovery and build the resilience needed to face future challenges, and
- Our members and locals need to look differently at how we protect and expand our role in public services due to the impacts of COVID-19, and
- Women, people of colour and other equity-seeking groups are disproportionately impacted by privatization, and
- Trans-national capital and those who serve its interests will weaponize the government debt incurred during the pandemic to promote austerity and privatization.

CUPE BC Anti-Privatization Committee

No. 5

CUPE BC WILL:

Lobby the provincial government to provide full funding of childcare in school district/work locations so that the work can be a part of the public school system.

BECAUSE:

- CUPE members are already working with children and students; and
- CUPE members are in schools already and are able to transition the needs of the children and students; and
- CUPE members are qualified to work with children and students of all ages; and
- CUPE members need full-time work and decent wages.

CUPE BC K-12 Committee

Community Social Services

No. 6

PANDEMIC PLANNING & ACCESS TO PPE'S FOR CSS WORKERS

CUPE BC WILL:

Lobby the provincial government to:

- engage with community social services (CSS) funding agencies to ensure all employers have a comprehensive plan/policy in place in the event of an infectious illness outbreak or pandemic; and
- develop a strategic plan and commitment to the ongoing and long-term funding, provision, and storage of medical grade personal protective equipment (PPE) and N-95 masks for access by CSS workers throughout British Columbia.

BECAUSE:

- CSS workers are at ongoing risk of contracting a variety of communicable diseases including COVID-19 and the flu;
- CSS workers have experienced severe shortages of proper PPE, resulting in them being placed at increased risk of, and contracting, COVID-19 in the workplace;
- All members should be trained and prepared in advance of an outbreak in order to best be able to protect themselves, fellow members and persons served;
- CSS workers have been deemed essential service workers throughout the COVID-19 pandemic by the British Columbia government;
- CSS workers who are not at work due to illness increases workload issues in a sector that is already facing immense challenges around workloads and staffing.

CUPE BC Community Social Services Committee
CUPE Local 1936

No. 7

HOUSING FIRST MODEL TO ADDRESS HOUSING CRISIS

CUPE BC WILL:

Meet with all levels of the provincial government to promote the continuation and expansion of the provision of additional supportive housing as per the Housing First Model.

BECAUSE:

- The Housing First Model provides vulnerable people with safe secure, and supported accommodations to be able to meet other basic needs;
- This method is cost effective as it reduces costs to healthcare, policing services, food banks, and overcrowding in shelters;
- This housing model helps reduce crimes related to living in poverty, thereby increasing public safety.

CUPE BC Community Social Services Committee
CUPE Local 1936

Constitution

No. 8

CUPE BC WILL:

Amend the Constitution to permit **Councils of Unions and Provincial Councils of Unions** ~~councils~~ to join the Division.

3.1

(a) Any chartered local of CUPE in the Province of British Columbia or the Yukon Territory and in good standing, shall be eligible for affiliation to CUPE BC.

(b) Any District Council in the Province of British Columbia or the Yukon Territory chartered **by CUPE** and in good standing, shall be eligible for affiliation to CUPE BC.

~~Addition:~~

(c) **Any Councils of Unions or Provincial Councils of Unions in the Province of British Columbia or the Yukon Territory chartered by CUPE, and in good standing, shall be eligible for affiliation to CUPE BC.**

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

4.5 (a) A delegate to a CUPE BC Convention must be a member in good standing of, and duly accredited by their chartered **organization** ~~Local Union or District Council~~ affiliated to and in good standing with CUPE BC and the National Union.

4.6 Representation at conventions by affiliated organizations shall be:

Local Unions

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

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

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

ARTICLE SIX

ELECTIONS

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

ARTICLE EIGHT

REVENUE

8.1 The revenue of CUPE BC shall be derived as follows:

(a) Each affiliated District Council, **Council of Unions, and Provincial Council of Unions** shall pay a fee of five dollars (\$5.00) per year.

(d) Local Unions, ~~or~~ District Councils, **Council of Unions, or Provincial Councils of Unions** applying for affiliation shall pay a fee of Two Dollars and Fifty Cents (\$2.50).

APPENDIX “B”

CUPE BC Constitution

CUPE BC - Colleen Jordan Humanity Fund Guidelines

4. REPORTS

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

BECAUSE:

The K-12 President's Council would like to join the CUPE BC Division and they currently cannot due to the restriction in the CUPE BC Constitution; and

It's important that we have all CUPE voices active in British Columbia have a place in the British Columbia Division.

CUPE BC Executive Board

No. 9

CUPE BC WILL:

Amend Article 5.6 (a) of The CUPE BC Constitution to read as follows:

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

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

BECAUSE:

- Binary constructs regarding gender exclude members who do not identify as either men or women.
- It is critical that the “women’s committee” be inclusive of trans women.
- Renaming the Women’s Committee to the “Women’s and Gender Rights Committee” is consistent with the BC NDP and the BC Federation of Labour, both of which have renamed their committees as the “Women’s and Gender Rights Committee” to be more inclusive.

CUPE BC Women’s Committee

Environment

No. 10

CUPE BC WILL:

Advocate that members should have the right to operate a clean energy vehicle (RTOCEV) and clean energy equipment by:

- Seeking recognition of this right as part of provincial and local government outreach;
- Communicating this principle in outreach with the public and such member communications platforms as the Public Employee; and
- Joining an alliance with other unions, labour organizations, and professional organizations to promote and affirm this right.

Submit a resolution to CUPE National recognizing workers' rights to operate clean energy vehicles and equipment with similar calls to action.

BECAUSE:

- The emissions from fossil fuel powered vehicles and equipment, and the fuels that power them, are known to be harmful to human health and can lead to serious illness and death; and
- Workers are exposed to toxic fuel and emissions from fossil fuel powered vehicles and equipment in carrying out their daily duties, and this can lead to negative health outcomes; and
- Other workplace changes, like prohibitions against smoking in a work environment due to the harmful health effects of secondhand smoke, have set a clear precedence; and
- Emissions from fossil fuel powered vehicles and equipment are a major contributing factor to the climate crisis, which the CUPE Environmental Policy has recognized is a critical environmental issue that compromises our jobs, communities, health, quality of life, food, and water supplies, and requires immediate action for the health and safety of future generations; and
- Due to reduced fuel and maintenance costs, clean energy vehicles and equipment can be less expensive to operate than their fossil fueled counterparts, and as the cost of these solutions continue to drop, this trend toward cost savings will only improve; and
- Workers should have the right to refuse actions that knowingly contribute to the climate crisis, endanger future generations and lead to the deterioration of their own health; and
- Many workers want to be climate champions and speed a transition to a low carbon economy to ensure a more stable climate for their families and future generations and should not be denied the opportunity to play this role; and
- Public employers like school districts, municipalities, colleges, universities, the BC Ambulance Service, and health authorities should be showing leadership by transitioning their vehicles and equipment to clean operation, particularly when the majority of the workers operating this equipment is requesting this change to a more sustainable solution.

CUPE BC Environment Committee

No. 11

CUPE BC WILL:

Advocate that the provincial government accelerate and expand the CleanBC Labour Readiness Plan to deliver a just transition for workers across British Columbia, and create new public sector jobs that contribute positively to the climate crisis;

Promote a comprehensive approach to just transition that includes education, training, apprenticeship, up-skilling, and the opening of regional transition centres to provide community-based support for workers.

Demand that just transition strategies be fair, inclusive, and based on open communication and collaborative planning with communities, workers, and their unions.

Demand that transition programs aim to have workers make comparable wages and benefits within their existing communities.

BECAUSE:

- The planet is warming at a dangerous pace, and this threatens our environment and the health and safety of our communities; and
- Stabilizing the climate requires decarbonizing our way of working and living, meaning we must abandon fossil fuels in favour of renewable public sources of energy; and
- Transition towards a sustainable economy should not be at the cost of decent, meaningful work and jobs; there must be just transition for workers and communities; and
- COVID-19 pandemic has shown the importance of having transition strategies for workers—where these were not in place, there was tremendous community upheaval as jobs were lost and industries collapsed; and
- Just transition is an internationally recognized trade union priority, which has been enshrined as a principle in the UN framework agreement on climate change negotiated in 2015, the Paris Climate Agreement.

CUPE BC Environment Committee

Equity

No. 12

CUPE BC WILL:

Work with the CUPE BC Persons with Disabilities Committee to create and implement a campaign to raise awareness that not all disabilities are visible.

BECAUSE:

- Invisible disabilities are legitimate disabilities that need to be understood, accommodated, and respected in order to create a more inclusive union and society; and
- Disabilities can come in many different forms and people are familiar with 'visible' disabilities, like those that require the use of a wheelchair or a guide dog; and
- An invisible disability is one that is not immediately noticeable; and
- Invisible disabilities can include: brain injuries, chronic pain, mental illness, gastrointestinal disorders, arthritis, developmental issues, sensory issues, and many more; and
- invisible disabilities are not obvious to spot, they may be overlooked and misunderstood, which can lead to discrimination, exclusion, and lack of care for those with an invisible disability.

CUPE BC Persons with Disabilities Committee

No. 13

CUPE BC WILL:

Request CUPE National Education, in consultation with the CUPE BC and CUPE National Persons with Disabilities Committees develop, implement, and provide education to be integrated into the Steward Learning Series and/or the Local Executive Training on utilizing language that:

- Acknowledges disability as an aspect of diversity;
- Avoids reinforcing stigma or dehumanizing a person through the use of words and labels;
- Assists members in understanding how language can reinforce ableism; and
- Provides mechanisms by which members can create safer spaces that are more inclusive, where we can all belong; and

In consultation with the CUPE BC Persons with Disabilities Committee, develop and adopt evidence-based policy on the use of stigmatizing words and language that covers the same points as the education being requested herein.

BECAUSE:

- Stigma isolates and divides us, especially those with disabilities (including physical, sensory, learning, and mental disabilities, chronic health conditions, substance use disorders, and so-on); and
- Language creates and reinforces stigma, can shape how others feel around us, and how we view ourselves; and
- Our world is steeped in ableism (the view that non-disabled people are the superior 'norm' that all should strive for), and we can amplify or extend ableism without meaning to; and
- The communities and society we live in influence us, and we can internalize stigmatizing words and beliefs, so that we develop a sense of shame that stops us from asking for help or achieving our full potential.

CUPE BC Persons with Disabilities Committee

No. 14

CUPE BC WILL:

Promote the idea that infertility is a disability.

Lobby the BC provincial government to:

- Treat infertility as a medical condition and thus a disability, like any others requiring a medically necessary procedure(s); and
- Provide public financial support to individuals with this disability, so to reduce barriers in accessing In Vitro Fertilization (IVF).

Encourage locals to bargain benefits that treat infertility as a disability and include extended health benefits (EHB) that cover the costs for infertility treatments.

BECAUSE:

- The World Health Organization recognizes infertility as a disease which is a disability, thus the B.C. provincial government ought to recognize it as such; and
- Those who require medical intervention to have children (including those who do not identify as women) deserve to access medical assistance and financial support; and
- IVF costs between \$10,000-\$15,000 per cycle, which is financially out of reach for many, especially working-class people, and IVF requires more than one cycle in most cases to achieve pregnancy; and
- The majority of Canadians, including those living in Manitoba, Ontario, Quebec, and New Brunswick, have access to some level of financial assistance for IVF from their respective provincial governments, while British Columbians are left behind; and
- One's financial situation should not be a barrier for those who want to have children and need IVF in order to do so; and
- IVF is recognized as a highly successful fertilization treatment by medical professionals; and
- IVF is a procedure in which eggs are removed and fertilized in a lab; and
- Many of the population of B.C. believe that IVF treatments should be government funded.

CUPE BC Persons with Disabilities Committee

No. 15

CUPE BC WILL:

Encourage CUPE locals to transition from using the term “brothers/sisters” to more gender-neutral terms including, but not limited to fellow-workers, siblings, kin, members, unionists, folks, friends, or cousins.

BECAUSE:

- The terms “brothers and sisters”, used historically by union members to address informal or formal meetings, events, and conventions, as well as part of labour correspondence or documents, are exclusionary terms; and
- The outdated labour practice of calling one another “sister” or “brother” collides with a growing consciousness about the dangers of defining people into a strict gender binary role and conflicts with CUPE BC’s value of inclusivity; and
- We want to more accurately and positively impact our social and working relations to each other and demonstrate our factual consistent commitment to labour inclusion; and
- Because our workforce continues to diversify, and unions need to stay current with the also changing language and vocabulary that result from our progressive social winnings.

*CUPE BC Pink Triangle Committee
Metro Vancouver District Council*

No. 16

CUPE BC WILL:

Lobby the provincial government to create a framework for workplaces to implement Diversity, Equity, and Inclusion (DEI) audits and encourage workplaces to engage by implementing incentives.

BECAUSE:

- This will advance the causes of racial and social justice, in order to make B.C. a more functionally inclusive, socially understanding, and welcoming province; and
- Marginalized social and ethnic groups have been historically oppressed and experience barriers to accessing employment at the rates of other groups; and
- Workplaces provide an excellent venue for promoting socially beneficial ideals of diversity, equity, and inclusion and have historically been a place where inequities are particularly visible; and
- Incentive structures will increase engagement from employers to promote a long-term commitment to DEI.

CUPE BC Racialized Workers Committee

No. 17

CUPE BC WILL:

Develop a campaign to raise awareness about the need for a minimum of five (5) paid cultural, spiritual, and/or religious days to support members to attend ceremonial occasions or celebrate their culture when it does not fit within existing statutory holidays, including the development of materials to support locals bargaining for these days.

BECAUSE:

- All workers should be able to celebrate their religion or culture, even if it does not fall within existing statutory holidays where most people are given the day off; and
- This would support members and their families, including those who are Indigenous, racialized, and those who have intersectional identities, in their right to participate in their cultural, spiritual, and religious practices; and
- Members should be able to take time off to participate in the days that are of cultural, spiritual, or religious significance to them and their families.

*CUPE BC Indigenous Committee
Metro Vancouver District Council
CUPE Local 1936*

No. 18

CUPE BC WILL:

Create a coalition with the BCFED, labour councils, and/or other diverse partners to help raise awareness about and support locals in bargaining for paid cultural, spiritual, and/or religious days (recommended minimum of 5 days annually) additional to existing statutory holidays.

BECAUSE:

- This will support members to attend ceremonial occasions or celebrate their culture when it does not fit within existing statutory holidays;
- All workers should be able to celebrate their own religion or culture, even if it does not fall within existing statutory holidays where the most people are given the day off; and
- This should support members and their families, including those who are Indigenous, racialized and those that have intersectional identities, in their right to participate in their cultural spiritual, and religious practices.

CUPE BC Racialized Workers Committee

Health

No. 19

PROGRAM DEVELOPMENT TO ADDRESS THE GAP BETWEEN DETOX AND TREATMENT PROGRAMS

CUPE BC WILL:

Meet with the provincial government and the Minister of Mental Health and Addictions to address the gap that exists between available detox programs and longer-term treatment options in order to develop and provide increased services to fill this gap.

BECAUSE:

- For addiction treatment to be successful, people must have supports in place between the completion of detox treatment and longer-term treatment programs to help assist them to remain “clean and sober” and prevent overdose deaths.
- Due to the COVID-19 pandemic, the availability of detox spaces was reduced.
- A lack of immediately available, safe treatment spaces can cause more barriers to recovery, and significantly contribute to relapse and overdose deaths.

*CUPE BC Community Social Services Committee
Metro Vancouver District Council
Local 1936*

No. 20

CUPE BC WILL:

Advocate that comprehensive mental health care and services be included into the B.C. Medical Services Plan (MSP) and be provided free to citizens as part of the provincial public health care system.

BECAUSE:

- Mental health care is health care, and is vitally important to every individual's health and well-being; and
- The cost of accessing mental health services constitute a major barrier to those without extended health and dental benefits, and can be a barrier to those with benefits where benefits fail to cover mental health resources; and
- Multiple barriers to mental health services, in addition to cost, already make accessing necessary services challenging; and
- Increased access to mental health services would make a positive contribution to the opioid and addictions crisis; and
- The COVID-19 pandemic has contributed to a rise in mental health issues, and without a public system, the cost of accessing services will be born by individuals through direct costs, or by prolonged suffering by those who cannot afford the costs; and
- Lack of access to mental health supports can lead to other health issues, and affect families, friends, communities, and future generations.

CUPE BC Executive Board

Human Rights

No. 21

CUPE BC WILL:

Request that CUPE National lobby the federal government to immediately ban the incarceration of immigrant children in Canadian Detention Centres under the authority of the Canadian Border Service Agency (CBSA).

BECAUSE:

- Since 2014, more than 850 children have spent time in Canadian immigration detention centres; and
- Canadian academic research has proven that children in detention centers suffer from increased levels of extreme stress, fear, anxiety, and selective mutism, as well as a deterioration of cognitive, physical, and emotional functioning; and
- CUPE opposes any practice that presents a potential risk to the well-being of children whether they have legal status or not, which is furthermore against the United Nations Convention on the Rights of the Child (OHCHR).

CUPE BC International Solidarity Committee

No. 22

CUPE BC WILL:

Request that CUPE National lobby the federal government to strengthen relations with organizations and agencies that support migrant workers, and make the necessary legislative and regulatory changes to ensure migrant workers in Canada have can access to:

1. Permanent resident status;
2. Open work permits;
3. Labour mobility; and
4. All social benefits and human rights, including the right to join a union.

BECAUSE:

- Migrant workers do not currently have access to the same basic rights as other workers with permanent status; and
- Migrant workers are significantly more susceptible to exploitation, intimidation, abuse, and harassment by their employers; and
- Migrant workers are less inclined to report incidents of exploitation, intimidation, abuse, and harassment due to fear of retaliation that could potentially result in the loss of employment and even deportation.

CUPE BC International Solidarity Committee

No. 23

CUPE BC WILL:

Lobby the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid leave; and

Support other, existing campaigns calling on the provincial government to provide survivors of sexual and/or intimate partner violence with access to 10-days of paid sick leave.

BECAUSE:

- Survivors of intimate partner violence and sexual assault often experience trauma, along with physical injury, from which it may require time to recover; and
- Women fleeing abusive relationships often must abandon their homes and search for a new home, and the search for a new home may take time; and
- Women who have experienced sexual or intimate partner violence may be faced with protracted court hearings and cannot afford to take time off work to attend required court dates; and
- Leaving an abusive intimate partner most often means a loss in household income; survivors of intimate partner and/or sexual violence should not be faced with an additional loss in income at a time that is already financially precarious.

*CUPE BC Women's Committee
CUPE Local 1936*

No. 24

CUPE BC WILL:

Request CUPE National lobby the federal government for the decriminalization of sex work;

Support MoveUp's existing campaign regarding the decriminalization of sex work; and

Support the Canadian Alliance of Sex Work Law Reform in their current constitutional challenge to strike down sex work prohibitions; and

Develop an internal policy that states "sex trade work is work."

BECAUSE:

- Sex trade workers are driven underground due to the criminalization of their work, resulting in increased violence, fear of the police, and reluctance to seek health care services because of this fear; and
- Sex trade workers experience discrimination and stigmatization even though they are working in an effort to make a living and support themselves and their families; and
- Many sex workers are disadvantaged due to poverty, race, ability, and gender identity; negative attitudes exacerbate the barriers they already experience; and
- Sex workers deserve safe, secure, and reliable working conditions along with decent wages, health and welfare benefits, access to sick pay, vacation pay, and pension benefits like many other CUPE members.

*CUPE BC Women's Committee
Metro Vancouver District Council
CUPE Local 1936*

International Solidarity

No. 25

CUPE BC WILL:

Explore ways to support the “Free Them Now” network using domestic funds from the Colleen Jordan Humanity Fund or by other means.

Call for the immediate and unconditional release of all jailed trade unionists and political prisoners in Iran and;

Support the struggle of the workers and people of Iran for freedom, the right to organize and strike, and for welfare, equality, justice, and dignity.

BECAUSE:

- The terror and violence against workers in Iran must be stopped.
- An injury to one is an injury to all regardless of international borders.

CUPE BC International Solidarity Committee

No. 26

CUPE BC WILL:

Support the Palestinian people’s right to self-determination and their demands to:

- End Israel’s military occupation and colonization;
- Grant Palestinian refugees their UN-stipulated right to return to their home and properties;
- Recognize full equality for Arab-Palestinian citizens of Israel;

Work with unions and civil society to demand the Canadian government exert pressure on Israel to stop violating international law, end building and expanding settlements in Occupied Palestinian Territories and ethnic cleansing of Indigenous Palestinians;

Support the Boycott, Divestment, and Sanctions (BDS) campaign until Israel abides by international law and ends its illegal occupation of Palestinian land;

Strongly condemn the terrorist and military attacks on civilians by either Israel or Palestine.

BECAUSE:

- Military confrontations should not endanger the lives of defenseless people.

CUPE BC International Solidarity Committee

K-12

No. 27

CUPE BC WILL:

Lobby the B.C. government to set provincial education levels required to perform the work of Education Assistants (EA) across the province.

BECAUSE:

- There should be a set level of professionalism within the sector; and
- The safety of students and workers is improved through prescribed training that such minimum education requirements would create; and
- EAs are often hired with insufficient qualifications, meaning that staff are overworked from having to perform one's regular responsibilities in addition to daily, on-the-job training; and
- Such a change would address the overload of work borne by both new and longstanding staff; and
- Established provincial education levels will ensure that there are properly educated personnel possessing the required skills working with vulnerable students.

CUPE BC K-12 Committee

No. 28

CUPE BC WILL:

Lobby the provincial government to ensure sufficient funding is provided in the funding formula to:

- help with the retention and recruitment of support staff, and to provide adequate working hours for current support staff (at least 7 hours for all support staff);
- to ensure that there are equitable wages in all CUPE job classifications across the province; and
- to ensure that there is full replacement of positions when they are vacated.

BECAUSE:

- Many CUPE support staff are compensated at or below minimum wage; and
- Not all district support staff are paid equally for the same position;

The cost of living in the last year has increased by 4-6%, but the wage increase for CUPE members has been 2%.

CUPE BC K-12 Committee

No. 29

CUPE BC WILL:

Lobby the provincial government to commit to a worker's right to be safe in their job by educating districts about violence prevention tools, resources and the importance of reporting incidents involving violence.

BECAUSE:

- Workplace violence is a major problem for our CUPE members; and
- CUPE members must know what their workplace rights are and have the ability to exercise them; and
- Violence in the K-12 sector is increasing on a daily basis; and
- Reporting incidents compels employers to act because of their obligation to provide a safe work environment; and
- Daily violence weighs on our members' mental health, resulting in staff recruitment and retention problems.

CUPE BC K-12 Committee

No. 30

CUPE BC WILL:

Lobby the provincial government to require school districts to install forward-facing dash cameras in all school buses.

BECAUSE:

- Drivers continue to run red stop lights/paddles on the buses, creating a serious hazard for children entering and exiting buses; and
- Cameras are a reliable tool that help identify and prosecute offenders; and
- Video evidence of drivers committing these traffic offences will help quantify the volume of offences and identify the extent and seriousness of concern; and
- These incidents have the potential of severely impacting the mental health of our members and create negative experiences they possibly carry with them for the rest of their lives, which affects their families as well.

CUPE BC Transportation Committee

No. 31

CUPE BC WILL:

Lobby the provincial government, the Ministry of Education and WorkSafeBC to require school districts to provide satellite communication devices to school bus drivers operating in areas where cell phone or radio services are not available.

BECAUSE:

- Student and driver safety is a priority for British Columbians; and
- There are many areas with no cell service and limited or no radio reception; and
- The ability for CUPE members to keep students safe is jeopardized due to a lack of reliable communication; and
- The lack of these tools causes undue stress and distraction for our CUPE members who are trying to perform their job duties in keeping the students, the public and drivers safe.

CUPE BC Transportation Committee

Library

No. 32

CUPE BC WILL:

Mount a publicity campaign to raise public awareness about the precarity of cross-sector library workers.

BECAUSE:

- The public are unaware that a significant percentage of library workers are employed precariously and living in financial hardship; and
- Precarity affects continuity and quality of service, and impacts the well-being of the community; and.
- The health and safety of library workers is directly affected by precarity; and
- Library workers have been disproportionately affected due to the COVID-19 pandemic.

CUPE BC Library Committee

No. 33

CUPE BC WILL:

Support local executives in developing good relationships with their respective library boards;

Have a CUPE BC presence at library board meeting when requested; and

Request CUPE National develop and provide library governance training and make it available to locals.

BECAUSE:

- Workers rights are not directly represented on library boards; and
- Library boards create strategic plans that directly affect workplace conditions; and
- Representatives need support and training in order to participate effectively in library governance; and
- The current environment on library boards can be hostile to worker presence and participation

CUPE BC Library Committee

No. 34

CUPE BC WILL:

Lobby the provincial government to change the *Library Act* to allow worker representatives to sit on library boards.

BECAUSE:

- Workers' rights are not directly represented on library boards; and
- Library boards create strategic plans that directly affect workplace conditions.

CUPE BC Library Committee

Municipal

No. 35

CUPE BC WILL:

Request an audit by CUPE National Research on municipal budgets to uncover the services reduced or lost as a result of the COVID-19 pandemic.

BECAUSE:

- Gaps in local services have been greatly exposed during this time; and
- The amount of precarious work and workers continues to increase; and
- Governments are likely to seek austerity measures due to budget constraints; and
- The community wants our members to provide the same levels of service in order to achieve a sense of normalcy.

*CUPE BC Municipal Committee
Metro Vancouver District Council*

National Union

No. 36

CUPE BC WILL:

Lobby CUPE National to fund a permanent full-time Election Coordinator for the BC Region to support federal, provincial, and local government elections, by-elections and boards and other governance bodies.

BECAUSE:

- Creating and expanding the political action capacity for CUPE activists should be ongoing; and
- An area that needs more support and attention are the many boards that have a great influence on many of our workplaces; and
- Board appointments are cyclical and require ongoing support; and
- Having progressive people sit as appointees on our employer boards is another way to have important political influence, and
- The spread of neoliberalism and populist politics surrounds B.C., and we need the permanent resource commitment of an Election Coordinator from CUPE to continue to mobilize our members to both maintain and to expand a progressive British Columbia.

CUPE BC Colleges Committee

No. 37

CUPE BC WILL:

Request CUPE National to develop a Job Evaluation database that is accessible to all locals.

BECAUSE:

- Such a database would streamline processes and greatly assist local presidents' workload; and
- It would help create continuity in sectors and an accurate parallel for wages and duties related to classifications.

*CUPE BC Municipal Committee
Metro Vancouver District Council*

Occupational Health & Safety

No. 38

CUPE BC WILL:

Lobby the provincial government to direct WorkSafeBC to develop psychological health and safety training in all work sites and sectors in accordance with CSA (Canadian Standards Association) Group Z1003 titled “Psychological Health and Safety in the Workplace” to:

- prevent psychological harm.
- promote physiological health of workers.
- address problems related to psychological health and safety.

Request CUPE National incorporate psychological health and safety into training courses relating to occupational health and safety, and other courses where appropriate.

BECAUSE:

- There is a lack of information pertaining to psychological health and safety in the workplace, which impacts workers; and
- There has been an increase in violence, which contributes to worsening of psychological health and safety of workers; and
- During the pandemic, there has been an increase in violence related to psychological health and safety in the workplace, especially among diversity-seeking groups.

CUPE BC Occupational Health & Safety Committee

No. 39

CUPE BC WILL:

Lobby the provincial government to direct WorkSafe BC to develop a standardized, comprehensive risk assessment regulation/guideline/education.

BECAUSE:

- Standardization creates continuity amongst sectors and hazards don't recognize individual situations; and
- Consistent standards create safeguards for workers; and
- Standardizing risk assessments will be efficient and effective educational practices.

CUPE BC Occupational Health & Safety Committee

No. 40

CUPE BC WILL:

Lobby the provincial government to amend the *Employment Standards Act* and *Workers Compensation Act* to include a zero-tolerance policy for violence in the workplace.

BECAUSE:

- Violence in the workplace is an increased risk to all members across the sectors; and
- New and young workers are at a higher risk for violence in the workplace due to lack of work experience; and
- Workplace violence is on a rapid rise in all workplaces in B.C.; and
- Reporting procedures are non-existent or inconsistent across all sectors; and
- Lack of knowledge of the right to refuse unsafe work escalation process can lead to continued injury and violence in the workplace.

CUPE BC Occupational Health & Safety Committee

No. 41

CUPE BC WILL:

Lobby the provincial government to change all wording in the *Workers Compensation Act* (the Act) from "near miss" to "near hit", and to direct WorkSafeBC to make equivalent changes in all WorkSafeBC regulation.

BECAUSE:

- "Near miss" is contradictory to how an incident should be defined in nature; and
- "Near miss" is designated in the Act as not requiring an investigation, and moving to near hit could change this requirement; and
- There is a potential for serious incidents to occur resulting in injury or death; and
- The wording of "near miss" does not reflect the same level of importance.

CUPE BC Occupational Health & Safety Committee

No. 42

CUPE BC WILL:

In consideration of the legalization of cannabis and potential employer tactics that seek opportunities to test for all substances or other medical conditions, continue to oppose mandatory drug testing in the public sector.

BECAUSE:

- Substance abuse does not mean impairment; and
- Random drug testing is not an effective safety mechanism; and
- Fear of testing leads to a decrease in reporting; and
- Testing is inaccurate and a violation of privacy.

CUPE BC Occupational Health & Safety Committee

No. 43

CUPE BC WILL:

Lobby the B.C. Ministry of Education to include mental health and safety education as part of the school curriculum.

BECAUSE:

- More young workers are injured and killed on the job at an alarming rate; and
- Students should be aware of their rights, particularly as they often work in precarious jobs; and
- Education is power—the sooner students are educated in these rights, the more likely they will remain safe at work;
- Young workers are often afraid to ask questions and often do not know or adhere to OH&S regulations, thus increasing the chances of serious injury or death.

CUPE BC Occupational Health & Safety Committee

No. 44

Proposal to Strengthen Health and Safety for Workers

CUPE BC WILL:

Lobby the provincial government to improve health and safety protections for workers in B.C., and to increase worker representation to the Workers' Compensation Board.

Undertake a campaign to promote workplace health and safety and provide additional resources for locals and members on the purpose and power of joint occupational health and safety committees.

BECAUSE:

- All members have the right to work in healthy and safe environments, and have the right to come home from work each day unharmed; and
- More can and should be done to ensure a worker-focused approach to WorkSafeBC and administration of the *Workers' Compensation Act*; and
- Physical and psychological health and safety is a critical issue affecting all members; and
- With additional resources, we are better able to protect our members' safety within their workplaces.

CUPE BC Executive Board

Pension

No. 45

CUPE BC WILL:

Encourage locals to advocate on the importance of pension plans to consider Indigenous investment opportunities.

BECAUSE:

- CUPE members are members of the Municipal Pension Plan and Public Service Pensions Plan, and their investment manager, BCI, has done work in considering Indigenous investment opportunities; and
- The Truth and Reconciliation Calls to Action and how they are addressed through environmental, social, and governance factors that have been widely embraced by governments, financial institutions, and pension funds; and
- Environmental, social, and governance factors are key for responsible and sustainable investing; and
- Indigenous investment funds exist that offer a high degree of security and get good returns; and
- Resource-based investments in Indigenous traditional and unceded territories can be facilitated through Indigenous funds.

CUPE BC Pension Committee

No. 46

CUPE BC WILL:

Educate and encourage locals to negotiate collective agreement language to eliminate pension enrolment barriers for part-time and precarious workers.

BECAUSE:

- There is an increase in part-time, casual, and other precarious employees in the workplace, and these employees deserve future security by having a pension; and
- Many pension plans have an enrolment eligibility threshold based on income level; and
- The current Pensions Benefits Standards Act (PBSA) threshold is based on 35% of the Yearly Maximum Pensionable Earnings (YMPE) in two consecutive calendar years is unattainable for many workers who are forced by the marketplace to hold two or more jobs to survive (the 2022 YMPE is \$64,900.00 and 35% of that is \$22,715.00).

CUPE BC Pension Committee

Political Action

No. 47

CUPE BC WILL:

Encourage locals to be active in the 2022 local government elections by:

- participating in local labour council endorsement processes to ensure that endorsed candidates strongly support public services; and
- engaging with members about the importance of voting in local government elections; and
- communicating with members about supporting candidates that support working people and public services; and
- mobilizing and supporting Zone Coordinators to work with CUPE National Staff to coordinate and support the work of locals with their members; and
- working with locals to increase opportunities for membership engagement and communication.

BECAUSE:

- The composition of local governments has a profound impact on the workplaces in which a majority of CUPE BC members work; and
- Local governments, including school districts, have significant control over vital public services upon which our communities rely, including determinations about whether or not to protect and expand existing public services; and
- Public services are an equalizing force in our society that serve not only as a safety net but also to lift us all up; and
- The privatization of public services negatively impacts CUPE members as workers, and also as community members as it produces substandard service and higher long-term costs, and ultimately takes money out of communities; and
- Not only are general elections the best opportunity to ensure progressive voices are around local government decision-making tables, they are a key process for preventing private sector interests taking over our councils and school boards; and
- Margins of victory and defeat in local government elections are very narrow, meaning CUPE's 100,000 members in B.C. have a tremendous opportunity to stop regressive, anti-worker politicians being elected, and replace them with progressive voices who will support public services and public workers.

CUPE BC Anti-Privatization Committee

No 48.

CUPE BC WILL:

Conduct a biennial survey of CUPE BC members on political action engagement to determine:

- the levels of membership engagement in political activities;
- the barriers members face to taking part in the political process;
- the supports/resources members need to increase their engagement in politics; and
- potential future political activists and/or candidates.

Develop a strategy for increasing member engagement in political action and move members up the ladder of engagement in politics;

Create a database of members interested in participating in the political process as volunteers, board members, or candidates.

BECAUSE:

- From community boards to municipal government to the Canadian parliament, politics impacts our lives every day; and
- This information is needed to be ready for upcoming political action.

CUPE BC Political Action Committee

No. 49

CUPE BC WILL:

Encourage locals to engage in member-to-member political action to mobilize support for labour and/or CUPE endorsed candidates in the 2022 local government general election;

Create a province-wide member engagement campaign to promote voting, and ensure members are aware of the labour and/or CUPE endorsed candidates in their community;

Mobilize regional member-organizers, build list-building and direct-engagement capacity, and use other such tactics to ensure engagement in the 2022 local government election adds to ongoing mobilization strategy and advancement of member engagement capacity; and

Create a local government engagement plan to map provincial engagement with local government leaders through structures like the BC School Trustees' Association and Union of BC Municipalities and create structures and tools to aid locals in their local government relations work.

BECAUSE:

- Amendments to the Local Election Campaign Finance Act have changed the way in which CUPE BC can interact with local government elections and promote progressive candidates who share our values; and
- Member-to-member engagement is a proven tactic with a record of positive results, and can be used to promote progressive candidates under updated election finance legislation; and
- CUPE BC members, when mobilized, constitute a significant proportion of those who vote in local government elections, and in consideration of the relatively narrow margins of victory and loss in many communities, can have a profound effect on election outcomes; and
- Every election is an opportunity to evolve campaign capacity, both in terms of building greater engagement among members and advancing campaign and outreach tactics; and
- Securing victories with local government does not end with the election of progressive voices around board and council tables, and required ongoing advocacy and engagement throughout terms of office; and
- Regular interaction and relationship-building with local government leaders, both on a provincial scale and locally, are often required to ensure progressive ideas are advanced, and regressive proposals soundly defeated.

CUPE BC Executive Board

No. 50

CUPE BC WILL:

Lobby the BC NDP provincial government to increase engagement with rural and remote ridings, particularly in the North and Okanagan regions.

BECAUSE:

- CUPE BC is affiliated with the BC NDP as the party of labour; and
- As a provincial organization, the BC NDP needs to ensure they have active and engaged party members and voters in every riding; and
- Progressive, labour-friendly voters exist in every riding across the province and deserve fair representation.

CUPE Local 2403

No. 51

CUPE BC WILL:

Assist locals in creating and submitting a form letter to be sent to the B.C. Minister of Labour and B.C. Minister of Health advocating for changes to the wording of the *Employment Standards Act* (ESA) in regard to the five days sick leave for all worker and ensure that this new ESA truly covers all workers, including our precarious workers that are often told their percentage in lieu is their sick leave.

BECAUSE:

- All workers deserve to be able to stay home when sick; and
- Staying home when sick keeps everyone safer; and
- This is an added benefit and workers are not seeing an added percentage in lieu.

CUPE Local 15

Post-Secondary

No. 52

CUPE BC WILL:

Lobby the provincial government to establish a review committee to examine the issue of excessive compensation for senior administration and senior managers at universities in B.C.

BECAUSE:

- Over the past 2 decades, university class sizes and tuition fees increased while more and more financial resources were directed toward expanding the management class and increasing executive compensation; and
- While CUPE university workers have had to settle for wage increases that have not kept pace with the cost of living, university executives have enjoyed salaries up to 7 times as high as those CUPE workers.

CUPE BC Universities Committee

Provincial Government

No. 53

The De-Criminalization of Personal Possession of Narcotics

CUPE BC WILL:

Work with the Solicitor General to support the decriminalization of the personal possession of narcotics.

BECAUSE:

- The decriminalization of drugs would help increase access to a safe supply of drugs;
- Decriminalization has been demonstrated to reduce death rates due to overdose;
- The criminalization of drugs costs money due to law enforcement and incarceration;
- This money could be freed up and used to support people in treatment programs;
- Incarceration due to drugs can lead to unemployment, loss of housing and loss of one's family and children; and
- Addiction is a public health issue, not a criminal issue.

*CUPE BC Community Social Services Committee
CUPE Local 1936*

No. 54

CUPE BC WILL:

Lobby the provincial government to move from provincial, percentage-based mandates to sectoral, dollar-based bargaining mandates, and specifically lobby to establish a committee to review the issues; such committee to be comprised of stakeholders from government, unions, and employers.

BECAUSE:

- A percentage-based province-wide bargaining mandate disproportionately disadvantages lower wage workers;
- Public Sector Employers' Council mandates do not recognize that post-secondary sector employers do not rely solely on government funding, and indeed generate large profits and so should not be subject to the same monetary bargaining constraints as other sectors that are solely reliant on government funding.

CUPE BC Universities Committee

No. 55**CUPE BC WILL:**

Lobby the provincial government to immediately implement single step (card check) certification.

BECAUSE:

- All workers have the right to decide to join a union without influence from employers; and
- Two-step certification results in undue influence and campaigning from employers; and
- Single step (card check) certification provides easier access to unionization for precarious workers who are most likely to experience employer interference during organizing campaigns.

CUPE BC Executive Board

No. 56**CUPE BC WILL:**

With the support of the BC Federation of Labour, lobby the provincial government to ensure that the five annual sick days apply to unionized workers including casual and part-time employees.

BECAUSE:

- Current employment standards do not appear to apply the five sick days for unionized workers with collective agreements; and
- Employers are not recognizing the five sick days applying to unionized employees.

CUPE Local 1004

No. 57**CUPE BC WILL:**

Work with other unions restricted by the Public Sector Employers' Council (PSEC) mandate to lobby the provincial government to re-evaluate the PSEC mandate.

BECAUSE:

- PSEC was not intended to be utilized as it is when it was crafted.

CUPE Local 1767

Provincial Union

No. 58

CUPE BC WILL:

Provide childcare at every in-person convention and conference.

BECAUSE:

- It removes barriers for members with childcare responsibilities to be able to actively participate in a convention or conference; and
- It will increase member participation since it will help members who are unable to get involved with the union due to the need for childcare.

CUPE BC Education Committee

No. 59

CUPE BC WILL:

Lobby the provincial government to ensure there is internet and cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be.

BECAUSE:

- Many governments, employers, retailers, and education programs have gone to online services only, and therefore all should be able to access regardless of where they live; and
- Access to reliable internet and cell phone services has become a necessity during the global situation, and having access to internet has helped to continue delivering learning/instruction to K-12 and post-secondary students; and
- Internet and cell phone service has also opened the door to several services during the current situation such as virtual/phone medical appointments; and
- With just about everything being online or virtual these days, not having online or virtual access is tantamount to being denied so many things; and
- Lack of reliable cell phone and internet services almost makes one feel like an outcasts of society; and
- Inability to access reliable cell and internet services also undermines access to health care as it prevents obtaining online services doctors, nurses, or other practitioners, especially in the winter months when travel is restricted.

CUPE BC Education Committee

No. 60

CUPE BC WILL:

Ensure there is a recent (within the previous year) accessibility audit done for all hotels, meeting places and venues that CUPE BC uses or intends to use.

In consultation with the CUPE BC Persons with Disabilities Committee, create an accessibility audit toolkit for locals to use to do accessibility audits of their meeting places, other venues they use or intend to use, and their workplaces.

Encourage locals to use the accessibility audit toolkit to do accessibility audits of all their meeting place, other venues they use or intend to us.

Encourage locals to use the accessibility audit toolkit to do accessibility audits in their workplaces.

Request that CUPE Union Education develop a workshop to train members on how to conduct an accessibility audit.

Ensure members of the CUPE BC Persons with Disabilities Committee have the opportunity to be trained in conducting accessibility audits.

Encourage locals to have their health and safety committee members, or at least one member trained in conducting accessibility audits.

Encourage locals to create a human rights or equity and diversity committee that would advise the local on areas of the workplace that may need an accessibility audit done.

BECAUSE:

- An accessibility audit is a thorough, professional evaluation of how well an environment, building, meeting space, workplace or service meets the needs of people with disabilities; and
- An accessibility audit should provide a detailed look at how and where a venue/workplace can improve accessibility in order to be inclusive to all; and
- An accessibility audit would help create an accessible environment, location and service that would be inclusive for all members; and
- An accessibility audit would help increase diversity in our workplaces and in our union.

CUPE BC Persons with Disabilities Committee

No. 61

CUPE BC WILL:

Urge all CUPE locals to include a territorial acknowledgement appropriate to the location(s) of their bargaining unit(s) in all their collective agreements to recognize that the work of the bargaining unit is being done on the traditional lands of Indigenous Peoples; and

Encourage CUPE locals to approach the appropriate Indigenous Peoples to consult and seek permission to include the logo or symbol of the People/land(s) where their bargaining unit(s) are located.

BECAUSE:

- The territorial acknowledgement and logo/symbol could be printed on the cover or title page of the collective agreement where the names of the local and employer are also printed, or some other prominent location on the collective agreement;
- It is important that CUPE locals demonstrate action towards reconciliation, and this would be a start to the dialogue about Truth and Reconciliation and the Truth and Reconciliation Commission of Canada's 94 Calls to Action;
- The Indigenous People should be consulted about the territorial acknowledgement and permission sought before any logos or symbols are used;
- Members of the bargaining unit should know which traditional lands they are working on, and this would encourage them to also learn which traditional lands they are living and learning on; and
- This would be a relatively cost-free way of showing respect towards Indigenous Peoples, and their communities.

*Vancouver Island District Council
CUPE Local 951*

No. 62

Proposal to Create a Safer Union Spaces Working Group

CUPE BC WILL:

Strike a Safe Union Spaces Working Group to align with the work of National Union's Safer Union Spaces Working Group.

BECAUSE:

- Delegates at the 2021 CUPE National Convention adopted this work in Strategic Directions as a priority for the union; and
- Gender-based violence, bullying and harassment has no place at any level of our union, and ensuring safe spaces is an active process; and
- Aligning the work of CUPE BC with work happening at the National level will ensure work carried out in British Columbia is congruent to that being undertaken by the National Union.

CUPE BC Executive Board

No. 63

CUPE BC WILL:

Consider the environmental impact of swag that is purchased for conventions, give aways or gifts, specifically working to stay away from plastics and non-recyclable one-time use items.

BECAUSE:

- Plastics in our oceans are becoming a larger problem each day; and
- Currently only about 9 percent of the world's plastics are being recycled; and
- Microplastics are making their way into our food chain by animals and fish mistaking the plastics as food; and
- Many plastics that are put into recycling are not recycled but sit in warehouses waiting for companies to find a use for them; and
- Plastics take hundreds of years to break down.

CUPE Local 15

Reconciliation

No. 64

CUPE BC WILL:

Lobby the provincial and municipal governments to legislate September 30th, the National Day for Truth and Reconciliation, as a statutory day of remembrance for all workers to memorialize and commemorate the history and ongoing impacts of the residential “school” system.

BECAUSE:

- The commitment to truth and reconciliation requires all people in Canada to understand the legacy and ongoing impacts of residential “schools”; and
- This is a day of remembrance and should be automatically given to all workers, not something that workers should bargain; and
- The province of British Columbia has been at the centre of many Indigenous struggles; this includes the uncovering of the 215 children forced to attend the Kamloops Residential “School”, and the sharing of stories by survivors like Phyllis Webstad, the founder of Orange Shirt Day; and
- The initial uncovering of the 215 children who were forced to attend the Kamloops Residential “School” has grown to over 7000 across Turtle Island, with that number continuing to grow—this national shame must be recognized and observed in a respectful manner.

*CUPE BC Indigenous Committee
Metro Vancouver District Council
CUPE Local 1936*

No. 65

CUPE BC WILL:

Produce an educational video addressing Indigenous cultural safety. The video will:

- be developed by Indigenous experts in cultural safety and in consultation with the Indigenous Workers Committee;
- incorporate input from CUPE National Education Representatives in the region; and
- be available on the CUPE BC website by 2023.

BECAUSE:

- Understanding cultural safety is the foundation of truth and reconciliation; and
- Cultural safety includes respectful engagement, and recognizes and addresses power imbalances stemming from the history of colonization; it seeks to eliminate structural racism and discrimination; and
- Not all members are able to access CUPE educational opportunities, and a video will allow all members to learn about cultural safety on their own time; and
- It is essential to centre the voices and lived experiences of experts in cultural safety who are Indigenous.

*CUPE BC Indigenous Committee
Metro Vancouver District Council
CUPE Local 1936*

No. 66

CUPE BC WILL:

Lobby the provincial government to follow through with, and implement, policies respecting the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

BECAUSE:

- The provincial government has committed to supporting the 94 Calls to Action by the Truth and Reconciliation Commission, and
- This is a core action plan item of the CUPE BC International Solidarity Committee – 2021-23 term.

CUPE BC International Solidarity Committee

No. 67

CUPE BC WILL:

Encourage locals to include a territorial acknowledgement in local collective agreements.

BECAUSE:

- It is important for members to recognize the territory in which they live, work, and play; and
- It is a beginning for dialogue about truth and reconciliation and the 94 Calls to Action.

CUPE BC K-12 Committee

No. 68

CUPE BC WILL:

Lobby the provincial government to make it mandatory for public employers to provide education on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous-Crown relations as stated in the Truth and Reconciliation Call to Action #57

BECAUSE:

- Professional development is the obligation of the employer; and
- Public employees should be well informed of Indigenous history and culture.

*CUPE BC Municipal Committee
CUPE BC Racialized Workers Committee
Metro Vancouver District Council*

No. 69

CUPE BC WILL:

Urge all CUPE locals to include a territorial acknowledgement appropriate to the location(s) of their bargaining unit(s) in all their collective agreements to recognize that the work of the bargaining unit is being done on the traditional lands of Indigenous Peoples; and

Encourage CUPE locals to approach the appropriate Indigenous Peoples to consult and seek permission to include the logo or symbol of the People/land(s) where their bargaining unit(s) are located.

BECAUSE:

- The territorial acknowledgement and logo/symbol could be printed on the cover or title page of the collective agreement where the names of the local and employer are also printed, or some other prominent location on the collective agreement;
- It is important that CUPE locals demonstrate action towards reconciliation, and this would be a start to the dialogue about Truth and Reconciliation and the Truth and Reconciliation Commission of Canada's 94 Calls to Action;
- The Indigenous People should be consulted about the territorial acknowledgement and permission sought before any logos or symbols are used;
- Members of the bargaining unit should know which traditional lands they are working on, and this would encourage them to also learn which traditional lands they are living and learning on; and
- This would be a relatively cost-free way of showing respect towards Indigenous Peoples, and their communities.

*Vancouver Island District Council
CUPE Local 951*

Skilled Trades

No. 70

CUPE BC WILL:

Lobby the provincial government to:

- Credit hours worked through the students' summer works program (e.g., Industry Training Authority Youth Work in Trades program, etc.) to apprenticeship completion hours;
- Fund and promote these summer works programs; and
- Promote the importance of these programs in the K-12 sector to make students and employers see the value of applying for apprenticeships.

BECAUSE:

- Major public-infrastructure projects are projected to dramatically increase demand requirements for skilled workers; and
- Despite slower employment growth, the anticipated retirement of nearly 29,430 workers in Red Seal trades during the 2021 to 2030 outlook period will require the industry to maintain focus on recruitment and training; and
- In order to keep pace with demand requirements over the long term, the province will need to continue to recruit and train apprentices.

CUPE BC Skilled Trades Committee

No. 71

CUPE BC WILL:

Lobby the provincial government to establish a trades-related liaison (guidance counselor) in the K-12 sector who promotes, clarifies, and encourages the path to applying for an apprenticeship in skilled trades.

BECAUSE:

- Now is the time to correct the lack of understanding of how trades were looked over by councilors in the K-12 sector, during the past 20 years' governments lost sight of preserving two post-secondary streams of education, and this lead to the massive reduction in trades training; and
- Over the next decade, an estimated 49,450 newly certified journeypersons are expected, the majority of whom (80%) will be concentrated in the 15 largest Red Seal trades; and
- Annual completions have been declining since 2018, reaching a low of 2,780 in 2020; and

Major public-infrastructure projects are projected to dramatically increase demand requirements for skilled workers.

CUPE BC Skilled Trades Committee

Transportation

No. 72

CUPE BC WILL:

Create a campaign to advocate for:

- increased public funding for B.C.'s transit systems to facilitate growth in service, reduce reliance on fare revenues and move towards free, universal public transit in all communities, including urban, rural, and suburban areas;
- a provincially funded system of transit subsidies to provide greater affordability for low- and middle-income workers, new Canadians, those from marginalized communities, and those with transit access challenges; and,
- targeted operational and capital funding to support small community transit systems and inter-community transit options for those in rural and remote areas.

BECAUSE:

- The single largest source of greenhouse gas emissions comes from the transportation sector, where single occupancy vehicles are a substantial contributor to these totals; and
- Increasing transit service levels provides a lower cost, higher quality alternative to personal vehicle transportation, and reducing personal vehicle use makes a substantial contribution to addressing climate change; and
- Expanding existing transit systems makes good use of public resources to provide affordable and universal mobility to all citizens and helps reduce cost of living for workers and other transit users and
- Without full systems of public transportation, mobility, and access in and between communities is limited for those from low and middle incomes, leading to transportation inequity and transportation poverty; and
- Rural and remote communities have lower access to transit services due to poor economies of scale, and this severely limits mobility for those from such communities both in terms of intercommunity travel and intracommunity travel; and
- For those in rural and Indigenous communities, lack of public transportation limits access to medical and social services that can only be accessed by travelling to larger, central communities for those without a vehicle.

CUPE BC Environment Committee

Union Education

No. 73

Violence Risk Assessment Support

CUPE BC WILL:

Work in conjunction with CUPE National and any other relevant partners to develop, promote and implement violence risk-assessment training.

BECAUSE:

- Lack of adequate assessments results in an increase in violent incidences involving both Community Social Service workers and persons served; and
- These increases in violent incidents results in more WorkSafeBC claims; and
- Workers have the right to know what hazards they may face in the workplace and how to protect themselves.

*CUPE BC Community Social Services Committee
Metro Vancouver District Council
CUPE Local 1936*

No. 74

CUPE BC WILL:

Encourage district councils and locals that have the financial resources, to help sponsor those locals/individuals that do not have the financial means to attend Union Education courses.

BECAUSE:

- Education is a key component to local development, union activism and mentorship; and
- Education also strengthens unions at all levels (local, district, provincial, national), and provides the tools to continue to develop union activism for their members and communities; and
- Locals without the financial resources are unable to encourage their membership in union activism by attending courses and schools.

CUPE BC Education Committee

No. 75

CUPE BC WILL:

Request CUPE National develop training materials and workshop content on the value and format of political action, and that these materials and content should:

- integrate into existing and new union development courses;
- be flexible and allow for delivery at district council and local meetings; and
- focus on the importance of grassroots member involvement in a breadth of political action, both during election periods and as a regular part of a local's work.

BECAUSE:

- Many of the biggest gains made by workers in key issues like wages, working conditions and job security come as a result of progressives being elected to employer councils and boards, and being engaged with during their terms in office; and
- Electing progressive, particularly those that support the goals of the labour movement, happens through political action that builds community support for progressive ideas and candidates; and
- Political action does not end when all the votes are counted, but also involves engaging with elected leaders throughout their terms – both those that were endorsed and, where possible, those that were not; and
- Where we do not engage in political action, we risk the important gains made by generations of activists because regressive leaders, or those that simply do not know any better, are free to take the advice of management without hearing other perspectives; and
- Whether engaging in elections or managing political relationships after an election, the work of political action is about engaging with leaders and the community to promote the importance of public services and the CUPE members who provide them; and
- Engaging in political action commonly involves a set of skills that should be available to all activists to learn and practice, along with the important history and context of CUPE political engagement and the associated victories produced; and
- CUPE-run courses, already an existing part of our National Union structure, are a great way to provide key information to new and experienced activists and provide a safe and inclusive platform for skill development and knowledge transfer.

CUPE BC Political Action Committee

Young Workers

No. 76

CUPE BC WILL:

Encourage all locals to provide a seat on their executive boards for a young worker member.

BECAUSE:

- Young Workers are the future of the labour movement; and
- It would create positive encouragement for other young workers to be involved in their local; and
- Young workers will gain valuable experience as a member of their local and executive and will play a key role in developing the local's strategic plan; and
- The labour movement is seeing a high turnover with retirees, and young workers should be educated and experienced in order to propel the movement forward.

CUPE BC Young Workers Committee

Late Resolutions

Late Resolution No. 1

American Sign Language

CUPE BC WILL:

Lobby the provincial government to recognize American Sign Language as an official language in British Columbia.

BECAUSE:

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

CUPE Local 15

Late Resolution No. 2

Deaf and Hard of Hearing

CUPE BC WILL:

Encourage the provincial government to ensure that the deaf and hard of hearing community are supported in their workplaces, and supported in their advancement in the workplace by providing interpreters for all communications, including written exams.

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

BECAUSE:

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

Late Resolution No. 3

Child Care Services at Provincial Conventions

CUPE BC WILL:

Provide child care services on site during provincial conventions just like those of CUPE National, following the \$10 a day child care plan of the provincial government.

BECAUSE:

- Child care continues to be a barrier for many single parents to attend provincial conventions; and
- Children and parents should be provided the opportunity to be together while parents are providing rank and file services to our causes; and
- Finding quality child care that can travel with you is not always possible; and
- By providing children the opportunity to see what their union does for their parents we are raising the future generation of activists.

CUPE Local 15

Late Resolution No. 4

Opioid Crisis

CUPE BC WILL:

Continue to lobby the provincial government to stop the opioid crisis by providing a safe supply of drugs to addicts in active addiction.

Educate our members and communities on what the opioid crisis is, and why providing a safe supply is the appropriate way to save lives.

Lobby the provincial government for better access to addictions counselling.

BECAUSE:

- More than 1,422 British Columbians died as a result of an apparent opioid related overdose in 2017; and
- No one chooses to be an addict; and
- Maintaining healthy, non-judgemental connections to addicts in active addiction leads to more people seeking help and various recovery options; and
- People deserve to live; and
- People deserve to come home to their families; and
- Addictions is a mental health concern and support should be in place to overcome this social and medical concern.

CUPE Local 15

Late Resolution No. 5

Strata Insurance Costs

CUPE BC WILL:

Work with the provincial government to address the skyrocketing strata insurance costs that are causing our members undue financial hardship.

BECAUSE:

- Strata insurance rates have increased from 50 percent up to 300 percent for strata properties over the last three years; and
- Deductibles have been raised to a rate that is unrealistic when dealing with a building insurable issue.

CUPE Local 15

move**up**