



TO: ALL AFFILIATES OF CUPE BC

CONVENTION CALL

Pursuant to Article Four, Section 4.2 of the CUPE BC Constitution, you are hereby notified that the 2025 Annual Convention will convene at 7:00 pm in Vancouver on Wednesday, April 30th, 2025, and continue Thursday, May 1st; Friday, May 2nd; and Saturday, May 3rd, until 4:00 pm.

- 4.2 A regular convention of CUPE BC shall be held annually at the time and place determined by the Executive. Notice of such Convention shall be forwarded to all affiliated organizations at least four months prior to the date of such Convention.
- 4.3 All CUPE BC Convention credentials must be submitted to the CUPE BC Secretary-Treasurer forty-five days prior to the commencement date of the CUPE BC Convention in order to be included in the Convention booklet or to be eligible for consideration for appointment to Convention Committees.

REPRESENTATION

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

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

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

4.6 Representation at conventions by affiliated organizations shall be:

Local Unions

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

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

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

4.7 CUPE BC shall subsidize or reimburse small locals attending a CUPE BC Convention, the cost to the Local in paying lost wages, hotel and transportation as follows:

- (i) Locals with one hundred (100) or fewer members, fifty percent (50%) of the cost of two (2) delegates or one hundred percent (100%) of the cost of one (1) delegate;
- (ii) Locals with between one hundred and one (101) and one hundred and twenty-five (125) members, twenty-five percent (25%) of the cost of two (2) delegates or fifty percent (50%) of the cost of one (1) delegate;
- (iii) Locals with between one hundred and twenty-six (126) and one hundred and fifty (150) members, twelve and one half percent (12.5%) of the cost of two (2) delegates or twenty-five percent (25%) of the cost of one (1) delegate;

Provided that:

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

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

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

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

*Any locals eligible for reimbursement under this article should complete the online application at the time of registering their delegates. The deadline to submit the online subsidy application form ([Convention 2025 forms here](#)) is **March 17th, 2025**.*

RESOLUTIONS

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

- 4.16 (a) Any resolution not submitted under Section 4.14 or 4.15 will be considered a late resolution and will be dealt with only after all other resolutions have been presented.
- (b) No resolution will be accepted after the hour of five p.m. on the first day of the Convention except as outlined in Articles 4.14 (c) and (d).

**RESOLUTION SUBMISSION DEADLINE:
Monday, March 3rd, 2025 at 12:00 pm PST**

Resolutions may be submitted by email (Word file [available here](#)) to events@cupe.bc.ca. Please include your name and phone number, in case further clarification is required.

NOTE: CUPE BC will not require signatures from Local Presidents and Secretaries for resolutions submitted by email (in Word file format). Please note, however, that all resolutions must be submitted by and with the approval of both the Local President and Secretary.

CREDENTIALS

Locals may register their delegates as of **February 20th, 2025**. While in arrears, Locals may proceed with registering delegates, but will be expected to have submitted per capita payments to **January 31st, 2025** prior to April 30th, 2025 (as per the constitution) in order for delegates to attend Convention.

As per the CUPE BC Constitution Article 4.4, “Delegate entitlement shall be based on the paid-up membership, including Rand Formula payees for the average month of the previous twelve (12) months, ending with the previous month in which the Convention Call is sent out, or the month of the previous year’s convention whichever is greater.”

To participate in the CUPE BC Convention, Locals are also required to have made their monthly per capita tax payments to **CUPE National** up to and including **January 31st, 2025**, prior to April 30th, 2025.

Article 6.7 of the CUPE National Constitution states that, “No chartered organization, in arrears for two or more months, will be allowed representation at Convention or any convention of any other level of the Union.”

The deadline to register credentials to have delegate names in the Convention book is **March 17th, 2025**.

Once registered, locals will receive a confirmation email from W.E. Union Travel. Delegates will be required to show ID at registration to receive their kit and electronic voting pads.

REGISTRATION FEE

Article, Four, Section 4.10 of the Constitution states:

- 4.10 The CUPE BC Executive Board will set the registration fee for each delegate and guest after considering the consumer price index published by Statistics Canada, based on the fee of \$175.00 for each delegate at the 2023 Convention.

For the 2025 CUPE BC Convention, the CUPE BC Executive Board approved a registration fee of \$190 per delegate and alternate.

NOTE TO ALL LOCALS: Per capita must be paid to **January 31st, 2025** prior to April 30th, 2025 in order for your delegates to be seated.

NOTE TO DISTRICT & AFFILIATED COUNCILS: Ensure that your annual affiliation fee of \$5.00 is paid for the current year.

ONLINE CONVENTION REGISTRATION DEADLINE: MARCH 27th, 2025
Delegates who register **after March 17th, 2025**
will not have their names printed in the Convention Binder.

ELECTIONS

This coming convention will be an election year for our Executive Board. At-large positions are **President, Secretary-Treasurer, four (4) General Vice Presidents, and one (1) 3-year Trustee.**

All other positions on the Executive Board will be voted on in caucus meetings at convention. Those positions include:

Diversity Vice Presidents

Representing Indigenous: one (1) and one (1) alternate

Representing Persons with Disabilities: one (1) and one (1) alternate

Representing Pink Triangle who are two-spirit, lesbian, gay, bi, trans, questioning, intersex, and queer (2SLGBTQIA+): one (1) and one (1) alternate

Representing Racialized Workers: one (1) and one (1) alternate

Regional Vice Presidents

Fraser Valley Region: one (1) and one (1) alternate

Kootenays Region: one (1) and one (1) alternate

Metro-Vancouver Region: three (3) and one (1) alternate

Northern B.C. Region: one (1) and one (1) alternate

Okanagan Region: one (1) and one (1) alternate

Vancouver Island Region: two (2) and one (1) alternate

Election Mailing:

CUPE BC sends election mailings to all affiliates for **delegates running for at-large positions**. If you are sending pre-printed, preferably union-bugged material, please ensure to send 200 print copies to the CUPE BC Division Office by no later than **February 27th, 2025**, and we will issue an election mailing to locals.

Election Spending:

As per past practice, election spending shall be:


That all candidates running for a position on the CUPE BC Executive Board, as Trustee or for any other elected position be limited to:

- (i) one button, one leaflet, and one poster; all carrying a union bug;
- (ii) hospitality room expenditures of \$1500;
- (iii) election campaign materials (button, leaflet, and poster) expenditures of \$2000, and;
- (iv) CUPE BC will do one mail-out (per candidate) to all affiliated Locals and Councils on behalf of each candidate.

A statement of expenses must be submitted to Kiran Kooner, Executive Director, via email (kkooner@cupe.bc.ca) by 5:00 pm on Friday, May 2nd, 2025. The statement will be presented to the CUPE BC Executive Board on Saturday, May 3rd, 2025 (morning of elections).

If you have any further questions, please contact our office, preferably via email, at events@cupe.bc.ca.

In solidarity,



Karen Ranalletta
President

