

Notice to All Members of CUPE Local 1004



April 17, 2026

Dear Members:

Re: Administration/Trusteeship

TAKE NOTICE that the Canadian Union of Public Employees is applying to the British Columbia Labour Relations Board (the Board) for consent to an extension of trusteeship over Local 1004 for a further period of up to four (4) months. CUPE's reasons for the trusteeship and its tentative plan in the event that an extension is granted is attached to this notice.

The Board will provide information regarding how members can make a submission in response to CUPE's extension application. The Board's instructions will be communicated by CUPE to members by e-mail, Local 1004's website and posted in the workplace shortly.

In solidarity,

Robert Limongelli

Administrator, CUPE Local 1004

Request for Extension of the Trusteeship

CUPE 1004 is a multi-sector composite union local representing more than 3,000 public and non-profit workers recognized by an array of employers.

The Local was put under trusteeship on May 15, 2024, after CUPE received increasing evidence that the Local Executive ceased to function appropriately and was not able to address the structural challenges faced by the local following the departure of a large unit. This situation called on the National Union to fulfill its responsibilities under the Constitution by placing Local 1004 under Administration.

Despite progress during the initial administration, CUPE observed that an extension of trusteeship was required and an application for such to the Board. The Board granted the extension on May 5, 2025 for a period of twelve (12) months.

CUPE observed marked improvements in the functioning of the Local since May 2024, and what remains is the additional work and time required to restore the Local's Executive and internal staff.

During the extension period, the Administrators Limongelli learned from members that they needed to further support the local by strengthening its capacity to follow normal accounting practices, engage in labour relations, leadership, and union governance. Over the past year, the Administrator continued to work to:

Rebuild and Strengthen the Steward Network:

- Appointed lead stewards and change the structure of the steward network.
- Assessed stewarding demands to develop and implement training and mentorship resources.
- Re-organized the distribution of stewards across units, focusing particularly on smaller units.

Improve Member Outreach and Engagement:

- Held accessible virtual and in-person membership events, including membership surveys and regular steward site-visits.
- Brought membership concerns to the forefront, including raising issues to employers.
- Distributed outreach materials, to facilitate participation in the Local and keep members informed on governance matters.

Better Accommodate Small Units:

- Empowered small units to operate more independently.
- Sought better fits with other CUPE locals for some small units by transferring bargaining unit rights.

- Assigned a CUPE National Representative responsible for servicing the unique needs of small units within the Local.

Administrators have seen a significant improvement in membership representation and union engagement by the members, which has built trust and a stronger connection between the Local and its members. This progress, however, must continue past Administration. The Local must be equipped with a strong Executive and internal staff who will entrench the values instilled into the Local and continue the strong union governance independent from Administrators. Further time is needed to carry out the democratic election process and leadership training to ensure members have an opportunity to exercise their voice in who will lead the Local.

Attached is a tentative outline of CUPE's plans with a timeline to conclude the trusteeship and transition to independent operation of the local in an orderly and appropriate fashion. Should the following steps be met earlier than anticipated, the Administrator will recommend that CUPE lift the trusteeship.

Timeline for Extension

April 2026 – May 2026

- Nominations period for candidates to Executive positions in the Local: President, Vice-President, Recording Secretary, and Secretary-Treasurer
- Voting period for Executive positions commenced on March 23 and is estimated to conclude on April 17, 2026, with an Executive to be fully elected by May 1, 2026.
- Nomination and voting for election of additional stewards.
- Nomination and voting for a diversity representative.
- Onboard new Executive by providing mentorship and coaching while the Executive shadow in their elected positions with the support of the Administrators. This will focus on transitioning the Executive to working with National Representatives in place of the Administrators.
- Ensure membership is kept up to date on the information regarding the progress of Administration, including continuing to hold membership meetings where members will continue to be presented trustee reports and audited financial statements to ensure the financial status of the Local remains transparent.
- Introduce newly appointed Executive to membership through membership outreach events with the aim of continuing to foster a relationship between Local leadership and members.
- Introduce newly appointed Executive to key employer contact across all units.

June 2026 – July 2026

- Develop and implement a long-term strategic direction plan for governance of the Local, ensuring that the newly appointed Executive continues with the progress on good governance that was achieved during Administration.
- Focus on bargaining preparation as the City Engineering, City Parks, and Pacific National Exhibition are set to commence bargaining in 2026. This includes onboarding and training both newly appointed roles as well as appointing a Bargaining Committee who will engage in the thorough work to development bargaining strategies and proposals. Proposals will be presented to membership to gain input on the needs of units.
- Appoint and onboard further committees needed to ensure crucial governance across the Local is maintained, including: Health and Safety, Equity, Equality and Diversity, and Pay Equity.
- Work closely with CUPE National Representative to continue to center member representation as new leadership commences, which will include continuing membership engagement events and outreach materials, so member issues remain at the forefront of leadership agendas.

August 2026 – September 2026

- Ensure the long-term strategic direction plan continues to be implemented following the conclusion of onboarding of Executive, stewards, and committees.
- Achieve a state of independent operation through by continuing to improve the operation of the Local in a way that builds on the critical work conducted during Administration. In doing so the values of effective membership representation and good union governance will be entrenched in the Local's leadership.
- Return to conventional servicing model: The Executive will receive coaching and support from the National Representative to take on labour relation matters including grievance handling and attending labour-management meetings, reducing the reliance on CUPE Administrators and instead commence autonomous functioning.
- Recommend to the CUPE National Executive to lift the Local from administration, assuming the plan as outlined herein is able to be executed.

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