
Worker Solidarity Network Annual Report 2025/26



**Celebrate
ten years
with WSN**

Worker Solidarity Network Annual Report 2025/26

Contents	2015-2025: Our first decade	Our story, 3 Photo gallery, 5
	2015: Year in review	Intro, 15 Fighting wage theft, 16 2025 by the numbers, 16 Solidarity with striking workers, 17 Workers Rising, 19 Too hot to work, 19 Fundraisers, 20 Financials, 21 Thank you, 22



2015-2025: Our first decade

For ten years, the Worker Solidarity Network (WSN) has been building worker power across British Columbia. Founded in 2015 by retail and restaurant workers in Victoria under the name Retail Action Network, RAN began with the clear understanding that non-unionized and precarious workers needed a space to organize together, fight exploitation, and create real change in their workplaces and communities.



What started as a small grassroots network of workers confronting poor conditions in retail and service jobs has grown into a province-wide organization supporting workers across many non-unionized sectors. Along the way, RAN evolved into the Worker Solidarity Network to reflect a broader movement, one rooted in solidarity across industries, communities, and struggles. This has not only shaped WSN's direction but strengthened the broader fight for dignity and justice for all workers.

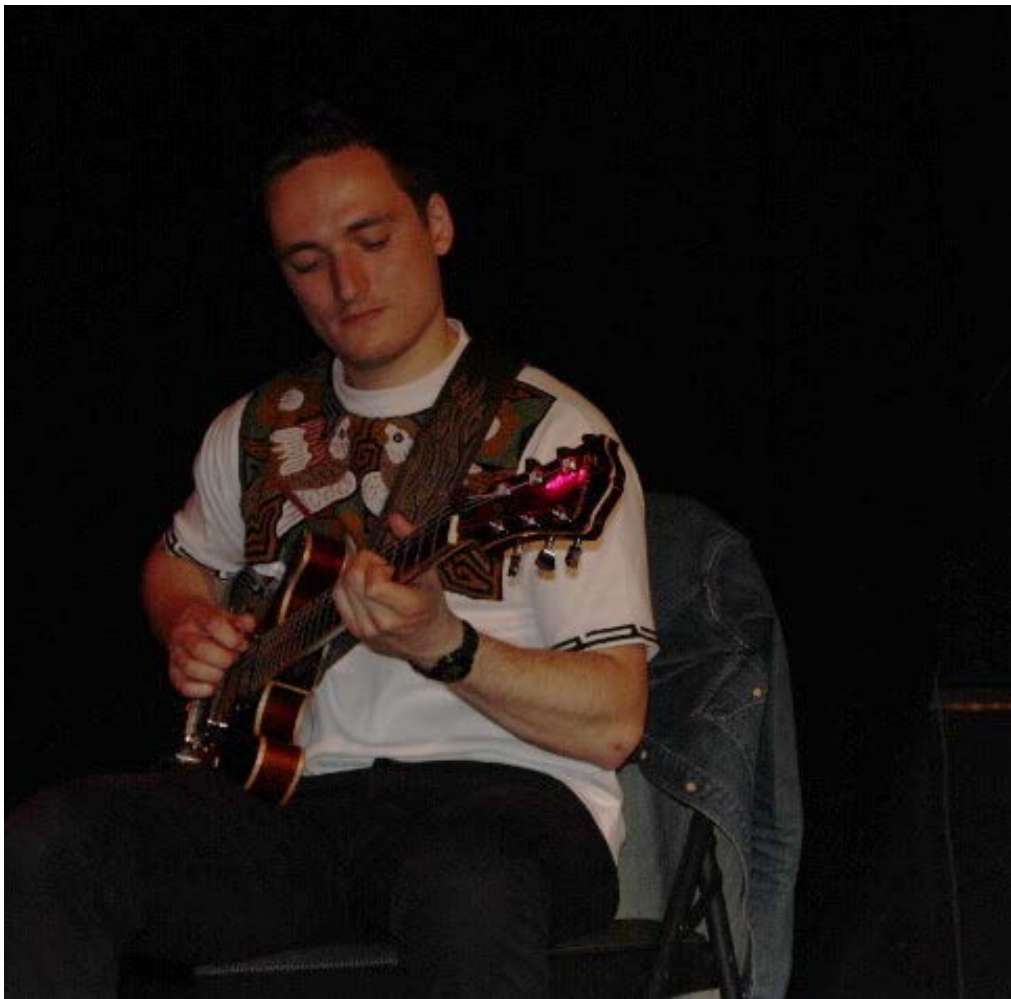
For the past decade, WSN has organized alongside workers facing wage theft, unsafe conditions, discrimination, and retaliation. We have built campaigns grounded in direct action, worker leadership, and collective organizing. Through know-your-rights education, workplace support, public pressure campaigns, and community organizing, workers have fought back against the systems that rely on exploitation and fear.

Together, workers have recovered more than \$500,000 in stolen wages and compensation directly back into workers' pockets. These victories represent more than financial recovery, they represent workers standing together and refusing to accept exploitation as normal.

From campaigns against tip theft, to guacamole nights for migrant justice organizing, from bake sales and art builds to rallies and public actions, and finally, to winning 5 paid sick days with workers and the removal of liquor server wage, WSN has always understood that worker power is built through relationships, collective action, and showing up for one another in struggle.























2025: Year in review

In 2025, WSN supported workers through direct support, advocacy, organizing, political education, and community-building initiatives that strengthened solidarity across sectors and communities. From launching our first-ever Workers Rising conference, to supporting worker-led campaigns, to showing up in solidarity on striking workers' picket lines, we created spaces where workers could connect, learn, and build collective power together. As you read through this report, we invite you to reflect on the victories, challenges, and growing movement that defined 2025, and to imagine with us the future we are continuing to build together.



Board of directors

We would like to extend our sincere gratitude to the Board of Directors for their continued support and trust. Their leadership and guidance are invaluable, and we deeply appreciate their contributions to our shared success.

Sartaj Biring, President
Spencer Lachmanec, Vice President
Patrick Johnson, Treasurer
Wes Carroll, Secretary
German Ocampo, Member at Large
Austen Adams, Member at Large
Dominc Gibbs, Member at Large
Emma White, Member at Large
Astra Lund-Phillips, Member at Large

Fighting wage theft

The Solidarity Stewards Program has continued to support workers as they take action to recover stolen wages and assert their rights in the workplace, including cases involving wage theft, discrimination, and retaliation. Workers are increasingly coming forward to demand what they are rightfully owed and challenge workplace injustices directly. Since expanding our scope to include human rights support, we have seen an increase in workers seeking assistance through the program and taking steps to hold employers accountable. In 2025, we strengthened accessibility by offering language translations, developing translated materials, and translating our Request Support Form into multiple languages. These improvements have helped more workers access support as they organize to claim their wages and rights.

2150 workers reached last year

\$42,824 wages recovered by and for workers
1500 Know Your Rights materials distributed
111 workers received legal advocacy supports
22 Know Your Rights workshops
22 Street Team outreach days

Solidarity with striking workers

WSN's street teams showed up with full force on striking workers' picket lines in 2025, standing shoulder to shoulder in active solidarity. Members also sent letters to management and decision makers to keep up the pressure and amplify workers' demands beyond the picket line. We know that when we stand together in solidarity, it lifts the floor for all workers across the province, strengthening protections, wages, and conditions far beyond any single workplace.





Strike to Win bowling fundraiser

The “Strike to Win” bowling fundraiser brought together workers, labour, and community supporters for an evening of fun, solidarity, and team spirit. Thanks to the generous donations of our supporters, we raised \$11,000 to strengthen WSN’s ongoing efforts to support workers organizing for dignity, safety, and justice in their workplaces.

Laughs for Labour

The comedy night fundraiser brought community members together for an evening of laughter and solidarity. Through strong outreach and community participation, the event raised over \$350 to support WSN’s ongoing organizing and advocacy.

Commie Bop

This night highlighted the important role that arts and culture play in building strong and resilient movements. The Commie Bop fundraiser raised \$420 and brought together live music, solidarity, and community for a vibrant evening celebrating worker power.





Supporting low wage and non-unionized workers through legal advocacy, education, and community organizing is made possible all thanks to our funders and supporters.





CLIMATE
JUSTICE
IS LABOUR
JUSTICE

Work
Solid
Net