

CALL TO ORDER with President Jason Lucas in the Chair at

MINUTE OF SILENCE Please stand if you are able for a minute of silence for workers injured and or killed on the job.

EQUALITY STATEMENT: Reading of the equality statement.

LAND ACKNOWLEDGMENT: We will begin by acknowledging that the land on which we gather is the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississauga’s. This land is covered by the Dish with One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinabek to share and care for the resources around the Great Lakes

EXECUTIVE ROLL CALL	PRESENT	ABSENT
Jason Lucas, President		
Deann Smith, Vice President		
Jodi Coville, Executive Administrator		
Steve Rothwell, Treasurer		
Ann Jenkins, 2 nd Vice President		X
Virginia Stonehouse, Education Coordinator		
Ruth Graves, Social Planning Coordinator		X
Dorothy Heuck, Equity Coordinator		
Tracey Provo, City Inside Vice President		
Bobby Barnett, City Outside Vice President		
James Drury, Airport Vice President		
Marlene Blair, DARTS Vice President		X
Paula Masys-Pollock, Good Shepherd Vice President		
Andrew Swayze, Lodges Vice President		
David Rapson, RBG Vice President		
Michelle Semonovitch, SMH Vice President		

APPLICATION FOR MEMBERSHIP

Adams	Blair	City Inside
Kaur	Navneet	GSWS
Clementinho	Cristovao	City Outside
Moser	Matthew	City Outside
Kimsto	Andres	City Outside
Dalip	Shawn	City Outside
Raposo	Justin	City Inside
Dallman	Derek	City Inside
Burley	Brent	City Inside
Casha	Allexia	City Inside
Awuku	Joyce	GSWS
Hood	Jessica	SMH
Hammoud	Hiba	SMH

To approve all applications for membership.

Mover:	Seconders:	m/s/
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MINUTES

To approve the minutes of the January 26, 2026 Membership Meeting

Mover:	Seconders:	m/s
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MATTERS ARISING FROM THE MINUTES

None

COMMUNICATIONS

CUPE National

- | | |
|---|---|
| 1 | National President Report |
| 2 | National Executive Board Highlights |
| 3 | National Secretary – Treasurer’s Report |
| 4 | Global Justice Calendar |

Other

5	Thank you letter from CUPE 1281 for our donation	
6	Thank you letter from Good Shepherd for our donation	
7	Thank you letter from Neighbour to Neighbour for our donation	
To accept all correspondence.		
Mover:	Seconders:	m/s/

TREASURER REPORT

To accept January 2026 income statement and defense fund reports.		
Mover:	Seconders:	m/s/

DONATIONS

Donations Budget: \$15,000.00		Year to date spent \$0
Category	Nature of Request	Ex. Bd. Recommendation
CUPE	Local 5564 is a small local and has been on strike	\$500.00
CUPE	Social Service Conference requested monetary donation or Local Swag to be used as prizes for the conference	3 swag bags

EXECUTIVE REPORTS

Jason Lucas, President	
Deann Smith, Vice President	Provided
Jodi Coville, Executive Administrator	Provided
Steve Rothwell, Treasurer	Provided
Ann Jenkins, 2 nd Vice President	
Virginia Stonehouse, Education Coordinator	Provided
Ruth Graves, Social Planning Coordinator	Provided
Dorothy Heuck, Equity Coordinator	Provided
Tracey Provo, City Inside Vice President	Provided

Bobby Barnett, City Outside Vice President		
James Drury, Airport Vice President		Provided
Marlene Blair, DARTS Vice President		
Paula Masys-Pollock, Good Shepherd Vice President		Provided
Andrew Swayze, Lodges Vice President		Provided
David Rapson, RBG Vice President		
Michelle Semonovitch, SMH Vice President		
To receive all executive reports.		
Mover:	Second:	m/s/

REPORTS OF COMMITTEES AND DELEGATES

None

To accept all delegate reports.		
Mover:	Second:	m/s/

UNFINISHED BUSINESS

1. **LRT/Metrolinx:** We look to move on final costs and outstanding trial process.

NOMINATIONS AND ELECTION

1. **HDLC Delegates** : Zina Krawiec and Joe Felix
2. **Wentworth LMC:** Sarah McIntee
3. **SSWCC Delegates:** Nazanin Ali Sharif, Alyson Kowalchuk, Ida Mushid Tshombe
4. **OMW Delegates:** Chandis Wilde, Anthony Bechamp. There will be a runoff vote for Brian Roach, Mario Catacchio, and Michelle Bowerman. Only the members that voted will be notified to revote.
5. **Equity Committee** – 2 Members at Large – look for workplace notice and social media.

NEW BUSINESS

None

GOOD OF THE UNION

1. **Rose MacGowan Family Day Draw** – One Night Stay at Great Wolf Lodge (\$500.00 max.)
2. February is **Black History Month**
3. **Educational Opportunities!!**
4. **Health and Safety Committee** Police Presentation – March 2, 2026 430pm
5. **Spring Fling** – Saturday, March 28, 2026 930am to 1200pm
6. **Equity Committee Hygiene Product Drive** Collecting products for the month of March, watch for the workplace notice and social media!

7. Janaury month’s winners

1 Swag	George Bullis
2 Swag	Rick S
3 Swag	Zina
4 Swag	Ali Frank
5 Swag	Gordon Lyons

1 Swag	
2 Swag	
3 Swag	
4 Swag	
5 Swag	

ADJOURNMENT:

To adjourn at		
Mover:	Seconder:	m/s/

CALL TO ORDER with President Jason Lucas in the Chair at 605pm

MINUTE OF SILENCE Please stand if you are able for a minute of silence for workers injured and or killed on the job. Stan Czajkowsky, City Unit, Andy Meijerink Macassa, Lodge and Sheena Garneau, Good Shepherd have passed away.

EQUALITY STATEMENT: Reading of the equality statement.

LAND ACKNOWLEDGMENT: We will begin by acknowledging that the land on which we gather is the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississauga’s. This land is covered by the Dish with One Spoon Wampum Belt Covenant, which was an agreement between the Haudenosaunee and Anishinabek to share and care for the resources around the Great Lakes.

EXECUTIVE ROLL CALL	PRESENT	ABSENT
Jason Lucas, President	X	
Deann Smith, Vice President	X	
Jodi Coville, Executive Administrator	X	
Steve Rothwell, Treasurer	X	
Ann Jenkins, 2 nd Vice President		X
Virginia Stonehouse, Education Coordinator	X	
Ruth Graves, Social Planning Coordinator	X	
Dorothy Heuck, Equity Coordinator	X	
Tracey Provo, City Inside Vice President	X	
Bobby Barnett, City Outside Vice President	X	
James Drury, Airport Vice President		
Marlene Blair, DARTS Vice President	X	
Paula Masys-Pollock, Good Shepherd Vice President	X	
Andrew Swayze, Lodges Vice President	X	
David Rapson, RBG Vice President		X
Michelle Semonovitch, SMH Vice President		X

APPLICATION FOR MEMBERSHIP

Holmes	Bradley	City Outside
Mattuzzi	Joseph (Ryan)	DARTS
Wolek	Jay	Airport
MacLean	Jamie	RBG
Gorchinsky	Lisa	City Inside
Yates	Ted	City Inside
Raposo	Aidan	City Inside
Beltrano	Marco	City Inside
Haidary	Rahim	DARTS ATO
Juan	Mejia	DARTS ATO
Guichard	Tommy	DARTS ATO
Kowalchyk	Alyson	GSWS
Bullis	George	City Inside

To approve all applications for membership.		
Mover: Dawnmarie	Seconder: Marlene	m/s/carried

MINUTES

To approve the minutes of the November 24, 2025 Membership Meeting.		
Mover: Dawnmarie	Seconder: Michelle	m/s/carried

MATTERS ARISING FROM THE MINUTES

None

COMMUNICATIONS

CUPE Ontario	
1	Economy at Work – CUPE’s economic and bargaining newsletter
Other	
2	Thank you letter from City Kidz
3	Thank you letter from Ed Thomas for our Donation
4	Thank you from SMH for contribution to Adopt a Family/Seniors Holiday Program

To accept all correspondence.

Mover: Dawnmarie

Seconder: Zina

m/s/carried

TREASURER REPORT

To accept the income statement and defense fund reports for November and December 2025.

Mover: Steve

Seconder: Dawnmarie

m/s/carried

DONATIONS

Donations Budget: \$15,000.00

Year to date spent \$0

Category	Nature of Request	Ex. Bd. Recommendation
CUPE	Mike Stokes Memorial Weeklong School requests a donation door prizes and raffles	To receive Information Only
Non CUPE	Sacha's 50 th Anniversary Gala requests a donation	To receive Information Only
Non CUPE	United Way requests a donation	To receive Information Only
Non CUPE	Hamilton ACORN End of Year Dinner and Concert	To receive Information Only
CUPE	Local 1281-33 has been on strike since October 27	\$500.00 - 2025 Information Only
NON CUPE	Holy Trinity Polish National Catholic Church	\$500.00 - 2025 Information Only
NON CUPE	Holy Trinity Polish National Catholic Church	\$1200 FOR 2026 Zina/Dawnmarie/carried

EXECUTIVE REPORTS

Jason Lucas, President	Provided
Deann Smith, Vice President	Provided
Jodi Coville, Executive Administrator	Provided
Steve Rothwell, Treasurer	Provided
Ann Jenkins, 2 nd Vice President	Provided
Virginia Stonehouse, Education Coordinator	Provided

Ruth Graves, Social Planning Coordinator	Provided
Dorothy Heuck, Equity Coordinator	Provided
Tracey Provo, City Inside Vice President	Provided
Bobby Barnett, City Outside Vice President	Provided
James Drury, Airport Vice President	Provided
Marlene Blair, DARTS Vice President	Provided
Paula Masys-Pollock, Good Shepherd Vice President	Provided
Andrew Swayze, Lodges Vice President	Provided
David Rapson, RBG Vice President	
Michelle Semonovitch, SMH Vice President	
To receive all executive reports.	
Mover: Dawnmarie	Seconder: Rick m/s/ carried

REPORTS OF COMMITTEES AND DELEGATES

1. **CUPE Racial Justice & Human Rights Conference 2025 – November 25-27, 2025 (Submit no later than January GMM)**

Paula Masys-Pollock	Provided - January
Cyndy Bramwell	Provided – November
To receive all delegate reports.	
Mover: Dawnmarie	Seconder: Zina m/s/ carried

UNFINISHED BUSINESS

1. **LRT/Metrolinx:** We look to move on final costs and outstanding trial this year.

Signing Officers have a meeting tomorrow.

NOMINATIONS AND ELECTION

1. Airport Ratification Vote passed – Title change Security Officers to Terminal Operations Officer.
2. St. Matthew’s House Unit needs one member for the Bargaining Team – still no interest.
3. HDLC – 15 Delegates: Application deadline: January 31, 2026 at 4pm
4. City Strike Team: Application deadline: February 6, 2026 at 4pm

NEW BUSINESS

1. Flagpole

To purchase a refurbished commercial pole, heavy duty 24', 5" one-piece aluminum pole from A1 Flags. \$1800 installed in the front yard.

Mover: Zina	Seconder: Dawnmarie	m/s/carried
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2. CUPE OD SSWCC Conference – March 10 to March 13 (Ottawa)

To send the Vice President, Good Shepherd VP, SMH VP and 3 members from the social services sector in good standing (City, GS, SMH).

Mover: Rick	Seconder: Dawnmarie	m/s/carried
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3. CUPE OD OMW Conference – April 7 to April 11 (Ottawa)

To send the President, City Inside VP, City Outside VP and 3 municipal workers in good standing (City).

Mover: Rick	Seconder: Dawnmarie	m/s/carried
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4. CUPE OD CUPE Ontario Convention – May 27 to May 30 (Toronto)

To send the 2nd VP, SMH VP and 2 members in good standing.

Mover: Zina	Seconder: Dawnmarie	m/s/carried
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GOOD OF THE UNION

1. Happy New Year

2. February is Black History Month
3. Education Opportunities!!

4. Novembers month's winners

1 Swag	Michelle B
2 Swag	Ed T
3 Swag	Anthony B
4 Swag	Alicno
5 Swag	Evan J

1 Swag	George Bullis
2 Swag	Rick S
3 Swag	Zina
4 Swag	Frank
5 Swag	Lyons

ADJOURNMENT:

To adjourn at

Mover: Zina

Seconder: Tracey

m/s/carried



Canadian Union of Public Employees • Local 1281

25 Wood Street, Suite 102, Toronto, Ontario, M4Y 2P9
416.551.0057 F: 647.350.4049 admin@cupe1281.ca

www.cupe1281.ca

January 15, 2026

Dear President Lucas and CUPE Local 5167,

On behalf of all of the members of CUPE 1281 — the union representing the staff of the York University Faculty Association (YUFA) - we want to extend our heartfelt thanks for your generous donation in support of their strike efforts.

As you may know, CUPE 1281 YUFA Sub-local workers commenced strike action on October 27th, 2025, after months of trying to bargain a fair renewal collective agreement. The workers represented by the Sub-Local play a vital role in supporting YUFA and its members. They made the difficult decision to take job action in the face of a deeply concessionary package from their employer: an all out attack on their Collective Agreement, and an attempt to fundamentally restructure their work and workplace. They went on strike to protect job security, protect against contracting out, and protect against union busting. The Sub -Local went on strike for stronger health and safety language, seeking greater protections in a historically toxic workplace.

Your contribution truly made a difference. Every strike donation helps sustain members and their families during this strike, and strengthens our collective ability to stand together. Beyond material support, your solidarity sends a powerful message: workers who fight for fairness, respect and safe workplaces are not alone!

We deeply appreciate your support. Your commitment makes our struggle more sustainable and reinforces that this fight is part of a broader movement for equitable workplaces.

Thank you again for standing with us.

In solidarity,

CUPE 1281

And CUPE 1281 YUFA Sub-Local: Alison Fisher, Kristin Skinner, Manuel Marqués, Mariful Alam, Nicole Leach, Baolinh Dang, Kenley Ku, and Erin Black

From: [Executive Administrator - Jodi Coville](#)
To: [OFFICE of CUPE Local 5167](#)
Subject: Fw: Support striking CUPE 5564 members
Date: Friday, January 23, 2026 2:18:07 PM

Hi Le,

Please add to the February EBM under Donations.

Thank you,

Jodi

Jodi Coville

Executive Administrator/Chief Steward

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From: Mark Hancock and Candace Rennick <webmaster@cupe.ca>

Sent: Monday, January 19, 2026 2:57 PM

To: Executive Administrator - Jodi Coville <administrator@cupe5167.org>

Subject: Support striking CUPE 5564 members



TO ALL CUPE CHARTERED ORGANIZATIONS

Dear Sisters, Brothers, and Friends:

Since November 16, the 30 members of CUPE 5564, have been on strike. Their employer, Autobus Fleur de Lys, is a private company in the town of Shawinigan that was awarded the contract to provide public transit services in the community. Among other things, our members are fighting for the right to take breaks during shifts that can last up to 10 consecutive hours, as well as for improvements to their wages. Currently, maintenance staff earn \$17.80 per hour, while drivers earn \$20.81 per hour.

The members of CUPE 5564 are facing an employer that has taken a troubling anti-union stance, including the dismissal of the local president just three days before the strike began.

CUPE 5564 is a small local and is in urgent need of solidarity. We are calling on all chartered organizations across the country to send letters of support and make financial contributions to assist the local.

Letters of support can be sent to syndicat-scfp5564@outlook.com.

Donations can be directed to CUPE Local 5564, c/o Quebec Regional Office, 565 Crémazie Boulevard East, Suite 7100, Montréal, Quebec, H2M 2V9. Electronic funds transfers (EFTs) can be sent to cgirard@cupe.ca.

In solidarity,



MARK HANCOCK
National President



CANDACE RENNICK
National Secretary-Treasurer



GLOBAL JUSTICE MONDIALE

CALENDAR/CALENDRIER 2026

A person wearing a green hooded jacket is holding a protest sign. The sign is made of cardboard and has the following text: "THEY BLAME immigrants SO YOU WON'T BLAME Billionaires". The word "Billionaires" is written in green, while the rest is in black. To the right of the text are three green dollar signs (\$ \$ \$). The background shows a city street with buildings and other protesters, including one with a white umbrella.

THEY BLAME \$ \$ \$
immigrants SO YOU
WON'T BLAME Billionaires



Members of the European Federation of Public Service Unions (EPSU) mark the 80th anniversary of the defeat of fascism in Europe. They gathered in Brussels in 2025 to pay tribute to past resistance fighters and warn of renewed threats. Fascism is a far-right belief system where a small, powerful group controls the country. Fascist leaders often take away people's rights and rely on the military to keep power. Our history of anti-fascist activism has important lessons for today's struggles.

Des membres de la Fédération syndicale européenne des services publics célèbrent le 80^e anniversaire de la victoire contre le fascisme en Europe. La réunion organisée à Bruxelles en 2025 a été l'occasion de s'inspirer des luttes passées et de se préparer à affronter les nouvelles menaces. Le fascisme est un système idéologique d'extrême droite dans lequel une poignée de gens contrôlent un pays. Les fascistes privent fréquemment la population de ses droits et se servent de l'armée pour conserver le pouvoir. L'histoire du militantisme antifasciste continue de guider nos batailles.

S/D M/L T/M W/M T/J F/V S/S
 1 2 3 4 5 6
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 14 15 16 17 18 19 20
 21 22 23 24 25 26 27
 28 29 30 31

S/D M/L T/M W/M T/J F/V S/S
 1 2 3 4 5 6 7
 8 9 10 11 12 13 14
 15 16 17 18 19 20 21
 22 23 24 25 26 27 28

JANUARY • JANVIER

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
				1 New Year's Day / Jour de l'An Kwanzaa Ends / Fin de Kwanzaa	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19 Martin Luther King Day (USA) / Journée Martin Luther King (É.-U.)	20	21	22	23	24
25	26	27 International Day of Commemoration in Memory of the Victims of the Holocaust / Journée internationale dédiée à la mémoire des victimes de l'Holocauste	28	29 National Day of Remembrance of the Québec City Mosque Attack and Action against Islamophobia / Journée nationale de commémoration de l'attentat à la mosquée de Québec et d'action contre l'islamophobie	30	31





Workers demand the impeachment of the South Korean president after he declared martial law in December 2024. Under martial law, military rule limits basic rights like the freedom to go on strike, speak out, or travel. Unions and social movements mobilized thousands of workers to overturn the undemocratic law and remove the president. These victories are a step toward social change and better conditions for workers.

Des manifestant(e)s réclament la destitution du président sud-coréen à la suite de l'imposition de la loi martiale en décembre 2024. Sous la loi martiale, le régime militaire restreint certains droits fondamentaux, notamment la possibilité de faire la grève et le droit de s'exprimer et de circuler librement. Les syndicats et les mouvements sociaux ont mobilisé des milliers de travailleuses et travailleurs pour réclamer l'abolition de cette loi antidémocratique et la destitution du président. Ces victoires marquent une étape importante vers une société plus juste et de meilleures conditions de travail.

Photo: Korean Public Service and Transport Workers' Union (KPTU)

Photo : Syndicat des travailleuses et travailleurs de la fonction publique et des transports de la Corée (KPTU)

JAN/JAN 2026

S/D M/L T/M W/M T/J F/V S/S
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MAR/MAR 2026

S/D M/L T/M W/M T/J F/V S/S
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FEBRUARY • FÉVRIER

Black History Month • Mois de l'histoire des Noirs

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

DIMANCHE

LUNDI

MARDI

MERCREDI

JEUDI

VENDREDI

SAMEDI

1

2

3

4

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11

12

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14

Valentine's Day /
Saint-Valentin

15

16

17

18

19

20

21

Provincial holiday
(except QC, NL) /
Jour férié provincial
(sauf au Québec et
à T.-N.-L.)

Lunar New Year /
Nouvel An lunaire
Ramadan begins *Date
may vary depending
on the lunar cycle. /
Début du ramadan
*La date peut varier
selon le cycle lunaire.

22

23

24

25

26

27

28





Participants rally during the 2025 United Nations Commission on the Status of Women. Unions and civil society organizations play a critical role at the annual gathering in New York City, urging governments to step up progress on women's rights and gender justice. The labour delegation won stronger language on decent work, care work and social protection in the final declaration. Labour activists also criticized the statement for its weak language on sexual and reproductive health rights, and for including privatization.

Manifestation lors de la Commission de la condition de la femme des Nations Unies de 2025. Les syndicats et organisations de la société civile jouent un rôle déterminant lors du rassemblement annuel à New York pour l'avancement des droits des femmes et de la justice de genre. La délégation syndicale a su faire valoir l'importance de renforcer les engagements sur le travail décent, la prestation de soins et la protection sociale dans la déclaration finale. Les syndicalistes ont toutefois dénoncé la promotion de la privatisation et l'absence d'engagements en matière de santé sexuelle et reproductive dans la déclaration.

S/D M/L T/M W/M T/J F/V S/S
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S/D M/L T/M W/M T/J F/V S/S
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MARCH • MARS

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
1	2	3	4	5	6	7
8 International Women's Day / Journée internationale des droits des femmes Daylight Saving Time begins / Début de l'heure avancée	9	10	11	12	13	14
15 International Day Against Police Brutality / Journée internationale contre la brutalité policière	16	17 St. Patrick's Day / Saint-Patrick	18	19 Eid-Al-Fitr (Ramadan ends) *Celebrated for 2-3 days in most Muslim countries. / Aid-el-Fitr (fin du ramadan) *Célébrée pendant 2-3 jours dans la plupart des pays musulmans.	20	21 International Day for the Elimination of Racial Discrimination / Journée internationale pour l'élimination de la discrimination raciale
22 World Water Day / Journée mondiale de l'eau	23	24	25 International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade / Journée internationale de commémoration des victimes de l'esclavage et de la traite transatlantique des esclaves	26	27	28
29	30	31				





Biodiversity Jenga, a 21-foot-tall art installation in Colombia, urges people to protect the wide variety of life on Earth. Artist and activist Benjamin Von Wong designed the piece for the 2024 United Nations Biodiversity Conference. These conferences aim to reverse the planet's accelerating loss of biodiversity. In a typical game of Jenga, blocks are pulled out until the tower collapses. Here, the message is that it's not too late to push the building blocks of life back into place.

Cette œuvre d'art monumentale de plus de six mètres se trouve en Colombie. Elle vise à sensibiliser le public à l'importance de préserver la biodiversité mondiale. L'artiste et activiste Benjamin Von Wong a réalisé cette œuvre à l'occasion de la Conférence des Nations Unies sur la biodiversité de 2024. Ces conférences visent à freiner le déclin rapide de la biodiversité à l'échelle mondiale. Pendant une partie de Jenga, il faut retirer un à un les blocs jusqu'à ce que la tour s'écroule. L'œuvre vise à rappeler qu'il n'est pas trop tard pour restaurer l'équilibre en remettant chaque bloc à sa place.

APRIL • AVRIL

Sikh Heritage Month • Mois du patrimoine sikh

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
			1 Pesach, Passover begins / Début de Pessah (Pâque juive)	2	3 Good Friday / Vendredi saint	4 Refugee Rights Day / Journée des droits des réfugiés
5 Easter Sunday / Dimanche de Pâques	6 Easter Monday / Lundi de Pâques	7	8 International Day of Pink / Journée rose internationale	9 Pesach, Passover ends / Fin de Pessah (Pâque juive)	10	11
12	13	14 Vaisakhi	15	16	17 Palestinian Political Prisoners' Day / Journée des prisonniers politiques palestiniens	18
19	20	21	22 Earth Day / Jour de la Terre	23	24	25
26	27 Freedom Day (South Africa) / Jour de la liberté (Afrique du Sud)	28 Workers' Day of Mourning / Jour de deuil des travailleuses et travailleurs	29	30		





Garment worker activists in Bangladesh mark International Workers' Day 2025 by calling for maternity leave in the female-dominated sector to be extended to 6 months, and for effective anti-harassment committees to stop workplace violence against women. On International Workers' Day, we celebrate the labour movement's victories and continue the global fight for workers' rights, equity and economic justice. May 1 commemorates the 1886 Haymarket Square massacre of protesters in Chicago demanding workers' rights.

Pour la Journée internationale des travailleuses et travailleurs, des militantes réclament que le congé de maternité soit porté à six mois et que des comités luttent contre la violence faite aux femmes dans le secteur du textile, à prédominance féminine. Cette journée est l'occasion de célébrer les victoires du mouvement syndical et de poursuivre, partout dans le monde, notre lutte pour les droits du travail, l'équité et la justice économique. Le 1^{er} mai commémore les victimes du massacre de Haymarket Square survenu en 1886 à Chicago lors d'une manifestation pour les droits des travailleuses et travailleurs.

S/D M/L T/M W/M T/J F/V S/S
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S/D M/L T/M W/M T/J F/V S/S
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 28 29 30

MAY • MAI

Asian Heritage Month • Mois du patrimoine asiatique
 Jewish Heritage Month • Mois du patrimoine juif

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
					1 May Day - International Workers' Day / Journée internationale des travailleuses et des travailleurs	2
3	4	5 Cinco de Mayo (Mexico / Mexique)	6	7	8	9
10 Mother's Day / Fête des Mères	11	12	13	14	15	16
17 International Day Against Homophobia, Transphobia and Biphobia / Journée internationale contre l'homophobie, la transphobie et la biphobie	18 Victoria Day, National Patriots' Day (in Québec) / Fête de la Reine, Journée nationale des patriotes (au Québec)	19	20	21	22	23
24	25	26 Eid-ul-Adha *Celebrated for 3-4 days. / Aïd-el-Adha *Célébrée pendant 3-4 jours.	27	28	29	30
31						





Participants in a 2023 International Grandmothers Gathering in Uganda. For decades, grandmothers in Africa have cared for children orphaned by the HIV/AIDS crisis. They have carried the weight of the crisis and have grown into a movement of leaders in the Grandmothers to Grandmothers campaign. At international gatherings, grandmothers tackle challenges including discrimination based on gender, age, and HIV status. They also celebrate their courage to advocate for their families and communities.

Des participantes au rassemblement international des grands-mères, en Ouganda, en 2023. Des grands-mères africaines s'occupent depuis des décennies d'orphelin(e)s de la crise du VIH/sida. De par leur rôle déterminant dans cette crise, elles sont devenues les leaders du mouvement *Grandmothers to Grandmothers*. Lors de rassemblements internationaux, ces grands-mères s'attaquent à de nombreux problèmes, comme la discrimination liée au genre, à l'âge et au VIH. Elles célèbrent également le courage dont elles font preuve pour défendre leurs familles et leurs communautés.

S/D	M/L	T/M	W/M	T/J	F/V	S/S
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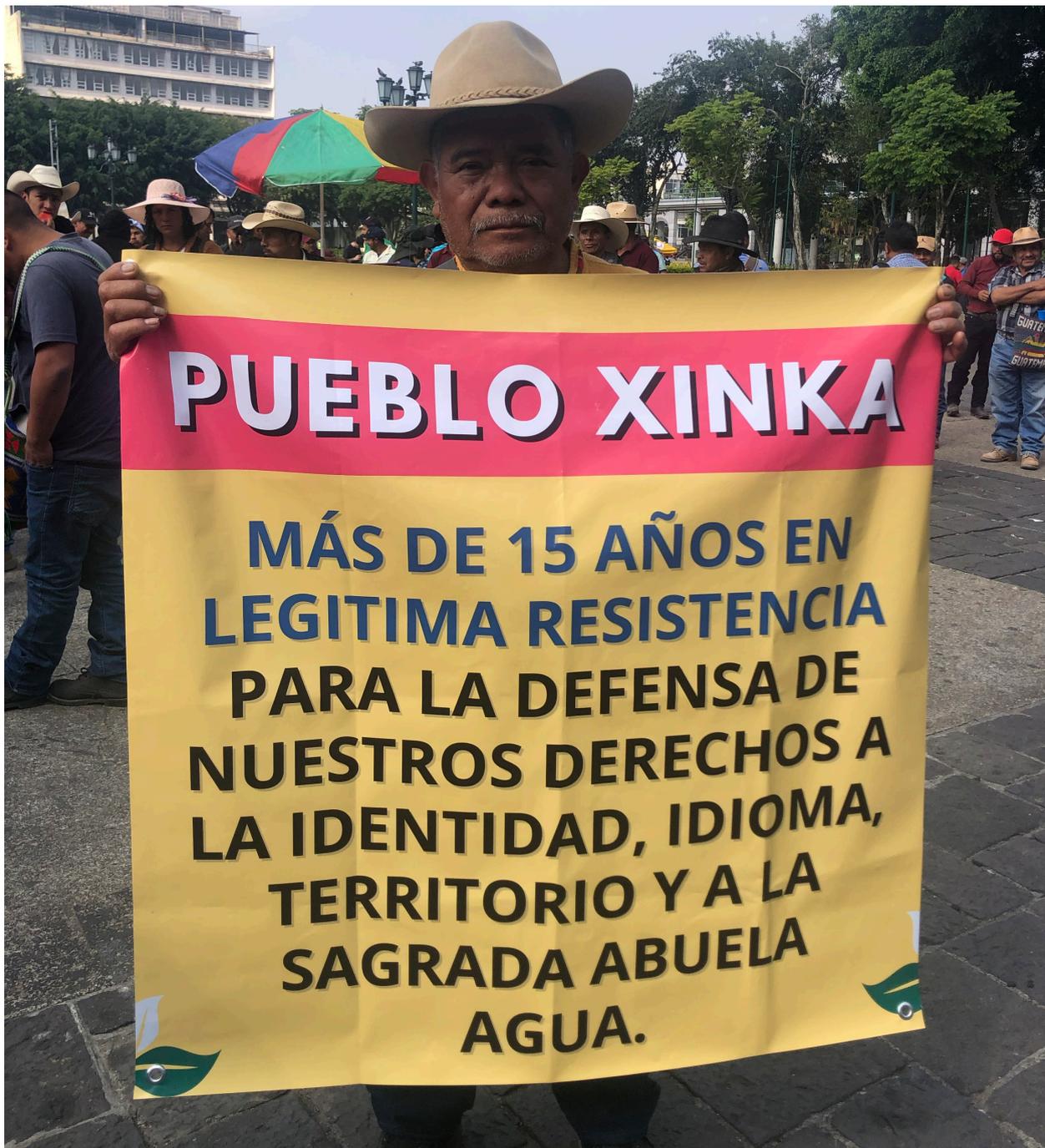
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JUNE • JUIN

National Indigenous History Month •
Mois national de l'histoire autochtone

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
	1	2	3	4	5	6
7	8	9	10	11	12 Independence Day (Philippines) / Jour de l'indépendance (Philippines) World Day Against Child Labour / Journée mondiale contre le travail des enfants	13
14	15	16 Islamic New Year *Celebrations start evening before. / Nouvel An musulman *Les célébrations débutent le soir précédent.	17	18	19 Juneteenth (USA / É.-U.)	20 World Refugee Day / Journée mondiale des réfugiés
21 National Indigenous Peoples Day / Journée nationale des peuples autochtones Father's Day / Fête des Pères	22	23 UN Public Service Day / Journée des Nations Unies pour la fonction publique	24 Saint-Jean-Baptiste (Quebec's national holiday / Fête nationale du Québec)	25 Ashura	26	27
28	29	30				





An opponent of the Escobal silver mine in Guatemala honours the Indigenous Xinka people's struggle to defend their sacred water, their identity, language and territory. Canadian company Pan American Silver owns this mine, which is not currently operating. After seven years of consultations the Xinka have refused consent to reopen the mine, saying the government can't protect their rights or their land. There is strong international support for the Xinka people's right to self-determination.

Un homme s'oppose à la mine d'argent Escobal au Guatemala et rend hommage à la lutte du peuple autochtone xinka pour protéger son eau, une ressource sacrée, son identité, sa langue et son territoire. La société canadienne Pan American Silver est propriétaire de cette mine, qui n'est pas exploitée à l'heure actuelle. Après sept ans de consultations, le peuple xinka a refusé d'autoriser la réouverture de la mine, en déclarant que le gouvernement est incapable de protéger ses droits et son territoire. Le droit à l'autodétermination du peuple xinka bénéficie d'un large soutien à l'échelle internationale.

JUNE/JUIN 2026

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AUG/AOÛT 2026

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JULY • JUILLET

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

DIMANCHE

LUNDI

MARDI

MERCREDI

JEUDI

VENDREDI

SAMEDI

1

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Canada Day /
Fête du Canada

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A seed bank at the Mesoamerican Permaculture Institute (IMAP) in San Lucas Tolimán, Guatemala. Residents founded IMAP to tackle the environmental, social and cultural problems affecting their country. IMAP's seed bank helps rebuild ancestral seed strains used by the Mayan people. The institute also promotes sustainable living, biodiversity conservation, and organic food production. IMAP is preserving genetic and cultural heritage that improves the lives of all Guatemalans.

Banque de semences de l'Institut mésoaméricain de permaculture (IMAP) à San Lucas Tolimán, au Guatemala. Des membres de communautés autochtones locales ont fondé l'IMAP afin de s'attaquer aux problèmes environnementaux, sociaux et culturels qui touchent leur pays. Grâce à sa banque de semences, l'IMAP favorise la restauration de variétés ancestrales utilisées par les peuples mayas. L'institut soutient également l'adoption de modes de vie durables, la conservation de la biodiversité et la production d'aliments biologiques. En préservant ce patrimoine culturel et génétique, l'IMAP contribue à améliorer la qualité de vie au Guatemala.

JUL/JULI 2026

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AUGUST • AOÛT

SEPT/SEPT 2026

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SUNDAY
DIMANCHE

MONDAY
LUNDI

TUESDAY
MARDI

WEDNESDAY
MERCREDI

THURSDAY
JEUDI

FRIDAY
VENDREDI

SATURDAY
SAMEDI

1

Emancipation Day /
Jour de l'émancipation

2

3

Civic Holiday /
Congé civique

4

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International Day
of the World's
Indigenous Peoples /
Journée internationale
des peuples
autochtones

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National Acadian
Day / Fête nationale
de l'Acadie

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International Overdose
Awareness Day / Journée
internationale
de sensibilisation
aux surdoses





A leader of the Black Community Process (PCN), a network of over 140 grassroots organizations based in Buenaventura, Colombia. Buenaventura is home to the country's largest port, but remains one of Colombia's poorest cities despite the enormous wealth flowing through it. The Black Community Process organizes to ensure respect and recognition for the rights of Afro-descendant communities and provides support as they confront the powerful forces profiting from the trade route.

Une leader du Processus des communautés noires (PCN), un réseau qui regroupe plus de 140 organisations communautaires à Buenaventura, en Colombie. Buenaventura abrite le plus grand port du pays, mais demeure l'une des villes les plus pauvres de la Colombie en dépit des richesses qui y transitent. Le PCN s'efforce d'assurer le respect et la reconnaissance des droits des communautés afro-colombiennes, et leur offre du soutien dans leur lutte contre les puissants intérêts qui contrôlent la route commerciale.

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SEPTEMBER • SEPTEMBRE

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
		1	2	3	4	5
6	7 Labour Day / Fête du Travail	8 International Literacy Day / Journée internationale de l'alphabétisation	9	10	11 Rosh Hashanah, Jewish New Year, begins / Début de Roch Hachana (Nouvel An juif)	12
13 Rosh Hashanah, Jewish New Year, ends / Fin de Roch Hachana (Nouvel An juif)	14	15 International Day of Democracy / Journée internationale de la démocratie	16	17	18	19
20 Yom Kippur begins / Début de Yom Kippour	21 Yom Kippur ends / Fin de Yom Kippour International Day of Peace / Journée internationale de la paix	22	23	24	25	26
27	28	29	30 National Day for Truth and Reconciliation / Journée nationale de la vérité et de la réconciliation			





Street art in Masafer Yatta honours Land Day in Palestine. Land Day commemorates March 30, 1976, when Israeli forces killed six unarmed Palestinians and injured more than 100 others who were protesting Israel's confiscation of their land. Masafer Yatta is in the occupied West Bank, where illegal Israeli settlers and the Israeli military are threatening entire communities with violence and forced relocation. Murals throughout the region illustrate the commitment of Palestinians to fight for their land and freedom.

Ouvre urbaine à Masafer Yatta rendant hommage à la Journée de la Terre en Palestine. Cette journée commémore la tragédie du 30 mars 1976 au cours de laquelle les forces israéliennes ont tué six Palestiniens non armés et blessé plus de 100 autres personnes qui manifestaient contre la confiscation de leurs terres par Israël. Masafer Yatta se situe en Cisjordanie occupée, où des colons israéliens y vivent illégalement et l'armée israélienne utilise la violence et les déplacements forcés pour persécuter des communautés entières. Dans cette région, de nombreuses murales illustrent l'engagement des Palestinien(ne)s à défendre leur terre et leur liberté.

SEPT/SEPT 2026

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NOV/NOV 2026

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OCTOBER • OCTOBRE

Women's History Month • Mois de l'histoire des femmes

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

DIMANCHE

LUNDI

MARDI

MERCREDI

JEUDI

VENDREDI

SAMEDI

1

International Day of Older Persons / Journée internationale des personnes âgées

2

3

4

5

World Teachers' Day / Journée mondiale des enseignants

6

7

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10

Independence Day (Cuba) / Jour de l'indépendance (Cuba)

11

International Coming Out Day / Journée internationale du coming out

12

Thanksgiving Day / Action de grâces

13

14

15

International Day of Rural Women / Journée internationale des femmes rurales

16

17

International Day for the Eradication of Poverty / Journée internationale pour l'élimination de la pauvreté

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United Nations Day / Journée des Nations Unies

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Halloween





Migrant workers and their allies rally in Montreal in 2024, demanding status as a human right. Workers in Canada with temporary work permits have precarious lives because the federal government has reduced access to work permit extensions and permanent resident status. They face increased border security and forced removal from Canada. The real crisis is not about “too many people” entering the country. It’s about a system built to serve profits, not people.

Les travailleuses et travailleurs migrants, et leurs allié(e)s, ont manifesté à Montréal en 2024 afin de réclamer un statut en vertu de leurs droits fondamentaux. Au Canada, les personnes détenant un permis de travail temporaire vivent dans une plus grande précarité depuis que le gouvernement fédéral a restreint l'accès au renouvellement des permis et à la résidence permanente. Elles sont confrontées à un renforcement de la sécurité aux frontières et à des expulsions du Canada. La crise actuelle n'est pas liée au nombre d'immigrant(e)s. Le problème, c'est plutôt le système qui favorise le profit au détriment de la population.

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S/D	M/L	T/M	W/M	T/J	F/V	S/S
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20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER • NOVEMBRE

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
<p>1</p> <p>Daylight Saving Time ends / Fin de l'heure avancée</p> <p>Day of the Dead – children (Mexico) / Jour des Morts – enfants (Mexique)</p>	<p>2</p> <p>Day of the Dead – adults (Mexico) / Jour des Morts – adultes (Mexique)</p>	<p>3</p>	<p>4</p>	<p>5</p>	<p>6</p>	<p>7</p>
<p>8</p> <p>Diwali</p>	<p>9</p>	<p>10</p>	<p>11</p> <p>Remembrance Day / Jour du Souvenir</p>	<p>12</p>	<p>13</p>	<p>14</p>
<p>15</p>	<p>16</p>	<p>17</p>	<p>18</p>	<p>19</p>	<p>20</p> <p>Trans Day of Remembrance / Journée du souvenir trans</p>	<p>21</p>
<p>22</p> <p>National Housing Day / Journée nationale de l'habitation</p>	<p>23</p>	<p>24</p>	<p>25</p> <p>International Day for the Elimination of Violence Against Women / Journée internationale pour l'élimination de la violence à l'égard des femmes</p>	<p>26</p>	<p>27</p>	<p>28</p>
<p>29</p> <p>International Day of Solidarity with the Palestinian People / Journée internationale de solidarité avec le peuple palestinien</p>	<p>30</p>					





Workers from the Hanes maquila demand that the Honduran Ministry of Labour protect their rights after the corporation closed its factories without following the law. Maquilas are factories, often in free trade zones, where workers assemble raw materials into final products for export. In recent years more than 15,000 workers have lost their jobs after corporations shut down more than 20 factories, known as maquilas. Garment workers, who are mostly women, were deeply affected.

Des travailleuses d'une *maquila* de la compagnie Hanes réclament que le ministère du Travail du Honduras protège leurs droits devant les fermetures illégales d'usines. Les *maquilas* sont des usines souvent situées en zone de libre-échange où la main-d'œuvre transforme des matières premières en produits finis destinés à l'exportation. Plus de 15 000 personnes, principalement des femmes, ont perdu leur emploi au cours des dernières années en raison de la fermeture de plus de 20 *maquilas* par diverses entreprises.

NOV/NOV 2026

JAN/JAN 2027

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DECEMBER • DÉCEMBRE

SUNDAY DIMANCHE	MONDAY LUNDI	TUESDAY MARDI	WEDNESDAY MERCREDI	THURSDAY JEUDI	FRIDAY VENDREDI	SATURDAY SAMEDI
		1 World AIDS Day / Journée mondiale de lutte contre le sida	2 International Day for the Abolition of Slavery / Journée internationale pour l'abolition de l'esclavage	3 International Day of Persons with Disabilities / Journée internationale des personnes en situation de handicap	4 First night of Hanukkah / Première nuit de Hanoukka	5
6 National Day of Remembrance and Action to end Violence Against Women / Journée nationale de commémoration et d'action contre la violence faite aux femmes	7	8	9	10 Human Rights Day / Journée des droits de la personne	11	12 Last day of Hanukkah / Fin de Hanoukka
13	14	15	16	17	18 International Migrants Day / Journée internationale des migrants	19
20	21	22	23	24 Christmas Eve / Veille de Noël	25 Christmas Day / Noël	26 Kwanzaa begins / Début de Kwanzaa
27	28	29	30	31 New Year's Eve / Veille du jour de l'An		





Street art in Massy, France reminds us that the struggle continues – a message that resonates across the globe. There is strength in solidarity. When we unite as workers and connect our fights, we are a powerful force. Together, we will overcome our collective challenges and build a better world.

L'art urbain à Massy, en France, nous rappelle que le combat continue : un message qui résonne partout dans le monde. Notre solidarité est notre force. Lorsque nous nous unissons en tant que travailleuses et travailleurs et tissons des liens entre nos combats, notre portée est colossale. Ensemble, relevons nos défis collectifs pour construire un monde meilleur.

NOTES

CUPE International Solidarity

Solidarity with the global labour movement and support for the struggles of our sisters, brothers and comrades internationally is a priority for the Canadian Union of Public Employees (CUPE). International solidarity connects us with workers across borders who share common struggles.

Around the world, workers are confronting growing economic inequality, defending trade union rights, resisting attacks on public services and, in some countries, facing threats to personal safety. Greater understanding of the connections between CUPE's work in Canada and the experiences of workers and social movements in other countries strengthens our fightback strategy here in Canada.

Worker-to-worker solidarity is at the heart of CUPE's global justice work. Through our Global Justice Fund, CUPE members can build relationships with workers and activists around the world. The fund supports and strengthens connections with workers and grassroots movements demanding decent jobs, living wages, safe workplaces, justice and peace. The fund supports projects that advance our fights for workers' rights, for access to public services and land rights, and for an end to all forms of war and violence.

By learning from each other and sharing our experiences, all workers are stronger.

CUPE members, locals, councils, divisions, and committees can all contribute to the Global Justice Fund.

Learn more about CUPE's international solidarity work, and support the Global Justice Fund, at cupe.ca/international-solidarity.

PHOTOS

Cover photo: A demonstrator at a June 2025 march in New York City reminds us that scapegoating immigrants lets billionaires dodge the blame for the fallout from their greed. Millions of people in the United States peacefully mobilized, declaring "America has No Kings." The day of defiance against US President Donald Trump's authoritarian power grabs sparked a bigger mobilization in the fall. The communities Trump is targeting are leading a growing movement to defend democracy and resist his cruel and oppressive policies.

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Note: The exact dates of some Islamic holidays noted in the calendar could vary as they are based on the lunar cycle.

Solidarité internationale du SCFP

La solidarité avec le mouvement syndical mondial et le soutien aux luttes de nos consœurs, confrères et ami(e)s à l'échelle internationale sont deux priorités du Syndicat canadien de la fonction publique (SCFP). La solidarité internationale nous lie aux travailleuses et travailleurs du monde entier qui partagent nos combats.

Partout dans le monde, les travailleuses et travailleurs sont confrontés à la croissance des inégalités économiques, défendent les droits syndicaux, résistent aux attaques contre les services publics et, dans certains pays, font face aux menaces à leur sécurité personnelle. Une meilleure compréhension des liens entre le travail du SCFP au Canada et la réalité des gens et des mouvements sociaux ailleurs dans le monde nous permet de peaufiner notre stratégie à l'échelle nationale.

La solidarité entre travailleuses et travailleurs est au cœur des activités de justice mondiale du SCFP. Notre Fonds pour la justice mondiale permet à nos membres de tisser des liens avec des travailleuses, travailleurs et militant(e)s du monde entier. Le Fonds consolide les liens entre travailleuses, travailleurs et mouvements populaires qui réclament des emplois décents, des salaires suffisants, des milieux de travail sûrs, la justice et la paix. Il appuie des projets qui font progresser notre lutte pour les droits au travail, l'accès aux services publics, le droit à la terre, et l'éradication de la guerre et de la violence sous toutes leurs formes.

La mise en commun de nos connaissances et expériences renforce le pouvoir des travailleuses et travailleurs.

Les membres, les sections locales, les conseils, les divisions et les comités du SCFP peuvent tous contribuer au Fonds pour la justice mondiale.

Apprenez-en davantage sur le travail de solidarité internationale du SCFP et appuyez le Fonds pour la justice mondiale à scfp.ca/solidarite-internationale.

PHOTOS

Photo de la page couverture : L'activiste sur cette photo, manifestant à New York en juin 2025, nous rappelle que les immigrant(e)s ne doivent pas être les boucs émissaires de la cupidité des milliardaires. Des millions de personnes ont marché pacifiquement dans les villes états-uniennes pour affirmer que l'Amérique n'a pas de rois. Cette journée de résistance face aux dérives autoritaires de Donald Trump a suscité, à l'automne, une mobilisation encore plus massive. Les communautés ciblées par Trump sont à la tête d'un mouvement de plus en plus vaste qui s'oppose à ses politiques cruelles et oppressives et défend la démocratie.

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Remarque : Les dates exactes de certaines fêtes islamiques notées dans le calendrier peuvent varier, car elles sont basées sur le cycle lunaire.



CUPE GLOBAL JUSTICE MONDIALE SCFP

cupe.ca/international-solidarity
scfp.ca/solidarite-internationale

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of Public Employees

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NATIONAL PRESIDENT'S REPORT SEPTEMBER 2025 – DECEMBER 2025

Sisters, Brothers, and Friends:

I drafted my first National President's report for the December 2015 National Executive Board meeting. Although a decade has passed every time I put pen to paper to report on the work of our powerful union, I do so with so much pride at what we've accomplished in the last quarter. This report is no different.

Throughout the last six elections at National Convention, it's with the utmost humility that I get back to work to join and lead you in the incredible work we do each and every day. I hope that you are all as proud as I am of our countless achievements and contributions to the lives of working people in Canada.

So many of our actions made headlines. CUPE education workers in Alberta held one of the largest rallies in Edmonton's history at the legislature, pounding the pavement, clad in purple, telling the UCP government they knew their worth and were done settling for less. Our flight attendants at Air Canada had the whole country watching as they stood strong and resilient and faced off with not only their employer, but with the federal government. We celebrated the long-overdue implementation of federal anti-scab legislation, a major victory that reflects years of CUPE's relentless advocacy to strengthen workers' rights and restore balance at the bargaining table, and there are so many more memorable moments.

There is no doubt that 2025 was an incredible year for the Canadian Union of Public Employees. From every corner of the country, our members were hard at work, working diligently toward strengthening the power of the labour movement. In usual CUPE fashion, we faced off with concession-pushing employers, right-wing governments at all levels attempting to force their austerity agendas upon us, all the while focusing our efforts on plans to grow not only worker power and solidarity within the labour movement, but strategizing on how to rebuild the presence of the New Democratic Party in the House of Commons.

As I draft this last report of the year, I look back on our accomplishments with pride, and the hope that 2026 will bring equally memorable moments, but am starkly aware that we also have our work cut out for us. I hope you all have a chance to rest up and recharge during the holidays, and I look forward to connecting with you in the new year.

MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

DAWN BELLEROSE, PATRICK GLOUTNEY, SHERRY HILLIER, GINA MCKAY, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

Federal Government

Mark Carney's 2025 budget offered only token gains for workers, most of them recycled, limited, or won through union pressure rather than real leadership. While maintaining child care funding and hinting at expansions to pharmacare and dental care provided brief relief, the budget largely ignored the daily struggles of working people. Instead, it delivered deep harm: massive public-service job cuts, more privatization, falling investments in health care, long-term care, child care, education, and other essential services, and no meaningful action on EI, housing, climate, transportation, or media. It weakened collective bargaining, undermined pensions, and handed new advantages to corporations through tax breaks and incentives.

Trump's 25% tariffs have added months of economic instability that hit workers hardest, from falling exports to rising youth unemployment, yet the federal response has focused on corporate priorities and budget cuts. Public services, workers' rights, environmental protections, and Indigenous sovereignty have all been pushed aside, turning the tariff crisis into an excuse for austerity.

People across Canada are struggling to find family doctors, child care, and affordable housing because federal governments have failed for decades to invest in public services and hold wealthy corporations to account. Instead of fixing the crisis they helped create, the Liberal government is now scapegoating migrant workers and international students, putting hundreds of CUPE members at risk of losing their status and being forced out of the country. This would devastate already strained sectors like health care, child care, education, and long-term care, and deepen the crisis facing families and communities. CUPE is calling on the government to reverse harmful immigration cuts, expand access to permanent residency and permit renewals, end exploitative closed work permits, reinvest in public services, and stop legislation like Bills C-2 and C-12 that fast-track deportations and weaken refugee rights.

Canadian Labour Congress (CLC)

Following the government's first budget, the CLC engaged directly with Prime Minister Carney, confronting the government over its plan for deep cuts to federal public service jobs and the vital services Canadians depend on. These cuts threaten workers, communities, and the broader economy. While acknowledging some positives in the budget, including investments in housing, infrastructure and union training programs, the CLC led a coordinated national effort to mobilize workers and push MPs to reject austerity and demand real solutions. The message was clear: Canadians need stronger public services, affordable housing, and care, not cuts. The labour movement stood united in demanding a budget that worked for people.

The Canadian Labour Congress hosted a launch of the NDP leadership race with a workers-first forum that brought candidates together to confront the real challenges facing people across the country, drawing more than 150 attendees in person and thousands online.

At a time of rising costs, unstable work, and global uncertainty, the event put workers' priorities at the centre of the national conversation and signalled a renewed push to rebuild the party's connection to the people it was created to serve. Candidates showed a clear commitment to strengthening workers' rights and improving life for families, offering a hopeful vision of a party grounded in solidarity and ready to fight for meaningful change. The forum marked a powerful start to the leadership race and affirmed that Canada's unions are determined to ensure workers lead the way toward a stronger, fairer future.

The Canadian Labour Congress hosted its annual lobby day on the Hill on November 25. CUPE members joined activists from across the country and together held meetings with more than half of the Members of Parliament. The lobby day focused on three priorities: services that make life more affordable; trade that puts workers first; and infrastructure that builds up Canada. Representing the largest union in the country, CUPE members need to be front and centre at the upcoming CLC Constitutional Convention in Winnipeg, taking place from May 11 to 15, 2026. This is where the direction of the entire Canadian labour movement will be decided. With workers facing growing pressures from austerity, privatization, and political attacks, we cannot afford to sit back. CUPE's voice, power, and experience must be in the room, shaping debates, setting priorities, and pushing for a bold, worker-driven agenda. When CUPE shows up in full force, the labour movement becomes stronger, more united, and impossible for governments or employers to ignore. This convention is not just another gathering, it is a pivotal moment to stand together and fight for the future working people deserve.

National Convention

CUPE's 2025 National Convention marked a major milestone for the union, now 800,000 members strong and moving steadily toward one million. The convention brought an energized mix of first-time delegates, new staff, and seasoned leaders, all contributing to thoughtful and respectful deliberations. International guests and high-profile speakers, including Bea Bruske, Timothy Caulfield, Lee Saunders, and Olivia Chow, helped ground the week in both global solidarity and forward-looking strategy. Although Stephen Lewis regrettably couldn't attend, CUPE members sent him strength and love in a heartwarming greeting.

I congratulate my good friend and colleague, National Secretary-Treasurer Candace Rennick on her re-election, and know that we will continue to work together with a strong and united leadership team committed to tackling the challenges ahead. Delegates debated constitutional amendments, including updates to the trial procedure, and its complaint processes, and defining the age of young workers in our organization as 35 and under. The future of CUPE, our wonderful Youth Council, played a standout role by hosting sessions on how to run effective campaigns, underscoring the importance of building the next generation of leaders. In total, the convention passed 33 resolutions and addressed 19 more through composite decisions, reflecting the depth of members' priorities and the strength of our work. I was proud to see our convention showcase a confident, growing union, grounded in solidarity and ready to push forward together.

CUPE's 2025-2027 Strategic Directions outline a bold plan to defend workers and public services in a turbulent political and economic climate. Our union has committed to advancing Indigenous reconciliation, strengthening public services, and leading a just energy transition, while pushing for worker-centred oversight of artificial intelligence and a fair economy that rejects privatization, regressive tax cuts, and rising inequality. CUPE also pledged to deepen its international solidarity work, expand political action to confront right-wing agendas, defend human rights against growing hate and discrimination, fight the climate crisis with worker-led solutions, and tackle the affordability crisis through strong public services, better wages, housing advocacy, and efforts to grow union density. Together, these priorities affirm CUPE's resolve to protect workers, expand equity, and build a more just, sustainable, and democratic future.

Congratulations to the newly elected members of CUPE's National Executive Board, whose leadership will help drive our union's priorities in every region and across every community. From General Vice-Presidents Sherry Hillier, Patrick Gloutney, Dawn Bellerose, Gina McKay, and Karen Ranalletta, to the Regional Vice-Presidents elected across the country, including Stacey Lucas, Alan Linkletter, Ashley Clark, Iris Lloyd, Fanny Demontigny, Hugo Tessier, Yolanda McClean, Michael Hurley, Marty Larocque, Andre Freynet, Kent Peterson, Raj Uppal, Sheryl Burns, Tony Rebelo, this board reflects the strength and diversity of CUPE members nationwide. We also applaud Diversity Vice-Presidents Aubrey Gonsalves and Debra Merrier, along with alternates Nas Yadollahi and Mike Kubrakovich, whose voices will help ensure equity remains at the heart of our movement. Together, this outstanding team is well positioned to lead CUPE forward with vision, solidarity, and unwavering commitment to workers.

I also extend our sincere thanks to Fred Hahn, Barb Nederpel, Carmen Prefontaine, Bryan Keith, and Stephen Drost for their years of dedicated service on the National Executive Board. Their leadership, advocacy, and unwavering commitment to CUPE members strengthened our union at every turn, and their contributions have left a lasting impact on the movement. We are grateful for all they have done to advance workers' rights and build a stronger, more united CUPE.

Collective Bargaining/Strikes/Lockouts

CUPE 3261

In a very successful round of coordinated bargaining three units of CUPE 3261 representing workers at the University of Toronto Press were able to achieve an 11th-hour settlement that enshrined a common expiry date – guaranteeing the consolidation of members' bargaining power moving forward. Other gains included the scheduling/distribution of hours by seniority, increases to employer-paid sick days, more union release time, standardization of grievance and harassment procedure language across collective agreements and pathways to full-time work.

CUPE 3003

Members of CUPE 3003 who work for the Town of Battleford reached a tentative three-year agreement with general wage increases of 4% (2025), 3% (2026), and 2% (2027). In addition to the general wage increase, affordability was further addressed when all classifications received a flat-rate increase of \$1.00 per hour for each of the three years of the contract.

PROVINCE	LOCAL	EMPLOYER	# OF MEMBERS	STRIKE BEGAN	DURATION
Ontario	1281	York University Faculty Association	8	October 27, 2025	Ongoing
Federal	5490	Pascan Aviation	20	October 28, 2025	Ongoing
Quebec	4317	Gateway Terminals – Port of Montreal	30	September 22, 2025	Ongoing
Quebec	4545	City of Laval	830	March 6-12, 2025; July 17-19, 2025	9 days
Prince Edward Island	830	City of Charlottetown Water and Sewer	30	July 29, 2025	107 days
Ontario	1544	City of Timmins	38	September 29, 2025	13 days
British Columbia	2269	District of Squamish	228	October 16, 2025	14 days
Nova Scotia	3912	Mount Saint Vincent University	157	October 22, 2025	27 days
Nova Scotia	3912	Saint Mary's University	128	October 23, 2025	26 days
British Columbia	1699	Regional District of Fraser-Fort George	87	Locked out November 7, 2025	11 days
Quebec	1983	Société de transport de Montréal	4200	November 1, 15 & 16, 2025	3 days

CUPE 1281 – York University Faculty Association

Staff working for the York University Faculty Association, members of CUPE 1281, went on strike after a lengthy round of bargaining in which the Employer tabled numerous concessions and brought a US-based union-busting law firm to the bargaining table. The main point of contention is the Employer's insistence on hiring new management positions outside of the bargaining unit, leading to fears of an erosion of bargaining unit work.

CUPE 5490

Members at Pascan Aviation went on strike October 28, 2025, over the issues of wages, off-base residency, assignments and crew planning. The Employer demonstrated their lack of willingness to seriously bargain when they began approaching individuals as early as April to try and line up scab labour in the event of a strike. Indeed, when the strike began the Employer engaged scabs in a flagrant violation of the new federal anti-scab legislation.

CUPE 4317

CUPE 4317 represents 30 members who work as transport agents in the Port of Montreal. They have been on strike since September 22, 2025, fighting for protections against contracting out. As soon as the local got wind of non-management personnel doing their work during the strike, a complaint against the use of replacement workers was filed with the CIRB using the new anti-scab provisions in the Canada Labour Code. We are awaiting a decision.

CUPE 4545

Outside workers at the City of Laval were fighting concessions in scheduling, and successfully got those off the table, but concessions around overtime are still being pushed by the employer. After a lengthy round of bargaining – including 9 days of rotating strike - the local was successful in pushing back concessions and securing wage increases that properly address the rise in the cost of living.

CUPE 830

Members of CUPE 830, Charlottetown Sewer and Water Workers, spent 107 days on the picket line amidst increasingly nasty tactics by the employer. From bringing in scabs to banning the local president and other members from entering the council chambers – the Mayor of Charlottetown tried everything to break the solidarity of the members of CUPE 830. Despite everything thrown at them, the membership stood strong, fought back concessions and ratified a collective agreement that protects jobs now and into the future.

CUPE 1544

Members of CUPE 1544, working at City of Timmins Transit, rejected a tentative agreement they felt did not adequately benefit all members. After 13 days on the picket line, the membership ratified a collective agreement that contained across-the-board wage increases as well as special wage adjustments for every classification.

CUPE 2269

After being locked out for close to two weeks, the members of CUPE 2269 at the District of Squamish ratified a collective agreement that included wage increases of 3.75%, 3.5%, 3.25% and 3%. The new deal also included living wage increases for the lowest-paid workers and market adjustments for six other classifications. There will also be a joint committee to make recommendations on alternative scheduling options that promote a better work-life balance.

CUPE 3912 – Saint Mary’s University and Mount Saint Vincent University

Members of two separate units of CUPE 3912, at Saint Mary’s University and Mount Saint Vincent University, spent nearly 3 weeks on the picket line and achieved historic gains in their collective agreements that addressed the membership’s key priorities of job security and compensation. These members, who were among the lowest-paid part-time faculty in the country, also achieved improvements to contract timelines and evaluations processes.

CUPE 1699

After CUPE 1699 members participated in limited job action in October to highlight the need for a fair contract, their employer, the Regional District of Fraser-Fort George locked them out on November 7, 2025. Job action ended when the parties reached a tentative agreement on November 20, 2025, with the help of a mediator. The five-year deal not only helps ease affordability challenges workers are facing, but it also improves the public services that communities expect from the Regional District, and helps to retain the best employees to provide those services.

CUPE 1983

CUPE 1983 represents bus drivers and metro operators at the Société de transport de Montreal. They withdrew their services for three days, after the Quebec Labour Tribunal ruled that the planned strike would not impede essential services required under the Quebec Labour Code. The CAQ government threatened to adopt a back-to-work order under the newly adopted Bill 89, but opposition MNAs from Québec solidaire blocked the necessary motion in the National Assembly. The parties reached a tentative agreement shortly thereafter, which is now being presented to the membership for ratification.

Regional Updates

Atlantic Region

Newfoundland and Labrador

Voters in Newfoundland and Labrador went to the polls on October 14. After former Premier Furey's resignation earlier this year, it was clear that support for the Liberals was waning. Despite CUPE members' dedicated efforts to elect progressive candidates to the House of Assembly, ballots cast resulted in yet another Conservative provincial government at the helm.

The 2025 provincial election in Newfoundland and Labrador made one thing clear: workers will continue paying the price for years of short-sighted decisions, first under the previous Liberal government and now under a right-wing party determined to push even deeper cuts. The former Liberal administration left a trail of underfunded public services, contracting out, and chronic staffing shortages that weakened the very systems communities rely on. Instead of reversing this damage, right-wing politicians are doubling down, attacking unions, starving public services, and pushing privatization schemes that benefit employers and insiders while leaving workers and families behind. CUPE members see the pattern plainly: whether it's Liberal neglect or right-wing austerity, the burden always falls on frontline workers and the people who depend on strong, public, accessible services. We intend to put Premier Tony Wakeham on notice that CUPE will not sit quietly. We will confront his government at every turn and fight relentlessly to protect workers, defend public services, and ensure Newfoundlanders and Labradorians get the fair, well-funded supports they deserve.

Nova Scotia

Negotiations with the Houston government collapsed after two years of bargaining, forcing CUPE to file for conciliation as long-term care workers continue to be offered wages far below what they deserve. Workers who care for some of the province's most vulnerable seniors are the lowest paid in Atlantic Canada, with some earning nearly \$10 below the estimated living wage. CUPE's proposals aim to fix this crisis through fair wage adjustments, long-service incentives, and recruitment measures, yet the government has refused to seriously consider them. It is unacceptable and embarrassing that Nova Scotia lags so far behind, and the government's latest offer would only deepen the problem as the cost-of-living rises. Our members in long-term care across more than 50 facilities are moving ahead with strike votes, determined to fight for the respect and fair compensation they have long been denied.

Across Atlantic Canada, CUPE members in the education sector are gearing up for major battles to defend public services and protect the workers who keep schools running. In Nova Scotia, all eight locals are moving into bargaining with a united strategy, a solidarity pact, and a clear focus on winning real wage gains and stronger health and safety measures to confront the growing crisis of workplace violence.

CUPE 3912 has led part-time faculty at Saint Mary's University and Mount Saint Vincent University back to work after more than three weeks on strike, delivering significant gains for academic workers. Representing over 5,000 members, the union's strength and solidarity made it possible to make meaningful gains in job security, compensation, and contract timelines, improvements that were not on the table before workers took collective action. With strong agreements already reached at Dalhousie and negotiations ongoing at the Nova Scotia College of Art and Design, CUPE 3912 continues to show that organized, united academic workers can raise standards across campuses and make real, lasting improvements in their working lives.

Maritimes Region

New Brunswick

Following CUPE 2745's successful complaint over bad faith bargaining and a clear violation of the statutory freeze, the Labour Board ordered the government to rescind all layoff notices issued to library workers and reverse its decision to cut school administrative assistants' hours. The government attempted to stall by requesting a stay of the decision, but that request was rejected, and it was ultimately forced to comply.

Despite this, CUPE 2745 had to pause its ratification vote yet again after the employer issued new layoff notices, demonstrating a continued disregard for workers' rights. CUPE is now weighing further legal action, including a possible contempt application, to hold the government accountable.

Violence in schools across New Brunswick has reached an unacceptable level, putting workers and students at risk daily. CUPE is working closely with other education unions, particularly teachers, to build a united response, even as the current government and school districts refuse to engage meaningfully on this crisis. After years of trying to raise these concerns with districts and past ministers with no resolve, CUPE is preparing next steps, including involving WorkSafeNB, filing right-to-information requests to document violent incidents, and informing the public about what is really happening in schools. CUPE is committed to ensuring that members know their rights, including the right to refuse unsafe work, and encouraging them to file near-miss reports so the full scale of the issue is captured. We will press this government to face the consequences of its inaction, and we will keep fighting until every worker can do their job in safety and with the respect they deserve.

Prince Edward Island (PEI)

It was a privilege to join the members of CUPE 830 on their picket line two times over the course of their history-making strike. These members achieved a major victory after 107 days on the picket line, standing strong against concessions and protecting both current and future members. These dedicated municipal workers showed unwavering solidarity and determination.

Their collective strength forced the employer to respect their rights. CUPE staff, CUPE PEI, fellow unions, community allies, local businesses, and supporters across the province all stood with them every step of the way. This win is a powerful reminder of what workers can achieve when they hold the line together, and it will not be forgotten.

The PEI government has approved a five-year, \$27.3-million contract with Island EMS that does nothing to guarantee faster ambulance response times, even though wait times across the province have soared, doubling in some rural areas over the past five years. Instead of demanding real improvements, the government handed the private operator a new management fee with no performance strings attached. While the province highlights new units and call-triaging, these measures fall far short of what Islanders need: timely emergency care and accountable public oversight. CUPE continues to make it clear that the root of the crisis is the privatization of the service, a shortage of paramedics driven by poor wages, and chronic underinvestment. Ignoring these workforce issues will only keep patients waiting and put frontline workers under even greater strain.

Quebec

On November 29, 2025, a massive rally shook the streets of Montreal, with more than 50,000 people rising up to denounce the CAQ government's authoritarian drift. Make no mistake: Quebec is standing tall against the right-wing tide! Every union in the province was out in force, joined by allies from community groups of all stripes. Candace and I met thousands of CUPE members from every corner of Quebec and marched shoulder to shoulder with them. Leaders of large unions closed the event with speeches reminding everyone of the importance of union solidarity and civil society. Magali Picard, president of the FTQ, viciously attacked by Labour Minister Boulet, received unwavering support from the activists present, CUPE included, loud and clear.

This rally is just one flashpoint in the anger burning among our members in Quebec, as the CAQ government began piling up bills targeting unions to weaken them. Whether by limiting the right to strike in an unconstitutional way, restricting the ability of unions to participate in public debates, or imposing unprecedented bureaucracy on their financial administration, the CAQ is sliding into dangerous authoritarianism. The erosion of the rule of law has been condemned by voices across organizations: the Barreau du Québec, constitutional law scholars, the Human Rights Commission, Amnesty International, the Canadian Civil Liberties Association, and the Ligue des droits et libertés. CUPE is right there in the fight!

Transit unions at the Société de transport de Montreal were forced to negotiate under the shadow of anti-union threats of this government, which was toying with stripping their right to strike by rushing through a new law that hands sweeping powers to the Labour Minister. Thankfully, Québec solidaire, the only party in the National Assembly that stands with unions, stepped up and blocked this attack. I want to thank Alexandre Leduc for standing firm in the face of pressure from commentators and right-wing politicians. CUPE 1983 and CUPE 2850 managed to reach tentative agreements before the Bill came into force. At the time of writing, members were in the process of ratification.

Once again, the axe has fallen on TVA's newsrooms. This time, 87 members of CUPE 687 working in news production lost their jobs. Since 2023, nearly 800 positions have vanished at the broadcaster. Government inaction is a big part of the problem. One solution? Extend tax credits for news to audiovisual production instead of limiting them to print media. Regional and local journalism is vital to the cultural and civic life of our communities. Gutting newsrooms across Quebec is poison. If society is becoming more polarized, divided, and corroded by disinformation and incivility, it's partly because regional journalism is being abandoned. The Carney government has the tools to act, what is it waiting for?

CUPE, alongside Unifor and the Steelworkers, also raised the alarm about telecom job outsourcing before the Standing Committee on Public Safety and National Security (SECU). With hard data, we showed the surge in foreign subcontracting by telecom giants and laid out the risks of handing sensitive data to companies beyond Canadian laws and oversight. By pushing for more competition in an already cutthroat market, the federal government is fuelling unintended consequences: jobs lost to foreign firms, with no safeguards to protect consumer data, local businesses, or public authorities. The result? Real risks to national security.

Ontario

A new academic study confirms that mandating nurse-to-patient ratios in Ontario hospitals would save lives, improve patient care, and help address the province's severe staffing crisis. The research highlights that safer workloads reduce medical errors, burnout, and staff turnover, while improving outcomes and cutting costs. Other provinces like British Columbia and Nova Scotia have adopted similar standards with positive results, yet Ontario continues to resist. CUPE's Ontario Council of Hospital Unions will push for ratios in upcoming bargaining, as over 16,000 licensed nurses remain out of the workforce. The Ontario NDP has reintroduced a bill to legislate ratios, a move the Ford government previously voted down.

There have been a number of recent developments around the OMERS pension plan. Robert Poirier, the government-appointed advisor leading the governance review of the plan, released his final report. This report came on the heels of a province-wide campaign to make sure that the concerns of CUPE plan members were heard by the review. Thanks to the hard work of activists and staff, the report echoed many of our concerns and made recommendations that were a clear victory for union sponsors of the plan. Among those victories was replacing the Sponsors Corporation with a Sponsors Council that would end corporate confidentiality requirements and restore power to union and employer sponsors. Before the ink was even dry on the report, the Ford government announced legislation as part of the Fall Economic Statement that would only implement selected recommendations. Union-side sponsors are pushing back around a number of concerns, particularly the reintroduction of the fiduciary responsibility requirement, opening the door back up to issues of confidentiality and representational restrictions that had been criticized by unions and the government's own reviewer.

A new report from England delivers a stark warning to Ontarians: privatizing hospital surgeries is a failure that harms patients and weakens public health care. After roughly 20 years of outsourcing surgeries to for-profit clinics in England, the result was longer wait times, greater inequality, and a hollowed-out public health system. Despite this clear evidence, Doug Ford is charging ahead with the same reckless agenda, funnelling public dollars into private clinics and expanding profit-driven delivery of cataracts, hip, and knee surgeries. The Ontario Council of Hospital Unions (OCHU) and other health coalitions are joining forces to expose Ford's plan for what it is, and their message is clear: privatization puts profits before patients, drains capacity from hospitals, and threatens the foundations of universal public care. The Ford government must reverse course before it drags Ontario's public health system past the point of repair.

New polling shows that Ontarians are fed up with the Ford government's corruption, with a clear majority saying Labour Minister David Piccini should resign over the scandals surrounding the \$2.5-billion Skills Development Fund. Even many past PC voters agree he turned a fund meant for workers into a political slush pool for insiders and lobbyists – including unions who took money from this fund while endorsing Ford in the last election. Nearly half of respondents see this as evidence of a broader, deep-rooted problem in how the Ford government hands out public money. For most unions, the takeaway is clear: when public funds are misused to reward friends and donors, workers and communities lose. This latest scandal proves the Ford government must finally face real accountability.

The Ford government's latest move to replace elected school board trustees with unaccountable "student and family support offices" is part of a broader effort to distract from its own chronic underfunding of public education. Ontarians see through the tactic: polling shows the public blames the Conservatives, not trustees, for cuts, overcrowded classrooms, and the lack of student supports. Instead of investing in schools, the government has installed costly supervisors who drain board budgets while avoiding transparency about their salaries and expenses. This ongoing interference undermines local democracy, weakens community voice, and deepens the crisis in education. CUPE will continue standing with parents, students, and workers who are demanding real accountability and real investment in public schools.

Manitoba

The Manitoba NDP is standing up for human rights with Bill 50, The Constitutional Questions Amendment Act, which would make it harder for future governments to use the Charter's notwithstanding clause, a tool that can override fundamental rights. The bill requires any government invoking the clause to explain its reasoning to an appeal court judge, who can comment on its use, ensuring transparency and accountability. Premier Wab Kinew stressed that this measure protects vulnerable groups, including 2SLGBTQ+ communities and religious minorities, pointing to recent uses of the clause in Alberta, Saskatchewan, and Quebec that targeted these communities. In contrast, Progressive Conservative leaders have dismissed the bill as a distraction, showing a willingness to allow the clause to be used in ways that undermine human rights. Bill 50 demonstrates the NDP's commitment to defending Charter protections and holding governments accountable to the public.

The Manitoba government's decision to eliminate sick notes for short-term absences is a smart, long-overdue move that will ease pressure on an overstretched health care system and save patients, doctors, and taxpayers' valuable time. By allowing employers to request a note only after seven consecutive days away, the province is cutting unnecessary paperwork, freeing up the equivalent of 50 doctors' worth of appointments each year, and responding directly to the successful "Sick of Sick Notes" campaign led by Doctors Manitoba. With support from both labour and business, this initiative shows a practical, collaborative approach to improving health care access.

CUPE Manitoba launched its new *We Work for Manitoba!* children's activity book in Brandon on November 22, highlighting the essential public services that sustain communities and the workers who deliver them. CUPE members also distributed the book during the Santa Claus Parade as part of the union's holiday outreach. The free resource showcases the wide range of CUPE members in Brandon, from school support staff and municipal workers to long-term care, child care, and Manitoba Hydro employees, and is designed to help children and families better understand the vital role public sector workers play across the province. I applaud the creativeness of this initiative, which is a meaningful way to celebrate frontline workers!

Saskatchewan

Child care in Saskatchewan is at risk because the provincial government has yet to secure an extension of its \$10-a-day agreement with Ottawa before it expires in March 2026. CUPE warns that without renewed federal funding, child care centres could close, workers could be forced back to minimum wage, and parents could face skyrocketing fees. Saskatchewan remains without a renewed deal, leaving families and children vulnerable. While the government says it is negotiating, months of delay signal a lack of urgency and a disregard for the essential care and services that families rely on.

CUPE Saskatchewan's Education Workers Steering Committee (EWSC) urged the public to speak out on the damaging effects of years of government underfunding in schools with the launch of a province-wide survey. Education support workers, teachers, administrators, and parents were asked to share their experiences, and survey results will be made public and used to strengthen the EWSC's push for the provincial government to provide the resources and support students, and school staff need to succeed.

At the end of October, I joined Saskatchewan's health care provider unions who rallied at the legislature to demand a fair contract after three years without an agreement, underscoring how stagnant wages, chronic short-staffing, a broken AIMS pay system, and widespread burnout are driving workers out of the health care system. CUPE, SEIU-West, and SGEU leaders stressed that frontline staff have gone three and a half years without a raise and are struggling to make ends meet while carrying an unsustainable workload. As Health Care Provider Week unfolded, workers made clear that real recognition must come through action, not hashtags, and called on the provincial government and employers to finally deliver the wages, staffing, and working conditions needed to keep health care strong.

Following the throne speech on October 22, CUPE Saskatchewan was critical of the government for failing to deliver any meaningful support for public services or the workers who sustain them. The government laid out no plan to fix the health care staffing and retention crisis, stop facility closures, or provide long-overdue wage increases. It ignored urgent safety and funding issues in schools and provided no commitment to repair deteriorating education infrastructure.

Child care remains at risk with no renewal of the \$10-a-day agreement, and universities were left without any promise to halt layoffs, lower tuition, or provide stable funding. Unsurprisingly, the speech sidestepped workers and the public services families rely on represents a serious failure of leadership.

The Sask Party government is also failing Indigenous children by refusing to backfill federal cuts to Jordan's Principle funding, leaving students without the specialized supports they rely on and forcing education workers to shoulder impossible workloads. CUPE members delivered a petition with over 1,100 signatures demanding urgent provincial action, warning that the loss of funding is harming children's ability to learn and thrive while burning out the workers who support them. CUPE's education workers in the province emphasize that Scott Moe and his government's inaction is leaving Indigenous youth behind, while the Saskatchewan NDP echo the call for accountability and immediate restoration of supports.

As a true affront to the havoc that the government has wreaked, former Sask Party MLA and speaker Randy Weekes showed up to the Saskatchewan NDP convention with a new NDP membership card in hand, making it clear he's done with a Sask Party, which he said has slid too far to the right and is now consumed by internal fighting. His move highlights the growing chaos inside Scott Moe's government, where MLAs and former cabinet ministers are reportedly scrambling behind the scenes over leadership and where harmful policies like the Saskatchewan Income Support program continue to fail people who are homeless, struggling with addictions, or living in deep poverty. While the Sask Party brushes off criticism instead of fixing the damage, the NDP under Carla Beck is united, energized, and earning overwhelming support from its members. Weekes's shift toward the NDP drives home a simple truth: the Sask Party is too divided and too out of touch to lead, and the NDP is increasingly seen as the stable, compassionate, and credible force ready to serve Saskatchewan far better than Moe and his right-wing cronies.

Alberta

The UCP government's decision to mandate teachers back to work after their first strike in 25 years by using the notwithstanding clause marks a dangerous and deliberate abuse of power. By stripping educators of their constitutional rights before the courts could even weigh in, the province shut down legitimate collective bargaining and chose coercion over dialogue. This attack has only strengthened the labour movement. Unions across Alberta rallied behind teachers, recognizing that when a government uses constitutional shortcuts to silence one group of workers, it threatens the rights of all. The province may believe these tactics will intimidate and divide, but the solidarity across the labour movement shows that workers will not tolerate the erosion of their rights, or the weakening of the Charter, under any circumstances.

CUPE members stood shoulder to shoulder in solidarity with Alberta teachers to show that they will not stand for this assault on workers and will meet this overreach with unwavering resistance. No doubt as a result of the pressure from this solidarity, the province reached a tentative agreement with the Alberta Union of Provincial Employees within minutes of those workers going on strike.

A recent fatality report has highlighted long-standing and systemic failures in Alberta's approach to protecting frontline care workers, pointing to major legislative gaps, weak safety standards, and inadequate employer obligations. The inquiry found that staff in high-risk care environments are often left without crucial information about the clients they support are expected to work alone in unsafe situations, and lack meaningful avenues to refuse dangerous work, problems made worse by years of UCP "red tape reduction" that stripped away oversight and weakened worker protections.

CUPE and safety experts emphasized that Alberta's laws allow employers to appear compliant while still exposing workers to serious harm, and they are calling for sweeping reforms, including mandatory sharing of client histories between agencies, stronger joint health and safety committees, clear sector-specific safety standards, and national guidelines for the industry. Labour advocates in the province note that violence against workers has climbed in recent years, underscoring the need for immediate government action to ensure that no one else is put at risk simply for doing their job.

The Alberta government's decision to force "citizenship markers" onto driver's licences and ID cards is widely seen as another overreach by the UCP, one that creates new risks, deepens inequities, and is a solution in search of a problem. Despite claiming the change will improve "convenience," the policy will require Albertans to track down passports or birth certificates just to renew a licence, placing the greatest burden on low-income residents, newcomers, and those with limited access to documents. Legal and civil liberties experts warn the plan is unprecedented, outside provincial jurisdiction, and dangerous, exposing people's citizenship status in everyday situations like traffic stops and increasing the chances of discrimination against non-citizens and racialized communities. Even the province admits it cannot verify who is or isn't a citizen, undermining its own justification. Critics, including the Alberta NDP, argue that instead of prioritizing equity and protecting people's rights, the UCP is choosing a policy that risks making Alberta less fair and less safe for those who already face discrimination.

The UCP government has introduced sweeping legislation that would shield three controversial gender-related laws from court scrutiny by invoking the notwithstanding clause. These laws restrict access to gender-affirming health care for youth, force schools to out students to their parents, limit sexual-health education, and ban transgender girls and women from female competitive sports. Medical experts, legal advocates, and 2SLGBTQ+ organizations have condemned the legislation as discriminatory, harmful, and rooted in misinformation. Courts have already paused parts of these laws due to concerns they could cause real harm, yet the government now aims to block Charter challenges altogether. By using the notwithstanding clause pre-emptively, the UCP is cutting off the ability of vulnerable youth and their families to defend their rights. If passed, Bill 9 would suspend key protections in both the Charter and Alberta's own human rights laws, allowing these policies to stand for at least five years without judicial oversight.

The move follows the government's recent use of the clause to force locked-out teachers back to work, showing a pattern of shutting down legal challenges instead of defending its legislation on merit. Critics warn the government is undermining democratic checks and balances, concentrating power in the hands of political leaders, and putting ideology ahead of evidence-based care. The result is a sweeping attack on human rights in Alberta, with trans youth, parents, teachers, and medical professionals left to deal with the consequences.

British Columbia and the Yukon

In October, the District of Squamish locked out 250 members of Local 2269, which shut down vital public services and pushed workers onto picket lines for nearly two weeks. The Employer made this drastic move after CUPE members had been taking limited and targeted job action for fair, competitive wages to address the district's deep recruitment and retention crisis. Despite losing 40% of its unionized workforce since 2024, the district chose confrontation over solutions, offering enhanced compensation to exempt staff while refusing the same for frontline workers and misrepresenting negotiations to the public. Our members stood strong, and I was able to witness their solidarity first-hand when I joined them on the picket line. The local and the district finally reached a tentative agreement – a first step toward rebuilding trust, restoring morale, and protecting the essential services residents rely on. The new agreement includes wage increases of 3.75% for 2025, 3.25% for 2026 and 3% for 2027. Other key improvements include living wage increases for the lowest-paid workers and market adjustments for six separate classifications to support recruitment and retention. A joint committee will also be formed to make recommendations on alternative scheduling options that promote work-life balance.

CUPE B.C. released a statement strongly condemning the rise of Residential School denialism ahead of the National Day for Truth and Reconciliation, warning that denying the well-documented history of the Residential School system perpetuated harm, erased survivors' experiences, and dishonoured the thousands of children who never returned home. The division emphasized that these institutions carried out cultural genocide, a fact affirmed by survivor testimony and the Truth and Reconciliation Commission. Solidarity with Indigenous workers also means honouring survivors by learning the truth, listening to their voices, and challenging denialism wherever it appears, as reconciliation can only be built on truth.

The B.C. government's introduction of Bill 19 marks a major step toward expanding accessible, publicly delivered child care, and it reflects years of strong advocacy by CUPE B.C. and local unions. The legislation would allow school districts to offer child care for children of all ages, including infants and toddlers, and to provide care year-round during breaks and non-instructional days, making better use of public schools to meet families' needs. CUPE leaders in the province welcome the change as a smart, sustainable way to create more quality child care spaces while expanding hours and opportunities for school support workers. Bill 19 opens the door to significant growth in public child care, in alignment with CUPE B.C.'s Seamless Child care Now campaign and moving B.C. closer to a truly universal, publicly delivered system.

CUPE's K-12's provincial bargaining committee met with the British Columbia Public School Employers' Association (BCPSEA) for a fifth bargaining session and made meaningful, if still preliminary, progress on addressing workplace violence, one of the most urgent issues facing education workers. While much work remains, the committee is encouraged and continues pushing toward a fair collective agreement that recognizes the essential role CUPE members play in public education and tackles the rising costs and unsustainable workloads affecting schools across B.C. The committee credits members' strong engagement and solidarity for helping drive progress at the table and urges everyone to stay connected through their locals and CUPE K-12 B.C. updates as bargaining continues.

CUPE 873's paramedics warn that soaring emergency room (ER) closures, more than 250 this year, is pushing its members to the brink and leaving many communities dangerously exposed. When local ERs shut down, especially in rural areas, paramedics become the only emergency care available, forced to travel longer distances while managing rising call volumes and chronic staffing shortages. These delays can be life-threatening, and as winter demand grows, CUPE fears the system is close to breaking. While the province is trying to recruit more workers, paramedics say communities must prepare for reduced access and longer waits, and that lasting solutions are urgently needed to protect emergency care.

Kate White's Yukon NDP achieved a major breakthrough in the 2025 territorial election, winning six seats (doubling their seat count) and becoming the Official Opposition, a clear sign that Yukoners want stronger, people-focused leadership. Under White's steady and community-rooted approach, the NDP is now well positioned to push for better health care, more affordable living, and real support for working people, while holding the Yukon Party government accountable. The result reflects growing confidence in White's vision for a fairer, more compassionate Yukon and marks a significant step forward for the party's momentum across the territory.

Hospital Employees' Union (HEU)

More than 5,000 unionized long-term care and assisted living workers will transition to the province-wide Facilities Collective Agreement over the next two years, improving fairness for workers and stability in seniors' care, as part of a new tripartite agreement between HEU-led multi-union Facilities Bargaining Association (FBA), the Health Employers' Association of B.C. (HEABC) and the Province of B.C. Operators of care homes receiving a threshold of provincial funding, and who directly employ workers, will be designated as members of HEABC and subject to provincial collective agreements.

This agreement is an important step toward restoring a level playing field for working and caring conditions in provincially funded seniors' care homes. For years, HEU members have provided skilled, compassionate care within a fragmented seniors' care system marked by significant gaps in wages, benefits and workplace protections. These inequities resulted from past B.C. Liberal government policies that encouraged privatization and subcontracting. Those policies weakened care and disproportionately harmed a workforce made up mainly of women and racialized workers. They drove down wages, benefits and working conditions, creating high turnover and staffing shortages across the sector.

Decades of advocacy by HEU members are finally yielding results, with this government's commitment to restoring better labour standards in the sector. The Agreement reached is part of a tentative agreement and is subject to ratification, expected to be completed by December 19, 2025.

The B.C. Ministry of Health has extended the Provincial Rural and Retention Incentives (PRRI) program until December 31, 2025, for the 76 communities already eligible, following strong advocacy from the Hospital Employees' Union. While this extension recognizes the needs of frontline workers, the union continues to push for communities like Cranbrook and Kimberley, as well as members in private long-term care and assisted living, to be included. The PRRI program provides retention and referral incentives for eligible health care workers, offering up to \$2,000 per quarter to a maximum of \$8,000 per year for those with regular employment status. Established in 2021 to support staffing in underserved areas, the program helps ensure that residents in remote regions and vulnerable populations, including First Nations, continue to receive essential health care services.

HEU members are urging the federal government to reverse recent cuts to B.C.'s Provincial Nominee Program (PNP), warning that hundreds of essential health care workers may be forced to leave the province when their work permits expire. During a provincial mission to Ottawa, medical transcriptionist Harjinder Kaur shared with senior immigration officials how these cuts are destabilizing families and the health care system, as workers who clean, feed, and care for patients lose their pathway to permanent residency. HEU stresses that these workers have supported B.C.'s health care system through critical years and deserve the opportunity to stay and continue contributing. The union is calling for the full restoration of B.C.'s PNP allocation, the reversal of restrictive temporary foreign worker changes, and the creation of a permanent residency pathway for essential non-clinical health care workers.

HEU has intensified its organizing efforts, and it's already yielding results, with over 400 workers at four facilities joining HEU in recent months. HEU is also improving digital tools, including updated e-card capabilities, to better connect with workers and support continued growth across the sector.

Airlines and Federal Jurisdiction

Air Canada and Air Canada Rouge flight attendants sent a clear message by voting 99.1% against the company's offer, frustrated that even with the proposed increases many of them would still earn less than the federal minimum wage. It's unacceptable that full-time safety professionals working for Canada's flagship airline are paid so little they can qualify for income supports. The union says Air Canada never genuinely bargained on wages and relied on early federal government interference to weaken workers' ability to strike and push down pay. The issue is now headed to mediation, and arbitration if needed, but flight attendants are clear that this fight isn't just about numbers on a contract, it's about being paid fairly for the critical safety work they do. While they secured some progress with partial pay for ground duties, they are determined to keep pushing until every minute of their essential work is finally recognized and fully paid.

Flight attendants once again proved they are the front line of passenger safety when an Air Canada crew swiftly evacuated a flight in Denver after detecting an electrical burning smell, all while not being paid for that lifesaving work. This is yet another example of airlines depending on crews' training, courage, and quick action in emergencies while refusing to compensate them for the hours when safety matters most. From electrical failures to bomb threats and tarmac fires, flight attendants handle some of the most dangerous situations in the industry, yet loopholes in the Canada Labour Code still allow airlines to leave this critical work unpaid. CUPE has been urging the federal government to fix this since 2023, but months after the Jobs Minister promised a review, nothing has changed. Flight attendants shouldn't have to beg to be paid for protecting lives and the law needs to catch up with the reality of their essential work.

CUPE 8125, has launched UltraExtraBasic.ca, a campaign that exposes how far the airline has strayed from its "caring" image, and highlights the ongoing problem of unpaid work in the airline sector. The campaign underscores that WestJet continues to rely on cabin crew to perform essential safety and service duties without compensating them for all hours worked, a practice that disrespects their professionalism and erodes fair working conditions. With a new round of bargaining underway, CUPE is pushing back against this unfair treatment and demanding meaningful improvements that reflect the skill, dedication, and safety responsibilities of flight attendants. The campaign calls for restoring dignity, respect, and proper compensation to a workforce that keeps the airline running, and its passengers safe during their travels.

CUPE applauded new legislation from the federal NDP that would finally make it illegal for airlines to force their workers to work for free. The proposed bill would amend the Canada Labour Code so flight attendants are paid their full hourly rate for all duties, including boarding, deplaning, pre-flight safety checks, and training, ending the roughly 35 hours of unpaid work they perform every month. These tasks are essential for passenger safety, yet airlines like Air Canada continue to rely on unpaid labour despite strong profits. The issue gained national attention during this summer's historic Air Canada flight attendant strike, and CUPE leaders say paying workers for every hour on the job should be a basic legal standard, not something they have to fight for. CUPE is urging all parties to pass the bill without delay and finally guarantee flight attendants the full, fair pay they deserve for every minute they spend keeping passengers safe.

The picket line at Pascan Aviation's Saint-Hubert head office was the scene of a shocking and dangerous incident in November. A management employee drove a vehicle toward 15 peaceful picketers, forcing one worker to be pulled out of the car's path at the last moment. CUPE 5490 has filed a police complaint, and the incident, witnessed by several people, exposes a serious and unacceptable disregard for worker safety. Pascan employees have been on strike since October 28 over wages, off-base residency, assignments, and crew planning, after their collective agreement expired in July 2025. Tensions may be high, but nothing justifies endangering workers' lives. The employer must be held fully accountable, both for the conditions that prompted the strike and for the reckless actions of its management.

CUPE 104 is urging the federal government to correct a serious omission in its recent changes to the Public Service Superannuation Act, which recognize certain public safety occupations but exclude RCMP Public Safety Communicators. These workers, who are the first point of contact in life-and-death emergencies and provide critical operational support during shootings, abductions, mass-casualty events, border incidents, and national security investigations, have been denied the same recognition and retirement protections as other federal public safety personnel. Their exclusion, particularly as the only female-dominated group in Canada's federal public-safety system, reinforces gender inequity and worsens already severe staffing shortages, burnout, and delayed emergency responses in RCMP Operational Communications Centres. CUPE 104 warns that leaving out the workers who hold Canada's emergency response system together is not only unjust but dangerous, and calls on the federal government to amend the legislation before it proceeds through Parliament.

Organizing

For the reporting period of September 1 to November 30, 2025, CUPE welcomed 1,250 new members in 16 bargaining units, including 546 in social services, 214 in emergency and security services, and 412 in social services. There are currently 156 active campaigns underway that, if successful, could bring 55,431 new members to our union.

Our Atlantic region currently has five active campaigns in municipal services, which would see 2,788 new members join CUPE, including 2,436 in education.

In the Maritimes, there are currently nine active campaigns which could bring 741 workers into CUPE, including 309 in emergency and security services.

Quebec has 38 active campaigns underway in various sectors, that could bring 12,216 new members into the CUPE family.

The Ontario region continues its organizing efforts, with 26 active campaigns in various sectors that have the potential to add 16,895 new members to our union, including 5,319 in municipal services.

Manitoba has 18 active campaigns, which could see 1,784 new members join our union, including 1,632 workers in education.

Saskatchewan has 14 active campaigns in various sectors, where we hope to bring 1,340 new workers into CUPE, 1,062 of which are education workers.

The Alberta region was busy with 12 active organizing campaigns that could bring in 7,595 new members into CUPE. Seven of the ongoing campaigns are in the education sector where CUPE is hoping to add 7,107 members.

In British Columbia, there are 24 active campaigns across various sectors including social services, recreation, culture and entertainment, health, emergency and security services, education, and municipal services, with the potential of welcoming 11,793 new members.

In Memoriam/Personal

Members

Nihal Bahadir	CUPE 1483 – Ontario
Sharon Schaefer	CUPE 59 – Saskatchewan
Lynda Mackenzie	CUPE 3114 – Ontario
Dan MacBeth	CUPE 50 – British Columbia
Earl Sutherland	CUPE 15 – British Columbia
Bruno Silano	CUPE 1 – Ontario
Nancy Hanschmann	CUPE 109 – Ontario
Fred Muzin	HEU – British Columbia
Chris Alnutt	HEU – British Columbia
Jose Castillo	CUPE 416 – Ontario
Glenn Mitchell	CUPE 416 – Ontario

Active staff

Mike Kelly	National Representative, New Glasgow Area Office
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Retired staff

Guy Gohier	National Representative Quebec Regional Office
Jean-Pierre Levasseur	National Representative Quebec Regional Office
Lawrence Gould	National Representative Red Deer Area Office

Fraternal

Leo Gerard

President Emeritus United Steelworkers

In solidarity,

A handwritten signature in black ink, appearing to read 'MH' followed by a stylized flourish.

MARK HANCOCK
National President

:sg/ceu

DECEMBER 2025

Our National Executive Board (NEB) met December 9-11, 2025 in Ottawa. These are the highlights of their deliberations and decisions.

In Memory

The Board observed a minute of silence to reflect upon the loss of members of our CUPE family. Remembered were: Nihal Bahadir, CUPE 1483; Sharon Schaefer, CUPE 59; Lynda MacKenzie, CUPE 3114; Dan MacBeth, CUPE 50; Earl Sutherland, CUPE 15; Bruno Silano, CUPE 1; Nancy Hanshmann, CUPE 109; Fred Muzin, HEU; Chris Alnutt, HEU; Jose Castillo, CUPE 416; Glenn Mitchell, CUPE 416; Mike Kelly, active staff; Guy Gohier, retired staff; Jean-Pierre Levasseur, retired staff; Lawrence Gould, retired staff; Leo Gerard, President Emeritus United Steelworkers.

2026 Budget

The 2026 budget approved by the National Executive Board makes strategic investments in programming and provides additional staffing in every region to support our members' militancy for strong collective agreements and high-quality public services.

This budget follows extensive consultations with regional divisions and departments. With the addition of 28 new permanent and temporary positions in the General Fund, we continue to respond to locals' calls for more direct staff support. The programs launched last year – Leadership Development and Strengthening Bargaining Power – will continue to receive funding in 2026, and significant resources will be directed toward implementing the strategic directions adopted by delegates at our recent National Convention. The budget also includes funding for the two task forces established by convention: one on governance and one on the trial procedure.

We will also continue to draw on the resources accumulated in the National Defence Fund over many years to bolster campaign work across the country and to provide temporary staffing support in each region. Increased funding will be available for cost-shared campaigns, as well as for national and regional strategic initiatives. The Defence Fund will support 21 temporary positions, bringing the total number of new positions for 2026 to 49.

Financial Support

The National Executive Board approved 56 cost-share campaign requests totaling \$6,404,374.70, six requests for legal and arbitration support, totaling \$225,620.91, and two requests for legal support through the strike fund, in the amount of \$95,000 to preserve collective bargaining rights.

Support for Hurricane Melissa Relief Efforts

The National Executive Board approved a special donation of \$50,000 to the Jamaica Red Cross, to support emergency response efforts and support recovery and resilience related to Hurricane Melissa affecting communities in Jamaica.

CUPE Alberta – Fightback Funding

The National Executive Board passed a motion to provide financial support of up to \$200,000 to CUPE Alberta to oppose the Alberta UCP government's escalating interference in labour rights and constitutional freedoms, exemplified by its recent use of the Notwithstanding Clause to suppress job action.

CUPE Quebec – Fightback Funding

The National Executive Board passed a motion to provide financial support of up to \$250,000 to CUPE Quebec to defend workers' rights against the Legault government's aggressive attacks on unions. These unprecedented legislative measures include Law 14, which grants the Minister of Labour sweeping powers to end strikes and lockouts, and Bill 3, which undermines the Rand Formula by introducing non-mandatory union dues.

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**NATIONAL SECRETARY-TREASURER'S REPORT
TO THE
NATIONAL EXECUTIVE BOARD**

Ottawa, Ontario

December 9-11, 2025

Dear Sisters, Brothers, and Friends:

This report comes just a few weeks after our national convention, and I want to begin by expressing my heartfelt thanks to all CUPE delegates and members across the country for their continued support. It is an incredible honour and privilege to represent CUPE's 800,000 members. As I begin my third mandate as your National Secretary-Treasurer, I do so with renewed energy and determination to continue supporting the members of this great union, because we are worth everything we are fighting for, and so much more.

Work in the National Secretary-Treasurer's Office didn't slow down after convention. As soon as our event wrapped up in Toronto, we moved straight into budget season with all the meetings, discussions, and careful planning that come with it. Allocating financial resources to support the work of CUPE locals across the country is a critical part of what we do. In the months ahead, our members will be leading significant battles, whether through campaigns, at the bargaining table, on picket lines, or in the political arena. Our union will continue to invest in their activism and initiative, because it's our members' dedication that strengthens our workplaces, our communities, and our collective power.

CUPE's strength lies in our solidarity and shared purpose. The work of this office is not only about managing resources, but it's also about ensuring our union has the means to defend public services, support workers, and confront inequality wherever it appears. Every decision we make is guided by the conviction that when workers stand together, we have the power to create lasting change.

MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

DAWN BELLEROSE, PATRICK GLOUTNEY, SHERRY HILLIER, GINA MCKAY, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

Unpaid Work Won't Fly

On September 16, I joined members of CUPE's Airline Division on Parliament Hill to send a clear message: unpaid work will no longer fly. This powerful demonstration came just weeks after the historic CUPE strike at Air Canada, which brought renewed attention and some real progress on the issue of unpaid work. It also followed the federal government's shameful decision to invoke section 107 of the Canada Labour Code to try to end that strike.

This is the same government that refused to address unpaid work through legislation, claiming it was a matter for collective bargaining. Yet when airline workers exercised their right to bargain and take action, the government stepped in to try to shut them down. Members of the Airline Division see this for what it is: a clear acknowledgment that unpaid work is a legislative issue. And they will continue to raise their voices to ensure the government finally does what's right. I'll be proud to stand with them.

Shine a Light on Early Learning and Child Care

On September 18, I had the immense privilege of joining members of CUPE's National Child Care Working Group as they delivered their petition, "Shine a Light on Early Learning and Child Care" to Parliamentary Secretary Anna Gainey. The petition calls for greater federal government investments to attract and retain the dedicated workers who care for our children during some of their most formative years.

The group met with Patty Hajdu, Minister of Employment, Workforce Development and Official Languages, and Anna Gainey, Parliamentary Secretary for Children and Families, to discuss these demands. The working group highlighted that lifting child care workers out of poverty and recognizing the full value of their essential work is critical to maintaining affordable, high-quality child care programs that benefit families and strengthen communities across the country.

Union of BC Municipalities

From September 22 to 25, I had the opportunity to join an influential group of CUPE leaders and staff at the Union of BC Municipalities' annual convention in Victoria, British Columbia. Representing tens of thousands of municipal workers across the country, our union values opportunities like this to connect directly with municipal leaders, a vital part of the advocacy and lobbying work we do every day.

My sincere thanks to General Vice-President Karen Ranalletta for the invitation and for her outstanding leadership throughout the event. I also extend heartfelt congratulations to everyone involved for the exceptional work they did to showcase CUPE's strength, credibility, and unwavering commitment to public services. Their professionalism and expertise ensured that CUPE's voice was not only heard but truly respected at this important gathering.

Leading from the Heart – Judy Darcy’s Book Launch

On October 2, I had the privilege of attending the launch of *Leading from the Hearth*, the memoir of CUPE’s past president Judy Darcy. At the event, Judy read a chapter from her book and shared deeply personal stories that span a lifetime of activism, from her early work before joining CUPE, through her leadership within the union, and continuing into her efforts as British Columbia’s minister of mental health and addictions. Listening to her speak so candidly about her experiences was inspiring and a powerful reminder of the enduring impact one committed individual can have on so many lives.

CUPE’s 32nd Biennial Convention

Our 32nd Biennial Convention was held from October 6 to 10 in Toronto, with additional meetings, caucuses, and events on the days prior. Over 2,300 delegates, 114 guests, and nearly 500 staff came together to discuss our union’s progress and future. I was proud to present my report on our achievements in 2023-2024 and the steps we are taking to strengthen our impact through 2025 and beyond.

Delegates adopted our strategic directions for the next two years, seven constitutional amendments, and 34 resolutions covering 19 others. The convention also highlighted the outstanding work of CUPE locals nationwide and the dedication of activists supporting our members every day.

This year’s convention introduced several new initiatives for delegates. Over 120 participants attended our virtual community intervention training, along with a new delegate briefing, while an in-person session was also offered before the convention officially began.

Our daily 30-minute overdose-response workshops were particularly well received. These sessions not only trained participants to recognize the signs of an opioid overdose and respond effectively using naloxone, but also provided practical, hands-on demonstrations to build confidence in administering the medication. Many delegates shared that this training left them feeling better equipped to respond in an emergency, whether at their workplaces, in their communities, or at future union events.

We also continued the Safe Walk Program, launched at our 2023 convention in Quebec City, ensuring delegates had access to companionship and support on their walks back to their hotels. This program remains a valued element of our commitment to creating safe, inclusive, and supportive spaces at all CUPE gatherings.

Our event featured inspiring guest speakers, including Olivia Chow, Mayor of Toronto; Bea Bruske, President of the CLC; Timothy Caulfield, University of Alberta; Lee Saunders, President of AFSCME; and Magali Picard, President of the FTQ. We were honoured to welcome international guests: Margarita Lopez (SINTRACUAVALLE, Colombia), Maria Luisa Regalado (CODEMUH, Honduras), Yvette Gauthier Etienne (CTSP, Haïti), Carine Metz (DWRC, Palestine), Lana Nazzal (Health Service Employees’ Union, Palestine), Santi Dasmarias (COURAGE, Philippines), Christina McAnea (UNISON, UK), Ethan Young (PSI, US), and Nadia Revelo (CoDevelopment Canada).

Conventions also provide an important opportunity to elect our National Executive Board. I am profoundly honoured to continue to carry the voices and priorities of CUPE members at the national level and to advocate for the issues that matter most to us. I also want to extend my warm congratulations to the newly elected members of the National Executive Board, whose leadership will guide us in the years ahead. Finally, I offer heartfelt thanks to those stepping down this year for their dedication, service, and lasting contributions to our union and the broader movement.

Canadian Labour Congress – Canadian Council

On October 22 and 23, I took part in the CLC's Canadian Council meeting in Ottawa, where labour leaders from across the country gathered to discuss key issues shaping the future of work in Canada. In today's challenging global political climate, particularly in the age of Trump, the discussions on trade, tariffs, and the Canada-United States-Mexico Agreement (CUSMA) were especially timely and thought-provoking. The meeting also provided a valuable opportunity to engage directly with the candidates for the leadership of the federal NDP, offering important insight into their plans for the party's direction and their vision for advancing the interests of working people across the country.

Work is well underway on the CLC Convention scheduled to take place in May in Winnipeg.

Alberta All-Leaders' Meeting

Danielle Smith has struck again, this time invoking the Canadian Charter's Notwithstanding Clause to strip Alberta teachers of their right to strike. Using this constitutional "nuclear option" doesn't just target teachers; it sets a dangerous precedent that threatens the fundamental rights of all workers and may embolden other right-wing governments to follow suit.

In response, CUPE's local leaders in Alberta came together several times over the last week of November to share updates, strategize, and discuss possible actions. I was honoured to join them virtually on October 27 and hear their thoughtful insights and determination to build a strong, united labour response. My deepest appreciation goes to all the Alberta leaders who are stepping up in this challenging time, and special thanks to Regional Vice-President Raj Uppal for her steadfast leadership and commitment to defending workers' rights.

CLC Emergency Meeting

CUPE Alberta was not alone in its outrage over Danielle Smith's latest overreach. I joined fellow leaders from the Canadian labour movement at an emergency meeting of the Canadian Labour Congress (CLC) on October 28, where we heard firsthand updates from Alberta and worked together to chart a collective response. The Canadian Council unanimously adopted a resolution committing to challenge the UCP government's use of the Notwithstanding Clause through coordinated legal action and public campaigns. This united front sends a clear message that attacks on workers' rights will not go unanswered.

CUPE British Columbia Treasurers' Academy

On November 4 and 5, I was extremely pleased to join CUPE members at the fall 2025 weeklong union education school in Nanaimo, British Columbia. As a union, our core mandate is to support members in achieving and enforcing strong collective agreements. That work depends not only on our dedicated staff and frontline leaders, but also on the financial officers whose efforts often happen behind the scenes, as well as our treasurers and trustees. Spending time with these local financial leaders as they strengthened their skills and deepened their understanding of their vital roles was truly inspiring. I want to thank Tony Rebelo, CUPE BC Secretary-Treasurer, for organizing this important gathering for financial officers.

As a bonus, I had the chance to meet members participating in the Women in Leadership training and share with them our past president Judy Darcy's new book. A big thank-you to CUPE BC President Karen Ranalletta and Secretary-Treasurer Tony Rebelo for offering such a great opportunity.

Walking the Picket Line with CUPE 3912

On November 12, I had the opportunity to stand with CUPE 3912 members on the picket line as they continue their fight for fair wages and real job security. Their struggle goes beyond their own workplaces; they are standing up for the quality of post-secondary education across Nova Scotia. As we know well, CUPE members' working conditions are students' learning conditions, and defending one means defending the other.

Despite stalling tactics from both universities, CUPE 3912 members stayed united and resolute. Their solidarity made a real difference: shortly after our visit, the negotiating teams at both Mount Saint Vincent University and Saint Mary's University reached tentative deals.

Ontario Federation of Labour Convention

From November 17 to 21, I was pleased to attend part of the Ontario Federation of Labour Convention and witnessed CUPE's Laura Walton win a second term as OFL President. CUPE delegates were out in full force, bringing energy to the floor and fully embracing the convention theme, "We Are One." The message throughout the week was unmistakable: Ontario's labour movement is organized, determined, and ready to confront the challenges posed by the Ford government head-on.

Racial Justice and Human Rights Conference and Women's Breakfast

On November 27, at the annual women's breakfast during the Racial Justice and Human Rights Conference, I was joined by Judy Darcy, our past National President. In a fireside chat, I interviewed Judy about her recently published memoir, *Leading from the Heart*. Judy covered her long history of activism, sexism and bullying in the labour movement, her family history, and her time as the first ever BC Minister of Mental Health and Addictions. This year's conference theme was mental health, and Judy laid out a clear case for attendees on why mental health and addictions are union issues and human rights issues. She continues to inspire generations of CUPE women decades after her departure from the National President role. Big thanks to CUPE Ontario Secretary-Treasurer Yolanda McClean for this invitation.

Visiting our Members at the Montreal Biodome

On November 28, I had the incredible privilege of visiting CUPE members at the Montreal Biodome, accompanied by our National President Mark and NEB member Hugo Tessier. The members of CUPE Locals 301 and 429, representing both outside and inside workers at the City of Montreal, exemplify everything we expect from municipal employees, and then some. Their work includes caring for the many visitors and residents of the Biodome, many of whom can be quite demanding.

It is truly a privilege to meet members in their workplaces and hear firsthand about the exceptional service they provide to the public and our communities. I want to extend my heartfelt thanks to Local 301 for organizing such an exceptional visit, and to Local 429 for joining us for a truly special behind-the-scenes evening at the Biodome.

Montreal Demonstration

On November 29, I was thrilled to join a large CUPE delegation, and over 50,000 others, in Montreal for a day of mobilization, full of energy, to denounce the Quebec government's attack on workers and labour rights. In recent months, Legault and his right-wing allies have passed bills that weaken the labour movement by restricting the right to strike and seeking to make portions of union dues optional. These radical policies demand a strong and resolute response. The demonstration did not disappoint. I'm always inspired by the strength and solidarity these events generate in Quebec, and once again, it was an absolute honour to stand with our leaders and members in the beautiful streets of Montreal.

Visiting the Striking Members of Local 1281

On December 4, I had the pleasure of meeting with the eight members of Local 1281, who have been on strike since October 27. Their employer, the York University Faculty Association, arrived at the bargaining table with more than 100 concession demands. While most of those concessions have now been withdrawn, there is still considerable work ahead to secure the collective agreement these members deserve. It was inspiring to meet the members of this small but exceptionally strong local. I have no doubt they will achieve a successful outcome.

Budget Consultations

Each year, in the NSTO, the final two months are dedicated to preparing the budget for the year ahead. This involves reviewing submissions from each region and meeting with senior staff from across the country to understand their priorities, challenges, and resource needs. I want to extend my sincere thanks to everyone who participated in these discussions and contributed their insight on how to make the most effective use of the funds that come directly from our members' hard work.

As always, the requests exceeded the resources available. Total requests from across the union totalled just over \$24 million. After the base budget and specific line adjustments were finalized, we were left with just over \$7 million for all new spending. Determining how best to use our available resources is always a challenge, but I am

confident that the budget being presented at this Board meeting represents our best effort to balance those competing priorities and position our union for another strong and active year in 2026.

Safer Union Spaces Office

This fall, the Safer Union Spaces Office (SUSO) has focused on developing a sustainable casework framework to handle the growing number of referrals. So far in 2025, SUSO has supported over 100 cases, a number expected to rise as the Office's services reach new regions and shifts in the Alternate Process are implemented. Support has included trial procedure/alternate process guidance, cultural assessments, mediation, accountability counselling, complex case consultation, interim measures, safety planning, conflict coaching, and risk assessment. These figures do not include Events Ombuds Program complaints unless referred to SUSO after the event.

SUSO supported the national convention by coordinating the events Ombuds Program and developing an event-wide risk assessment and safety plan. The team received 38 complaints, and the SUSO Director addressed 15 additional instances. Of roughly 52 issues, 16 were triaged for post-convention casework. The convention implementation offered learning opportunities, and SUSO has since built a complaint tracking framework to ensure harassment and discrimination cases are properly managed. To support program sustainability, SUSO collaborated with the Union Education Branch to create a Guide for Persons in Charge and co-develop an updated Ombuds Training Program for Quebec-based and bilingual staff, to be delivered this winter.

SUSO continues collaborating with the Legal Branch and the National President's Office to develop the Harassment and Discrimination Prevention and Response Process (the Alternate Process) within the Trial Procedure. The recent adoption of a constitutional amendment at the convention marks a key step toward implementing a trauma-informed process grounded in best practices, human rights and labour law, and member feedback.

SUSO has begun co-developing a Restorative Justice training program and manual with Community Justice Initiatives and the former director of the now-closed Centre for Indigegogy. A pilot training is planned for 2026 with a small group of staff, who will launch a Restorative Justice community of practice to support cases suited to this accountability framework. The five-day pilot will also inform a series of shorter trainings and workshops for staff and locals to deepen their restorative practice skills.

CONFERENCES AND EVENTS

With the National Convention behind us, our events team is now turning its full attention to a busy events agenda for next year. The first major activity will be our All-Committees Meeting, taking place from February 23 to 26 in Ottawa. This year, we are preparing something a little different: in addition to giving all committees the opportunity to meet for the first time, participants will also take part in an action-packed week that includes a CUPE lobby day. Planning has just begun, but we are excited about this new direction and the opportunity for CUPE members to be on the hill advocating for strong public services.

FINANCIAL STATEMENTS FOR THE QUARTER ENDED SEPTEMBER 30, 2025

GENERAL FUND

Quarter 3 - Statement of Financial Position

Assets: The total assets in the General Fund were \$457.9 million compared to \$448.6 million at December 31, 2024.

The bank balance at September 30, 2025 of \$9.4 million is a \$9.4 million decrease from the balance at December 31, 2024. The bank balance includes various internal cash reserves which are set aside for the 2025 Convention, retirement payouts, future benefits funding, property maintenance, and the Regional Building Fund.

Liabilities: The total liabilities in the General Fund were \$362.6 million compared to \$358.7 million at December 31, 2024.

Employee Future Benefits Obligation: Under the method where we value the liability using the expected rate of investment earnings, the true liability as calculated by our actuary at December 31, 2024 stood at \$293.2 million. That liability was increased to \$301.8 million at September 30, 2025, progressing towards Eckler's estimated value of our liability at the end of 2025. This amount is fully recorded under Long-Term Liabilities on our balance sheet.

Fund Balance: The Fund Balance was \$95.3 million, of which a total of \$4 million is restricted as follows: Convention and National Events Assistance Fund \$1.6 million and Regional Building Fund, \$2.4 million. Of the remaining Fund Balance, we also have invested \$80.8 million in fixed assets, leaving a negative unrestricted balance of \$10.5 million.

Quarter 3 - Statement of Operations

The operating surplus at the close of Q3 was \$5.5 million.

Revenue: Total revenue was \$215.1 million compared to the budget of \$214.3 million. Per Capita Tax and Initiation Fees made up \$213.4 million of the total revenue and came in on budget.

Expenses: Total expenses were \$209.7 million, which came in at \$5.9 million under budget.

Salaries are under budget by \$2.8 million, while current benefits are over budget by \$1.5 million. Directors' and Representatives' salaries are under budget by 2.5%, or \$1.6 million, while Administrative and Technical Salaries are 7%, or \$938,000 under budget. Clerical salaries are under budget by 2.8%, or \$511,000. Vacation Relief is over budget by 14.5%, or \$239,000.

Operating Expenses:

Below are some of the more significant items on operating expenses:

1. Overall programs are \$3 million **under** budget.
2. Strategic Directions are \$1.5 million **under** budget.
3. Office expenses are \$758,000 **under** budget.
4. National Conferences' costs are \$898,000 **over** budget.

NATIONAL DEFENCE FUND

Quarter 3 - Statement of Financial Position

Assets: Total assets were \$42.7 million in Total Assets which is unchanged from \$42.7 million at December 31, 2024 and up from \$40.2 million at September 30, 2024.

The cash balance of \$6.8 million is up \$374,000 compared to December 31, 2024. In addition, we have investments totalling \$33.3 million, which is up \$1.1 million from December 31, 2024.

Liabilities: Under Liabilities we have accounts payable and accrued liabilities of \$2.6 million compared to \$4 million at December 31, 2024. There is also \$17.3 million in cost-shared campaign liabilities, which have increased by \$2 million from December 31, 2024. Finally, \$684,000 is owed to the General Fund at the end of the quarter.

Fund Balance: The Fund Balance is \$22 million, up \$1.2 million from December 31, 2024.

Quarter 3 - Statement of Operations

The Statement of Operations shows at Q3 a surplus before unrealized losses of \$1.3 million.

Revenue: Total revenue in the Fund was \$14.1 million. Per capita tax allocated to the Fund to September 30, 2025, was \$12.8 million, and \$1.3 million in interest was earned on investments.

Expenses: Total expenses in the Fund were \$12.8 million as follows:

Cost-shared Campaigns: \$6,060,844 in cost-shared campaigns have been approved by the National Executive Board. There was a recovery of \$669,914 in unused funds from prior years' cost-shared campaigns that have been closed out during the year. Our net Cost-shared Campaigns expense was \$5,390,930.

Major Organizing Campaigns: Expenses were \$2,273,120 against an annual budget of \$4 million.

National Strategic Initiatives: Expenses were \$1,843,216 against an annual budget of \$2.7 million.

Regional Strategic Initiatives: Expenses were \$984,635 with a budget for the year of \$4.3 million.

Temporary Representative Positions: Actual spending was \$2,275,501 against an annual budget of \$4.6 million.

NATIONAL STRIKE FUND

Quarter 3 - Statement of Financial Position

Assets: Total Assets in the National Strike Fund were \$110.1 million, down \$25.7 million from December 31, 2024. These assets consisted of \$2.2 million in cash, \$2.5 million in per capita receivable, \$253,000 in accounts receivable and \$105.1 million in investments.

Liabilities: We have accounts payable and accrued liabilities totalling \$2.8 million and \$29,000 due to the General Fund.

Fund Balance: The Fund Balance was \$107.3 million, compared to \$132.6 million at December 31, 2024.

Quarter 3 - Statement of Operations

The Fund has an operating deficit of \$25.3 million after an unrealized loss of \$55,000.

Revenue: The total revenue in the Fund was \$19.7 million. The Per Capita Tax allocated to the Strike Fund is \$12.8 million. Investment income was \$6.9 million.

Expenses: Total expenses were \$45 million as follows:

Strike Related Expenses:	\$38,354,491
Strike Averting Expenses:	\$5,842,812
Legal and Arbitration Expenses:	\$403,333
Bargaining Rights Legal Challenges:	\$400,000

STRIKES AND LOCKOUTS FOR THE Q3 2025 FINANCIAL REPORTING PERIOD

CUPE members are standing up and demanding more and better all across the country. During the Q3 reporting period, the following locals were on strike, or locked out:

Local 830 (PEI) – City of Charlottetown

Local 5564 (QC) – Autobus Fleur de Lys

Local 4545 (QC) – Ville de Laval

Local 2073 (ON) – Canadian Hearing Society

Local 1750 (ON) – Workplace Safety and Insurance Board (WSIB)

Local 5525 (ON) – Villa Colombo Homes for the Aged.

Local 4091 (Airline) – Air Canada

Local 4092 (Airline) – Air Canada

Local 4095 (Airline) – Air Canada

Local 4094 (Airline) – Air Canada

Local 4098 (Airline) – Air Canada Rouge

STRIKES, LOCKOUTS AND SETTLEMENTS FOR THE CURRENT QUARTER (Q4)

At the date of writing this report, the following locals had been on strike or locked out in the current quarter:

Local 3912 (NS) – Mount Saint Vincent University, 150 workers on strike from October 22 to November 15, 2025.

Local 3912 (NS) – Saint Mary's University, 170 workers on strike from October 23 to November 15, 2025.

Local 830 (PEI) – City of Charlottetown Water & Utilities, 30 members on strike from July 29 to November 12, 2025.

Local 4317 (QC) – Port of Montreal, 32 office support workers on strike since September 22, 2025.

Local 5490 (Airline) – Pascan Airlines, 20 flight attendants on strike since October 28, 2025.

Local 1983 (QC) – Montreal Transit Commission, 2,200 members on strike for one day on November 1, 2025.

Local 5564 (QC) – Autobus Fleur de Lys, 22 members on strike since November 16, 2025.

Local 1544 (ON) – Timmins Transit, 39 workers on strike September 29 to October 11, 2025.

Local 1281-33 (ON) – York University Faculty Association, 8 workers on strike since October 27, 2025.

Local 410 (BC) – Greater Victoria Public Library, 40 workers honouring the picket line of another trade union on September 23 to 25, 2025.

Local 15 (BC) – Vancouver Symphony Orchestra, 150 workers honouring the picket line of another trade union on September 25 to 29, 2025.

Local 1699 (BC) – Regional District Fraser Fort George, 100 workers on rotating strikes since October 18, and locked out from November 7 to 19, 2025.

Local 2269 (BC) – District of Squamish, 225 workers locked out from October 16 to 30, 2025.

PER CAPITA ARREARS

For the quarter ended September 2025, the total arrears were \$14,859,308, which was an increase of \$294,886 or 2.02% from the previous quarter ended June 2025. Total arrears have increased by 7.33% as compared to September 2024. Arrears per member are \$19.34, an increase from \$18.68 at September 2024. Arrears per member are calculated based on the December 31, 2024, twelve-month average membership of 768,184.

PROPERTIES AND LEASEHOLDS

During the fourth quarter of 2025, we are actively analyzing and pursuing opportunities in Red Deer and Ste Catharines. We are in negotiations for new premises in Corner Brook, Peel, Peterborough, Medicine Hat, Prince George and Terrace, and for additional spaces in Edmonton. We have also recently signed new leases in London and Hamilton. All these transactions are prompted by internal growth and a need to find safer and higher-quality spaces.

We are currently implementing projects for the construction of new offices in Sydney, London, Hamilton, as well as the construction of additional spaces in St John's. We are also working on elaborating the scope of work for projects at the Ontario and Atlantic Regional Offices. We are investigating real estate markets in Moncton, Saskatoon and Cornwall where we own properties that no longer meet our needs and requirements. We are looking at various options available to us in these markets.

INFORMATION TECHNOLOGY (IT) REPORT

Member Relationship Management System (MRMS) Enhancements

The IT development team is implementing new features in the MRMS platform, focusing on the MRM Local Union Information (LUI) module. Enhancements include managing organizations and provincial structures, integrating settlement and pension data from the MRM Collective Agreement (CA) module, and completing National Committees integration, now in User Acceptance Testing (UAT) and expected to move to production by year-end upon approval.

The team is also working with O&RS and Finance to explore in-person payments for field organizing projects, evaluate payment providers, and integrate with the Finance and Operations (F&O) system. They are additionally assessing online payment options and enabling regional registration of multiple members for MRM Education (ED) workshops.

The Strike Forms module will pilot with a designated group as soon as possible, giving selected staff and local members early access to provide feedback on functionality and usability. The pilot aims to identify improvements and ensure the forms meet the needs and expectations of locals and members before full launch.

JustPay V3

The latest generation of the application, called JustPayV3, currently used by Ontario and Quebec Job Evaluation Representatives (JE Reps), continues to receive small enhancement updates following its launch earlier this year. We plan to retire JustPayV2 within the next three months.

Global Justice Fund

The Global Justice Fund project is in the analysis phase, aiming to replace the PDF form on cupe.ca with an online fillable and submittable form to streamline submissions and improve accuracy and user experience. The Finance team and project sponsor have refined requirements, and the first Business Requirements Document (BRD) was completed and updated to expand eligible donors to divisions, councils, and individual members. The IT team is now preparing the second BRD with detailed wireframes and UI designs, while analyzing integration with a third-party financial provider and the existing financial system to enhance processing efficiency.

Accounting and Per Capita Tax System Replacement

The transition to the new accounting system is complete, and it is now live with active integration with the Moniroo expense system. Work on the Local Remittance System (LRS) is now centered on Phase 1, which replaces the aging Per Capita system to improve stability, enhance functionality, and align with the Microsoft stack supporting our General Ledger. Phase 1 is expected to go live on May 1, 2026. Planning for Phase 2 is beginning and will introduce a payment portal to streamline payments and eliminate reconciliation delays, with implementation roughly targeted for late 2027.

Avanti

The HR Avanti Time and Attendance project, which began in August 2025, will allow employees to submit leave and overtime requests through ESS with automated approval routing. Configuration testing is underway, production testing starts in December, and go-live is on track for January 2026, followed by post-implementation monitoring through February.

Information Management (IM) Solution – CUPEDocs

Migration and deployment of new CUPEDocs Teams in Saskatchewan is progressing well, currently scheduled to be completed by mid-November, followed by the final adoption phase ending in December.

IM activity planning for 2026 will begin after the Saskatchewan rollout and lessons learned review are completed.

PENSION ADMINISTRATION

The Joint Board of Trustees (JBT) held its final scheduled meeting of the year on December 3, 2025. The key items discussed included:

- Approval of assumptions and methods for the Actuarial Valuation of the CEPP as at January 1, 2026;
- Confirmation of economic assumptions for Buybacks and RTAs in 2026
- Evaluation of investment managers;
- Adoption of new confidentiality and privacy policies.

The transition of pension administration services was successfully completed on November 1, 2025, with the new provider now handling benefit payments. The transition was smooth, with no disruptions for retirees. This change supports JBT's ongoing efforts to enhance service quality, improve data security, and align with evolving standards in pension administration.

Pre-retirement planning seminars will be held in person in spring 2026. Three sessions are scheduled in Calgary, Quebec City, and Toronto. These seminars will provide members with:

- Insights into the psychological, health, and wellness aspects of retirement;
- An overview of the CEPP and government-sponsored pension programs;
- Financial planning information and resources.

EXECUTIVE ASSISTANT REPLACEMENT

NSTO's Executive Assistant Stephanie Malinsky will be returning to her assignment in Ontario to coincide with an important round of school board bargaining, the union's largest bargaining table, where she will serve as Coordinator and lead those negotiations.

Stephanie has brought invaluable support to the NSTO and to me personally. We have benefited deeply from her leadership, most specifically in our events department, around the planning and execution of our events.

Stephanie has been a great friend to me, and I am very grateful that she accepted this assignment when called upon to do so. I am supportive of her return to her Ontario assignment. Her skills, leadership, and friendship will be deeply missed in the NSTO, but the Ontario School Board bargaining folks are super lucky to have her back at such a critical time. Thank you, Stephanie. I will miss you a lot.

I am in the process of selecting a new Executive Assistant to replace Stephanie and will communicate more on that as details and timelines become available. Stephanie has agreed to remain in this position until the replacement process and transition are completed.

Retirements

Barbara A. Dafoe, British Regional Office, November 1, 2025
Dimitria Toluso, British Columbia Regional Office, November 1, 2025
David Dickson, Barrie Area Office, December 1, 2025
Jacqueline Lancaster, Ontario Regional Office, February 1, 2026
Gregory K. Ingram, Kelowna Area Office, February 1, 2026
Marcos J. Salib, Moncton Area Office, February 1, 2026
Mariko V. Wolf, London Area Office, March 1, 2026
Paul Zamperin, Peel Area Office, March 1, 2026
Matthew Fith, National Services Department, May 1, 2026
Donna G. Ryan, Corner Brook Area Office, July 1, 2026
Manon Albert, Quebec Regional Office, April 1, 2027.

CONCLUSION

As we begin a new two-year mandate, I'm filled with optimism and renewed determination to build on our progress. Our national convention reminded us of the incredible energy, passion, and determination that drive CUPE members in every corner of the country. That spirit of solidarity and activism will continue to guide us in the months ahead.

Together, we carry forward the momentum of convention – a renewed purpose and a deep sense of unity in our commitment to fairness, equity, and strong public services. With the dedication of our locals, leaders, and activists across the country, CUPE will keep growing our collective power and building a better future for all workers and the communities we serve.

Respectfully submitted,

A handwritten signature in black ink that reads "Candace Rennick". The signature is written in a cursive, flowing style.

CANDACE RENNICK
National Secretary-Treasurer

:nf/ceu

From: [Good Shepherd Vice President - Paula Masys-Pollock](#)
To: [OFFICE of CUPE Local 5167](#)
Cc: [Vice President - Deann Smith](#); [Executive Administrator - Jodi Coville](#)
Subject: Request for Donation for SSWCC Conference
Date: Tuesday, January 27, 2026 12:05:01 PM

Good Afternoon,

I am submitting a request for the SSWCC Conference. They have requested Local Swag to be utilized for prizes for the Conference. They are also asking for a monetary donation that will go towards a community initiative in Ottawa.

If this could please be added to the February Executive Meeting that would be appreciated.

Thank you

Paula Masys-Pollock

December 30, 2025

Jody Coville
CUPE Local 5167
818 King St E
Hamilton, ON, L8M 1B2

Dear Friends,

Thank you for your donation of gift cards in support of Good Shepherd.

Your support means so much to our organization and our ability to help vulnerable people in this community. Your gift today brings care, comfort, and hope to the people who need it most. Thank you for believing in our mission to *Never Stop Loving*.

Thank you for your generosity and your confidence in our work.



God Bless,



Cathy Wellwood
Chief Development Officer

Good Shepherd Development Office

400 King Street West, PO Box 1003, Hamilton ON L8N 3R1 • Phone: 905.528.6565 • Fax: 905.528.6967 goodshepherdcentres.ca
Charitable Registration Numbers | Good Shepherd Centres: 13063 6798 RR0001 • Good Shepherd Non-Profit Homes: 12911 4377 RR0001



Neighbour to Neighbour Centre (Hamilton)
28 Athens St Hamilton, ON L9C 3K9
Tel. (905) 574-1334 fax. (905) 574-1688

January 14, 2026

CUPE Local 5167
818 King St E
Hamilton, Ontario L8M 1B2

Dear Neighbour,

Because of you, a neighbour will feel a little less alone.

Your gift to Neighbour to Neighbour is more than a donation—it's a moment of relief for someone worried about how they'll put food on the table, a sense of hope for a family facing tough choices, and a reminder that this community shows up for one another when it matters most.

Every day, we meet people at many different points in their journey. Some come to us needing groceries to get through the week. Others are looking for guidance, connection, or a place where they feel safe and respected. Through our food bank, financial counselling, education programs, and the mental and physical health supports offered at our Community Food Centre, your generosity helps ensure neighbours are met with dignity, care, and compassion—no matter their circumstances.

As the cost of living continues to rise, more neighbours are turning to us than ever before. Behind every visit is a story, and behind every story is a person doing their best in a challenging moment. Thanks to supporters like you, we are able to open our doors wider and respond with warmth, consistency, and hope—even as demand continues to grow.

Your kindness strengthens this community. It allows us to be there in both the small moments and the life-changing ones. Together, we are helping neighbours move toward stability, well-being, and a better quality of life.

Thank you for walking alongside us. Thank you for everything you do for the community.

Sincerely,

Barrington C. Hector
Executive Director
Neighbour to Neighbour Centre

President Jason Lucas
president@cupe5167.org

This message, including any attachments, is privileged and intended only for CUPE Local 5167 Members.

Activities:

- Attended Education Meeting
- Dealt with Multiple terminations across units
- Met with Signing officers at bank to sign papers
- Took member concerns and questions and when required – directed them to their appropriate unit VP
- Attended grievance audits, meetings, mediation and arbitration prep meeting.
- Attended Multiple Arbitrations
- Assisted unit VPs with fact findings and representing members
- Consulted with Unit VPs on unit issues
- Worked with National Reps on issues needing to go to National – legal matters, tribunal issues.
- Dealt with a labour board issue
- Dealt with various legal issues
- Assisted members at Human rights meetings
- Addressed the lack of follow through from an injured worker investigation
- Ongoing DARTS strategic committee meetings – need to book National communication team to plan future communications
- Worked with City bargaining team on drafting proposals in accordance with and strategic planning and bargaining survey
- Strike committee posted – organization and training to follow
- Addressed a JHAC Terms of reference concern with Public Health
- Attended a few labour management meetings
- Worked with SMH on changes needed – implemented letter of understanding to protect our rights
- Worked with peers involved in the Jay Hunter constitutional trial charges on the appeal put in by Jay
- No update on Jay Hunter HRTO – still pending hearing date

Trends/Issues Identified:

City Unit

Other Units: See that VPs report.

Vice President Deann Smith
vicepresident@cupe5167.org

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Activities

Attended meetings with members, meeting with employer, Step 2's, fact findings, GMM, Labour Management, Executive Board, mediation, arbitration grievance audits and prep meetings. Responded to member inquiries and questions.

AIRPORT
Nothing to report
DARTS
Have had bargaining dates with employer for both Inside and ATO, negotiations are ongoing. New dates in March and April.
GSWC
Advised by employer in Dec. that Oasis Benefits will no longer provide coverage for weight loss drugs. Had meeting with Employer and awaiting their update. Upcoming Labour Management in early March.
LODGES
Grievances continue to be filed over issues of overtime and shifts. Labour Management dates set for the year.
RBG
In discussions with employer regarding job descriptions. Upcoming mediation.
SMH
Contract expires in 2026. Not one person has stepped up to be on Bargaining Committee. Will be doing online meetings in March to introduce survey and discuss bargaining.
Jan 2026 Reported at Feb 2026 GMM

Executive Administrator Jodi Coville - December
administrator@cupe5167.org

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Activities

- Attended JAN EBM and GMM prepared all documents
- Managed office operations and staffing
- Spoke and met with Members as needed
- Met with Sam about SMH Survey
- Attended several meetings at RBG -
- Attended City Bargaining Prep Meetings – Jan 20, Jan 26
- Prepared and responded to Hunter Trial Appeal

Elections/Votes & Surveys

- Recreation JHSC Vote – Jan 15
- Wentworth Lodges LMC – Jan 27

Operations

- Manage winter weather

Communications – Send pictures anytime to administrator@cupe5167.org

Workplace Postings: are sent to 140 locations.

RECEPTION – PLEASE POST ON UNION BOARD if no contact, please post!!

Website Virtual Union Board:

[Union Board – CUPE Local 5167 \(cupe5167.org\)](http://cupe5167.org)

Social Media updates (@cupelocal5167):

[cupelocal5167](#) | Instagram, Facebook, TikTok | Linktree

eBlast – Stay connected to your union!

[Registration for Membership eMail blasts!! – CUPE Local 5167 \(cupe5167.org\)](#)

Workplace, website and social media postings:

- RBG LMC Results
- Wentworth Lodge LMC
- Snow Day Office Closed
- 5167 SCOOP – Educational opportunities
- CUPE National Weeklong School
- Retirement – Heather
- Thank you to Winter Operators
- I AM 5167 - Water Labourers
- CUPE OD Convention
- Wentworth Lodge LMC Results

Membership

Member Orientation and Member in Good Standing (MIGS)

[Member Orientation/Member In Good Standing - CUPE Local 5167 \(cupe5167.org\)](#)

City Members receive an email within the first 3 months

Other Units: VPs give packages and meet members.

Chief Steward

Monthly Steward Meetings – First Tuesday of the Month – [link is posted on the website!](#)

Steward Meetings ONLINE at 530pm: (The link is posted on the website at 515pm)

- Jan 6
- Feb 3
- March 3
- April 7
- May 5
- June 2 (last of term)
- **NEW TERM – July 2026 to June 2028**

Steward Reminder to Stewards to submit all notes to the office. If you choose to email them to the print account print@cupe5167.org please cc your unit vice president.

Bylaw Committee

- Bylaws returned – accountability changes reviewed and resubmitted.
- Next meeting February 24, 2026

Communications Committee – What’s the SCOOP?

- **Welcome to the 2025-2027 Committee:** Michelle Bowerman, Beverly Brown, Brian Roach, Judy Steckham, Andrew Swayze, Sue Lavalley, Lynda Small, Tess Hering, and Ed Thomas,
- SCOOP meeting online – January 15
- SCOOP video by Michelle for education

To Do List:

- eLearning module for Collective Bargaining FAQ
- Strike Team Guide
- History website – continue to slowly update

2nd Vice President Ann Jenkins
secondvp@cupe5167.org

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Activities:

Education Coordinator Virginia Stonehouse
education@cupe5167.org

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Activities:

- Attended general membership meeting
- Attended executive meetings
- Attend steward meeting
- Responded to upcoming school inquiries
- Posted upcoming Education opportunities
- Assisted members signing up for courses
- Assisted members filling out education requests
- Approved members for courses
- Arranged next Education meeting
- Arranged book off for education courses
- Attended Stewards appreciation
- Arranged food for upcoming education
- Set up next committee meeting in January
- Attended Parliamentary Procedures and Conflict Ready
- set up for education course

Upcoming education:

1. Macmaster Labour Study Courses

Labour Studies Theory (Part 2)

Tuesdays, March 24 & 31 and April 7 & 14, 6:30pm to 9:30pm

Register by February 20

Where: ONLINE

2. Intro to Stewarding and Notetaking -March 4 and 5, 9am to 4pm – Lunch Provided

Register by February 13

Where: In Person, Union Office 886 Barton Street E

3. Intro to Health and Safety – April 16 and 17, 9:00 am to 4:00pm – Lunch Provided

Where: In person, Union Office 886 Barton Street E

Register by March 20, 4:00pm

Social Planning Coordinator Ruth Graves
social@cupe5167.org

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Activities

- Attended the EBM
- Planning for upcoming Spring Fling
- DARTS ATO Bargaining
- Attended January EBM

Social Planning Update:

Welcome to a Social 2026:

Coming up events:

SPRING FLING March 28th 9:30-12:00

CUPE local 5167 Union Hall 886 Brant Street E

Looking forward to a social 2026

Spring Fling March 28th

Walk a Mile in Their Shoes (TBA)

CUPE local 5167 @ the Hamilton Tiger Cats

Labour Day 2026 September 7th, 2026

Annual Hamilton Food Share Drive in the Workplace November (TBA)

Breakfast with Santa December 5th, 2026

Check out your union board or on the virtual union board on the website to keep in the know

Follow **CUPE local 5167**:

Website: [Hamilton. Our City. Our Union. - CUPE Local 5167](#)

Facebook, TikTok, X, and Instagram

LET'S GET SOCIAL

Equity Coordinator Dorothy Heuck
equity@cupe5167.org

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Activities:

- Attended Executive Board Meeting
- Attended General Membership Meeting
- Supported staff with union concern/questions and issues

Equity Issues/Current Matters:

- Nothing to report

Equity Committee Update:

- Had Zoom Meeting with Committee Members to discuss future events and issues
- Organized Black History Month – Using CUPE National Quiz for the month long contest to win swag. Draw will be held Feb 28
- Planning in person meeting with committee Feb 26 to decorate donation boxes for March's Hygiene Drive to Celebrate International Women's Day, March 8, 2025 and support our local Women's Shelters – if interested in having a box at your workplace, please contact equity@cupe5167.org

Upcoming Events:

- International Women's Day – March 8th – a day to recognize and celebrate the social, economic, cultural, and political achievements of women and girls.

Inside Vice President Tracey Provo cityinsidevp@cupe5167.org

Ongoing Work Completed:

- Attended October 2025: Executive Board Meeting(s), GMM & Stewards Meetings. Labour Day Celebrations. Step 2: Grievance meetings and mediation meetings have resumed.
- Attended in-person and virtual meetings, fact-finding meetings, other relayed meetings, etc. and completed all associated paperwork as applicable to meetings with members and the employer. Noticing an increase in meeting requests this month with the Employer.
- Conferencing with Location Stewards: If you receive a request to represent a member and have any questions prior to the meeting or have any difficulties attending the meeting, please reach out to me directly via email or cell/text.
- Respond to member questions/inquiries via phone and email daily. Telephone consults and follow up with the location Steward.
- Follow up discussions with Labour Relations regarding grievances, and individual member and work group issues.

Trends Identified:

- **LRO Responses to Grievances:** Better response times, receiving Step 2 responses from Labour Relations.
- Questions regarding Positions (Testing and Interviews), Hours of Work (Part-time). Discipline and an increase in Terminations continue this month. Vacations remain a common incoming inquiry.
- Employer appears to be reviewing regular and reliable Attendance in the workplace. Noticing attendance meetings being held to discuss # of sick occasions/requests for unpaid pay. Please make sure that you're aware of how to report your sick absences per the Collective Agreement
- **Questions Re: Absent Reporting / Sick Days / Income Protection Plan:**
 - When your sick absence extends to the fourth (4th) working day, then on or before the fourth (4th) working day, you need to have a doctor's note completed to support your absence.
The note shall identify an anticipated return to work date.
 - On the first day you are sick, you must report your absence to your Department Head or Supervisor. Doctor's notes are to be submitted to Return to Work (RTW) Services by email (rtws@hamilton.ca) or fax at 905-546-4174. Do not give to your supervisor or Manager to submit on your behalf.
 - If Employees don't follow the process in Appendix "C" of the Collective Agreement and submit the required Dr's note on / or before the fourth (4th) of absence – it is

difficult to grieve – because there is an expectation that Employees are required to know when to submit a Doctor’s Note based on the length of time this requirement is in place has been in the Collective Agreement.

Grievance Committee Update:

- **2025 Grievance Schedule:** Employer is continuing with online meetings for Step 2 meetings. Mediation meetings scheduled for November 2025.

- **Grievance Committee New Term:**

Welcome your Inside Grievance Committee Members voted in by Membership! :

- Anthony Bechamp (Traffic)
- Chandis Wilde (Ontario Works)
- Aaron Perry (Animal Control).
- Looking forward to working with you all!

- **2025 Inside Grievances Filed to Date:** Total grievances filed to date: **74** (as of October 27, 2025) – the good news, we have resolved / settled many of these from this year – despite the volume we have been able to find some quick resolve for members.

Increase in Grievances is significant in comparison to previous years:

- 2024 Year-End Total Grievances Filed (Inside): **72**
- Previous Year End Totals: **2023: 80, 2022: 79**

- **Step 2 meetings:** Step 2 Meetings & Mediation dates set for September 2025 are scheduled.

- **Trends: Incoming Grievances:** Common themes for Grievances: Discipline, Positions,
An increase in Terminations identified, related to employee accountability for their time while working, which appears to be a common trend.

- **Mediation:** Next Date: To be Completed – **November 2025**

for

- For Location Stewards who are attending meetings with the Employer – Please Cc’ T. Provo, on your note details Via Email or any letters received from the Employer

meetings that you have attended: Email: cityinsidevp@cupe5167.org, feel free to reach out

out before/after any meeting you attend.

- If you’re in a meeting and a form of discipline is issued – please remember to advise Members of their rights under the Collective Agreement to file a grievance – you can always just advise, provide the fact sheet, and my contact information if more information is required. It’s important to advise members at the time and take action immediately to meet the timelines of the CA.

- Please reach out if you need assistance with the completion of the actual Grievance form prior to filing. Thank you for all of your hard work!

- Grievances may be held in Abeyance for many different reasons, including / but not limited to: A member is out of the workplace on sick/STD/LTD, Maternity/Parental leave etc., waiting for a change in behaviour if the member has many outstanding discipline issues to be dealt with, pending available GMO/Arbitration dates.
- If you're requested to represent two members regarding a member-on-member conflict, please reach out to me / the Union office, as a location Steward should only represent one side to avoid any conflict of interest in the matter.
- **Please remember:** Grievances need to be filed in the applicable timeline (14 calendar days). Please reach out if you are uncertain about timelines / have questions related to the Grievance Fact Sheet etc.
- The Grievance Committee reviews each outstanding grievance (for each year) at each monthly audit and reviews for a status update to determine the feasibility of the grievance being heard. This could extend the length of time that a grievance remains open &/ or appears not to be moving along the grievance timelines
- **Thank you for all the work completed by Stewards!** Looking forward to seeing you at the December 2025 Appreciation Night!

Work Hours / Contact Information / Other:

Office/Working Hours: My Working Hours are between 9 a.m. and 5 p.m., Monday to Friday. Feel Free to Share My Contact Information with your Colleagues.

- My Office Hours may be different than yours, but I will do my best to connect with you at the most opportune time. If you do not receive a response within 48 hours, feel free to reach out again. Sometimes urgent unexpected matters come up. I try to do my best to respond.
- As we move through the last few months, I have some vacation scheduled between November and – December 2025. If I am on vacation, you will receive my out-of-office, and it will advise you who to reach out to for coverage/assistance:
- Watch for Details via E-Blasts, social media and the CUPE 5167 Website for upcoming Events & Information (Breakfast with Santa, FoodShare – Food Drive, Educational opportunities, and all other composite news!)
- Office hours at the Union office vary – as I may be attending on-site location meetings, if you need to meet me directly in person, please reach out / schedule a time to meet. My typical hours of work at between **9 am-5 pm Monday-Friday**. **Contacting Tracey Provo:** My Email is: cityinsidevp@cupe5167.org, Telephone#: 289-439-6053. I have received some messages indicating that members are emailing me at my **@hamilton.ca** Email Address. ***Please note: I do not have access to this email while at the Union office. Please refer to the CUPE 5167 Website for the most up-to-date contact information on how to reach me.***

Outside Vice President Bobby Barnett
cityoutsidevp@cupe5167.org

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- Attend/represent at fact finding meetings with members online and in person.
- Attend Collision Review Board Thursday mornings.
- Attend GMM.
- Attend Stewards Meeting
- Attend Exec board
- Step 2 grievances in Jan
- Made contact with members who have had not completed positive benefit re enrollment with Manulife/Employer

Trends/Issues Identified:

- Employer asking for doctors note on Day 1 in certain circumstances and expected to obtain note on the same day-
- My HR – back up and accessible with City Email.
- HR Benefits Re enrollment

Grievance Committee Update:

- We have filed 4 grievances in 2026
- We filed 33 grievances in 2025

Lodges Vice President Andrew Swayze
lodgesvp@cupe5167.org

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Activities:

Very busy month, grievance committee meetings/audit. Step 2 meeting. Looking for employer to properly apply the OT language of our CBA. Several fact-finding meetings and meetings with members, and a few terminations. Grievances on going. Attended GMM and education committee meetings. PSW job eval arb multiple days.

Trends/Issues Identified:

Standing issue: constant issues with new lodges scheduling tool, vocantis. Constant issues with staffing department/their supervisors.

Grievance Committee Update:

Had our first meeting with new team. It was a great day, exposed some issues in management's application of the CBA that should lead to positive gains for our membership. Resolved some outstanding grievances.

Good Shepherd Family Centre, Reaching Home and Women's Services

Paula Masys-Pollock
goodshepherdvp@cupe5167.org

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Activities:

- Multiple meetings across all programs with members and the employer regarding a variety of issues.
 - Attending accommodations meetings with members
 - Attending SSWCC (Committee Member) Zoom Meeting in preparation for SSWCC Conference in March 2026
 - Attended GMM
-
- Staffing levels coverage within hospitality teams at Women's Services and Family Centre within the Reaching Home Team

Grievance Committee Update:

- 1 Grievance – awaiting next step meeting

Discussion Items

- Encouraging more members to attend Membership Meetings, Union Events
- Unit Vice President setting up regular New Members Information Sessions Monthly
- Make sure to be following CUPE 5167 on social media for all the exciting events and Selfie Requests to win CUPE 5167 Swag!!!
- Needing a Health and Safety Representative for Dorothy Day and Family Centre Hotel

DARTS Vice President Marlene Blair

dartsvp@cupe5167.org

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Activities:

- GMM Board
- Fact finding
- Bargaining
- Met new drivers and inside people
- Steward Meeting

St. Matthew's House Unit Vice President Michelle Semonovitch
smhvp@cupe5167.org

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Activities

RBG Vice President David Rapson
rbgvp@cupe5167.org

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Activities

Airport Unit Vice President James Drury
airportvp@cupe5167.org

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Activities:

Nothing to report.

Trends/Issues Identified:

Nothing to report.

Grievance Committee Update:

Nothing to report.

Discussion Items:

Nothing to report.