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

Ottawa, Ontario
June 16-18, 2026

Dear Sisters, Brothers, and Friends:

The last few months have been energizing for CUPE, and I continue to be encouraged by the engagement and commitment of our members as I had the opportunity to meet with them at Division Conventions across the country. At a time when news from around the world continues to be troubling, meeting with CUPE leaders and activists is always a source of encouragement.

Across the country, CUPE members continue to be at the forefront of defending public services that communities rely on every day. Whether in health care, education, municipalities, child care, or public transit, our members are pushing back against cuts, privatization, and chronic underfunding. Their work is not only essential but also a daily defence of the public good.

As a national union, CUPE will continue to act alongside our members. Together, we will confront shared challenges, strengthen our collective bargaining efforts, and mobilize whenever public services and the workers who deliver them come under attack.

In this context, we are particularly concerned by the sharp shift to the right of our federal government, as the Liberals appear too willing to cave under pressure from economic threats from the United States. In doing so, there is a risk of forgetting that it is working people who put them in office in the first place, expecting a strong, independent voice that would stand up in the face of an American bully.

CUPE will continue to insist that governments remember who they are accountable to. Working people deserve more than half-measures; they deserve leadership that defends public services, protects workers, and stands firm when faced with external pressure.

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

CUPE BC and the Fraser Valley District Council at the Abbotsford Canucks

On March 17, I was proud to join CUPE BC and the Fraser Valley District Council at an Abbotsford Canucks game, bringing together 1,800 members and their families for a memorable evening. The event was a fun and proud celebration of CUPE members and the vital public services they deliver across our communities. Congratulations and thanks to CUPE BC and the Fraser Valley District Council for organizing such a successful and engaging event. The work being done by CUPE Councils in BC should serve as a model for the country.

CUPE Delegation at the UNCSW

From March 9 to 13, CUPE sent a delegation of activists to the United Nations Commission on the Status of Women in New York City. In recent years, our delegation has become smaller. Following the last election of Trump, we have largely reduced travel to the United States for political and safety reasons. At the same time, we have made a conscious decision to continue supporting the work of the United Nations, albeit in a more modest way.

Thank you to Dawn Bellerose, General Vice-President representing Ontario, Natasha Stea, CUPE 4091 President, and Kimalee Philipps, CUPE's Human Rights Branch Director, for representing our union at this important event. Yolanda McClean was also present from CUPE Ontario and joined our delegation.

Division Conventions

Alberta

From March 18 to 20, I was grateful to spend some time in Edmonton with CUPE members at the Alberta Division Convention. The convention included the unveiling of the CUPE Alberta van and brought together strong participation from delegates, who adopted a record number of resolutions and constitutional amendments. The event was a powerful demonstration of the solidarity and commitment Alberta workers bring to defending and strengthening public services. Congratulations to CUPE Alberta President Raj Uppal for a successful convention, and to newly elected Division Secretary-Treasurer Amy Bernier and the entire executive board.

New Brunswick

From April 15 to 17, I was in Fredericton alongside a packed room of passionate delegates for the CUPE New Brunswick Division Convention, where solidarity in action was clearly on display. Union work has never been more important, and the courage, persistence, and collective commitment of delegates continue to drive the fight to defend members, strengthen communities, and build a better future. I would like to congratulate Iris Lloyd on chairing her first convention with such skill and confidence, and Sylvie Godin on her election as Division Secretary-Treasurer. I look forward to working with her, and my office stands ready to support her and the Division as they navigate current challenges and continue building on the strong foundation of their

work. Also, a big congratulations to convention delegates for passing a constitutional amendment to include designated equity seats on the executive board.

Manitoba

On April 22, I attended the CUPE Manitoba Convention for a brief but meaningful visit. It was a pleasure to reconnect with members, as well as longtime friends and former CUPE presidents, Judy Darcy and Paul Moist. What stood out once again this year was the strong and respectful relationship between the Manitoba Division and the provincial NDP government. Premier Wab Kinew and some members of his cabinet took time to meet with delegates, speak directly with members, and engage in meaningful conversations about the challenges facing workers and public services. It was a powerful reminder that elections matter and that governments can choose to work alongside labour in building stronger public services and communities. Congratulations and thank you to Gina McKay, André Freynet and the entire Manitoba Executive Board for organizing such a successful convention.

Newfoundland and Labrador

On April 23, I was pleased to join members at the CUPE Newfoundland and Labrador Division Convention. It was wonderful to spend time with members who continue to stand up every day for workers' rights, both at the bargaining table and in their communities. Across Newfoundland and Labrador, CUPE members are making it clear to the new Premier that our union is a force to be reckoned with and that working people expect governments to protect and strengthen public services and workers' rights. Congratulations to Sherry Hillier, Stacey Lucas and the entire Division Executive Board for organizing an excellent convention. And thanks for inviting me to serve as your election officer, it was super fun.

British Columbia

From April 29 to May 1, I was thrilled to be in beautiful British Columbia for the CUPE BC Division Convention. I extend my deep thanks to all the members who attended for their dedication, solidarity, and the important work they do every day in their workplaces, communities, and within our union. CUPE BC continues to be a strong force in the province, on the front lines defending workers' interests and protecting communities across British Columbia. Delegates heard about the hard work of bargaining committees, local leaders, and members across the province who are pushing hard at bargaining tables and achieving well-deserved gains for public sector workers.

Thank you to CUPE BC President Karen Ranalletta, Secretary-Treasurer Tony Rebelo, Sheryl Burns, and the division's executive committee for their leadership and for helping to make this an inspiring and successful convention.

Prince Edward Island

On May 7, I was pleased to be in Charlottetown, Prince Edward Island, for the CUPE PEI Convention, where I had the opportunity to spend time with members and leaders from across the province. It is always meaningful to connect with CUPE members in every region of the country and to see firsthand how the challenges we face and the victories we achieve continue to unite us from coast to coast to coast. This year, delegates also took time to celebrate the important victory of Local 830, who were on strike for 107 difficult days from late July through mid-November last year, a powerful reminder of the strength and perseverance of our members when they stand together. Congratulations to Ashley Clark, Division President, and the entire division's executive board on a great convention.

Nova Scotia

On May 25 and 26, I was in Halifax for the CUPE Nova Scotia Division Convention, where delegates showed the strength and solidarity that continues to define our union. A powerful moment was joining striking long-term care workers at a rally in Halifax, where members spoke about more than six weeks on the picket line fighting for fair wages, safe workplaces, and dignity on the job. Despite the cold and damp weather, CUPE members brought incredible energy and determination. Their message was clear: Premier Tim Houston must return to the bargaining table and negotiate a fair agreement. Thank you and congratulations to Alan Linkletter and the entire Nova Scotia Division executive for organizing such a strong and inspiring convention.

Ontario

From May 27 to 30, it was great to be in Toronto to wrap up the convention tour in my home province for the CUPE Ontario Convention. Delegates said goodbye to long time CUPE Ontario President Fred Hahn who retired on June 1 after serving 20 years as an Officer of CUPE Ontario. Democracy was alive and well as this convention with elections for every single executive board positions. Big history was made as delegates elected a new officer team in sisters Yolanda McClean, the first black woman to be elected president and Dawn Bellerose, the first Indigenous woman to be elected Secretary-Treasurer. Thirty members put their name forward for six members at large positions. It was inspiring to watch so many members step up and run for these leadership roles. Delegates also heard from newly elected NDP leader Avi Lewis who pledged to fight for working people in his new role. Thank you to the entire executive board for such a warm welcome home.

National Officers' Breakfasts and Lunches

As we do each year during division conventions, Mark and I hosted a series of National Officers' breakfasts and lunches throughout the spring. These gatherings provided an opportunity for open and constructive dialogue with delegates on political issues and on the role of the national union in advancing a more progressive discourse in Canada.

The discussions were thoughtful and engaging, and the insights shared will help inform and shape the national union's political work over the coming year. I would like to thank everyone who participated and contributed their perspectives.

NEB Retreat

From March 24 to 26, the National Executive Board held its annual retreat in Winnipeg at the Fort Garry Hotel, in the same room where CUPE held its founding convention in 1963. The annual retreat provides an opportunity to examine key issues in greater depth and in a less formal setting than the regular National Executive Board meetings.

This year's discussions focused on several pressing national issues, including public health care, the national child care program, and funding for the post-secondary education sector. These vital public services are increasingly under pressure as the federal government reduces transfers to the provinces, while provincial governments continue to cut programs that are central to Canada's sovereignty, independence, and prosperity.

There is no question that CUPE has an essential role to play in defending and strengthening these public services. I am deeply grateful to the members of the Board for their thoughtful contributions to these important discussions.

Tri-National Meeting of PSI Affiliates - Canada, Mexico and the United States

My office was represented at the meeting of Public Services International, which took place in Mexico City from March 30 to April 1, 2026. The meeting focused on the evolution of working conditions in Canada, the United States and Mexico, as well as the upcoming review of the Canada–United States–Mexico Agreement (CUSMA/USMCA). Participants also discussed labour rights, workplace protections, and continued cooperation among public sector unions and organizations across North America in the context of ongoing labour reforms and regional economic integration. The Cuban Ambassador to Mexico also gave a presentation about what the US is doing to Cuba and the need for solidarity.

NDP Convention

From March 27 to 29, I was in Winnipeg along with Mark and many members of our National Executive Board for the 2026 NDP Convention, joining members, allies, and New Democrats from across the country to stand up for public services, strengthen workers' voices, and advance a more equitable future. Our strong CUPE delegation participated in discussions focused on building political support for working people and the public services they rely on.

During the convention, delegates supported the repeal of Section 107 of the Canada Labour Code, reinforcing the shared belief that workers deserve a stronger voice and greater respect on the job. CUPE will continue to organize in support of this goal and to advocate for legislative change that strengthens labour rights.

The convention also underscored the central role of public services in holding communities together and in any credible strategy to defend working people in the face of economic and political pressure. CUPE members emphasized the need to move beyond approaches that rely on cuts and privatization, and instead build an alternative rooted in strong public health care, child care, housing, and fair wages. I offer my warmest congratulations to our party's new leader, Avi Lewis, and look forward to continuing to advance bold, people-centered policies under his leadership. And congratulations to Siobhán Vipond on her election as Labour Representative on the executive board, and to the many CUPE members and staff who were elected to positions within the party.

Passing of Stephen Lewis

On March 31, I was deeply saddened to learn of the passing of Stephen Lewis, a true giant in the fight for social justice, workers' rights, and human rights. CUPE has lost a great friend and ally. Stephen Lewis consistently showed what it means to speak truth to power, doing so with both compassion and conviction. He never wavered in his belief in the dignity of all people, and his voice helped shape a more just Canada. His passing comes only days after the election of his son, Avi Lewis, as leader of the NDP, adding to a moment of profound reflection and change.

Visit of CUPE 5430

On April 13, I was pleased to visit with CUPE 5430 members in Regina, where I met with workers at the Regina General Hospital, the Santa Maria Senior Citizens Home, Parkside Special Care Home, and the Wascana Rehabilitation Centre. These members work tirelessly and care deeply about the communities they serve, yet they have been fighting for a fair collective agreement for three years. They deserve fair wages, safe working conditions and better work-life balance. I am proud to stand with them and demand respect for the essential role they play in health care delivery. It is time for Scott Moe to act and deliver for these dedicated members who are the backbone of Saskatchewan's health care system. Sincere thanks to Bashir Jalloh for his leadership and for organizing such an excellent and meaningful day.

Strike Support to Nova Scotia Long-Term Care Locals

On April 27, I was proud to stand in solidarity with approximately 3,000 long-term care workers from 30 care homes across Nova Scotia who had been on strike since April 13. These CUPE members were sending a clear message to Premier Tim Houston and Minister of Seniors and Long-Term Care Barbara Adams: the era of exploitation is over. They were fighting for a fair wage that keeps pace with inflation, for fair compensation that addresses the significant gap that has left Nova Scotia long-term care workers among the lowest paid in the country, and for conditions that will help retain experienced workers and attract new staff to the sector.

These workers care deeply for the residents they serve, and their stories reflect both the dedication they bring to their work and the urgent need for change. I remain deeply inspired by their courage, determination, and solidarity throughout this struggle for a fair collective agreement and improved conditions for both workers and residents.

CLC Canadian Council Meeting and Convention

I attended the CLC Canadian Council meeting in Winnipeg on May 9, in advance of the CLC convention kicking off on May 11. We also held a well-attended CUPE Caucus on the evening of May 10. Throughout the convention, more than 300 CUPE members joined over 2,000 union members from across Canada to debate many important topics put forward in resolutions and in the CLC's Action Plans. Delegates passed resolutions on key issues affecting workers, such as fighting the use of Section 107 to end strikes, condemning two-tier, American-style health care privatization, and calling for more investment in public services and public infrastructure. On May 14, thousands of workers marched in the streets of Winnipeg to demand action to protect Canadian jobs, defend public services, and strengthen workers' rights.

I was incredibly proud of CUPE's presence at the convention; our delegation was over 300 members, and many of them took to the mics on important topics for our union and communities.

Congratulations to "Team Unite" on their election results: President Bea Bruske; Executive Vice-President Siobhán Vipond; CUPE's own Lily Chang, Secretary-Treasurer; and newly elected Executive Vice President Marc-Édouard Joubert. Congratulations also to outgoing Executive Vice-President Larry Rousseau on his retirement.

Denis Brun Visitation and Funeral

On April 28, we lost a dedicated activist and valued staff member in the Maritimes with the passing of our friend and colleague, Denis Brun. Denis joined CUPE in November 2011 and, over the years, worked in every CUPE office in New Brunswick, earning the respect and friendship of members and staff across the region through his commitment, compassion, and tireless work on behalf of workers.

On May 13, I travelled to Moncton to meet with Denis' family and our staff who worked alongside him to offer, on behalf of the national union, our deepest condolences to his spouse, Lindsay, his daughter, Chloé, and all his loved ones. Denis' loss is deeply felt throughout our union, and he will be greatly missed.

Canada Labour Code Review: Meeting with CUPE Locals

On May 19, I participated in a Zoom meeting with CUPE locals in the federal jurisdiction to discuss the expedited review of the Canada Labour Code initiated by the Carney government. CUPE locals expressed concerns that this review could have an impact on our members' right to strike.

It is essential that our national union and all CUPE members who may be affected by upcoming changes make their voices heard throughout this process. The right to strike is a fundamental workers' right and a cornerstone of collective bargaining. This review comes at a time when the International Court of Justice has issued a landmark advisory opinion confirming that the right to strike is protected under international labour law. As

a national union and as labour activists, it is our responsibility to remind the government of this important principle and to ensure that workers' rights remain protected.

PSI SUBRAC Meeting

On May 27-28, my office was represented at the North American Sub-Regional Advisory Committee (SUBRAC) meeting of Public Services International (PSI) in Montreal. Union leaders from Canada and the United States shared updates on the escalating challenges facing public services and workers, along with strategies and success stories from their respective jurisdictions. PSI researchers presented findings on the growing impact of artificial intelligence in the workplace, including examples of effective collective bargaining language to address emerging concerns.

Participants also engaged in a robust discussion on organizing in the health sector and care economy, emphasizing the importance of negotiating strong protections against workplace violence. In addition, the committee discussed a proposal for Canadian and U.S. unions to develop and share a prioritized list of organizing initiatives in Central and South America to strengthen relationships and provide technical assistance in support of workers' organizing efforts.

CUPE 1004 Virtual Greetings

On May 29, I had the opportunity to meet virtually with the new executive members of Local 1004. Mark and I pledged CUPE's support in their upcoming bargaining and as the local transitions out of Administration. A big thank you to the members and staff who worked so hard to get the local back on solid ground.

Tentative Agreement for Lead Table: Nova Scotia Long Term Care Sector

On June 6, I participated virtually in the final stages of difficult bargaining discussions that led to a tentative agreement for the lead table in Nova Scotia's long-term care sector, where workers have been on strike since mid-April. As of the writing of this report, the lead table local has voted to ratify this tentative agreement, which will now flow through to all other LTC locals for voting. Several other locals are electing to remain on strike until their local issues are settled.

The breakthrough achieved at the lead table reflects months of sustained effort, determination, and solidarity in the face of challenging negotiations and difficult working conditions. I want to sincerely thank the bargaining committees, staff, and all those who worked tirelessly over the past months. Your commitment, persistence, and belief in a fair deal for long-term care workers were essential in reaching this outcome, and this tentative agreement stands as a testament to what can be achieved when we stay united and focused on the goal of fairness and dignity at work.

Division Secretary-Treasurers' Quarterly Meeting

On June 9, I held the second meeting of Division Secretary-Treasurers. We are now hosting these meetings four times per year to touch base with division financial officers and to discuss and share best practices and strategies for maintaining strong financial governance. At this meeting, we welcomed three new Division Secretary-Treasurers: Dawn Bellrose from Ontario, Amy Bernier from Alberta and Sylvie Godin from New Brunswick.

Staff Bargaining

CUPE and the Canadian Staff Union, representing National Office staff and National Representatives and specialists from across the country (outside of Quebec), met over several intensive days of bargaining for the renewal of the collective agreement. We reached a tentative agreement on March 5. I would like to thank CSU President Vicky Houston and the entire CSU bargaining committee for their constructive engagement and for reaching an agreement that will benefit all members.

A tentative agreement was also reached with SEIU on June 3. SEIU represents our cleaning staff at the National Office.

Bargaining with COPE began on June 10 and 11, and dates for bargaining with CDU are scheduled for July. We are currently working to find dates for Unifor 2021.

Safer Union Spaces Office (SUSO)

The Safer Union Spaces Office (SUSO) continues to experience a significant increase in requests for support and intervention from members and local unions. Demand remains particularly high for informal intervention processes, including mediation, negotiated agreements, team restoration initiatives, and conflict coaching. SUSO is currently co-facilitating Transformative Mediation training for staff, which will expand the office's capacity by increasing the available pool of trained mediators.

The Office also experienced a notable rise in complaints filed under the Harassment and Discrimination Response Procedure. This increase is anticipated as awareness of SUSO and the new procedure continues to grow across the organization. As of the preparation of this report, all complainants have proceeded through the Adjudication pathway rather than Adaptable Resolution. This likely reflects the extensive pre-complaint work of caseworkers in supporting members through de-escalation and informal intervention options before a formal complaint is filed.

During the quarter, the Office received approximately 90 support requests and managed 191 active open cases. Caseworkers completed about 55 informal intervention processes aimed at resolving issues before escalation. A total of 27 HDRP complaints were filed, including approximately 20 trial complaints moved into HDRP in consultation with SUSO, bringing the year-to-date total to 40. No Adaptable Resolution processes were initiated during the quarter, while 11 adjudication processes were opened. Three Local Team Restoration processes were also undertaken, bringing the year-to-date total to five.

The Events Ombuds program addressed 18 issues during the reporting period, including 11 handled directly through the Ombuds process and five transferred to SUSO for further action.

Training and education activities continued across the organization, reaching approximately 1,465 members and 122 staff. This included participation at three conventions and two conferences, as well as targeted training sessions such as Transformative Mediation (24 staff), Conflict Resolution training (80 staff), and Ombuds training in Quebec (18 participants). Additional outreach included a presence at multiple conventions, conferences, and staff meetings across Canada, along with presentations and workshops supporting ongoing prevention, education, and engagement efforts.

External Audit

Deloitte has completed CUPE's external audit. The audited financial statements of all three Funds will be presented for adoption at this meeting of the board and made available on CUPE's website shortly thereafter.

In summary, the year ended with a surplus of just under \$3 million in the General Fund. In addition, the National Defence Fund posted a deficit of \$2.9 million, reflecting the board's decision to draw down surplus funds to support additional campaigns and staffing. Following a year of exceptionally high strike activity across the country, marked by several large and prolonged labour disputes, the Strike Fund closed the year with an operating deficit of \$19.7 million. Despite this significant deficit, the Strike Fund continues to demonstrate strong resilience, ending this unprecedented year with a fund balance of \$122.5 million.

I would like to extend my sincere thanks to Jasen Murphy and his team for their work throughout the audit process.

National Trustees

CUPE's National Trustees completed their review of our books during the week of June 1. Their report will be presented at this meeting of the Board. I want to thank Donna Van Kroonenburg, Neima Ahmed, David Tremblay, Bob Guenther, and Amber Leonard for their thorough oversight of our union's finances.

CONFERENCES AND NATIONAL EVENTS

The CUPE Events team has been actively coordinating a wide range of activities, including branch meetings, bargaining meetings, National Executive Board and committee meetings, and three upcoming conferences. The team is on track to organize over 50 events in 2026.

Upcoming Conferences

Dollars and Sen\$e Conference – Prairies

The National Secretary-Treasurer's Office along with CUPE Alberta, Saskatchewan and Manitoba will be hosting its second Dollars and Sen\$e Conference, this time in the Prairies region, building on the first session held in the Maritimes and Atlantic region. The conference is designed to support financial officers in their union roles, with programming for Treasurers and Trustees, as well as workshops on bylaws, budgets, the CUPE ledger, per capita tax, cost-shared campaigns, and related topics. The event is scheduled for September 11 to 13, 2026, in Winnipeg, Manitoba and registration is now open.

Human Rights Conference

Initial planning is underway for the Eastern Human Rights Conference, scheduled for October 27-29, 2026, in Moncton, New Brunswick. Our events' team is currently in the early stages of organizing this fall 2026 event.

Sector Council Conference

Preparations are in progress for the 2026 Sector Council Conference, scheduled for November 23-26 at the Halifax Convention Centre in Halifax, Nova Scotia. Registration is expected to open later this month. Based on previous years, strong attendance is anticipated, bringing together members from 11 sectors for both sector-specific meetings and plenary sessions.

FINANCIAL STATEMENTS FOR THE QUARTER ENDED MARCH 31, 2026

GENERAL FUND

Quarter 1 - Statement of Financial Position

Assets: The total assets in the General Fund at March 31, 2026 were \$466.3 million compared to \$459.7 million at December 31, 2025.

The bank balance at March 31, 2026 was \$18.8 million, up \$13 million from the balance at December 31, 2025. The bank balance includes various internal cash reserves which are set aside for the 2027 Convention, retirement payouts, future benefits funding, property maintenance and the Regional Building Fund.

Liabilities: The total liabilities in the General Fund were \$374.9 million at March 31, 2026, up from \$366.9 million at December 31, 2025.

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, 2025 stood at \$326.8 million. The difference between the projected and actual value of our EFB liabilities for 2025 will be smoothed over five years, starting in 2025 until fiscal 2029.

Fund Balance: The Fund Balance at March 31, 2026 is \$91.4 million of which a total of \$4.1 million is restricted as follows: Convention and National Events Assistance Fund \$1.7 million and Regional Building Fund, \$2.4 million. Of the remaining Fund Balance, we also have invested \$80.8 million in fixed assets, leaving an unrestricted balance of \$6.5 million.

Quarter 1 - Statement of Operations

The operating deficit for the quarter is \$1.4 million.

Revenue: Total revenue was \$73.8 million for the first quarter of 2026, compared to the budget of \$74.4 million. Per Capita Tax and Initiation Fees made up \$73.2 million of the total revenue and came in at \$835,000 under budget.

Expenses: Total expenses were \$75.2 million, which came in at \$719,000 under budget.

Salaries are under budget by \$1.5 million and current benefits are over budget by \$2.1 million. Directors and Representatives' salaries are under budget by 2.1% or \$462,000, while Administrative and Technical Salaries are 10.6% or \$510,000 under budget. Clerical salaries are under budget by 6.5% or \$413,000. Vacation Relief is under budget by 17.2% or \$74,000.

Operating Expenses:

Below are some of the more significant items on operating expenses at March 31, 2026:

1. Overall programs for the national departments are \$1.2 million **under** budget for the first quarter, largely due to the timing of expenditures incurred.
2. Anti-Privatization expenses are **under** budget \$635,000.
3. National Sector Council expenses are **under** budget \$235,000.
4. Election Spending expenses are \$377,000 **over** budget.
5. National Committees expenses are \$793,000 **over** budget.

NATIONAL DEFENCE FUND

Quarter 1 - Statement of Financial Position

Assets: As at March 31, 2026, we have \$42.3 million in Total Assets compared to \$42.9 million at December 31, 2025. The cash balance at March 31, 2026 is \$1.1 million, which is consistent with what we showed at December 31, 2025. In addition, we have investments totalling \$38.7 million on the books at March 31, 2026, up \$157,000 from December 31, 2025.

Liabilities: Under Liabilities we have accounts payable and accrued liabilities of \$2 million at March 31, 2026 compared to \$4.3 million at December 31, 2025. There is also \$20.7 million in cost-shared campaign liabilities which have increased by \$2 million from December 31, 2025. Finally, \$2.5 million is owed to the General Fund at the end of the quarter compared to \$2 million at December 31, 2025.

Fund Balance: At March 31, 2026, the Fund Balance is \$17.2 million, compared to \$17.9 million at December 31, 2025.

Quarter 1 - Statement of Operations

The National Executive Board approved an overall budget deficit for the year of just over \$6 million. This is a measure taken to spend some of the surplus that has been building in the National Defence Fund over the past number of years.

The Statement of Operations shows a deficit before unrealized losses for the year to date of \$582,313.

Revenue: Total revenue in the Fund for the first quarter of 2026 is \$4.8 million. Per capita tax allocated to the Fund to March 31, 2026, was \$4.4 million, and \$337,000 in interest was earned on investments.

Expenses: Total expenses in the Fund were \$5.3 million as follows:

Cost-shared Campaigns: \$2,283,253 in cost-shared campaigns have been approved by the National Executive Board with an annual budget of \$8.6 million.

Major Organizing Campaigns: Expenses for this quarter were \$1,321,739 against an annual budget of \$4.0 million.

National Strategic Initiatives: Expenses for this quarter were \$472,027 against an annual budget of \$2.8 million.

Regional Strategic Initiatives: Expenses for this quarter were \$338,981 with a budget for the year of \$4.4 million.

Temporary Representative Positions: Actual spending in the first quarter was \$918,690 against an annual budget of \$4.4 million.

NATIONAL STRIKE FUND

Quarter 1 - Statement of Financial Position

Assets: Total Assets in the National Strike Fund at March 31, 2026 are \$120.3 million, compared to \$122.5 million at December 31, 2025. These assets consist of \$1.4 million in cash, \$2.5 million in per capita receivable, \$1.6 million in accounts receivable and \$114.8 million in investments.

Liabilities: We have accounts payable and accrued liabilities totalling \$2.6 million compared to \$2.4 million at December 31, 2025. We also have a due to the General Fund of \$2.2 million compared to \$7.2 million at December 31, 2025.

Fund Balance: At March 31, 2026, the Fund Balance was \$115.4 million, compared to \$112.9 million at December 31, 2025.

Quarter 1 - Statement of Operations

The Fund has an operating surplus of \$2.5 million after unrealized losses of \$268,000 for this first quarter of 2026.

Revenue: The total revenue in the Fund was \$5.6 million. The Per Capita Tax allocated to the Strike Fund is \$4.4 million. Investment income was \$1.2 million.

Expenses: Total expenses to March 31, 2026 were \$2.8 million as follows:

Strike Related Expenses:	\$754,942
Strike Averting Expenses:	\$1,735,258
Legal and Arbitration Expenses:	\$198,562
Bargaining Rights Legal Challenges:	\$150,000

STRIKES AND LOCKOUTS FOR THE Q1 2026 FINANCIAL REPORTING PERIOD

CUPE members are standing up and demanding more and better all across the country. During the Q1 reporting period, the following locals were on strike, or locked out:

Local 3912.5 (NS) – Nova Scotia College of Art and Design

Local 4317 (QC) – Port of Montreal

Local 5490 (Airline) – Pascan Airlines

Local 5564 (QC) – Autobus Fleur de Lys

Local 301 (QC) – City of Montreal

Local 301 (QC) – City of Kirkland

Local 1281-33 (ON) – York University Faculty Association.

STRIKES, LOCKOUTS AND SETTLEMENTS FOR THE CURRENT QUARTER (Q2)

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

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

Local 301 (QC) – City of Montreal, 4,000 outside workers on strike on February 4, and from April 15 to 17, 2026.

Local 2722 (ON) – Oxfam, 60 members on strike since June 11, 2026.

Long-term care locals (NS) – 3,600 members on strike starting on April 13 (unless otherwise noted). A tentative agreement was reached on June 6, 2026.

- Local 1082 – St. Vincent's Nursing Home (193)
- Local 1183 – Harbournstone Enhanced Care (300)
- Local 1245 – Ocean View Continuing Care (160)
- Local 1259 – Admiral and White Hills Long Term Care Centres (145)
- Local 1416 – Maplestone Enhanced Care (67)
- Local 1635 – Alderwood Guest Home (84)
- Local 1782 – Richmond Villa Nursing Home (104)
- Local 1876 – Northside Community Guest Home (181)
- Local 2007 – Bayside Home (100)
- Local 2094 – Seaview Manor (160)
- Local 2330-01 – Maritime Odd Fellows (66)
- Local 2648 – Queen's Manor (67)
- Local 3064 – Villa St. Joseph-du-Lac (120)
- Local 3099 – Roseway Manor (61)
- Local 3199 – Twin Oaks Senior Citizens Association (48)
- Local 3257 – Surf Lodge Nursing Home (34)
- Local 3618 – Ivy Meadows Continuing Care Centre (37)
- Local 3630 – Port Hawkesbury Nursing Home (80)
- Local 4940 – Parkland at the Lakes (75)
- Local 4965 – Celtic Court (47)
- Local 4970 – Bisset Court (61)
- Local 5032 – St. Anne Community and Nursing Care Centre (44)
- Local 5033 – Ryan Hall (71)
- Local 5248 – The Meadows (195)

Later strike commencement dates:

- Local 2330-02 – Valley View Villa (121), since April 16
- Local 2503 – Shiretown & Ivey's Terrace Nursing Homes (113), since April 23
- Local 5165 – The Magnolia Continuing Care Centre (75), since April 23
- Local 5183 – Grand View Manor (152), since April 23
- Local 2765 – Maple Hill Manor (88), since April 24
- Local 4919 – Lunenburg Home for Special Care (113), since April 25
- Local 3840 – Melville Lodge Nursing Home (125), since May 7

- Local 3454 – Shoreham Village Senior Citizens Home (94), since May 8
- Local 1485 – Inverary Manor (82), since May 14
- Local 2031 – Foyer Père Fiset (73), since May 14
- Local 1562 – Ronald C. MacGillivray Guest Home (150), since May 22
- Local 2330 – Glen Haven Manor (159), since May 27

PER CAPITA ARREARS

For the quarter ended March 2026, total arrears were \$12,369,235, a decrease of \$3,169,141 or 20% from the previous quarter ended December 2025. Total arrears have increased by 46 % as compared to March 2025. Overall arrears per member are \$15.67, an increase from \$11.03 at March 2025. Arrears per member are calculated based on the December 31, 2025, twelve-month average membership of 789,109.

PROPERTIES AND LEASEHOLDS

During the second quarter of 2026, we are actively analyzing and pursuing opportunities in Cornwall, Kingston, Comox and Fraser Valley, where our current facilities no longer meet our requirements. We are also in negotiations for potential new spaces in Corner Brook, and have completed leasing agreements for new spaces in Medicine Hat, Saskatoon, Moncton and Peterborough, and for additional space at our Edmonton location. All these transactions are prompted by internal growth and a need to find safer and higher-quality spaces. We are also in the process of negotiating a lease renewal in Niagara and have completed lease renewals in Red Deer and Terrace.

We currently have several ongoing construction projects for new office spaces in Sydney, St-John's, London, Hamilton, Peel, Prince George, Medicine Hat, Saskatoon, Moncton and Peel. We have also started the process for major renovations at the Atlantic Regional Office and for the reconfiguration of the 2nd floor at the Ontario Regional Office.

CUPE's growth over the last few years has led us to outgrow several of our current office facilities. This has led to a significant increase in relocation projects, placing significant pressure on the property management team. As approved in the 2026 budget, we are in the process of hiring a National Coordinator for Construction to help meet the increasing demand for the construction of new, high-quality office spaces.

INFORMATION TECHNOLOGY (IT) REPORT

Member Relationship Management System (MRMS)

The IT team completed upgrades to the Education (ED) and Event Management (EM) modules within MRMS to improve registration processes, reporting, facilitator support, accessibility, and overall user experience for conferences and events. In collaboration with O&RS and Finance, testing also continued on in-person payment processing for

field organizing projects using Square technology, with future work planned on online payments and multi-member workshop registration.

The online Strike Forms module has been finalized and is preparing for its initial pilot, including the implementation of support processes and stakeholder planning.

JustPay V3

JustPayV3, currently used by Ontario and Quebec Job Evaluation Representatives, has now been approved for rollout to users across Canada. Training is underway, and JustPayV2 will be retired shortly.

Global Justice Fund

The new online donation system for the Global Justice Fund is now live, allowing donations through Stripe and providing administrators with enhanced reporting and tracking functions. Additional updates are planned pending Finance configuration work.

Per Capita Tax System Replacement

The new Local Remittance System (LRS) successfully launched on May 1, 2026, with integration completed across MRM and Finance systems. Initial feedback has been positive, with only minor post-launch issues identified and resolved. A small number of enhancements and deferred items planned for post-go-live deployment are currently in progress.

Avanti

The Avanti Time & Attendance project is now live, allowing employees to request vacation and overtime through Employee Self Service. Certain leave types, including parental and unpaid leaves, will continue to use existing processes.

Information Management

The IM team continues planning and optimization work for regional CUPEDocs rollouts, with a focus on governance, improved inventory tracking, adoption monitoring, and updated IM resources and training. Rollouts for the next three regions have been approved, with the next phase beginning in September.

Information Security

IT Security continued supporting organizational risk management and governance through enhanced review processes for security, access, vendor, and application requests. Current priorities include security awareness training, improvements to monitoring and incident response, and strengthening identity, access, and mobile security controls while ensuring operational practicality.

NEW ADDITIONS TO THE NSTO

Executive Assistant to the National President and National Secretary-Treasurer

I am delighted to welcome Mathieu Vick to the NSTO. Mathieu will be working with both the NPO and NSTO as a Special Advisor over the next few months, supporting both offices on a range of projects, and bringing with him a wealth of experience in communications, research, and public service. Many already know Mathieu from his previous work in both the Communications and Research branches, as well as his contributions with the federal NDP. Most recently, he served in the office of former Montreal Mayor Valérie Plante, where he played key roles in municipal leadership and communications. I am excited to collaborate with Mathieu and look forward to the expertise and perspective he will bring to our work.

Financial Representative

In 2025, the budget included the creation of a Financial Representative position within the NSTO to offer direct support to CUPE locals across the country on matters related to all aspects of local finances. Since the beginning of 2025, many members have expressed enthusiasm about this addition and the support it will provide. I'm pleased to announce that Linda Marcoux has recently joined the NSTO in this new capacity. I know many financial officers from across the country look forward to working with her, and I share that enthusiasm.

PENSION ADMINISTRATION

The Joint Board of Trustees held its meeting on June 4, 2026, to discuss ongoing activities and key priorities of the Pension Plan.

In response to evolving regulatory expectations and industry standards, the Board reviewed its governance framework. To ensure compliance with recent privacy law reforms, including Québec's Law 25, and to align with the Canadian Association of Pension Supervisory Authorities (CAPSA) guidelines on pension plan governance and risk management, the Board revised key policies, including those on privacy and confidentiality. These updates strengthen the Plan's approach to safeguarding personal information, enhance transparency, and reinforce appropriate controls over the collection, use, and disclosure of member data.

In keeping with CAPSA's emphasis on sound funding governance, the Board reviewed the Plan's funding framework and, for the first time, recommended adopting a formal funding policy, subject to the Settlers' approval. The proposed policy is intended to establish clear funding objectives, define risk tolerances, and support disciplined decision-making, thereby promoting the Plan's long-term sustainability and strengthening governance practices in line with regulatory expectations and best practices.

From a financial reporting perspective, the auditors of the CUPE Employees' Pension Plan are completing the 2025 Pension Fund audit, and the 2025 financial statements are expected to be filed with regulators before June 30, 2026.

Operationally, Pension Plan staff are preparing the 2025 annual pension statements for all members. Active members will also be able to access their statements on the Plan's website (www.cepp.ca), where they can perform pension estimates.

The spring edition of the CEPP newsletter, *Pension Connection*, will be available soon on the CEPP website.

As previously communicated, the CUPE Employees' Pension Plan (CEPP) has transitioned to electronic communications as part of an ongoing effort to enhance sustainability and improve service for Plan members. As of May 1, 2026, members who have opted for electronic communications will receive an email notification when their annual pension statements are available on the CEPP website, along with any other required pension-related information. Members who prefer paper communications will continue to receive materials by mail and may update their communication preferences at any time.

Finally, I want to use this opportunity to say a thank you to Murray Gold from Koskie Minskey. Murray has served as head legal counsel for the Pension Plan for over two decades and has now retired. The JBT has benefited greatly from his expertise and guidance, and he will be deeply missed.

Retirements

Janet McIvor, Ontario Regional Office, June 1, 2026
Monette A. Comeau, Yarmouth Area Office, July 1, 2026
Françoise Y. Bélanger, Barrie Area Office, July 1, 2026
Sandra Brunet, Accounting Branch, August 1, 2026
Grant D. Dart, New Glasgow Area Office, March 1, 2027
Charlaine Sirois, Baie-Comeau Area Office, June 1, 2027
Isabelle Boucher, National Services Department, July 1, 2027.

CONCLUSION

Workers and communities continue to face significant pressures, from affordability concerns to ongoing strains on public services. Yet amid these challenges, there are also clear signs of resilience, determination, and progress. Across the labour movement, workers are continuing to organize, advocate, and stand together to protect the services and rights that Canadians rely on every day.

In this environment, solidarity remains our greatest strength. CUPE members have consistently shown a deep commitment to one another, to their communities, and to the principles of fairness and dignity that define our union. That commitment gives us every reason to remain optimistic about the work ahead. By staying engaged, united, and focused on our shared goals, we will continue to make meaningful gains for workers and strengthen the public services that connect and support our communities. Together, we are not only meeting the moment but also helping to shape a stronger future for all.

Respectfully submitted by,

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

CANDACE RENNICK
National Secretary-Treasurer

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