

1375, boul. St. Laurent Blvd., Ottawa, ON K1G 0Z7

Tel./Tél. : (613) 237-1590 Fax/Téléc. : (613) 237-5508 Toll free/Sans frais : (844) 237-1590

cupemail@cupe.ca/courriel@scfp.ca – cupe.ca/scfp.ca

NATIONAL PRESIDENT'S REPORT MARCH 2026 – JUNE 2026

Sisters, Brothers, and Friends:

Over the past three months, CUPE members across the country have continued to demonstrate the strength and determination of our union in the face of ongoing economic uncertainty, affordability pressures, privatization threats, and attacks on public services. From bargaining tables and organizing drives to political action and community campaigns, members have worked tirelessly to defend good jobs, improve working conditions, and protect the public services Canadians rely on every day. Across every sector, CUPE members have continued to show that solidarity remains our union's greatest strength.

This reporting period has also seen important activity throughout the broader labour movement, including division conventions, major organizing efforts, and the Canadian Labour Congress Constitutional Convention in Winnipeg, where workers from across the country came together to strengthen collective action and chart a path forward for working people. At the same time, CUPE has continued to advocate for increased public investment, fair wages, workplace protections, and respect for collective bargaining rights, while supporting locals engaged in negotiations, disputes, and campaigns in every region of the country.

CLC Convention

More than 2,000 delegates from across the labour movement gathered in Winnipeg for the Canadian Labour Congress's 31st Constitutional Convention to debate priorities and strengthen the fight for workers' rights across Canada. The convention included discussions on protecting jobs and public services, a rally and march in support of workers, and events focused on building worker power. Delegates re-elected Bea Bruske as President, Lily Chang as Secretary-Treasurer, and Siobhán Vipond as Executive Vice-President, and elected Marc-Édouard Joubert as Executive Vice-President. Delegates also recognized retiring Executive Vice-President Larry Rousseau for his years of leadership and service to the labour movement.

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

NDP Convention

The recent convention of the New Democratic Party was a meaningful gathering for our movement, bringing together activists, leaders, and affiliates committed to building a juster economy for working people. I want to extend sincere thanks to Mary Shortall and the outgoing executive members for their leadership and dedication over the past term.

I also want to recognize Don Davies for stepping forward as interim leader at a critical time, providing steady leadership and helping guide the party through a challenging period with integrity and focus.

Congratulations as well to the newly elected table officers, including Niall Ricardo as President, Siobhan Vipond as Vice President (Labour), Libby Davies as Vice President, and Keira Gunn as Treasurer, along with the full executive. We also congratulate Ann Iwanchuk on her role as one of the labour representatives on the executive, as well as Angella MacEwen and Tara Paterson for their positions to the Federal Council. Their experience and commitment will be important assets as the party moves forward.

The convention also saw important policy discussions, with several CUPE-backed resolutions debated and adopted, reflecting the continued influence and engagement of our members within the party. Delegates also took part in a moving and well-deserved tribute to Jagmeet Singh, recognizing his leadership and his contributions to advancing the interests of working people across Canada.

Finally, I want to congratulate Avi Lewis on his election as leader of the party. We look forward to working with him to advance shared priorities for workers and their families. I also want to recognize the other leadership candidates for running thoughtful, respectful campaigns and for demonstrating a clear commitment to the values of the party of working people.

I want to extend my sincere thanks to Alexandre Boulerice for his years of principled leadership and unwavering commitment to working people and the NDP. Alexandre has been a steadfast ally to CUPE members, consistently advancing the interests of workers in Parliament and beyond. His leadership on key issues, including his strong advocacy for anti-scab legislation, has helped move the dial on fairness and respect in collective bargaining. He has brought integrity, clarity, and determination to every fight he has taken on. I wish him all the very best in what comes next.

Federal Political Update

With the recent by-elections and floor crossings, the Liberals have secured a majority government. We will hold this government to account and ensure that the voices of working people are heard loudly and consistently. At the same time, we will continue to engage constructively with ministers and government officials, building relationships that allow us to press forward on the issues that matter most to our members: strong public services, fair wages, and respect for workers' rights. Accountability and engagement will go hand in hand as we navigate this new parliamentary landscape.

The federal Spring Economic Update failed to turn a stronger-than-expected fiscal outlook into meaningful investment in public services and the workers who deliver them. While the \$6 billion trade recruitment initiative was welcomed, excluding care economy workers ignores the staffing crisis that is driving long waits for surgery, child care shortages, and long-term care gaps. Lowering CPP contributions is equally concerning and will weaken retirement security. Carney and his Liberals also missed the mark with the lack of new funding for health transfers, pharmacare, or dental care expansion. The proposed “sovereign wealth fund” points toward privatization rather than strengthening public infrastructure. Overall, the update reflects a familiar pattern from the federal of underinvestment akin to trying to keep a house standing by repainting the front door, while the foundation continues to crack.

CUPE has submitted a comprehensive response to the federal government’s review of the *Canada Labour Code* and federal labour relations framework, calling for stronger collective bargaining rights and enhanced protections for workers. We’re urging the government to protect the constitutional right to strike, reject measures that would further restrict bargaining, strengthen protections against wage theft and worker misclassification, improve health and safety standards, expand successor rights and access to union representation, and ensure workers are protected as artificial intelligence and automation reshape workplaces. We also raised concerns about recent federal interventions in labour disputes, and the misuse of Section 107 to undermine free and fair collective bargaining, as employers rely on government intervention rather than negotiating settlements at the bargaining table.

Collective Bargaining/Strikes/Lockouts

Child care workers in CUPE 2484 in Ontario have been working hard to engage their members and build support among parents leading up to bargaining. This has led to significant gains, including a five-year agreement with 4.5% wage increases every year at Balmy Beach Community Day Care Centre, which was ratified in March 2026. The agreement also included improvements to sick leave and programming time.

The municipal sector in Ontario has also seen a pattern of strong settlements including CUPE 1813 representing outside workers at the District Municipality of Muskoka which secured flat rate increases of \$3.25/hour, \$1.00/hour and \$1.25/hour. Meanwhile CUPE 2220 at the Fort Erie Public Library built on the pattern set by CUPE 714 in the Town of Fort Erie that saw wage increases of 5%, 4% and 3.5%.

PROVINCE	LOCAL	EMPLOYER	# OF MEMBERS	STRIKE BEGAN	DURATION
Nova Scotia	3912-05	Dalhousie University	69	March 4, 2026	18 days
Federal	5490	Pascan Aviation	20	October 28, 2025	Ongoing
Quebec	301	City of Montreal	6441	February 4, 2026, April 15-17, 2026	4 days
Nova Scotia	1082	St Vincent's Nursing Home	193	April 13, 2026	Ongoing
Nova Scotia	1183	Harbourstone Enhanced Care	300	April 13, 2026	Ongoing
Nova Scotia	1245	Ocean View Continuing Care	160	April 13, 2026	Ongoing
Nova Scotia	1259	Admiral LTC and Whitehills LTC	145	April 13, 2026	Ongoing
Nova Scotia	1416	Maplestone Advanced Care	67	April 13, 2026	Ongoing
Nova Scotia	1485	Inverary Manor	82	May 14, 2026	Ongoing
Nova Scotia	1562	Ronald C MacGillary Guest Home	150	May 22, 2026	Ongoing
Nova Scotia	1635	Alderwood Nursing Home	84	April 13, 2026	Ongoing
Nova Scotia	1782	Richmond Villa Nursing Home	104	April 13, 2026	Ongoing
Nova Scotia	1876	Northside Guest Home	181	April 13, 2026	Ongoing
Nova Scotia	2007	Bay Side Home	100	April 13, 2026	Ongoing

Nova Scotia	2031	Foyer Père Fiset	73	May 14, 2026	Ongoing
Nova Scotia	2094	Seaview Manor	160	April 13, 2026	Ongoing
Nova Scotia	2330	Maritime I.O.O.F. Home, Valley View Villa and Glen Haven Manor	346	April 13, 2026 April 16, 2026 May 27, 2026	Ongoing
Nova Scotia	2503	Shiretown Nursing Home and Ivey's Terrace Nursing Home	113	April 23, 2026	Ongoing
Nova Scotia	2648	Queen's Manor	67	April 13, 2026	Ongoing
Nova Scotia	2765	Maple Hill Manor	88	April 24, 2026	Ongoing
Nova Scotia	3064	Villa Saint-Joseph-du-Lac	120	April 13, 2026	Ongoing
Nova Scotia	3099	Roseway Manor	61	April 13, 2026	Ongoing
Nova Scotia	3199	Twin Oaks Seniors Association	48	April 13, 2026	Ongoing
Nova Scotia	3257	Surf Lodge Nursing Home	34	April 13, 2026	Ongoing
Nova Scotia	3454	Shoreham Village Seniors Home	94	May 8, 2026	Ongoing
Nova Scotia	3618	Ivy Meadows Continuing Care Centre	37	April 13, 2026	Ongoing
Nova Scotia	3630	Port Hawkesbury Nursing Home	80	April 13, 2026	Ongoing
Nova Scotia	3840	Melville Lodge Nursing Home	125	May 7, 2026	Ongoing

Nova Scotia	4919	Lunenburg Home for Special Care (Harbour View Haven)	113	April 25, 2026	Ongoing
Nova Scotia	4940	Parkland at the Lakes (Glasgow Hill)	75	April 13, 2026	Ongoing
Nova Scotia	4965	Celtic Court	47	April 13, 2026	Ongoing
Nova Scotia	4970	Bisset Court	61	April 13, 2026	Ongoing
Nova Scotia	5032	St. Anne Community and Nursing Care Centre	44	April 13, 2026	Ongoing
Nova Scotia	5033	Ryan Hall	71	April 13, 2026	Ongoing
Nova Scotia	5165	The Magnolia Continuing Care Centre	75	April 23, 2026	Ongoing
Nova Scotia	5183	Grand View Manor	152	April 23, 2026	Ongoing
Nova Scotia	5248	The Meadows (Tidal View Manor)	195	April 13, 2026	Ongoing

CUPE 5490

CUPE 5490's flight attendants have been holding the line since October 28, 2025, in their fight for a fair second collective agreement that includes wages reflective of the vital work they do. This employer has not hesitated to use replacement workers despite new federal anti-scab legislation, undermining our members as they are forced to defend their bargaining rights before the CIRB.

CUPE 301

CUPE 301 held an additional three-day strike to send a message of unity and solidarity as bargaining with the City of Montreal enters a critical phase. Wages have fallen behind in recent years, and catching up is the main priority for CUPE 301.

CUPE 1082, 1183, 1245, 1259, 1416, 1485, 1562, 1635, 1782, 1876, 2007, 2031, 2094, 2330, 2503, 2648, 2765, 3064, 3099, 3199, 3257, 3454, 3618, 3630, 3840, 4919, 4940, 4965, 4970, 5032, 5033, 5165, 5183, 5248

Decades of underfunding have left the long-term care sector in Nova Scotia in a chronic staffing crisis. With many members making less than the living wage, a province-wide strike with 36 locals participating was called to force the government to the table with more funding for the sector. A deal was reached on June 6, 2026, but as of the writing of this report was still pending ratification.

Regional Updates

Atlantic Region

Newfoundland and Labrador

Tony Wakeham and the PCs in Newfoundland and Labrador have failed to address the issues plaguing public services in the region. The provincial government's 2026 budget prioritized infrastructure announcement and capital spending, but failed to address the staffing crisis across public services. Investments in housing repairs, facilities, and expansion projects are meaningless if the government refuses to offer wages and working conditions competitive enough to recruit and retain workers. Years of government inaction, chronic vacancies, and underfunding have left public services overstretched.

The provincial government's focus on announcements and expansion projects ignores the reality that public services cannot function without enough trained staff to deliver them. The province is falling behind in recruiting and retaining skilled workers, and inadequate wages and poor working conditions are resulting in more vacancies and overburdening existing staff. Without real investment in workers, public services in Newfoundland and Labrador will continue to erode.

Nova Scotia

After nearly nine weeks on the picket line, and countless hours spent fighting for what long-term care workers deserve, on June 7 the Long Term and Community Care Committee reached a tentative agreement for the lead table, CUPE 1082 and St. Vincent's Nursing Home.

The strike had been growing, with 36 locals and a total number of members striking province-wide to roughly 3,600 workers. Workers across the province showed outstanding solidarity, standing together for respect, better working conditions, and quality care for residents. One of the biggest rallies in Nova Scotia's recent history took place in Halifax during the Nova Scotia Division Convention in support of long-term care workers.

Candace and I joined division leaders in Halifax, along with General Vice-President, Sherry Hillier and Regional Vice-President, Stacey Lucas. Strong public support, from messages of encouragement to donations at picket lines, underscored that communities understood workers were fighting not only for themselves, but for the future of long-term care in Nova Scotia. I had the opportunity to witness the support first-hand when I visited picket lines earlier in May.

Tim Houston and his government missed the mark when they released the 2026 budget. The Nova Scotia PCs prioritized pouring money into buildings and infrastructure, while abandoning the workers who actually deliver public services. Despite worsening staffing shortages and unsustainable working conditions in health care, education, long-term care, and other sectors, the government failed to make meaningful investments in front-line workers, proving once again that flashy announcements matter more to them than the workers who deliver services Nova Scotians rely on every day.

CUPE members representing Nova Scotia's early childhood educators sharply criticized the provincial government for delays and shifting rules around long-promised retroactive wage increases, calling on the Minister of Education and Early Childhood Development to immediately guarantee full funding so workers receive every dollar they are owed. Educators have continued showing up each day to provide essential care and deserve retroactive pay based on the actual hours they worked, not a reduced formula that shortchanges these invaluable education workers. After months of waiting, the government's failure to provide clear direction or timely payments shows a lack of respect for a workforce already undervalued and underpaid. CUPE wants to see immediate action and our members are ready for action if the province continues to deny educators fair compensation.

CUPE 5047 criticized council's continued failure to confirm funding for school librarians. The uncertainty is already creating instability for schools, staff, and families preparing for the next academic year. School librarians are essential front-line education workers who support literacy, research skills, student wellbeing, and inclusive learning environments. Councillors cannot claim to value public education while refusing to commit to protecting these vital services, and CUPE intends to hold them accountable to their inaction.

Maritimes Region

New Brunswick

I was pleased to be able to attend the New Brunswick convention this year – I want to extend my heartfelt congratulations to the division executive for a record attendance, and for an excellent convention. It was inspiring to hear our members tell their stories, engage in debate about resolutions and constitutional amendments, and decide on the future of their division together. Members heard from guest speakers, including hearing about the struggles of migrant workers in the region. CUPE is proud to stand shoulder-to-shoulder with organizations fighting for migrant justice, and to support our members who are living with precarious immigration status.

The provincial budget risks eroding public services and frontline jobs through cuts disguised as attrition, which would increase workloads and strain already overstretched workers. While we acknowledge the modest health care funding increase, we're concerned that mandated "efficiencies" could amount to hidden cuts that undermine patient care. Potential reductions to justice services, the risk of privatization through road tolls, and gaps in education funding that fail to support all student-facing workers are also concerning. Frontline staff should never bear the brunt of cost-cutting, and CUPE is calling for transparency, proper consultation, and fair revenue measures, including taxing the wealthiest, while committing to defending jobs and protecting the public services New Brunswickers rely on.

After more than a year of delays, legal disputes, and resistance from the provincial government, CUPE 2745 secured a new four-year collective agreement worth \$88.6 million for approximately 6,400 New Brunswick school support workers. The deal includes a \$5 per hour wage increase, retroactive to February 2023, and improved benefits, marking an important victory for education workers who stood firm through repeated attempts by the government to impose layoffs, cut hours, and undermine bargaining rights. Our members' persistence also forced the province to pause planned staffing reductions through the end of the school year, demonstrating once again that organized workers can defend public education services and win gains through solidarity and determination.

The CUPE New Brunswick Young Workers Conference 2026 brought young workers together from across the province for an energizing day-and-a-half in Fredericton on April 14 and 15. Through hands-on workshops on getting involved in the union, building financial confidence, and supporting mental health, participants gained practical tools that can be used on the job and in their daily lives. The conference built solidarity, sparked new connections, and inspired young members to step up and take an active role in their union, to help grow a stronger, more united labour movement.

Prince Edward Island (PEI)

Prince Edward Island's 2026-27 budget exposed a growing fiscal crisis being managed on the backs of Islanders already struggling to make ends meet. Under the Lantz government, a record \$410 million deficit and debt climbing past \$5 billion is being met with cuts and cost-shifting instead of real revenue reform. The elimination of the electricity rebate means higher power bills for families, replaced with a smaller, less meaningful "Essentials Benefit" that doesn't keep pace with rising costs. Housing and community programs are paused, while health and education spending increases only patch chronic understaffing and system strain built up over years of underinvestment. A few modest tax tweaks on high earners and non-residents barely addresses the gap. CUPE isn't fooled by austerity dressed up as restraint, and opposes the PEI PCs' plans to balance the books by squeezing workers and weakening public services instead of fixing the revenue problem at the top.

CUPE 3260 sharply criticized provincial policies limiting Educational Assistants to six-hour workdays, in a model that is driving burnout, low morale, and a steady exodus of education workers forced to juggle multiple jobs just to get by. Rising student needs and increasing workplace violence are being met with inaction, leaving staff without paid time for basic responsibilities like collaboration, planning, and incident reporting. Despite clear acknowledgment from the province, including the Minister of Education, that a seven-hour day would improve conditions, Premier Lantz and his government have failed to act instead of floating inadequate proposals that pile on extra duties without addressing the root problem. The current approach is a deliberate failure that undermines both workers and students, and CUPE 3260 is bargaining with the students' best interest at heart as they demand action to provide full-time hours to properly support classrooms.

I was pleased to attend the CUPE PEI convention in Charlottetown this year. Delegates recognized the inspiring fight that the members of CUPE 830 won last fall when they bravely went on strike for respect and fair wages. That strike, the first in years on the island, has rejuvenated the struggle to win back the right to strike across PEI. Members also benefited from an insightful panel discussion on health and safety in the workplace during which delegates shared the unacceptable levels of violence and harm they face every day at work. I commend our members on the island for recommitting themselves to fighting for safe workplaces so that no one returns home from work injured.

Quebec

CUPE 2326 in Terrebonne has ratified a new five-year collective agreement for workers in the aquatic sector. The agreement includes wage increases of 3% in 2024 and 2025, and 2.5% in 2026 and 2027 (indexed to inflation up to a maximum of 3%), as well as a 2.5% increase in 2028 accompanied by a wage parity clause with white-collar employees. Reception staff will also receive a 10.5% wage catch-up adjustment.

The collective agreement includes several improvements to working conditions, including an increase in vacation entitlement, enhanced vacation accrual, and the introduction of a longevity bonus for full-time permanent employees.

The agreement also resolves a significant pay equity issue by granting instructors a retroactive wage adjustment of approximately 4% dating back to 2010. This settlement marks an important milestone and reflects the confidence placed in the bargaining committee.

Members of CUPE 301 working for the City of Pointe-Claire have ratified a new six-year collective agreement providing wage increases totalling 22% between 2024 and 2029. The agreement also standardizes work schedules, increases the employer's contribution to group insurance plans, and provides additional vacation weeks for auxiliary blue-collar workers. In addition, the negotiations secured 12 new permanent positions.

After more than 15 years of legal proceedings, unions representing workers in the health care, social services, education, and CEGEP sectors have achieved a significant pay equity victory before the Administrative Labour Tribunal.

The dispute concerned how professional qualifications were assessed in the evaluation tool used during the 2010 pay equity maintenance exercise. The unions argued that university degrees falling between a master's degree and a doctorate were not being properly recognized. The Tribunal administratif du travail ruled in favour of the unions in November 2024, but the Treasury Board challenged the decision. Its request for a review was dismissed on April 15, 2026. As a result, the evaluation tool will have to be revised to properly recognize these qualifications, leading to wage adjustments for certain female-dominated job classifications.

The four affiliated locals representing employees at the Casino du Lac-Leamy in Gatineau have signed new collective agreements covering the main unit (CUPE 3892), security staff (CUPE 3959), surveillance staff (CUPE 3959), and dealers (CUPE 3993). A common objective was achieved: harmonizing the collective agreements and bringing back internationally recognized poker tournaments, which will provide financial benefits for all parties involved.

The Report on Municipal Taxation and Finances, commissioned by the Union des municipalités du Québec (UMQ), was released in May. Unfortunately, it misses the mark by incorrectly identifying municipal workers as being responsible for municipalities' financial challenges. In reality, the key issues stem from growing municipal responsibilities, the housing crisis and rising homelessness, climate change, and the chronic underfunding of public services by other levels of government.

The report also overlooks two important factors: the increasing reliance on contracting out, which drives up costs and weakens internal expertise, and the growth of management positions in many municipalities. The challenges facing municipalities will not be solved by undermining the working conditions of municipal employees.

The Conseil provincial du transport terrestre and CUPE Quebec have denounced the political stalemate that deprived Quebec of billions of dollars in federal funding. This funding is essential for improving, maintaining, and expanding public transit networks at a time when needs are more pressing than ever. While negotiations stalled, transit users, communities, and workers bore the consequences.

Public transit is a cornerstone of green transition, sustainable mobility, and economic accessibility. It is a strategic investment, not an optional expense. Yet infrastructure is aging, vehicle fleets are becoming outdated, and transit authorities are struggling to electrify their networks despite clear environmental goals. Chronic underfunding threatens the ability of transit systems to maintain existing services, let alone expand them to reduce single-occupancy vehicle use amid soaring fuel prices. The announcement of an agreement between Ottawa and Quebec on infrastructure transfers is a step in the right direction, but it remains far from sufficient.

Ontario

The Ontario School Board Council of Unions (OSBCU) joined with other unions in the sector to serve formal notice to bargain, beginning the process of negotiations for the country's largest bargaining table. Members also took part in a day of action on June 6 to Paint the Province Purple, organizing in communities to get signatures in support of the upcoming round of bargaining. Against that backdrop, the OSBCU also recently criticized the Ford government's 2026-2027 education funding announcement. The below-inflation increase is blatant austerity that will deepen the crisis in Ontario's public schools. CUPE condemns the \$56.2 million cut to the Classroom Staffing Fund and the inadequate increase to special education funding. Chronic underfunding and understaffing have left education workers overwhelmed and burned out, and students struggling without proper support. Locals have started to receive notice of potential layoffs affecting custodians, educational assistants, clerical, library, IT, and trades staff once job protections expire. It's shameful that Doug Ford and the Ontario PCs are choosing to further cut funding to schools when the evidence shows that they are falling behind.

On the National Day of Mourning, OCEU/CUPE 1750 joined workers across Ontario to honour those killed, injured, or made ill on the job while calling for urgent reform of the workplace safety and compensation system. Representing more than 3,800 workers at the Workplace Safety and Insurance Board (WSIB) and the Infrastructure Health and Safety Association (IHSA), CUPE members highlighted major gaps in coverage that leave one in four Ontario workers without protection and warned that chronic understaffing at the WSIB is undermining service for injured workers. While acknowledging recent government changes, OCEU/CUPE 1750 said they fall short and called for universal coverage, stronger prevention measures, restored benefits, an end to discriminatory rules, accountability for employers, and full staffing of the WSIB to ensure timely support.

That same day, the Ontario Council of Hospital Unions (OCHU), and CUPE's long-term care workers in the province demanded urgent and necessary action from provincial and federal governments to confront escalating workplace violence in health care, an issue driven by chronic understaffing and worsening conditions since the pandemic. OCHU pointed to the harsh reality facing frontline staff, including assaults, serious injuries, and deaths on the job, warning that years of underfunding have made hospitals and care homes increasingly dangerous places to work. The union called on Ontario to fully fund hospitals, add staff and beds, and legislate safe staffing ratios to ease pressure on workers and improve care.

OCHU has also condemned the Ford government's 2026 budget for delivering another real cut to hospital funding, warning it will deepen an already critical crisis in a system that is the most underfunded in Canada. While the government spun it as a 4% increase, CUPE refuted that it actually amounts to a 2% cut when rising costs are factored in, compounding previous reductions and driving longer wait times, worsening overcrowding, and declining care. With ER patients already waiting far beyond targets, surgeries delayed, and hundreds of hospital jobs cut, further funding shortfalls will mean more layoffs and bed closures in a system already at its breaking point. The Ford government's continued underinvestment is actively eroding Ontario's public health care system and putting patients at risk.

Rallies are planned at numerous conservative MPP offices over the coming months where we're calling for urgent, sustained funding increases to restore staffing levels and protect quality care.

CUPE Ontario's Health Care Workers Coordinating Committee (HCWCC) brought frontline concerns directly to MPPs at Queen's Park, exposing how years of government underfunding and privatization have left long-term care and retirement home workers struggling in unsafe, understaffed conditions. CUPE activists pointed to the devastating lessons of the COVID-19 pandemic, where poor working conditions contributed to preventable deaths, and warned that current government measures remain inadequate. CUPE condemns the continued expansion of for-profit care, which diverts public money while worsening outcomes for residents and staff. This failure to invest in essential services stands in stark contrast to the Ford government's willingness to spend \$28.9 million on a private jet, a glaring example of misplaced priorities that have fuelled public outrage. This pattern of cuts and neglect is actively eroding the public systems Ontarians rely on. CUPE's Support Our Care campaign calls on Premier Ford and his government to work with unions and frontline workers to deliver real solutions.

The CUPE Ontario Convention this year was historic. Amid a number of elections, delegates debated numerous resolutions and heard from dynamic guest speakers such as Avi Lewis and Terry Melvin.

Congratulations to Yolanda McClean who was elected president of CUPE Ontario, the first black woman to lead a provincial division and to Dawn Bellerose who was elected as Secretary-Treasurer, becoming the first Indigenous member to hold that position. I want to congratulate all those elected and send solidarity to the entire board as they begin this new term.

Manitoba

I was pleased to attend the CUPE Manitoba Convention which was held in Winnipeg from April 22 to 25. Delegates debated and passed the 2026-2029 Manitoba Strategic Directions Report. Lively, but respectful debate on resolutions made it clear that the delegates were engaged and interested in the proceedings. I was particularly impressed with the delegates' passionate support for a resolution declaring trade, services, and arms shipments to Israel "hot cargo," including cutting ties with the Histadrut and supporting the Arms Embargo Now campaign. The resolution builds on CUPE Manitoba's endorsement of BDS, citing Israel's ongoing military actions in Gaza and the West Bank and concerns about the Histadrut's role and practices. Congratulations to all who were elected and re-elected to executive positions.

Wab Kinew and the Manitoba NDP's 2026 budget included several positive steps, such as expanded child care with 2,000 new spaces, wage increases for child care workers, and improved mental health supports at HSC, along with some targeted investments in public services. However, CUPE feels it still fell short of delivering the systemic changes needed to strengthen frontline care.

The continued refusal to legislate safe staffing levels in health care, ongoing reliance on private agencies, and failure to address mandatory overtime that contributes to burnout among support workers was disappointing. The lack of progress for education support staff, including no movement on pension access and persistent wage inequities between rural and urban school divisions was another area that missed the mark. While we acknowledge the many positive measures, the budget did not go far enough to properly value or stabilize the CUPE members who work tirelessly to deliver essential public services Manitobans rely on.

A coalition of unions, Workers for Downtown Public Safety, has been formed, bringing together CUPE, ATU, MGEU, PSAC/CEIU, UFCW, IAM, and the United Fire Fighters of Winnipeg, representing tens of thousands of frontline workers across transit, public services, emergency response, and community care. The coalition was created in response to escalating safety concerns in Winnipeg's downtown, where workers report growing risks, violence, and inadequate supports while delivering essential services. Union leaders say safety has deteriorated for both frontline workers and the public, and are calling for coordinated action from the government. The group has requested meetings with city and provincial leaders and will soon release a 5-point plan focused on mental health and addictions supports, stronger worker protections, and practical solutions to improve downtown safety.

CUPE 1522 is ramping up job action pressure on the Lord Selkirk School Division after education workers have gone without a wage increase since January 2023. Following a strong strike vote and years of wage stagnation during an affordability crisis, members have shown they are united and prepared to escalate if necessary to secure a fair deal for school support staff. After a recent "Strength in Silence" show of solidarity that saw more than 100 workers attend a school board meeting, CUPE 1522 is moving into conciliation and has warned that further action, including information pickets, will follow if no agreement is reached. Our members are intent on winning this fight to increase respect for their lowest-paid workers while ensuring stable, quality support for students.

Saskatchewan

I was pleased to connect with delegates at the 2026 CUPE Saskatchewan Convention, where delegates re-elected Kent Peterson as President and Victor Castro as Secretary-Treasurer, ensuring strong leadership remains in place. The convention highlighted the determined work of CUPE Saskatchewan on behalf of 31,000 frontline workers across the province, fighting for fair wages, safer workplaces, stronger public services, and an end to privatization and contracting out. CUPE has continued to lead important campaigns for better staffing in health care and education, protections against workplace violence, greater accountability in public institutions, and stronger labour laws that make it easier for workers to organize. The work reflects the strength of an engaged membership committed to defending public services and improving the lives of working people.

CUPE represents approximately 31,000 frontline workers in Saskatchewan, and the general consensus following the reveal of Scott Moe and his government's budget was that it deserved a failing grade. Moe failed to make the urgent investments needed in public services and the workforce that sustains them. He failed to invest in key priorities that could have strengthened health care, education, and training while helping stabilize the province's finances and local economies. CUPE had called for practical measures including better pay for health care workers, reduced reliance on costly private agencies, caps on excessive executive salaries, increased investment in post-secondary training, improved education assistant-to-student ratios, cancellation of long-term care privatization plans, and stronger accountability in community-based services. The government instead missed a critical opportunity to support workers and address systemic pressures across public services, leaving Saskatchewan on a path of continued underinvestment that will only deepen the strain on workers, families, and the province's long-term economic health.

CUPE raised urgent concerns about the continued operation of for-profit plasma collection clinics in the province following troubling findings linked to Grifols facilities, including safety violations in Regina, and a broader investigation after two donor deaths in Manitoba. Health Canada imposed strict conditions on the company's licence after identifying systemic non-compliance with rules designed to protect donor safety, including unsafe donation practices. CUPE blew the whistle on these risks as early as 2016 when the Sask. Party government first allowed cash-for-plasma operations. These incidents confirm long-standing concerns that privatized, profit-driven blood collection puts public safety at risk. We are calling on Premier Scott Moe and his government to end these for-profit clinics and return to a publicly accountable, safety-first blood system that prioritizes people over profit.

The Labour Coalition, comprised of CUPE, the Canadian Teachers' Federation (CTF), and the Saskatchewan Federation of Labour (SFL), has received intervenor status at the Supreme Court of Canada in the UrPride case. At stake in this case are fundamental questions about the rights of 2SLGBTQIA+ students and the obligations of public institutions, particularly schools, to provide safe, inclusive, and affirming environments. The Court's decision could have far-reaching implications for how equality rights are interpreted and applied in education systems across the country, including the extent to which governments can restrict or override policies that protect students' privacy, dignity, and freedom of expression.

CUPE 5430, comprised of 14,000 health care workers in Saskatchewan, criticized the government's "Patients First Health Care Plan" as a missed opportunity that failed to meaningfully address the staffing shortages and burnout driving the province's health care crisis. Our members highlighted that any real solution must begin with stabilizing the workforce through better recruitment and retention, improved working conditions, and a fair deal for frontline workers, noting that its members have gone nearly four years without a wage increase. The government's continued reliance on privatization and contracted-out services repeats failed approaches that are more costly, reduce quality of care, and worsen staffing pressures in an already strained public system. The plan fell far short of what is needed to properly support health care workers and strengthen Saskatchewan's public health system.

Alberta

CUPE asked the UCP how many times they can make the same mistake when building schools after the Alberta government announced that it would be using public-private partnerships (P3s) to build schools. The UCP is facing a sizeable deficit, despite record revenues, and now, rather than fully investing in education, it's relying on a model that it has already decided against – twice! We know that under P3 models, initial construction costs appear to be less costly, but this translates to higher dollar amounts over time, as governments are charged a form of rent to occupy the spaces.

The UCP government has also come under heavy criticism for reopening the provincial electoral boundary review process, in what reads as a blatant attempt to tilt the 2027 election in its favour. After an independent commission recommended adding seats in fast-growing urban centres while reducing some rural representation, Danielle Smith moved to override the process through a legislature committee dominated by UCP MLAs. Critics, including the Alberta NDP, as official opposition, warn this undermines democratic norms, erodes public trust, and is an obvious attempt to preserve UCP power rather than fairly reflecting Alberta's changing population. The controversy underscores a government increasingly focused on political self-preservation over fairness, accountability, and the interests of everyday Albertans.

First Nations from Treaties 6, 7, and 8 have sought a court injunction to stop the UCP's separatist referendum petition, stating it violates treaty rights and the duty to consult. Danielle Smith's government has irresponsibly allowed a divisive separatist campaign to advance without addressing serious legal, economic, and constitutional risks. While Smith continues to defend the process, Alberta's NDP has shown true leadership through its "For Alberta, For Canada" non-partisan campaign, opposing separatism and promoting unity and economic stability. CUPE members see this referendum for what it truly is – an expensive, destructive and divisive distraction from the UCP's privatization agenda.'

CUPE 70 library workers condemned Bill 28 as vague, heavy-handed legislation that would force government censorship into public libraries and undermine professional autonomy. The bill would require "explicit" materials to be physically segregated and accessed only through staff, effectively turning librarians into government gatekeepers and forcing adults to request books the province deems inappropriate.

Congratulations to all those who were elected and re-elected at the CUPE Alberta convention this year. It was among the best-attended conventions in the division's history and the energy was explosive. Naheed Nenshi, the Alberta NDP leader, spoke to our members and delivered a call to action that our members enthusiastically supported. It was a pleasure to attend and hear from our members who are coordinating bargaining across the province, leveraging worker power as members of the country's largest union, and taking the fight directly to Danielle Smith.

British Columbia and the Yukon

At the end of April, I attended CUPE BC's convention in Victoria. Over 500 delegates from across the province passed more than 45 resolutions directing the union's advocacy on behalf of workers and BC public services. A top priority for the Division will be working to elect progressive candidates in the upcoming municipal elections. In communities across the province, CUPE members have experienced some real and deep challenges that can only be resolved by a change in direction at the municipal council or school board level.

Expanding and strengthening public services will continue to be a key priority for CUPE BC, with particular attention to health care and transit. Delegates also said improving worker safety in the province is urgently needed. Tackling the chronic underfunding of the BC post-secondary education was also singled out as urgent work.

CUPE 556 members working across the Comox Valley Regional District and surrounding municipalities ratified a new three-year collective agreement following a year of negotiations, securing meaningful gains that recognize the essential public services they provide. The agreement delivers strong wage increases, including a \$2 per hour raise in the first year followed by 4 and 5% increases, along with improvements to paramedical benefits, contract language, and new discretionary leave provisions. The deal reflects the value of frontline municipal workers who deliver critical services such as water systems, emergency care, child care, and infrastructure maintenance, while helping ensure stability and high-quality public services for the community.

CUPE 1004 launched a strong campaign to defend public safety after the Vancouver Park Board cut lifeguard coverage at five busy beaches to save costs. This decision would have translated to increased risks, slow emergency response times, and dangerous gaps in service. Through a public petition and testimony at the council, CUPE 1004 stressed that trained professionals don't just respond to emergencies, they prevent them, especially in high-risk, high-traffic areas, which will only increase with major events like the upcoming FIFA World Cup. CUPE 1004 reached out to other CUPE locals and community groups for support, and letters were sent to the Mayor and Council. As a result of this coordinated approach, the decision was rescinded and, in fact, lifeguard services will be provided at all beaches. This is an important victory for public safety, community supporters, and CUPE 1004 members.

After a challenging round of bargaining, CUPE's K-12 provincial bargaining committee secured a tentative framework agreement with the British Columbia Public School Employers' Association that reflects the power of worker solidarity and persistent pressure for a fair deal. The agreement recognizes the critical role school support workers play in BC's public education system and represents a meaningful step toward stronger schools for students and communities. Solidarity, activism, and determination were all instrumental in pushing negotiations forward.

Hospital Employees' Union (HEU)

More than 2,000 workers in fully private long-term care and assisted living facilities in British Columbia are facing wage cuts following the end of the provincial wage levelling program on December 31, 2025. The program, introduced during the pandemic to stabilize staffing levels and reduce wage disparities in seniors' care, had supported income stability and workforce retention across the sector. Following its cancellation, workers at 31 fully private sites experienced wage reductions ranging from five to 21%, while some settlements negotiated through collective bargaining prevented even deeper cuts that could have reached between 30 and 50%.

Significant wage gaps continue to exist between workers performing similar jobs in seniors' care facilities. Most impacted collective agreements will be renegotiated over the next 18 months as efforts continue to secure fair wages, improve staffing stability, and strengthen standards of care for residents and workers in the seniors' care sector.

Airlines and Pan-Canadian Locals

CUPE's Airline Division, representing approximately 20,000 flight attendants, raised serious concerns that the federal government's probe into unpaid work in the airline sector was structured in a way that heavily favoured industry interests and undermined workers' rights. We noted major flaws contained in the audit process, including vague definitions of "hours of work," exclusion of peak travel periods, extremely small and unrepresentative samples, and no meaningful requirement for union participation, all of which risk concealing the true extent of unpaid labour. CUPE was adamant that allowing airlines to effectively audit themselves badly compromised transparency and credibility from the outset. Our members criticized the process as a missed opportunity that undercut accountability and failed to protect workers, and are calling for a stronger framework that ensures all hours worked are properly recognized and paid at negotiated rates.

CUPE 8125, representing 4,400 WestJet flight attendants, has issued a formal notice of dispute after more than seven months of stalled bargaining and insufficient movement from the employer. CUPE 8125 is demanding fair compensation, better scheduling, and improved working conditions, while making clear that members deserve respect for the essential work they perform every day. Although these invaluable workers remain committed to reaching a fair agreement and minimizing impacts on travellers ahead of summer, our message to the employer is clear: Our members are done performing critical safety duties under an outdated pay system that leaves them averaging 35 unpaid hours each month. This formal notice is a clear reminder that unpaid work won't fly.

CUPE's campaign to end unpaid work in the airline sector won't end until flight attendants across Canada are no longer required to perform essential duties before takeoff and after landing without compensation. Necessary duties such as preparing aircraft cabins, assisting passengers, and completing critical safety checks remain unpaid under current industry practices, forcing our members to spend hours on the job without pay. We're strongly supporting Bill C-250, introduced by the NDP, which would require airlines to pay flight attendants for all hours worked.

Through public advocacy and member mobilization, CUPE is calling on the federal Liberal government to back the legislation and finally end this long-standing injustice.

Organizing

For the reporting period of March 1, 2026 to May 31, 2026, CUPE welcomed 3,133 new members in 34 bargaining units. There are currently 106 active campaigns underway that, if successful, could bring 48,296 new members to our union.

Our Atlantic region currently has three active campaigns in municipal services, which would see 2,401 new members join CUPE, including 2,356 in education.

In the Maritimes, there are currently seven active campaigns which could bring 233 workers into CUPE.

Quebec has 21 active campaigns underway in various sectors, that could bring 6,326 new members into the CUPE family.

The Ontario region continues its organizing efforts, with 20 active campaigns in various sectors that have the potential to add 12,987 new members to our union.

Manitoba has 15 active campaigns, which could see 3,157 new members in this region.

Saskatchewan has 13 active campaigns in various sectors, where we hope to bring 3,282 new members into CUPE.

The Alberta region was busy with nine active organizing campaigns that could bring in 6,311 new members into CUPE.

In British Columbia, there are 14 active campaigns across various sectors, with the potential of welcoming 13,600 new members.

In Memoriam/Personal

Members

Chad Tait	CUPE 4705 – Ontario
Robert Geiss	CUPE 1145 – Prince Edward Island
Maria Wahl	CUPE 825 – British Columbia
Marc Cayouette	CUPE 1159 – New Brunswick

Active Staff

Denis Brun

National Representative – Moncton Area Office

Retired staff

Robert Malazdrewich

Regional Director – Manitoba Regional Office

Clarice Dewar

Bookkeeper – National Office

Fraternal

Stephen Lewis

Former Canadian Ambassador to the United Nations; Former Leader of the Ontario New Democratic Party

In solidarity,

Handwritten signature of Mark Hancock in black ink.

MARK HANCOCK
National President

:sg/ceu