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September 16, 2026

BY E-MAIL

The Honourable Patty Hajdu, P.C., M.P.
Minister of Jobs and Families
House of Commons
patty.hajdu@parl.gc.ca

Dear Minister Hajdu:

Re: Chalifour-Racine v Canada (AG), 2026 FCA 145

On behalf of over 800,000 members of the Canadian Union of Public Employees (CUPE), we are urging you to immediately introduce changes to the *Employment Insurance Act* that address the discrimination experienced by new parents who lose their jobs.

In its September 3, 2026 decision, the Federal Court of Appeal found that sections of the *Employment Insurance (EI) Act* violate section 15 of the *Charter*: “They reinforce the longstanding economic disadvantage associated with pregnancy and motherhood by diminishing the unemployment protection available to women precisely because they bear children and assume the caregiving responsibilities that accompany childbirth.”

The court gave the federal government one year to address the discrimination in subsections 8(2), 8(5), 10(2), 10(10), 12(6) and paragraph 10(8)(a) of the *EI Act*. It is unacceptable to require women affected by discrimination to endure a further year-long delay in obtaining justice. Justice delayed is justice denied.

We strongly urge you to refrain from appealing this decision and instead remedy the inequity.

CUPE members and many other workers have been harmed by these discriminatory rules. This issue has been raised by trade unions and workers’ advocates for years without resolution.

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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

The federal government should move swiftly to rectify this long-standing discrimination and ensure those affected receive the income support to which they should have been entitled.

We urge the federal government to act without further delay to remedy this discrimination and uphold its commitment to equality and justice.

Yours sincerely,

Handwritten signature of Mark Hancock in black ink.

MARK HANCOCK
National President

Handwritten signature of Candace Rennick in black ink.

CANDACE RENNICK
National Secretary-Treasurer