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

Ottawa, Ontario

September 22-24, 2026

Dear Sisters, Brothers, and Friends:

The past few months have been another reminder of the strength that comes from being part of something bigger than ourselves. Across the country, CUPE members continue to stand up for workers, communities, and public services. But the strength of our union is not only found in what we do for individual members or even in what individual CUPE locals accomplish. It is also found in what we are able to do together, as part of Canada's largest union and one of the strongest voices in the labour movement in the country.

There is a particular power in calling ourselves CUPE members and CUPE locals. Our name carries the weight of over 800,000 workers standing behind one another, and it gives our members a voice that is heard well beyond their own workplaces. It gives us the ability to bring political pressure to bear, to mobilize across sectors and across the country, and to stand with workers when their struggles become part of a broader fight for fairness and dignity at work.

There are moments when the strength of a local is enough to meet the challenge in front of it, and there are moments when something more is needed. In those moments, the relationships we have built, the experience we share, and the examples set by workers across our union can make a difference. A fight in one workplace can become a fight taken up by workers far beyond it. Over time, that is how a movement builds strength – by standing together when it is necessary, and by knowing that on top of one local's victory, we can build many others.

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

At a time when working people are facing growing political and economic pressure, standing alone is rarely a position of strength. The uncertainty created by changing economic conditions and tensions beyond our borders is another reminder that the challenges facing workers do not always stop at the workplace or at the border. We must continue building a union where the power of our numbers is matched by our willingness to use it. CUPE is strongest when we act not as individual locals facing individual challenges, but as a movement with a shared purpose, a strong name, and the ability to make ourselves heard.

Financial E-Votes

Since its last meeting in June, the NEB adopted the following motions by e-vote:

- National Strike Fund: Authorized an exception to the eligibility criteria of the National Strike Fund Regulations, permitting CUPE Local 4386 – Corner Brook Civic Centre Workers – to access financial support for a strike-averting campaign prior to holding a strike vote, provided that all other eligibility criteria are met.
- Ontario Wildfires: Authorized donations totalling \$50,000 from the National Disaster Relief Fund to the following organizations in response to the Ontario wildfires:
 - Anishinabek Nation 7th Generation Charity – \$30,000
 - True Aid North – \$10,000
 - Mikinakoos Children’s Fund – \$10,000
- British Columbia Wildfires: Authorized donations totalling \$50,000 from the National Disaster Relief Fund to CUPE BC to augment its donations in response to the British Columbia wildfires:
 - United Way – \$25,000
 - CUPE BC Hardship Fund – \$25,000

Visiting the CUPE 2722 Picket Line - Oxfam

On June 26, I was very happy to join the 60 members of CUPE Local 2722 at Oxfam, who had been on strike since June 11. While every strike is difficult, some are harder than others, and this one carried a particular weight. It is difficult to see workers at an organization whose mission is so deeply rooted in gender justice, economic equality, and human dignity being forced onto the picket line to fight for those same principles in their own workplace. I was proud to stand with these dedicated and passionate workers in Ottawa and to offer them a \$10,000 donation from our national union. Their demands are grounded in the very values that Oxfam champions around the world, making the continued failure to reach an agreement all the more difficult to understand. When an organization asks the world to believe in the dignity of workers and the importance of economic justice, there is something particularly painful about seeing its own workers have to strike to make those principles real at home.

Extendicare Central Solidarity Rally

The June 29 solidarity action in support of CUPE members bargaining with Extendicare was an incredible demonstration of strength. Eight CUPE locals, representing more than 1,100 long-term care workers across Ontario, are at the bargaining table fighting to address the chronic understaffing, low wages, and inadequate benefits that continue to affect their workplaces. This coordinated bargaining table is particularly important because it has, in the past, helped set the pattern for bargaining across the sector. Our members are not only fighting for improvements for themselves but working to prevent for-profit employers from driving down wages and worsening working conditions in long-term care, a trend that could have consequences for workers across the province. With the strength and solidarity of 800,000 CUPE members behind them, June 29 was a powerful reminder that they are not standing alone, and I was proud to stand with them and NEB members Marty Larocque, Dawn Bellerose and Yollanda McClean in support of workers fighting for better conditions and quality care for all.

OCHU Rally for Personal Support Workers

On July 8, I was proud to join our members along with NEB members Dawn Bellerose and Michael Hurley who work as personal support workers, along with other health care workers, at a rally outside Doug Ford's constituency office, standing with workers demanding changes to the Health and Supportive Care Oversight Authority (HSCPOA). For many long-service PSWs, this new oversight system threatens their livelihoods, requiring them to register with an authority that could impose disciplinary measures, including the revocation of their ability to work, without adequate due process or a meaningful right of appeal. CUPE has also raised serious concerns about the absence of PSW representation on the HSCPOA board, particularly when other health care regulatory bodies include workers in their governance. As a former long-term care worker myself, I was proud to stand alongside them as they made that message clear: we will keep fighting for a system that respects PSWs and the essential work they do every day.

WestJet Silent Demonstration

On July 12, I was proud to stand with the members of CUPE 8125, WestJet flight attendants, at Pearson International Airport in Toronto. Their silence was deafening as they demanded the respect and fair treatment they deserve. Flight attendants are at the heart of every airline, and the professionalism, care, and dedication they bring to their work are essential to keeping WestJet flying. Yet they continue to face unfair pay and unpaid work, despite the enormous responsibility they carry. Their message was clear: the exploitation of their labour must end, and they deserve to be paid for every minute they are on the job. This was an important moment of solidarity and a sign of the determination of these workers to fight for fairness and dignity at work. I was thrilled to be with them on that day as they prepared for what would become an important fight for their rights, one that would soon demand the attention and solidarity of CUPE members across the country.

WILD Orientation Session

On July 12, I had the privilege of offering my warmest welcome to the first cohort of participants in CUPE National's Women in Leadership Development (WILD) program. WILD is a feminist leadership and skills-building program created for Indigenous, Black, and racialized women and non-binary CUPE members, grounded in lived experience, collective learning, and a vision of leadership that is authentic and sustainable. The program supports participants in strengthening their skills in feminist leadership, strategic thinking and action, confident communication, relationship-building, and taking courageous risks. Welcoming this first group was an exciting opportunity to recognize the leadership already present in our movement and to support the development of the creative, courageous, and connected leaders we need to build a stronger and more inclusive union movement.

Council of the Federation

On July 21 and 22, I was in Charlottetown, PEI, with Mark, alongside CUPE's General Vice-Presidents Karen Ranalletta, Gina McKay, Dawn Bellerose and Sherry Hillier, and Regional Vice-Presidents Ashley Clark, Iris Lloyd, Alan Linkletter and Michael Hurley, as Canada's Premiers gathered for the summer meeting of the Council of the Federation. CUPE's National Executive Board was on the ground to make sure quality public services remained front and centre as Premiers discussed some of the most important issues facing Canadians.

Health care was a particular focus, as privatization continues to creep into health systems across the country. I attended the breakfast hosted by the Nurses' Union alongside all of the premiers in attendance, where we heard an excellent keynote from Jim Stanford. We were there to send a clear message that Canadians should never have to accept a two-tier, U.S.-style health care system where access to care depends on the ability to pay. Throughout our time in Charlottetown, we also participated in advocacy events and met with labour leaders and elected officials to discuss the issues that matter to our members and communities, including health care, child care and post-secondary education. It was an important opportunity to bring the voices of public sector workers directly into the conversation and to remind Canada's Premiers that strong public services are essential to building healthy, equitable communities.

WestJet Strike

Over the weekend of July 31 to August 3, the members of Local 8125 demonstrated that when governments don't intervene, collective bargaining works. They also demonstrated that strikes do not represent a failure of collective bargaining; they are an essential and intrinsic part of the process when workers are prepared to stand together and fight for a fair deal.

I was extremely proud to be in Calgary with the bargaining committee over that weekend and to stand on the picket line alongside WestJet flight attendants on August 2. Across the country, picket lines were strong, determined, and full of positive energy. It was clear that workers understood the strength they have when they stand together.

Congratulations to the staff, the bargaining committee, and the CUPE Airline Division. Through your unrelenting work over the past several years, unpaid work is progressively coming to an end in the Canadian airline sector. That is a significant and historic achievement, and you have a great deal to be proud of.

This victory is a reminder that collective action works, solidarity matters, and when workers stand together, they can win meaningful change.

CUPE PEI Community BBQ

Saturday, August 8 was a powerful day with our CUPE family and community at the PEI BBQ! Taking a turn in the cold dunk tank alongside Regional Vice-President Ashley Clark was certainly one way to make a splash for a good cause – and it was absolutely worth getting soaked to help raise an incredible \$15,500 for CUPE's Natural Disaster Relief Fund, especially during another summer of wildfires affecting communities across several regions of our country. A huge thank you to everyone who came out and helped make the day such a success. When CUPE comes together, we know how to have a little fun, get a little messy, and deliver real impact for workers and our communities.

Solidarity Greetings to UNIFOR 1090

On August 11, I had the privilege of visiting the picket line at Pickering Casino Resort to bring solidarity greetings on behalf of CUPE to the nearly 900 striking members of Unifor Local 1090, who represent workers at Pickering Casino Resort and Casino Ajax. CUPE stands proudly with Unifor Local 1090 and all striking casino workers. Their fight for fairness and respect on the job is a fight we all share, and we will continue to stand shoulder to shoulder with workers fighting for a better deal.

Visit of the Philippe Pinel Psychiatric Institute

On Monday, August 24, I had the absolute privilege of visiting the members of CUPE 2960 at the Philippe Pinel Psychiatric Institute in Montreal, alongside General Vice-President Patrick Gloutney and Regional Vice-Presidents Fanny Demontigny and Hugo Tessier.

The Institute has a unique and complex mandate, operating at the intersection of psychiatric care and the justice system. The work carried out by CUPE members in this environment is incredibly important, very special, and often challenging. It was a real pleasure to spend the morning learning more about the Institute and hearing directly from our members about their work and experiences. We toured some of the common areas, had a more in-depth tour of the federal women's unit, and shared lunch together.

Thank you to everyone who took the time to welcome us, share their perspectives, and talk about the important work they do every day. Visits like this are a great reminder of the dedication, professionalism, and solidarity that make our union so strong.

CUPE Quebec Golf Tournament

On August 25, I was very happy to be present at the CUPE Quebec Golf Tournament to greet golfers as they arrived and to co-sponsor the putting competition, alongside Patrick Gloutney our General Vice-President for Quebec. This was a great opportunity to connect with more than 315 CUPE golfers from across the province. The tournament also raised \$50,000 for women's shelters supporting survivors of domestic violence, making it a meaningful event that brought together CUPE members in support of an important cause. It was also a pleasure to see my good friend Charles Fleury and share in the great energy of the day.

Trial Procedure Task Force

On August 27, my office was represented at the initial meeting of the Trial Procedure Task Force, which was established through a resolution adopted at our last National Convention. The Task Force's mandate is to review our trial procedure and propose changes, through resolutions to be brought forward at the 2027 National Convention. Processes need to evolve as circumstances change. Our trial procedure was fundamentally revised in 2019 in response to concerns raised by CUPE locals, and now, after several years of experience with the new process, it is time to assess what is working well and where adjustments may be needed. This work will allow us to respond to new challenges and make better use of the processes and resources we have developed since the last major changes. I look forward to the important work ahead and to the recommendations that will emerge from this Task Force.

Labour Day Celebration

On September 7, I joined thousands of workers and union activists in Toronto to celebrate Labour Day, a powerful reminder that the strength of the labour movement comes from our solidarity and our willingness to stand together. I also joined Avi Lewis and NDP activists for the launch of the Right to Strike Campaign, calling for the repeal of *Section 107 of the Canada Labour Code*, which has increasingly been used by the federal government to interfere in free and fair collective bargaining and undermine workers' ability to exercise their right to strike.

The right to strike is a fundamental part of collective bargaining and a cornerstone of workers' power. When governments can intervene to silence workers and send them back to work, the balance at the bargaining table is weakened, and employers have less incentive to negotiate a fair agreement. On Labour Day, we celebrated the victories won by generations of workers while recommitting ourselves to defending the rights we have fought so hard to win. The message is clear: workers deserve a real voice, strong unions, and the freedom to stand together and fight for a better future.

Governance Task Force

At our national convention last year, delegates adopted a resolution to establish an important governance task force to review our union's structure and ensure it continues to meet the needs of our growing and evolving membership. Since our founding in 1963, our union has continually adapted and strengthened its structures, and this process is another opportunity to reflect on how we can best support our members, our work and our objectives in the years ahead. On September 9-10, these important discussions were launched in Toronto, and I was pleased to see so many thoughtful and committed people come together to share their ideas and perspectives. There is no question that we face significant challenges at the bargaining table and in an increasingly challenging political environment. Our governance structure must continue to evolve to support the bold objectives of our large and diverse membership. I look forward to continuing this important work with the task force and helping develop a strong plan for the future of our union.

Divisions' Secretary-Treasurers Meeting

On September 10, my office hosted our quarterly meeting with the secretary-treasurers of our divisions, providing an opportunity for division treasurers to connect, share advice, and raise questions with the NSTO. This was the third meeting of its kind this year, and we are pleased to continue providing a space for these valuable exchanges and discussions.

Dollars & Sen\$e Conference

From September 11 to 13, my office hosted the Dollars and Sen\$e Conference at the RBC Convention Centre in Winnipeg, with the support of the Prairies Division Presidents. This three-day conference brought together treasurers, trustees, and other executive members from across the country for an engaging program of expert presentations and dynamic workshops focused on building the knowledge, skills and confidence needed to make sound financial decisions and effectively carry out their responsibilities within their locals. It was a pleasure to meet so many dedicated leaders and financial stewards from across Canada. I was very proud of the work that went into making this conference a success and of the opportunity it provided participants to strengthen and develop the skills they need to serve their locals with confidence and effectiveness.

Memorial Service of Gord Delbridge

While in Winnipeg, I had the privilege of attending the memorial service for Gord Delbridge, a respected union leader and a powerful voice for working people and public services. Gord was elected President of CUPE Local 500 in 2015, representing approximately 5,000 City of Winnipeg workers. In 2016, he joined CUPE's National Executive Board as Regional Vice-President for Manitoba, later also serving as Vice-President and Acting President of CUPE Manitoba. Throughout his leadership, Gord was a strong advocate for his members and for the public services Winnipeg families rely on.

Gord leaves behind a tremendous legacy in CUPE and Manitoba's labour movement. He will be deeply missed by his union family, friends and colleagues, and by everyone who had the privilege of working alongside him.

PSI Fightback Global Conference

On September 16 and 17, I had the privilege of attending Public Services International's Fightback Global Conference in Madrid. The rise of the far right and authoritarian governments, alongside economic uncertainty and growing pressures on collective bargaining, makes it more important than ever that we be bold, creative and strategic in how we organize and build power. I was particularly pleased to have the opportunity to share how CUPE's Airline Division has used its *Unpaid Work Won't Fly* campaign to build public support and strengthen workers' power, making it more difficult for employers and governments to interfere with our struggles and weaken our collective efforts. I also used this opportunity to talk about the resistance to government interference shown by our 55,000 Ontario School Board workers.

The conference was an excellent opportunity to share CUPE's experience with union leaders from around the world and to learn from the innovative strategies being developed across the international trade union movement.

Support to Communities Affected by Wildfires

The year 2026 was once again marked by devastating wildfires that affected communities across Canada, including some CUPE members who tragically lost their homes. In July, the Board adopted a motion to support communities affected by wildfires in Ontario through a \$50,000 donation to three organizations: the Anishinabek Nation 7th Generation Charity, True North Aid, and the Mikinakoos Children's Fund. In August, a similar motion was adopted to support communities in British Columbia, with a \$50,000 donation to United Way and the CUPE BC Hardship Fund. CUPE locals have also been invited to contribute to our Union's National Disaster Relief Fund, helping us respond to and support communities affected by disasters of this kind. Sadly, as the impacts of climate change continue to intensify, these devastating events are becoming more frequent, underscoring the importance of solidarity and collective support.

Upcoming Budget Consultations

It's already that time of year when we need to turn our minds to next year's budget. My office has begun scheduling the budget consultations that will take place this fall with senior staff and division leaders. We are also preparing the background work needed to assess CUPE's revenues for the coming year, work that is critical to ensuring that we can properly plan our activities and allocate our resources. I look forward to these discussions and to presenting the results at the December meeting of the NEB.

Staff Bargaining

Over the summer, we successfully reached an agreement with CDU, representing our directors. The negotiations were marked by constructive dialogue and a shared commitment to reaching a fair and workable agreement. I want to thank Jo-Ann Breton, CDU President, and the entire CDU bargaining committee for their collaboration and for the good discussions throughout the process. The NEB will consider and vote on the ratification of this tentative agreement at its September meeting.

Meetings will take place later in September and in October to renew the collective agreements of CEU, representing CUPE's confidential employees; COPE, representing administrative support staff outside of Quebec; and Unifor 2023, representing administrative support staff in Quebec.

2025 Convention Environment-Climate Impact

The 2025 CUPE's National Convention in Toronto generated an estimated 1,264.17 tonnes of CO₂e, a 27% reduction from 2023 and the lowest emissions recorded for an in-person convention measured by Carbonzero to date. The reduction was largely due to lower travel emissions, which accounted for 88.05% of the total footprint, down from 93.7% in 2023. Holding the convention in Toronto allowed more attendees to travel by car rather than fly, reducing average emissions per attendee. Hotel stays contributed 11.16%, venue utilities 0.60%, and waste 0.19%. At \$95 per tonne, compensating for the 2025 carbon footprint would cost \$120,096.

CUPE first measured its carbon emissions at the 2009 National Convention in Montreal. In 2011, CUPE began its relationship with Carbonzero, which measured our carbon footprint and received payments to invest in tree planting and other carbon-offsetting programs.

In 2013, CUPE decided not to make carbon offset payments due to concerns that some offset projects were P3s. Instead, CUPE adopted a practice of making payments equivalent to the cost of offsetting convention emissions to environmental organizations aligned with CUPE's values. These include organizations CUPE works with directly, as well as organizations recommended by members of the National Environment Committee in their regions.

In 2024, my office was asked to work with CUPE's National Services Department and the National Environment Committee to reconsider this practice and assess whether it remains the most effective way to support carbon reduction.

The National Environment Committee has evaluated several alternatives. This year, it recommends that CUPE continue remitting the funds to environmental organizations aligned with our union's values, specifically the Conservation Corps / Green Team, EcoTrust Canada, ROÉE (Quebec coalition of energy and environmental organizations), Southeast Environmental Association, and Eastern Ontario Model Forest.

For future conventions, the Committee recommends considering the following approaches:

1. Continue payments to environmental organizations (status quo).
2. Reinvest the funds in CUPE's own sustainability projects.
3. Return to conventional carbon offsetting.
4. Make significant changes to conventions to reduce emissions.
5. Adopt a combination of these approaches.
6. Create a CUPE National Environment Fund.

A short report outlining these different approaches is provided to the Board for consideration.

Safer Union Spaces Office (SUSO)

SUSO continues to operate in a high-volume and complex environment, requiring the team to refine and strengthen the implementation of the HDRP while managing a significant number of cases. There remains a need to further strengthen CUPE staff understanding of and alignment with SUSO's processes and procedures. Case and complaint tracking has also been affected by delays in ICT support for the M-Files implementation, which is not expected to be fully operational until the fall.

Accomplishments:

- Hired a Senior Case Manager, bringing SUSO to a total of seven staff positions.
- Completed training of 23 CUPE staff in Transformative Mediation.
- Initiated the Mediation Community of Practice. Mediation case coordination is now operational through SUSO with processes in place for intake, assessment, mediator assignment, mediator preparation, participant case meetings, mediation, agreement/outcomes, mediator debrief, and closure.
- Identified implementation challenges and incorporated feedback on the HDRP, resulting in adaptations to further streamline and strengthen the process.
- Significantly expanded, via onboarding process, the network of external HDRP adjudicators accessible across Canada.

Support / Service	May 14 to August 21	Year to Date
Support Requests or Connections	Approximately 113	91 between February 18 and May 13
Active Cases Open	176	171 between February 18 and May 13
Informal Intervention Processes	Approximately 53	55 between February 18 and May 13
Mediations	9 Initiated (8 in queue)	11
Code Complaint	3	3
Complaints Filed- HDRP	23 complaints / 40 complainants	65
Adaptable Resolution INIT	0 (2 moved to Informal after complaint initiated)	

Adjudication INIT	11 (with 4 waiting appts)	19
Local Team Restoration	5 Active	8
Events Ombuds (5 events)	17	2 transferred to SUSO

CONFERENCES AND NATIONAL EVENTS

It has been a productive summer. We hosted several meetings, including numerous national committees' meetings, branch meetings, and Regional Directors' meetings, among others. We are also preparing for major events coming up in the fall and spring.

Sector Council Conference

Planning is well underway for our 2026 Sector Council Conference, which will take place at the Halifax Convention Centre from November 23-26, 2026. Registration for the Sector Council Conference opened on June 30 and is set to close on October 29. At the time this report went to print, we had 380 delegates registered.

Spring 2027 Conference

Planning for our 2027 National Conference is in the early stages. The conference is scheduled to take place from March 1 to 4, 2027, at the Sheraton Centre Toronto Hotel. The conference theme and agenda will be released shortly.

FINANCIAL STATEMENTS FOR THE QUARTER ENDED JUNE 30, 2026

GENERAL FUND

Quarter 2 - Statement of Financial Position

Assets: The total assets in the General Fund at June 30, 2026 were \$477.8 million compared to \$459.7 million at December 31, 2025.

The bank balance at June 30, 2026 of \$2.1 million is a \$3.7 million decrease from the 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 \$387.5 million at June 30, 2026, up from \$366.9 million at December 31, 2025 and \$366 million at June 30, 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 June 30, 2026 is \$90.3 million, of which a total of \$4.8 million is restricted as follows: Convention and National Events Assistance Fund \$2.3 million and Regional Building Fund, \$2.4 million. Of the remaining Fund Balance, we also have invested \$84.4 million in fixed assets, leaving an unrestricted balance of \$1.1 million.

Quarter 2 - Statement of Operations

The operating deficit for the year-to-date is \$2.5 million.

Revenue: Total revenue was \$152.6 million for the first six months of 2026, compared to the budget of \$151.3 million. Per Capita Tax and Initiation Fees made up \$151.3 million of the total revenue.

Expenses: Total expenses were \$155.1 million, which came in at \$2.9 million over budget.

Salaries are essentially on budget and current benefits are over budget by \$1.2 million and Employee Future Benefits are over budget by \$1.9 million. Directors and Representatives' salaries are 1.6% or \$719,000 over budget, while Administrative and Technical Salaries are 6.5% or \$621,000 under budget. Clerical salaries are under budget by 2.5% or 322,000. Vacation Relief is over budget by 52.9% or \$219,000.

Operating Expenses:

Below are some of the more significant items on operating expenses at June 30, 2026:

1. Overall programs are \$1.3 million **under** budget.
2. National Committees' expenses are \$643,000 **over** budget.
3. Election Spending is \$661,000 **over** budget.
4. Operational Travel costs are \$1.9 million **over** budget. My office is in the process of conducting an in-depth analysis of this expense item to better understand the variance.

NATIONAL DEFENCE FUND

Quarter 2 - Statement of Financial Position

Assets: As at June 30, 2026, we have \$44.3 million in Total Assets compared to \$42.9 million at December 31, 2025 and \$42.6 million at June 30, 2025. The cash balance at June 30, 2026 of \$2.7 million is up to \$1.6 million compared to December 31, 2025 and down \$4.1 million from June 30, 2025. In addition, we have investments totalling \$39.1 million on the books at June 30, 2026, up \$550,000 from December 31, 2025.

Liabilities: Under Liabilities we have accounts payable and accrued liabilities of \$2.6 million at June 30, 2026 compared to \$4.3 million at December 31, 2025 and \$1.7 million at June 30, 2025. There is also \$19.3 million in cost-shared campaign liabilities, which have increased by \$600,000 from December 31, 2025. Finally, there is \$2.7 million due to the General Fund at June 30, 2026.

Fund Balance: At June 30, 2026, the Fund Balance is \$19.7 million, up \$1.8 million from December 31, 2025.

Quarter 2 - 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 an operating surplus before unrealized losses of \$2 million for the year to date. After unrealized losses, the operating surplus is \$1.8 million.

Revenue: Total revenue in the Fund for the second quarter of 2026 is \$9.8 million. Per capita tax allocated to the Fund to June 30, 2026, was \$9.2 million, and \$678,000 in interest was earned on investments.

Expenses: Total expenses in the Fund were \$7.9 million as follows:

Cost-shared Campaigns: Expenses for the first half of the year were \$1,545,159 with an annual budget of \$8.6 million. This report also includes a cost recovery of closed campaigns totalling \$2.8 million in unused funds from prior years' cost-shared campaigns that have been closed out during the first six months.

Major Organizing Campaigns: Expenses for the first half of 2026 were \$2,060,060 against an annual budget of \$4 million.

National Strategic Initiatives: Expenses for the first half of 2026 were \$1,184,017 against an annual budget of \$2.8 million.

Regional Strategic Initiatives: Expenses for the first half of 2026 were \$1,209,809 with a budget for the year of \$4.4 million.

Temporary Representative Positions: Actual spending in the first half of 2026 was \$1,885,895 against an annual budget of \$4.4 million.

NATIONAL STRIKE FUND

Quarter 2 - Statement of Financial Position

Assets: Total Assets in the National Strike Fund at June 30, 2026 are \$117.8 million, down from \$122.5 million at December 31, 2025. These assets consist of \$2.1 million in cash, \$2.5 million in per capita tax receivable, \$321,000 in accounts receivable and \$112.9 million in investments.

Liabilities: We have accounts payable and accrued liabilities totalling \$2.7 million compared to \$2.4 million at December 31, 2025. Also, there is a \$1.7 million due to the General Fund.

Fund Balance: At June 30, 2026, the Fund Balance was \$113.4 million, compared to \$112.9 million at December 31, 2025.

Quarter 2 - Statement of Operations

The Fund has an operating surplus of \$304,900 before unrealized gains of \$190,000 for the first six months of 2026, bringing the total surplus to \$494,000.

Revenue: The total revenue in the Fund was \$12.4 million. The Per Capita Tax allocated to the Strike Fund is \$9.2 million. Investment income was \$3.2 million.

Expenses: Total expenses to June 30, 2026 were \$12.1 million as follows:

Strike Related Expenses:	\$7,846,788
Strike Averting Expenses:	\$3,445,492
Legal and Arbitration Expenses:	\$388,917
Bargaining Rights Legal Challenges:	\$425,000

STRIKES AND LOCKOUTS FOR THE Q2 2026 FINANCIAL REPORTING PERIOD

CUPE members are standing up and demanding more and better all across the country. During the Q2 reporting period, the following locals were on strike, or locked out:

Local 5490 (Airline) – Pascan Airlines
Local 1082 (NS) – St. Vincent's Nursing Home
Local 1183 (NS) – Harbournstone Enhanced Care
Local 1245 (NS) – Ocean View Continuing Care
Local 1259 (NS) – Admiral and White Hills Long Term Care Centres
Local 1416 (NS) – Maplestone Enhanced Care
Local 1635 (NS) – Alderwood Guest Home
Local 1782 (NS) – Richmond Villa Nursing Home
Local 1876 (NS) – Northside Community Guest Home
Local 2007 (NS) – Bayside Home
Local 2094 (NS) – Seaview Manor
Local 2330-01 (NS) – Maritime Odd Fellows
Local 2648 (NS) – Queen's Manor
Local 3064 (NS) – Villa St. Joseph-du-Lac
Local 3099 (NS) – Roseway Manor
Local 3199 (NS) – Twin Oaks Senior Citizens Association
Local 3257 (NS) – Surf Lodge Nursing Home
Local 3618 (NS) – Ivy Meadows Continuing Care Centre
Local 3630 (NS) – Port Hawkesbury Nursing Home
Local 4940 (NS) – Parkland at the Lakes

Local 4965 (NS) – Celtic Court
Local 4970 (NS) – Bisset Court
Local 5032 (NS) – St. Anne Community and Nursing Care Centre
Local 5033 (NS) – Ryan Hall
Local 5248 (NS) – The Meadows
Local 2330-02 (NS) – Valley View Villa
Local 2503 (NS) – Shiretown & Ivey's Terrace Nursing Homes
Local 5165 (NS) – The Magnolia Continuing Care Centre
Local 5183 (NS) – Grand View Manor
Local 2765 (NS) – Maple Hill Manor
Local 4919 (NS) – Lunenburg Home for Special Care
Local 3840 (NS) – Melville Lodge Nursing Home
Local 3454 (NS) – Shoreham Village Senior Citizens Home
Local 1485 (NS) – Inverary Manor
Local 2031 (NS) – Foyer Père Fiset
Local 1562 (NS) – Ronald C. MacGillivray Guest Home
Local 2330 (NS) – Glen Haven Manor
Local 301 (QC) – City of Montreal
Local 2722 (ON) – Oxfam Canada

STRIKES, LOCKOUTS AND SETTLEMENTS FOR THE CURRENT QUARTER (Q3)

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 8125 (Airline) – WestJet, 4,350 flight attendants on strike on August 2-3, 2026.

Local 2722 (ON) – Oxfam Canada, 60 members on strike from June 11 to July 24, 2026.

Local 1978 (BC) – Health Employers Association of BC, 4 members honouring the picket line of the BC Nurses' Union at a specific worksite on July 13, 2026.

Local 15 (BC) – City of Vancouver, 1 member honouring the picket line of the BC Nurses Union at a specific worksite on July 7.

Local 951 (BC) – University of Victoria, 18 members honouring the picket line of the BC Nurses' Union at a specific worksite on July 19 and 20, 2026.

HEU (BC) –HEU locals were impacted by the BC Nurses' Union strike and honoured the picket lines. The national union is working with HEU to determine strike fund activity for this period.

PER CAPITA ARREARS

For the quarter ended June 2026, total arrears were \$18,215,473, an increase of \$5,846,238 or 47.3% from the previous quarter ended March 2026. Total arrears have increased by 25.1% as compared to June 2025. Overall arrears per member are \$23.08, an increase from \$15.26 at June 2025. Arrears per member are calculated based on the December 31, 2025, twelve-month average membership of 789,109.

PROPERTIES AND LEASEHOLDS

During the third quarter of 2026, we are actively analyzing and pursuing opportunities in Cornwall and Kingston, where our current facilities no longer meet our needs. We are also negotiating potential new office spaces in Corner Brook and Langley.

We have finalized lease agreements for new spaces in Peel and renewed our existing lease in Niagara. All of these transactions have been driven by internal growth and the need to secure safer, higher-quality facilities.

We currently have several ongoing construction projects for new office spaces in St. John's, Moncton, London, Hamilton, Peel, Medicine Hat, Saskatoon, and Prince George. We have also begun planning major renovations to the Atlantic Regional Office and started the reconfiguration of the second floor of the Ontario Regional Office. In addition, we recently completed and moved into our new office space in Sydney.

CUPE's growth over the past several years has meant that a number of our current office facilities no longer meet the needs of our organization. As a result, we have seen a significant increase in relocation and construction projects, placing considerable pressure on our Property Management team. As approved in the 2026 budget, we have hired a new National Coordinator, Construction, who will join the team in early October. This additional capacity will help us respond to the growing demand for high-quality office spaces and ensure that our facilities continue to meet the needs of our members and our organization.

INFORMATION TECHNOLOGY (IT) REPORT

Member Relationship Management System (MRMS)

IT has completed significant upgrades to the Education and Event Management modules within the Member Relationship Management System (MRMS), improving workshop registration, reporting, accessibility and overall event management. These enhancements are designed to make it easier for staff and members to access training and event information and for staff to manage programs more efficiently. A new workshop setup process is also being prepared for release, which will further streamline the work required to create and administer workshops. In addition, the online Strike Forms module has been successfully piloted, including with Local 2722 during its seven-week strike. The pilot provided valuable experience and demonstrated the potential for the new module to support locals during strike activity.

Other Systems

JustPay V3, used by Ontario and Quebec Job Evaluation Representatives, continues to be rolled out to new users across Canada. The expansion will provide more representatives with access to updated tools and processes for supporting job evaluation work. The Global Justice Fund's new online donation system is also nearly ready to launch, providing an improved way for supporters to contribute and helping to modernize the administration of donations. Work is also underway to assess potential solutions for property and asset management, as well as a case and complaint management system for the Safer Union Spaces Office. These projects will help identify opportunities to improve information tracking, reporting and service delivery in these areas.

Information Management and IT Operations

The new IM Resource Hub has launched, providing staff with a central location for information management resources, guidance, tools and training. The hub is intended to make it easier for staff to find the information they need and support more consistent information management practices across the organization. The rollout of new Logitech Rally Boards and this year's laptop deployment are also complete. At the same time, IT is already preparing for the 2027 laptop rollout and working to improve the speed and efficiency of deploying equipment to new staff, helping employees get the technology they need sooner when they join CUPE.

Information Security and Infrastructure

Information security remains a key priority. Security testing of the Member Relationship Management system is underway to identify and address potential vulnerabilities before they can affect members or staff. IT is also reviewing workplace use of artificial intelligence tools and assessing sensitive information stored across Microsoft 365 to help ensure that information is being handled appropriately and securely. CUPE has also completed the migration of network management to its internal team. Bringing this work in-house gives CUPE staff greater control and visibility over the organization's network, while strengthening internal knowledge and the ability to respond quickly to network issues and future technology needs.

PENSION ADMINISTRATION

The 2025 pension annual statements were distributed at the end of June.

In accordance with the Plan provisions and based on the January 1, 2026 actuarial valuation, inflation protection payments for retired members was effective September 1, 2026. Pension benefits payable from the CEPP to members who retired before January 1, 2025 were increased by 1.36%, effective January 1, 2026. The increase was applied on a pro rata basis for members who retired during 2025. An information letter outlining the indexation adjustment was distributed to all retired members in August.

The Joint Board of Trustees will hold its JBT meeting on November 9-10, 2026, to discuss ongoing issues and activities of the pension plan.

Retirements

Jennifer L. Chretien, Alberta Regional Office, July 1, 2026
Carol Dufresne, British Columbia Regional Office, August 1, 2026
Lise Foster, Research Branch, October 1, 2026
Chrystine Montplaisir, Quebec Regional Office, October 1, 2026
Sandford Lee, British Columbia Regional Office, January 1, 2027
Colin MacDougall, North Bay Area Office, January 1, 2027
Chantale Girard, Quebec Regional Office, June 1, 2027
Annick Desjardins, National President's Office, February 1, 2028.

PASSING OF GERALDINE MCGUIRE

On August 7, our union lost Sister Geraldine McGuire, a trailblazer whose leadership left a lasting mark on CUPE and on generations of activists. As a former National Secretary-Treasurer, Geraldine brought determination, integrity, and a deep commitment to public services to everything she did. During her time as National Secretary-Treasurer, the union moved to a percentage-based PCT model. Her work helped strengthen the union's capacity to support members through strikes, build financial stability, and advance the fight for equality. But her legacy is about more than the structures she helped build – it lives in the people she inspired and in the values she carried throughout her union life. Her passing is a profound loss for our movement, and our thoughts are with her family, friends, and all those who had the privilege of knowing and working alongside her. We will honour her legacy by continuing the work she believed in and carrying the fight forward.

CONCLUSION

As we look ahead, workers and communities will continue to navigate a period of considerable uncertainty. The pressures facing Canadians are not the same everywhere, and neither are the challenges facing workers across the labour movement. The Canada–U.S. trade crisis will affect some sectors and communities more directly than others, but the broader uncertainty created by a hostile administration to the south will be felt across the economy. Whether workers are in the public or private sector, there will be difficult moments ahead, and we will need to remain attentive to how those challenges affect our members, their families, and their communities.

Canadians are already showing that, in the face of pressure from the south, we can come together. That sense of unity is an important reminder of what solidarity can achieve. Our role as a labour movement is to help turn that solidarity into action: to make sure workers are protected, communities are supported, and governments do not simply put on a brave face while asking Canadians to shoulder the burden. Those who support this country every day, by doing their jobs, providing essential services, and keeping our communities running, deserve to know that their governments will stand with them when times are difficult. CUPE will continue to be part of that effort, standing with our members and with workers across Canada as we navigate whatever comes next.

Respectfully submitted by,

A handwritten signature in black ink, reading "Candace Rennick". The signature is fluid and cursive, with the first name "Candace" written in a larger, more prominent script than the last name "Rennick".

CANDACE RENNICK
National Secretary-Treasurer

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