

# International Solidarity Report

2024-2025



COVER PHOTO: WORKERS FROM THE HANES  
MAQUILADORA DEMAND THAT THE HONDURAN  
MINISTRY OF LABOUR PROTECT THEIR RIGHTS AFTER  
THE CORPORATION CLOSED ITS FACTORIES WITHOUT  
FOLLOWING THE LAW.

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# Inspiring solidarity


This year's International Solidarity Report comes in a time of increasing global turmoil and political instability that's being met with inspiring solidarity.

Inequality is growing, human rights are under increasing attack, and authoritarianism, corruption and corporate greed are on the rise. It can feel overwhelming, frightening and discouraging. But we can draw strength and inspiration from the powerful waves of resistance across the globe. Workers and community members are standing in solidarity for their rights and building a future where we can all live in justice and peace.

Communities around the world are urgently mobilizing for democracy, justice, peace, self-determination and liberation. This report highlights resistance struggles in Canada, Colombia, Cuba, Guatemala, Honduras, Palestine and the Philippines.

CUPE's constitution commits our union "to promote peace and freedom in the world and to work with free and democratic labour movements everywhere." As we continue to organize alongside our partners for peace and justice, it is more important than ever to oppose war and Canada's complicity in injustice.

There is strength in solidarity. We hope you read this report and join us in building our power with workers around the world. Together, we will overcome our collective challenges and build a better world.



Mark Hancock,  
CUPE National President



Candace Rennick,  
CUPE National  
Secretary-Treasurer



# Global Justice Fund in action

## CANADA

CUPE's partner Migrante Canada is increasing its work to educate and build coalitions for migrant justice. Migrante is an alliance of Filipino migrant and immigrant organizations. In 2024, they reestablished a Canadian branch of the International Migrants Alliance to build solidarity in the migrant community, and with advocates and unions. Migrante also established an alliance of faith-based groups called Churches Witnessing with Migrants.

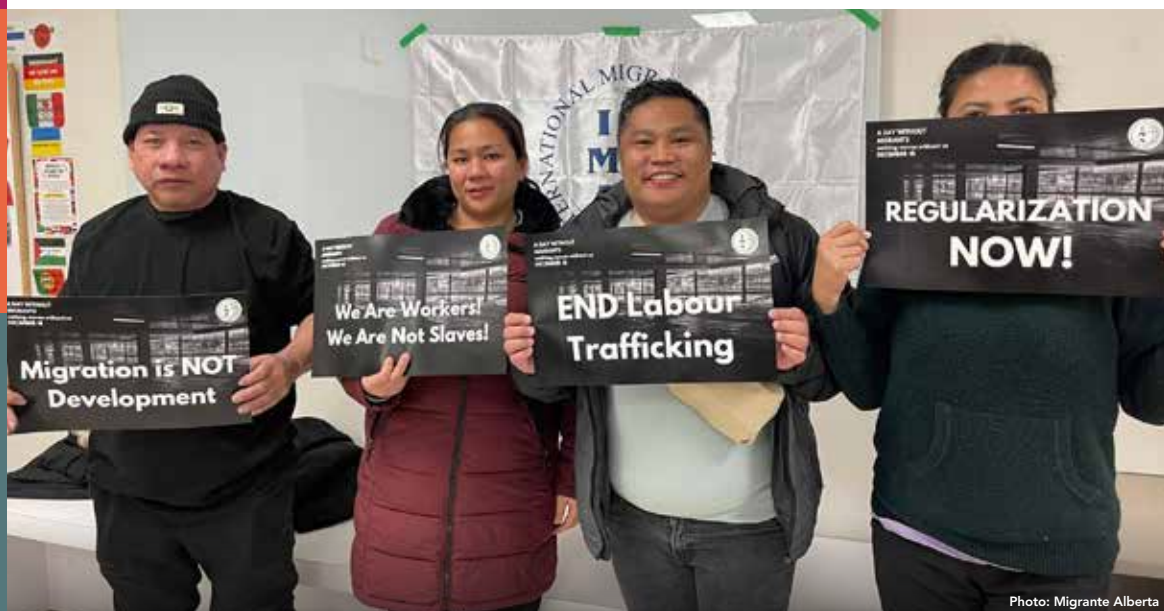
Migrante held workshops about migrant workers' human rights, and how right-wing policies affect migration. They marked International Migrants Day with a public awareness campaign that highlighted the importance of migrant workers'

labour and addressed right-wing myths that migrant workers 'steal good jobs' or 'are responsible for the housing crisis'. Migrants, allies, advocates, unions members and supportive employers shared photos with the message that a day without migrants would devastate the Canadian economy.

## COLOMBIA

CUPE's partner union in Colombia is fiercely resisting water privatization by building strong labour-community alliances. SINTRACUAVALLE represents water workers at ACUAVALLE, the public water utility in the Valle del Cauca region. The union fights privatization by mobilizing communities to defend public water as a common good.

MIGRANTE ALBERTA MEMBERS TAKE PART IN THE DECEMBER 2024 DAY WITHOUT MIGRANTS ACTION.



PARTICIPANTS IN A SINTRACUAVALLE WORKSHOP TRAINING WOMEN LEADERS IN JAMUNDÍ TO WORK IN THEIR COMMUNITIES TO PROTECT PUBLIC WATER.



Photo: SINTRACUAVALLE

Over the past year, the union has focused on the municipalities of Jamundí and Pradera, major centers in the water system. Both are governed by a neoliberal regional administration that is pushing a comprehensive privatization plan. ACUAVALLE is considering a public-private partnership (P3) with a Japanese corporation that wants to profit from the region's water systems and infrastructure.

Water in the region is under pressure. Agriculture focuses on a single water-intensive crop, sugar cane. This creates water conflicts for the two communities, with 63% of Jamundí residents in urban areas, and 72% of Pradera residents in rural areas. Providing water services to a far-flung population poses a challenge for the public water company. Increased urbanization of Jamundí, combined with the ongoing conflict over water for agriculture versus human consumption, further complicates the situation.

Jamundí's new mayor is considering creating a municipal water company, a positive move that could signal a shift away from local water

privatization. Previous experiences in Colombia with P3s highlight the negative consequences of privatization. A prime example is the 2002 P3 between Buenaventura's municipal water and sewage utility and the Hidropacífico corporation, to operate, manage, and maintain the city's water and sewer systems for 20 years.

This scheme failed to address underlying water system issues that prevented the community from accessing clean water. The lack of adequate water service contributed to Buenaventura's 2017 civic strike and fueled demands to end privatization. Today, the city's water and sewer services are back under the public company's control.

SINTRACUAVALLE will continue to advance this crucial initiative, campaigning against privatization and raising awareness about the importance of keeping water public with the slogan "united for water."

## CUBA

The past year has been one of the hardest in Cuban history. The Cuban people, including members of CUPE's partner union in Havana, are facing ongoing hardship and scarcity because of an illegal US embargo that has lasted more than six decades. The world's longest-running economic sanctions have blocked access to the basics of daily life including medicines and medical equipment, school and office supplies like paper and computers, vehicles and automotive parts, as well as assistive technologies for persons with disabilities and elderly people.

In his first term, US President Trump added Cuba to the State Sponsors of Terrorism List, imposing an additional 240 devastating restrictions on the country. Democrats and Republicans have upheld the Cuba embargo and most of these restrictions. As a result, the Cuban people are facing daily power outages, low salaries, an inflation rate over 30%, food and fuel shortages, difficulty accessing

clean water, a lack of education and health care workers, and a rising emigration rate.

Canadian churches, unions and other non-governmental organizations are encouraging the Canadian government to increase aid to Cuba in this time of exceptional need and to press the United States to ease its sanctions.

Despite the challenges, CUPE's partner, the National Union of Public Administration Workers in the municipality of Havana (SNTAP Havana), is committed to strengthening the union movement's foundations through member training and education. The union is also working to improve workplace health and safety and better understand the equity issues its members face.

## GUATEMALA

In Guatemala, the ground-breaking 2024 Agrarian Agreement between national *campesino* (farmer) organizations and the new government has not resolved a single land conflict case. The conflict over land rights is driving an increase in community evictions, legal attacks, illegal arbitrary detentions and killings.

STAFF OVERSEE A SHIPMENT OF SOLIDARITY DONATIONS LEAVING THE CODEVELOPMENT CANADA OFFICE TO BE PACKED INTO A SHIPPING CONTAINER AND SENT TO CUBA.



Photo: CoDev Canada



POLICE ATTEMPT TO EVICT THE TIERRA NUEVA COMMUNITY  
IN GUATEMALA.



CUPE's partner in Guatemala is the Campesino Committee of the Highlands (CCDA). In 2024, 15 CCDA activists were assassinated between August and December alone, and 21 CCDA land defenders were arrested and jailed. Over 3,000 CCDA members face criminal prosecution with pending arrest warrants. Authorities are issuing but not executing warrants to create a culture of fear and discourage further activism. A dozen communities affiliated with the CCDA have been violently evicted in the past two years.

Repression happens so the rich and powerful can access land, resources and crops for export. It is an integral part of Guatemala's profit-driven development plan and at the root of the killings and internal displacement. Meanwhile, rural communities are dealing with unemployment, malnutrition, extreme poverty and the consequences of climate change. The increased deportation of Guatemalans from the United States is compounding these problems.

In the face of major challenges, the CCDA continues to resist and is building its power to fight back. Despite the breach in the Agrarian Agreement, the CCDA sees progress. For example, the CCDA won representation of the sector in the provincial development councils (COCODES). This is an important space for activists to gain leadership experience and advance proposals. However, there are still huge limitations to the resolution of agrarian conflicts, especially land claims.

## HONDURAS

A wave of garment factory closures in Honduras peaked in 2023 when 20 factories shut down and more than 15,000 workers lost their jobs. In 2024, at least seven more factories closed. Garment workers, who are mostly women, were deeply affected by the factory closures. CUPE's partner in the region is CODEMUH, the Honduran Women's Collective. The collective works with and is run by garment workers in



Photo: CODEMUH

INJURED MAQUILA WORKERS DEMONSTRATE IN FRONT OF A GILDAN FACTORY IN HONDURAS, DEMANDING TO BE REHIRED AFTER THE CANADIAN ACTIVEWEAR COMPANY CLOSED THE SAN MIGUEL FACTORY TO EVADE RESPONSIBILITY FOR INJURED WORKERS.

Honduran *maquilas*. *Maquilas* are factories, often in free trade zones, where workers assemble raw materials into final products for export.

Businesses blamed the factory closures on declining exports to the United States and rising production costs. CODEMUH says the closures are a corporate tactic to undermine unions and get rid of unionized workers in the sector, in addition to evading their responsibilities to injured workers. The collective says shuttering factories is one way corporations are pushing back against government efforts to improve tax collection through a new Tax Justice Law.

Honduras relies heavily on industries such as banana cultivation, mining exploration, and garment manufacturing. This dependence, along with policies that provide tax exemptions, keeps the country trapped in a cycle of poverty where foreign corporations exploit women workers and other low-income labourers. The Tax Justice Law aims to end the practice of companies operating in the free trade zones without paying taxes to help fund public services like health care, education and transportation.

CODEMUH continues to support and organize women in the Honduran garment sector despite many challenges, and with solidarity from CUPE. They fight against violations of women's rights and labour rights by advocating for more robust labour legislation and organizing workers in the maquila sector. The collective provides legal and medical help to workers whose rights have been violated and workers who have been injured because of dangerous maquila working conditions. CODEMUH also trains shop floor health and safety advocates, campaigns to improve working conditions, and presses the government to enforce labour laws.



## PALESTINE

Throughout 2024, Israel pursued a genocide in Gaza despite United Nations resolutions and many other repeated calls for a ceasefire. Israel also accelerated its settler colonial takeover of the West Bank, including East Jerusalem. The US veto on the UN Security Council blocked any meaningful UN action to protect Palestinian civilians in Gaza. The UN and the international community have also failed to protect Palestinians in the occupied West Bank, including East Jerusalem, from violent repression and collective punishment by the Israeli military. Collective punishment is violence or retribution perpetrated against the civilian population for the alleged crimes of individuals or a specific group.

Over the past year, CUPE has supported the Democracy and Workers' Rights Center in Palestine (DWRC), a non-governmental organization established in 1993 to defend Palestinian workers' rights and promote principles of democracy and social justice in the Palestinian territories. The centre has offices in the West Bank and the Gaza Strip.

DWRC supports the independent trade union movement. The centre mobilizes workers to build a democratic society and to promote and defend the rights and interests of all Palestinian workers. The centre places special emphasis on promoting women's leadership in the labour movement and educating women workers about their rights in the world of work.

Hundreds of military checkpoints, barriers and roadblocks severely limit the movement of people and goods. These barriers expose most people traveling between Palestinian areas, including work commuters, to lengthy detours, delays, harassment, beatings and other forms of violence. The Israeli government continues to forbid most Palestinian workers to return to their workplaces in the Israeli labour market, with only 30,000 allowed to date. This drove the overall unemployment rate to 51% in September 2024 according to the International Labour

PARTICIPANTS IN A COURSE ON BUILDING UNION SKILLS ORGANIZED BY THE DEMOCRACY AND WORKERS' RIGHTS CENTER AND HELD IN AL-BIREH, OCCUPIED WEST BANK.



Photo: DWRC

Organization, with unemployment reaching 80% in the Gaza Strip and 35% in the West Bank.

Despite the unrelenting challenges, the DWRC organized a series of workshops and meetings to strengthen the representative and bargaining power of Palestinian unions, and to improve workers' ability to assert their rights to paid leaves, minimum wage, back pay, and severance pay in case of dismissal.

## PHILIPPINES

In March 2025, Philippines authorities arrested former president Rodrigo Duterte on an International Criminal Court warrant for murder as a crime against humanity. The arrest is a significant step toward justice for the victims

and survivors of Duterte's so-called "war on drugs" that led to the state-sponsored killing of tens of thousands of people. Duterte's arrest also validates the unrelenting commitment of the movement for justice and accountability.

The fight is not over, as Duterte-era violations continue under President Ferdinand Marcos Jr. The government is misusing resources for its own benefit while a select few accumulate ever-greater wealth.

ALLIANCE OF CONCERNED TEACHERS MEMBERS  
PROTEST INADEQUATE AND DELAYED PAY INCREASES  
OUTSIDE THE DEPARTMENT OF BUDGET AND MANAGEMENT  
IN THE PHILIPPINES.



Photo: ACT

COURAGE VICE-PRESIDENT ROSE DEBLOIS RALLIES MEMBERS OUTSIDE THE DEPARTMENT OF JUSTICE, DEMANDING THE RELEASE OF WOMEN POLITICAL PRISONERS IN THE PHILIPPINES INCLUDING TWO COURAGE ACTIVISTS, ANTOINETTE SETIAS-DIZON AND ROWENA ROSALES.



Like previous administrations, the president is passing laws and policies that favor foreign businesses and local oligarchs. Marcos Jr. ensures infrastructure development for their benefit, relies on foreign loans, promotes the Philippines as an investment hub, and imposes heavy taxes on the poor while granting incentives to corporations and the wealthy.

People in the Philippines are struggling with low wages and the rising cost of goods and services. Most people cannot find decent jobs, there are no reliable social services, and poverty continues to worsen. Hunger and hardship persist amid corruption and lack of accountability.

Despite claims of a robust labour market, the employment situation remains dire. The government reports lower unemployment, but in reality, people have simply stopped looking for work and aren't counted as unemployed.

CUPE's partners, the Alliance of Concerned Teachers (ACT) and the Confederation for Unity, Recognition and Advancement of Government Employees (COURAGE), are working to hold the government responsible.

Popular movements used the May 2025 election to fight for progressive economic and political alternatives. ACT and COURAGE demanded a real plan for agricultural and industrial development, protection of local industries and an independent foreign policy free from US control. The unions' demands also included a doubling of the education budget, salary increases, prices cuts for basic goods and services, and an end to all human rights violations.



# Worker-to-worker solidarity

MEETING WITH AFRO-COLOMBIAN LEADERS  
FROM THE BLACK COMMUNITIES PROCESS IN  
BUENAVENTURA, COLOMBIA.

Photo: Josh Berson

## AFSCME NATIONAL CONVENTION

In August 2024, CUPE attended the American Federation of State, County, and Municipal Employees (AFSCME) national convention in Los Angeles. AFSCME represents about 1.4 million front-line public service workers who work in many of the same sectors as CUPE members.

Top-of-mind issues for delegates included uniting union members in turbulent times and using international solidarity to increase bargaining power and strengthen worker power around the globe.

CUPE National President Mark Hancock spoke on an international panel about environmental issues and cross-border solidarity. He focused on why protecting the environment cannot be left to the private sector and emphasized that public services put people and the environment before profit.

Hancock shared CUPE's *Water is life* campaign as an example of our union defending a basic human right for Indigenous communities while promoting public services, safeguarding good jobs, and protecting the environment.



Photo: CUPE staff

DELEGATES AT THE 2024 AFSCME NATIONAL CONVENTION.

## COLOMBIA

A CUPE delegation travelled to the Valle del Cauca region of Colombia in November 2024 to visit our partner, the Association for Research and Social Action (Nomadesc). Nomadesc was founded in 1999 as a human rights organization supporting and accompanying unions and social movement organizations representing women, peasants, and Indigenous and Afro-descendant people in their struggle for justice and a better world.

The delegation travelled with Nomadesc leaders to meet with graduates of their Intercultural University of the Peoples. The mobile university provides education

in the communities where farmers and Indigenous peoples live. CUPE also met with leaders from the Black Communities Process about the systemic racism and violence Afro-Colombian people experience in the port town of Buenaventura.

It was powerful to reunite with our comrade, former Buenaventura mayor Victor Vidal, and to stand in solidarity with Nestle workers at their encampment in Bugalagrande. Sinaltrainal, the National Union of Food Workers, is fighting back after Nestle banned union representatives from engaging with workers.



THE MOTHER OF NICOLÁS GARCÍA GUERRERO, A GRAFFITI ARTIST AND FATHER OF A YOUNG CHILD. POLICE SHOT AND KILLED GUERRERO AT A 2021 DEMONSTRATION IN CALI, COLOMBIA.

Photo: Josh Berson



The visit reinforced that international solidarity is vital for the union movement and for oppressed and marginalized people mobilizing around the world.

## ILGA WORLD CONFERENCE

In November 2024, representatives from CUPE and six other Canadian unions attended the ILGA World conference in Cape Town, South Africa. ILGA World, the International Lesbian, Gay, Bisexual, Trans and Intersex Association, is a federation of more than 1,900 organizations from over 160 countries and territories campaigning for lesbian, gay, bisexual, trans and intersex human rights.

Canadian labour representatives were active at the global labour pre-conference and throughout the main conference, including at the ILGA North America and Caribbean regional meeting.

LGBTQI+ trade unionists representing 120 unions from around the world met at the pre-conference to resist the growing global anti-LGBTQI+ backlash and strengthen support for LGBTQI+ workers and communities. The event featured moments of joy through powerful songs and dancing, as well as stories from the South African liberation struggle that reinforced the power of collective action.



CUPE'S ILGA DELEGATION (L-R): NATIONAL PINK TRIANGLE COMMITTEE MEMBERS SUSAN GAPKA AND JONNY MARIA, HUMAN RIGHTS DIRECTOR KIMALEE PHILLIP, GENERAL VICE-PRESIDENT, THE PRAIRIES (MANITOBA AND SASKATCHEWAN) GINA MCKAY, AND NATIONAL PINK TRIANGLE COMMITTEE MEMBER ALLAN RAMSARRAN.

Photo: CUPE

Zingiswa Losi, President of the Congress of South African Trade Unions, told participants unions must organize to press governments to ratify and implement International Labour Organization Convention 190 (C190), and must also include LGBTQI+ rights in collective bargaining demands. C190 is the first international treaty to recognize everyone's right to a world of work free from violence and harassment, including gender-based violence and harassment.

CUPE delegation member Gina McKay, CUPE General Vice-President for the Prairies (Manitoba and Saskatchewan), spoke at the pre-conference about how workers empower both unions and social movements.

## ITF WORLD CONGRESS

CUPE joined other Canadian unions as delegates to the International Transport Workers' Federation (ITF) 46<sup>th</sup> World Congress

in Marrakech, Morocco in October 2024. The meeting drew thousands of transport workers and trade union leaders from around the world.

The ITF is a global union federation representing more than 16.5 million workers in the transport sector. CUPE's Airline Division has been affiliated for many years and our participation was an important opportunity to learn about the struggles of transport workers around the world and promote the *Unpaid Work Won't Fly* campaign. This campaign was launched in 2023 to raise awareness about unfair working conditions in the airline industry.

Delegates shaped the ITF vision for 2024-2029, 'Transport Workers Moving the World Forward.' The plan includes demands and strategies to transform the transport industry, and to create a safer, fairer and more sustainable economy and society for all.



DELEGATES VOTE DURING THE 2024 INTERNATIONAL TRANSPORT WORKERS' FEDERATION CONGRESS IN MARRAKECH, MOROCCO.

Photo: ITF



# Working with our allies







PSI PRESIDENT BRITTA LEJON (CENTRE) AT PSI IAMRECON 2024 WITH (L-R): NATIONAL GLOBAL JUSTICE COMMITTEE MEMBER MIGUEL LIMA, CUPE NATIONAL PRESIDENT MARK HANCOCK, CUPE RESEARCHER KEVIN SKERRETT, AND CUPE REGIONAL VICE-PRESIDENT, BRITISH COLUMBIA AND THE YUKON BARB NEDERPEL.

## PUBLIC SERVICES INTERNATIONAL

CUPE sent a delegation to the Public Services International (PSI) Inter-American Regional Conference (IAMRECON) in Bogota, Colombia in November 2024. The conference brought together 400 delegates from the Americas and the Caribbean under the theme 'People over Profit: Peace, Democracy and Social Justice.'

Debate focused on the multiple global crises we are experiencing and their impact on the labour movement. These crises include war, the rise of the far right, attacks on democracy and labour rights, geopolitical instability, the unchecked power of transnational corporations, and the climate crisis.

Delegates helped shape a plan to strengthen our struggles to defend workers' rights and quality public services. Topics that were highlighted included tax justice, digitalization, pension funds profiting from privatization, care policies, and collective bargaining rights. CUPE Regional Vice-President for British Columbia and the Yukon Barb Nederpel spoke on a panel about care work and privatization.

## EXPOSING THE ORPEA DISASTER

In 2024, CUPE helped release a scathing report about the Canada Pension Plan Investment Board's (CPPIB) disastrous investment in for-profit long-term care. In the report, researchers at the Centre for International Corporate Tax Accountability and Research expose how CPPIB lost more than \$500 million investing in scandal-plagued Orpea, the largest for-profit long-term care company in Europe. CPPIB is responsible for safeguarding the retirement savings of 22 million Canadian workers.

CPPIB was the leading shareholder in Paris-based Orpea for the decade leading up to events that rocked the long-term care sector in France. CICTAR's investigation found the investment board held two seats on Orpea's board and did nothing to stop a pattern of criminal conduct and embezzlement by top management – including corruption, fraud, money laundering, tax evasion and the mistreatment of residents – that has seen the company's former CEO and CFO spend time in jail.

CUPE strongly opposes Canada's public pension plan and our members' pension funds investing in private, for-profit ownership and control of public services or infrastructure anywhere in the world. We want our pension funds to achieve decent investment returns, but not at the expense of workers and the Canadian public, or workers and residents in other countries.

## SOLIDARITY WITH MIGRANT WORKERS

CUPE is mobilizing our members and coordinating with migrant rights organizations to fight for migrant justice. In late 2024, the federal Ministry of Immigration, Refugees and Citizenship Canada (IRCC) made sweeping changes to immigration policies. These changes mean an estimated 2.3 million people will lose their work permits and risk deportation in the next two years.



## DEMONSTRATORS IN MONTREAL DEMAND JUSTICE FOR MIGRANT WORKERS.



Photo: Immigrant Workers Centre

These changes affect CUPE members who have temporary immigration status under programs such as the Temporary Foreign Worker Program and the International Student Program. Current members with temporary work permits may no longer be able to renew their work permits or have a pathway to permanent residency.

The IRCC changes to international student visa rules are leading to jobs cuts in CUPE workplaces. Sectors that heavily depend on higher international students' tuition or their temporary labour are feeling the significant effects of these changes.

CUPE PRODUCED A "KNOW YOUR RIGHTS" FLYER FOR MEMBERS WITH TEMPORARY IMMIGRATION STATUS, SHARING INFORMATION IN ARABIC, SIMPLIFIED CHINESE, TRADITIONAL CHINESE, ENGLISH, FRENCH, HINDI, PUNJABI, SPANISH, TAGALOG AND UKRAINIAN.

CUPE

### IKAW BA AY MYEMBRO NG CUPE NA MAGTATRAHAO NANG MAY PANSAMANTALANG KATAYUAN SA IMIGRASYON? ALAMIN ANG IYONG MGA KARAPATAN!

- Isa ka bang internasyunal na estudyante, na may temporary work permit o pansamantalang permit na magtrabaho, o naghihintay para sa iyong aplikasyon para sa permanent residency o permanenteng paninirahan?
- Mayroon ka bang pansamantalang permit na magtrabaho na malapit nang mawalang-bisa?
- Pinagkuan ka ba ng paraan para sa permanent resident status o permanenteng katayuang residente na hindi na inaalkok?

Araw-araw ay ipinaglalaban ng CUPE ang mga myembro nito, kabilang ka.

Gumawa ng malalaking pagbabago ang gubyernong federal, sa pamamagitan ng Ministri sa Imigrasyon, Refugees at Pagiging Manamayan ng Canada (Ministry of Immigration, Refugees and Citizenship Canada), sa mga patakaran sa imigrasyon sa pagtatapos ng 2024. Bunga nito, tinatanyag 2.3 milyong tao ang mawawalan ng kanilang mga permit na magtrabaho at nanganangib na ideport mula 2025-2027.

Maapektuhan ng mga pagbabagong ito ang mga myembro ng CUPE na may temporary immigration status o pansamantalang katayuan sa imigrasyon sa ilalim ng mga programang tulad ng Pansamantalang Programa sa Dayuhang Manggagawa (Temporary Foreign Worker Program) at ng Programa sa Internasyunal na Estudyante (International Student Program).

Sa mga kasalukuyang kasapi na may pansamantalang permit, maaaring hindi na ma-renew ang inyong permit na magtrabaho o hindi na makakuha ng paraan para maging permanenteng residente. Kung appektado kayo o kung may kakilala kayong appektado sa mga pagbabago, ipagbigay alam sa [migrantsrights@cupe.ca](mailto:migrantsrights@cupe.ca).

- Kung mayroon kang gumaganang permit na magtrabaho, patuloy kang may karapatang magtrabaho hanggang mawalan ito ng bisa o habang mayroon kang nananatiling status o katayuan.
- Sa ilang tipo ng mga permit na magtrabaho, kailangan ang partisipasyon ng employer at mga sulat mula sa kanila. Kontakin niyong ang inyong unyon kung may problema kayo na makakuha ng mga dokumentong ito.
- Kung isa kang myembro na walang dokumento at nagtatrabaho nang walang katayuan, maaari ka pa ring kumilos at sumama sa inyong unyon at inirekomenda naming kumuha ka agad ng ligal na payo sa imigrasyon.



### STATUS FOR ALL O KATAYUANG PANG-IMIGRASYON PARA SA LAHAT

Naniniwala ang CUPE sa katayuang pang-imigrasyon para sa lahat – nangangahulugan ito na walang sinumang naninirahan sa Canada ang dapat mamuhay sa pansamantalang katayuan. Duhil sa pansamantalang katayuan, nagiging alanganin ang katayuan at inilalantad ang mga manggagawang migrante sa pang-aabuso ng mga employer. Mahirap umakasyon nang nag-iiba pero kung kasama ng ibang mga manggagawa at organisasyon, kaya nating ipaglaban ang pagbabago.





CUPE is calling on the federal government to reverse these immigration policy changes and fully fund post-secondary education instead of underfunding the sector, which forces institutions to rely on exploitative tuition rates. We are also calling on the government to ensure no resident is forced to live with a precarious and temporary work permit for work that is clearly permanent and long term.

Migrant workers are critical to any “Buy Canadian” response to US tariffs, and they will be hit hard by job loss. Canada must finally implement the long-called-for regularization program for undocumented workers and provide access to permanent resident status for temporary foreign workers, so they are not plunged into deeper insecurity and poverty.

CUPE is calling on the federal government to withdraw from the Safe Third Country Agreement because under Trump, the United States is no longer a safe country for refugees and asylum seekers. Canada’s \$1.3 billion border plan must not criminalize migrants and asylum seekers in search of safety and security. As the US crackdown intensifies, Canada must be a safe haven for vulnerable communities, not a militarized society driven by xenophobic racism.

## PREVENT AND PUNISH THE CRIME OF GENOCIDE

In November 2024, Francesca Albanese, the United Nations Special Rapporteur on the situation of human rights in the Palestinian territories occupied since 1967, met with CUPE and other union representatives in Ottawa.

Albanese has a mandate to examine, monitor, advise and publicly report on human rights issues within the occupied Palestinian territories. Her visit came soon after she presented a report entitled *Genocide as colonial erasure* to the UN General Assembly. The report demonstrated that despite the interventions of the International Court of Justice, genocidal acts by the State of Israel have proliferated. Albanese’s report describes the calculated destruction of Gaza, and its unquantifiable human, material and environmental cost. During the meeting, Albanese stressed that the situation was worsening by the day.

In releasing her report to the UN, Albanese issued a direct call to countries to uphold international law. “For over a year I have pleaded to all concerned parties as well as States, particularly those with influence, to take concrete action to stop the destruction of the Palestinian people, to ensure the prompt and unconditional release of all hostages, both Israelis and Palestinians, and to ensure international law is respected.”

As a party to the UN Genocide Convention, Canada has an obligation to “employ all reasonable means” to prevent and punish the crime of genocide wherever it occurs.

CUPE is a signatory to the *Arms Embargo Now* campaign and has called on the Canadian government to hold Israel accountable, and to impose a full and immediate arms embargo. CUPE has also called for a permanent ceasefire, the release of all political prisoners and hostages, an end to the siege on Gaza, and an end to the military occupation of the West Bank.

CUPE NATIONAL PRESIDENT MARK HANCOCK AND NATIONAL SECRETARY-TREASURER CANDACE RENNICK WITH UN SPECIAL RAPPORTEUR FRANCESCA ALBANESE.



Photo: CUPE

CUPE HUMAN RIGHTS DIRECTOR KIMALEE PHILLIP (LEFT) AND REGIONAL VICE-PRESIDENT, ONTARIO YOLANDA MCCLEAN (SECOND FROM LEFT) JOIN THE “NO BACKLASH TO WOMEN’S RIGHTS” RALLY HELD IN NEW YORK CITY DURING THE UN COMMISSION ON THE STATUS OF WOMEN.



Photo: Hatnim Lee

## UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

Unions and civil society organizations played a critical role advancing women’s rights and gender justice at the 69<sup>th</sup> session of the United Nations Commission on the Status of Women. CUPE participated with trade union and social movement leaders from around the world.

CUPE joined the delegation of union women led by the Canadian Labour Congress and PSI advocating for gender justice and inclusivity. We emphasized that we must fight for a future where gender equity includes everyone — women, girls, and 2SLGBTQI+ people.

The global delegation had five key demands: gender equality as essential to social justice, democracy and peace; recognition of women’s labour rights as human rights; decent work for women; equal pay for work of equal value; and a world free from workplace gender-based violence and harassment. Delegates highlighted the importance of recognizing care work as a human right and a public good, affirmed that trade union rights are integral to women’s rights, and underscored the labour movement’s critical role in achieving gender equity.

CUPE delivered a powerful presentation at a PSI event on migrant women’s rights, highlighting the challenges migrant women workers face and sharing stories from the ongoing struggle for migrant justice.

2025 is the 30<sup>th</sup> anniversary of the Beijing Declaration and Platform for Action, a blueprint to fight gender discrimination and advance women’s rights globally. Delegates assessed the Declaration’s achievements and planned to tackle what still needs to be done.

The global labour delegation won stronger language on decent work, care work and social protection in the political declaration adopted by member states. However, delegates were deeply troubled that the declaration lacked explicit language on sexual and reproductive health rights, and that it included P3s.

Union activists participated in a march and rally where they spoke out against the growing global backlash to the rights of women, workers, migrants, trans people and people living under occupation.





UNION LEADERS AND ALLIES GATHERED IN MEXICO CITY FOR THE SECOND TUED SOUTH INTER-REGIONAL MEETING.

## TRADE UNIONS FOR ENERGY DEMOCRACY SOUTH

Union leaders and allies from 30 countries gathered in Mexico City in February 2025 for the second Trade Unions for Energy Democracy (TUED) South Inter-Regional Meeting. TUED is a critically important global coalition of trade unions working to advance a just energy transition anchored in public ownership and control. This “public pathway” approach calls for public ownership of key sectors, particularly energy, to equitably decarbonize the world instead of relying on private corporations. CUPE is a TUED member.

The meeting brought together unions from Africa, Asia, Latin America and the Caribbean alongside union allies from the Global North. Discussion and planning centered on how the public pathway approach can stop and reverse the neoliberal capture of energy systems, meeting energy needs and climate goals while respecting energy self-determination and sovereignty. This ambitious aspiration has never been more important.

The meeting laid a foundation for the union movement’s preparations for the COP 30 UN Climate Change Conference in Belém, Brazil in November 2025.

# Strengthening our resolve

International solidarity is the antidote to a world filled with conflict and intolerance. Our union is proud to help build a strong and progressive global labour movement to counter injustice, rising authoritarianism and corporate power.

Worker-to-worker solidarity connects us to workers and activists on the front lines of critical struggles and strengthens our resolve to keep fighting for a better world. We have so much to learn from our friends, allies and comrades around the world.

We will keep resisting anti-immigrant racism and fighting for a country that's safe for migrant workers, asylum seekers and other vulnerable people.

We stand with workers, unions and communities mobilizing for a better world. We will ensure Canada respects the sovereignty of other countries to protect and expand their public sector, to uphold labour rights, and to ensure fair pay for all workers.

We are in the collective fight of our lives for human and labour rights, decent work, strong public services, democracy, peace and climate justice. Our union will keep building support for global movements through worker-to-worker connections and CUPE's Global Justice Fund.

If your local is interested in supporting the Global Justice Fund and our union's international solidarity work, visit [cupe.ca/international-solidarity](https://cupe.ca/international-solidarity) or contact International Solidarity Officer Kelti Cameron at [kcameron@cupe.ca](mailto:kcameron@cupe.ca).



Photo: Hatnim Lee

## NATIONAL GLOBAL JUSTICE COMMITTEE MEMBERS

- Natalie Webber, Newfoundland and Labrador
- Lisa MacKenzie, Nova Scotia
- Jennifer LeBlanc, Prince Edward Island
- Darlene Hanson, New Brunswick
- Pablo Arias, Quebec
- Miguel Lima, Ontario
- Mike Kubrakovich, Manitoba
- Tammy Stonehouse, Saskatchewan
- Clayton Gordon, Alberta
- Sarah Bjorknas, British Columbia
- Louella Vincent, Hospital Employees' Union
- Barbara Shukin, Hospital Employees' Union
- Nadia Revelo Bolívar, CoDevelopment Canada
- Charlene Armstong, Cuso International
- Alexandra Wilson, Oxfam Canada
- Frédéric Brisson, National Executive Board liaison (to January 2025)
- Kelti Cameron, Staff Advisor

## CUPE GLOBAL JUSTICE FUND SUPPORTERS

- CUPE
- CUPE British Columbia
- CUPE Saskatchewan
- CUPE Manitoba
- CUPE Ontario
- CUPE Québec
- CUPE Prince Edward Island
- CUPE Nova Scotia
- CUPE Newfoundland and Labrador
- Hospital Employees' Union (HEU)
- CUPE staff
- CUPE 40 – Calgary Board of Education workers, Calgary, AB
- CUPE 382 – Greater Victoria School District workers, Victoria, BC
- CUPE 8443 – Board of Education of Saskatoon School Division No. 13 workers, Saskatoon, SK
- CUPE 4600 – Part-time education workers of Carleton University, Ottawa, ON
- CUPE 2440 – Cuso International workers, Ottawa, ON
- CUPE 3260 – Island school board workers, PEI, Charlottetown, PEI
- CUPE 8920 – Nova Scotia Acute Care workers, Amherst, NS
- CUPE 3067 – New Dawn Guest Home workers, Sydney, NS
- CUPE 1876 – Northside Community Guest Home workers, Sydney, NS
- CUPE 1779 – Health PEI







# CUPE GLOBAL JUSTICE

[cupe.ca/international-solidarity](http://cupe.ca/international-solidarity)