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NATIONAL PRESIDENT'S REPORT JUNE 2025 – SEPTEMBER 2025

Sisters, Brothers, and Friends:

It's been a long, hot summer, in more ways than one. At bargaining tables across the country, CUPE locals have faced tough negotiations, taken strong strike votes, and won solid contracts with real gains, including meaningful wage increases. We've pushed back hard against concessions and two-tier proposals, and we're proud of the strength and solidarity shown by our members, bargaining committees, and staff.

While tensions have risen at the table, temperatures have also soared across the country. Wildfires, evacuations, smoke-filled skies, and floods have made it clear that the climate crisis is here, and it's getting worse. CUPE has a role to play in demanding bold action. I urge all members to use the resources available, and to speak up, in your families, workplaces, and communities, about the urgent need for climate justice.

Almost every region in the country has battled fires that destroy their forests, homes, and threaten their communities with evacuation orders. These effects of the climate crisis have also put additional strain on workers across many sectors, many of them CUPE members.

I offer our heartfelt thanks to all CUPE members working in communities affected by wildfires. Whether you're on the front lines coordinating emergency responses, maintaining essential public services, caring for evacuees, or working in smoke-filled environments, your courage, commitment, and resilience do not go unnoticed. You are the backbone of our public systems, keeping people safe, informed, and supported during some of the most challenging conditions imaginable.

Federal Government

When Mark Carney's Liberals invoked Section 107 of the Canada Labour Code to force flight attendants back to work and impose binding arbitration, over 10,000 CUPE members refused to back down. Ignoring the undemocratic order, they held the line – demanding fair pay, respect, and an end to unpaid labour.

MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, SHERRY HILLIER, GINA MCKAY, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

Their defiance became a powerful symbol of worker resistance, with massive picket lines and nationwide solidarity. This bold stand wasn't just for themselves, it was for every worker who has been told to accept less. Thanks to their unwavering determination, flight attendants reached a tentative agreement on their own terms.

The Carney Liberals' Bill C-5, deceptively framed as a tool to boost economic growth and eliminate so-called interprovincial trade barriers, poses a serious threat to workers, public services, Indigenous rights, and environmental protections. By allowing federal recognition of any province's "comparable" standards for goods, services, and labour, the bill sets the stage for a dangerous race to the bottom. Provinces with stronger workplace safety laws, environmental safeguards, and public service standards will be pressured to lower them to stay "competitive" with those that prioritize deregulation and cost-cutting. Instead of harmonizing to the highest standards, this bill encourages deregulation that undermines protections for workers and communities.

Even more troubling, the legislation gives sweeping power to the federal cabinet to push through major infrastructure projects in the so-called "national interest," bypassing environmental assessments, Indigenous consultation, and public oversight. This opens the door to corporate influence and backroom deals, with little regard for Indigenous sovereignty or long-term environmental harm. CUPE is calling out the government's reckless push to pass Bill C-5 with the support of Poilievre's Conservatives, warning that the bill's real intent is to erode hard-won protections under the guise of economic efficiency. The union is demanding meaningful consultation with workers and Indigenous peoples and a serious reassessment of the bill's implications before it's too late.

Prime Minister Carney's push for deep operational savings marks a dangerous return to austerity, threatening vital public services and the workers who deliver them. With nearly 10,000 federal jobs already lost in the past year and further cuts of up to 15% being considered, the government risks gutting departments that Canadians rely on, just as it ramps up spending on defence and tax breaks for the wealthy. This approach ignores the critical role of public services in supporting communities, especially as workers brace for the economic fallout of global instability and trade disruptions. Past austerity measures have already weakened health care, housing, and income supports, and repeating those mistakes will only worsen the affordability crisis and economic inequality. Canada's unions are clear: slashing public services is not fiscal responsibility, it's economic sabotage that puts workers, families, and communities at risk.

CUPE joined forces with other major trade unions, representing over one million members, to deliver an urgent joint letter calling on the Canadian government to take bold and immediate action to end the ongoing genocide in Gaza. The letter highlights grave violations of international law, including the deliberate use of starvation as a weapon and the devastating humanitarian crisis resulting from the Israeli siege. It demands that Canada impose a comprehensive two-way arms embargo on Israel, implement targeted sanctions, withdraw from the Canada-Israel Free Trade Agreement, and officially recognize the State of Palestine.

The letter also underscores the urgent need for an immediate ceasefire, unhindered humanitarian access, and full accountability for war crimes through international legal mechanisms. CUPE stands firmly with those condemning Canada's continued military exports to Israel, which breach its commitments under the Geneva Conventions and the Arms Trade Treaty, warning that without decisive action, Canada risks being complicit in this ongoing tragedy.

National Convention

I'm looking forward to seeing members from across the country at our National Convention this October in vibrant and dynamic Toronto, where we will proudly celebrate 62 years of CUPE's history and strength.

Today, we are Canada's largest union, representing more than 750,000 workers across this great country. That's more than ten times the number of members we began with in 1963.

That growth is no accident, it's the result of workers choosing CUPE for its strength, solidarity, and commitment to defending workers' rights. It's also a reflection of the tireless efforts of our leaders, activists, and staff who fight every day for fairness and justice in the workplace.

At our 32nd biennial National Convention, delegates will chart the path forward. We'll hear from allies, debate resolutions and constitutional amendments, receive reports, and elect the leadership that will guide us through the years ahead.

I look forward to seeing many of you in Toronto as we set our priorities for the next two years, as we continue to build an even stronger, more united CUPE!

Federation of Canadian Municipalities

At the Federation of Canadian Municipalities' annual convention in Ottawa, CUPE members, leaders, and staff played a key role in advancing the priorities of municipal workers and reinforcing the critical role they play in delivering public services. With major topics like economic instability, privatization threats, and the housing crisis on the agenda, we ensured that the voices of frontline workers were central to national discussions. Through events like expert panels on AI in municipalities and community-focused discussions on immigration changes, CUPE highlighted how public sector workers are essential to strong, inclusive, and resilient communities.

We also pushed for public solutions to housing, infrastructure, and economic challenges, and emphasized the need to resist privatization and austerity driven by corporate greed. CUPE vocalized the importance of non-market housing in any plan to tackle affordability and advocated for sustained investment in public services that workers and communities rely on.

As the federal government rolls out new initiatives, we will continue to demand that worker voices are not just heard, but prioritized, as indispensable in shaping the future of Canada's municipalities.

Collective Bargaining/Strikes/Lockouts

On Prince Edward Island, CUPE Locals 805, 1051, 1778, and 1779 have reached a tentative three-year agreement with Health PEI covering over 1,300 health care workers across the island. The deal includes significant gains: general wage increases of 10.5% over three years, a \$5.50/hour wage grid reset in 2025 to improve competitiveness, and new service retention premiums of 2% after 10 and 15 years. A Full-Time Commitment Pay of \$1.07/hour will be trialed, and shift premiums will rise to \$2.25/hour for shift work and \$3.50/hour for weekend shifts. Additional benefits include a \$500 retiree return incentive and a \$130,000 annual professional development fund. This agreement marks a strong investment in frontline health care staff and aims to improve working conditions, retain experienced workers, and strengthen the public health care system.

PROVINCE	LOCAL	EMPLOYER	# OF MEMBERS	STRIKE BEGAN	DURATION
Quebec	2867	Town of Rivière Rouge	47	December 4, 2024 (1 day)	Ongoing
Quebec	4545	City of Laval	830	March 6-12, 2025 (6 days)	Ongoing
Ontario	2073	Canadian Hearing Services	197	April 28, 2025	10 weeks
Ontario	1750	Workers Safety and Insurance Board	3,617	May 22, 2025	7 weeks
Ontario	5525	Villa Colombo Homes for the Aged	25	May 28, 2025	10 weeks
Prince Edward Island	830	City of Charlottetown	30	July 29, 2025	Ongoing
Federal	Air Canada Component (4091, 4092, 4094, 4095, 4098)	Air Canada	10,517	August 19, 2025	3 days

CUPE 2867

Faced with an impasse in negotiations, the roughly 50 members of CUPE 2867, representing inside and outside workers at the Town of Rivière-Rouge, engaged in a one-day strike on December 4. The strike was followed by a work-to-rule campaign refusing overtime until a deal can be reached that brings salaries in line with other neighbouring municipalities.

CUPE 4545

Outside workers at the City of Laval were fighting concessions in scheduling, and successfully got those off the table, but concessions around overtime are still being pushed by the employer. Apart from resisting concessions, the local is aiming for wage increases that properly address the rise in the cost of living.

CUPE 2073

CUPE 2073, workers at Canadian Hearing Services (CHS), after a 10-week strike, CUPE 2073 members overwhelmingly ratified a new three-year collective agreement with CHS, securing gains in wages, benefits, pension, and allowances. Strong support from the deaf and hard-of-hearing community, other CUPE locals, and the broader labour movement across the province helped sustain the workers' resolve.

CUPE 1750

CUPE 1750 represents over 3600 members at the Worker Safety and Insurance Board, playing a vital role in ensuring the health, safety, and compensation rights of workers across Ontario. After seven weeks on the picket lines, the local was able to secure an agreement that secured significant gains including wage and benefit increases and improvements on workload, while pushing back against the employer's attempts to undermine seniority rights.

CUPE 5525

After ten weeks on strike, the 25 members of CUPE 5525 at Villa Colombo Supportive Housing returned to work on August 8. Their resolve and solidarity led to a historic first collective agreement, ratified by over 94% of members. This hard-won deal set a strong foundation for future bargaining and marked a major victory for fairness and respect in their workplace.

CUPE 830

On July 29, 2025, after two years of negotiations, members of CUPE 830, representing municipal water and sewer workers at the City of Charlottetown, walked off the job for the first time in their 60-year history. They are fighting for wage increases that keep pace with inflation and pushing back against concessions to their job security.

Air Canada Component (CUPE 4091, 4092, 4094, 4095, 4098)

Air Canada Component (ACC) flight attendants sparked a nationwide mobilization on August 11, staging coordinated airport protests backed by a near-unanimous strike mandate. Over 10,000 workers demanded fair compensation for their safety-critical roles, rejecting unpaid labour and poverty wages. This action marked a pivotal moment in Canadian labour history.

Despite months of negotiations, Air Canada refused to engage in meaningful dialogue and pushed for binding arbitration, which would have denied workers a vote on their own contract. The airline's offer fell below inflation, amounting to pay cuts for many. On August 16, CUPE flight attendants launched a legal strike with widespread picket lines. That same day, Minister Hajdu invoked Section 107 of the Canada Labour Code to end the strike, undermining the right to strike despite the company's record profits.

In response, private and public sector unions from across the labour movement rallied in solidarity – joining picket lines, voicing support, and amplifying the call to respect workers' Charter rights. This united front sent a clear message to Air Canada and the government: Section 107 would not silence workers. The strike continued until a tentative agreement was reached on our members' terms.

This victory reaffirmed the strength of the labour movement and its commitment to justice. I'm deeply proud of our flight attendants, our members, and the staff who supported them in reigniting solidarity coast to coast to coast.

Regional Updates

Atlantic Region

Newfoundland and Labrador

The wildfires in Newfoundland and Labrador have placed an enormous strain on CUPE members, especially those working in emergency services, municipalities, health care, and social services. Despite the critical role these workers play in protecting communities and supporting evacuees, chronic underfunding and lack of adequate government resources have left them overstretched and under-supported.

The government's failure to invest sufficiently in public services has forced CUPE members to operate in hazardous conditions with insufficient staffing and equipment, compounding the risks they face and undermining their ability to respond effectively. This crisis exposes the consequences of years of neglect and cuts, demonstrating how government inaction puts both workers and communities in jeopardy during emergencies.

There is warranted and deep concern over ongoing cuts to post-secondary education in Newfoundland and Labrador, particularly at Memorial University (MUN), where a \$20 million budget deficit has already led to service reductions and staff layoffs. CUPE 1615, which represents a wide range of university support staff, is especially troubled by the elimination of unionized roles, some of which appear to have been reassigned to non-unionized workers without the protections of a collective agreement.

The hardest-hit area appears to be the Grenfell campus, raising alarms about a potential centralization of services to St. John's. Long-standing programs like the writing centre, the Harris Centre, and the Office of Public Engagement have been closed, despite their critical role in student support and community outreach. CUPE criticizes that a temporary pause to provincial funding cuts is not sufficient to reverse the damage from over a decade of underfunding. CUPE urges the government to meaningfully invest in a strong, accessible, and sustainable public university system for all Newfoundlanders and Labradorians.

Nova Scotia

After decades of contributions to CUPE and the broader labour movement, Nan McFadgen resigned her seat as Regional Vice-President (RVP) on the National Executive Board as she begins a much-deserved retirement. I offer sincere gratitude to Nan for her dedication over the years and extend best wishes for a long, healthy, and happy retirement. We offer a warm welcome to Alan Linkletter, who joins the National Executive Board as the new RVP for Nova Scotia.

At a recent Health Committee meeting, Nova Scotia NDP MLAs criticized the Houston government for failing to provide clear and updated information on the state of the province's health care system. They raised concerns over a growing number of newborns without access to primary care, as data obtained through a Freedom of Information request shows that nearly a quarter of babies born in 2024 lacked a family doctor, a troubling increase from the previous year. The NDP highlighted that primary care is essential, and accused the government of eroding transparency by removing waitlist data and cancelling key health system reports. They called on the government to restore public access to health information and address the worsening access to care affecting tens of thousands of residents.

We also saw Official Opposition and Provincial NDP Leader Claudia Chender criticize the Houston government for withholding a key transportation report for nearly a year and failing to respond adequately once it was released. The report highlights the urgent need to improve mobility in and around the Halifax Peninsula, including investing in bus rapid transit. The NDP emphasized that the province should be focused on addressing congestion and improving transit access, rather than engaging in conflicts with municipalities and keeping the public in the dark.

Maritimes Region

New Brunswick

I was pleased to join CUPE members in Saint John in early August for a barbecue party to celebrate our solidarity in the region. The event, sponsored by CUPE New Brunswick, brought together members from across the province, as well as some members from the National Executive Board, to celebrate being part of Canada's greatest union. Special thanks to CUPE NB for the hospitality and to all who worked hard to make the celebration a success!

CUPE successfully challenged the provincial government's layoff notices for library workers, education assistants, administrative staff, and others across multiple school districts. The Labour and Employment Board ruled that the government had bargained in bad faith by failing to disclose significant decisions that impacted negotiations, and ordered the reinstatement of both employees and reduced hours until a tentative agreement is ratified. Despite the clear ruling, CUPE Local 2745 reports no direct communication from the government about the next steps, leaving workers uncertain about their immediate futures.

A recent report from New Brunswick's auditor general exposes severe mismanagement in the province's public housing system, with thousands of units left vacant for months and many tenants living in unsafe, deteriorating conditions. CUPE 1190 members who are maintenance workers, have long warned that chronic understaffing, made worse by years of government inaction, has left only about 50 workers responsible for maintaining over 4,600 units across the province. Despite a housing crisis and a waitlist exceeding 13,000 households, repairs are routinely delayed, inspections neglected, and jobs stretched beyond capacity. The government's failure to properly fund and staff public housing has led to unacceptable living conditions for vulnerable tenants, while political leaders deflect blame and promise slow, long-term reforms. CUPE workers are doing their best under impossible circumstances, and it's clear that without urgent investment and a real commitment to frontline staffing, the province will continue to fail both its workers and its most vulnerable residents.

Prince Edward Island

The Prince Edward Island government recently conducted a review of the Freedom of Information and Protection of Privacy Act. As part of this process, CUPE PEI submitted detailed recommendations aimed at modernizing the Act and tackling long-standing issues such as excessive delays, poor compliance, and weak oversight. CUPE's submission called for the introduction of legally mandated response timelines with meaningful penalties for non-compliance, stronger oversight powers supported by increased staffing and resources, and mandatory annual reporting by public bodies on access requests, response times, and outcomes. These proposals reflect CUPE PEI's commitment to transparency, accountability, and stronger public institutions.

CUPE Local 830's historic strike is galvanizing support across the island as CUPE members in PEI organize to win back the right to strike. I commend these courageous members for taking this stand and helping advance the struggle for the right to strike on the island.

Quebec

The CUPE family has expanded with the addition of employees at Hydro-Québec worksites, who are now represented by CUPE 957 and CUPE 2000. This marks the first step in CUPE's review of bargaining units at the *Tribunal administratif du travail*. By staying vigilant and countering employer tactics aimed at removing positions from bargaining units, CUPE has safeguarded union representation for all. We warmly welcome our new members!

At the end of July, 80 members of CUPE 3807 at Héma-Quebec ratified a tentative agreement to renew their contract, which had expired on April 1, 2023. The agreement delivers major gains, including total salary increases of 17.4% over five years, retroactive to April 1, 2023, along with a comprehensive revaluation of premiums, such as those for evening and weekend work. Work schedules will now be more stable and equitable. Another key improvement is the accelerated progression through salary steps, which better recognizes experience and competencies. The contract also includes specific provisions on remote work and enhanced measures to ensure flexibility and fairness in assignments.

In early July, CUPE 5044 and CUPE 5144, representing Telus employees, denounced a new employer offensive designed to further weaken union representation. Over the past year, Telus has conducted six rounds of voluntary departure offers, leading to the loss of approximately 120 members from these locals. This strategy is clearly intended to undermine the locals and reduce their presence within the company.

A review of Telus' annual workforce reports over the last two decades highlights a troubling trend: in 2005, Telus employed more than 15,500 unionized workers represented by CUPE and the United Steelworkers (Métallos). By January 2024, that number had plummeted to just 3,815. Meanwhile, jobs abroad—both unionized and non-unionized—soared to 79,000, while employment in Canada stagnated at 28,000.

When Prime Minister Carney claims he is committed to protecting Canadian jobs, he overlooks the tools already at his disposal, such as telecommunications regulation, that could bring these jobs back home. Yet he continues to remain silent on this issue.

In Quebec, CUPE's education sector has raised the alarm over cuts announced by the Ministry of Education, which are projected to surpass half a billion dollars by June 2026. These cuts will drastically undermine the quality and availability of services in every aspect of school life. Although the minister partially retreated in response to public mobilization, Quebec's education system urgently requires massive reinvestment—not the status quo. CUPE will continue to be present on all platforms to defend this important public service.

Ontario

My first scheduled travel for this reporting period began on picket lines with the Ontario Compensation Employees' Union (OCEU)/CUPE 1750, CUPE 5525, and CUPE 2073, respectively. I'm always incredibly proud of the strength and solidarity of CUPE members when they're tasked with the difficulty of standing up for their rights and their worth. More information about these strikes is covered above.

Premier Doug Ford's decision to force all Ontario Public Service and Commission employees back to the office five days a week, without consultation, is a reckless, anti-worker policy that disregards the success of hybrid work and the realities faced by public sector employees. This is particularly true for our members at the newly created Ontario Health at Home (OHAH). Since the pandemic, OHAH workers have maintained efficient, collaborative services under a hybrid model, despite the government's own sell-off of office spaces and restructuring that left workplaces overcrowded and under-resourced. Now, with no plan to provide the massive increase in space required, this mandate threatens to waste taxpayer money, further burden workers, and destabilize public services, all to satisfy a rigid ideological agenda. The government should abandon this short-sighted move and work collaboratively on a workplace strategy that respects workers and delivers real value to Ontarians.

A recent investigation has revealed a staggering 77% increase in violent incidents in Ontario schools since the Ford government took power, confirming long-standing concerns raised by education workers. With over 4,400 violent events reported in the last school year alone, frontline staff are demanding urgent action. The Ontario School Board Council of Unions (OSBCU) is calling for immediate investment in staffing, student supports, and mental health resources to address the root causes, chronic underfunding and understaffing. Reports from both education workers and researchers paint a grim picture of a system in crisis, where violence is becoming normalized and frontline staff are bearing the brunt of it. Instead of responding with meaningful investments, the Ford government is pushing Bill 33, a policy that increases provincial control and brings back police in schools, an approach widely criticized for failing students, especially those from marginalized communities. OSBCU continues to demand real, evidence-based solutions to ensure the safety and well-being of students and workers alike.

The Huron-Superior Catholic District School Board's decision to eliminate 70 educational assistant positions as of June 2025 is a devastating blow to students who rely on daily one-on-one support, particularly those with complex medical and learning needs. While the recent hiring of a speech pathologist is welcome, it in no way offsets the widespread impact of these cuts. These essential EA roles were funded through Jordan's Principle to support First Nations children, and their loss reflects a broader failure of both the federal and provincial governments to prioritize vulnerable students. CUPE 4148 and education workers across the board are sounding the alarm as remaining staff face impossible workloads, and students risk being left behind. The union continues to call on the Ford government to urgently restore funding and protect frontline education support.

A new academic study confirms that mandating nurse-to-patient ratios in Ontario hospitals would save lives, improve patient care, and help address the province's severe staffing crisis. The research highlights that safer workloads reduce medical errors, burnout, and staff turnover, while improving outcomes and cutting costs. Other provinces like BC and Nova Scotia have adopted similar standards with positive results, yet Ontario continues to resist. CUPE's Ontario Council of Hospital Unions will push for ratios in upcoming bargaining, as over 16,000 licensed nurses remain out of the workforce. The Ontario NDP has reintroduced a bill to legislate ratios, a move the Ford government previously voted down.

Manitoba

Manitoba's wildfires have devastated communities across the province, displacing thousands and forcing many families, particularly in remote and First Nations communities, to rely on emergency assistance. Even after the provincial state of emergency was lifted, the impact continues to be felt by those affected. In response, CUPE's National Executive Board approved \$50,000 in support for relief efforts, with the majority going to the Canadian Red Cross and additional contributions directed to Indigenous organizations, including the Assembly of Manitoba Chiefs, the Southern Chiefs Organization, and the Manitoba Métis Federation. CUPE's support reflects both the scale of the crisis and the union's commitment to standing with Manitobans, especially First Nations and Métis communities, in times of disaster and recovery.

Carmen Prefontaine is the labour-endorsed candidate for the Winnipeg municipal by-election for the Elmwood-East Kildonan Ward. Although my plans to attend were halted due to the Air Canada Component strike, I am confident the barbecue hosted by CUPE 500 and CUPE Manitoba was a great success for its members and volunteers in support of Carmen's campaign. A special thanks to former CUPE National President Paul Moist for hosting a fundraiser for Carmen. I know that Carmen will be an excellent addition to Winnipeg's City Council and wish her the best in the upcoming election.

Saskatchewan

CUPE Saskatchewan's Education Workers' Steering Committee (EWSC) recently met virtually with the Minister and Deputy Minister of Education to raise critical issues affecting support staff in Saskatchewan schools and to request a seat at the table in ongoing education discussions. The committee highlighted worsening working conditions, including staffing shortages, exhaustion, low pay, and retention challenges, especially in rural areas. Members shared firsthand accounts of demanding responsibilities beyond their training, increased workloads due to staff cuts, and rising incidents of workplace violence and harassment. The EWSC emphasized the need for support staff to be involved in decision-making processes to ensure effective improvements in classrooms. The Ministry expressed openness to this inclusion, marking a positive step toward collaboration on the future of education in the province.

The Saskatchewan Court of Appeal has ruled that the legal challenge to Bill 137 can proceed, despite the provincial government's use of the notwithstanding clause, marking a major victory for children's rights and the protection of Charter freedoms. This decision affirms that governments cannot shield themselves from accountability by bypassing judicial review, and allows the courts to determine whether the legislation violates fundamental rights to liberty, equality, and non-discrimination. CUPE strongly supports this case moving forward and condemns the Sask. Party's continued misuse of public resources on a law that not only undermines constitutional rights but puts vulnerable children at real risk of harm by stripping away critical protections and support.

CUPE Saskatchewan is urging Premier Scott Moe and the Saskatchewan Party to renew the \$10-a-day child care agreement with the federal government, highlighting that the province ranks lowest in the country for regulated child care availability. According to a July 30 report from the Childcare Resource and Research Unit, Saskatchewan has just 22,734 regulated spaces for approximately 183,500 children aged 1 to 12. CUPE criticizes the provincial government's inaction and warns that failure to renew the agreement could result in the loss of over \$1 billion in federal funding aimed at making child care more affordable. Investments in child care are critical for families, the economy, and the future of the province.

We are excited to welcome CUPE 5513, representing nearly 250 dedicated workers at Brightwater Senior Living of Capital Crossing in Regina, to the CUPE family. These members, including nurses, medication assistants, housekeepers, and other vital staff, have just signed their first collective agreement, ensuring fair compensation and addressing important workplace issues. This milestone reflects our ongoing commitment to supporting health care workers who provide essential care to Saskatchewan seniors. Together, we continue to build fairness and respect for all CUPE members across the province.

Alberta

I was pleased to spend a day with CUPE members in Alberta this summer at a barbecue hosted by Local 30 in Edmonton that saw nearly 500 members attend from all over the province. We met with candidates for City Council who pledged their support for public services. I also had the privilege of touring the workplace of our members at CUPE Local 2111 at the Misericordia Hospital. Our members make our hospitals and our cities run, and I am so proud to represent them as our National President.

CUPE is raising urgent concerns about a looming crisis in the province's K-12 education system, as hundreds of educational assistant (EA) positions are at risk due to the federal government's withdrawal of Jordan's Principle funding for non-reserve schools. This funding has been crucial in supporting EAs who serve both Indigenous and non-Indigenous students with complex learning and behavioural needs. Our members in the sector have warned that these cuts will have devastating impacts on students, especially those requiring one-on-one support and individualized learning plans.

Some schools are facing drastic staffing reductions, threatening the stability and inclusivity of classrooms. We're calling on the provincial government to step in immediately with targeted funding to prevent job losses and ensure students don't lose access to vital frontline education supports.

A government survey of 93,000 Albertans confirmed what most already knew, there is overwhelming opposition to leaving the Canada Pension Plan (CPP). Despite 63% of respondents rejecting the idea and only 10% showing support, the UCP government continues to entertain the risky proposal of creating an Alberta-only pension plan. CUPE has strongly criticized the move, warning it would lead to higher costs, lower returns, and smaller pensions. The UCP's continued push to undermine a proven national system threatens the retirement security of millions, all to advance a narrow political agenda. We will continue to

Pierre Poilievre's recent election in Battle River–Crowfoot is less a democratic triumph for the Conservatives than a cynically orchestrated return to Parliament. The seat was vacated just months after a decisive win by Damien Kurek, who stepped aside specifically for Poilievre, exposing the party's willingness to manipulate safe ridings for political convenience. The by-election was marred by the Longest Ballot protest, with over 200 candidates signing up as part of the ongoing protest against Canada's first past the post electoral system. Despite winning 80% of the vote, Poilievre's victory in this Conservative stronghold feels hollow, more a product of backroom strategy than genuine public mandate.

British Columbia

CUPE is condemning BC Ferries' decision to build its next four major vessels in China rather than in British Columbia. We criticized this move as a missed opportunity to invest in skilled BC workers and boost the local industry, especially at a time when the province needs investments the most. CUPE agrees with the BC Federation of Labour that the economic harm of sending hundreds of millions out of the province during uncertain times is an affront to skilled workers in the province. We support calls to prioritize buying local, and BC Ferries' decision contradicts this vital principle.

CUPE BC and staff in the region are driving progressive, collaborative work as they gathered at Think Tank 2025 to set priorities for 2025-27. The event featured inspiring leadership from the division and the region, alongside insights from CUPE Quebec's leaders, highlighting cross-provincial solidarity and the Common Front's success.

Attendees are actively engaged in planning to boost participation in the 2026 municipal elections and to mobilize community support for progressive leaders. Breakout sessions fostered conversations about regional priorities and challenges, reflecting CUPE BC's commitment to inclusive, community-focused advocacy. The sessions included a strategic dialogue, reinforcing CUPE's strong ties with the NDP and dedication to advancing workers' interests.

CUPE 2269 members in Squamish have delivered a unanimous strike vote, showing strong unity and deep frustration with stalled negotiations and the employer's failure to address urgent issues. After nearly a year of bargaining and no resolution in sight, workers are demanding fair wage increases that reflect the increased cost of living and improved scheduling to support work-life balance. These 250 frontline workers are the backbone of essential community services, from water treatment and recreation to bylaw enforcement and RCMP support.

Their demand for a fair contract is about more than just workers' rights, it's about safeguarding the high-quality public services the community depends on. With a 100% strike vote, CUPE 2269 has sent a powerful message to the employer about the urgency and seriousness of its membership's concerns.

Hospital Employees' Union (HEU)

Hundreds of non-clinical health care workers in British Columbia – including cleaners, food service staff, and care aides – may be forced to leave Canada or work without legal status because federal changes to the Provincial Nominee Program (PNP) have drastically reduced available spots for permanent residency in 2025. These workers, who helped fill critical staffing gaps during the pandemic, were led to believe that their jobs would provide a pathway to permanent residency. With work permits expiring soon and fewer PNP positions available, over 500 trained and experienced employees risk losing both their jobs and their homes in BC.

The Hospital Employees' Union (HEU) is pushing the federal government to reverse these changes, restore BC's PNP allocation, and create a clear pathway to permanent residency for essential non-clinical health care staff. Union members have rallied, met with provincial and federal politicians, and sent formal requests to senior cabinet ministers and the prime minister, urging immediate action. HEU's demands also include reversing restrictions on spousal work permits and removing rules that tie foreign workers to specific employers, emphasizing that Canada must treat these workers with fairness, respect, and recognition for their vital contributions.

The Ministry of Health plans to end wage-levelling payments at fully private long-term care and assisted living sites on December 31, 2025. Nearly 3,000 workers at about 30 non-government-funded sites could face wage cuts if employers do not cover the difference when this pandemic-era program ends. Wage-levelling, introduced in 2020 to standardize pay across seniors' care facilities and reduce COVID-19 transmission, aligned private-sector wages with public-sector agreements.

The Hospital Employees' Union (HEU) has criticized the decision for lacking a broader plan to ensure consistent wages, benefits, and working conditions across the sector, as promised in the government's 2024 election platform. HEU expects for-profit care operators, who have benefited financially from wage-levelling, to maintain competitive compensation independently and will push back against potential wage cuts through immediate wage reopen negotiations. This change will not affect HEU members in public-sector facilities, community health, or community social services, who are negotiating a new collective agreement separately.

Airlines

Our Air Canada Component (ACC) flight attendants stood up not only to their employer, but also to the federal government in a historic, industry-changing strike. The strike, which galvanized support nationwide, reminded us all what solidarity looks like. Backed by an overwhelming strike mandate, 10,517 flight attendants stood together to demand respect, fair pay, and an end to the unpaid labour that has long been taken for granted in the airline industry. I saw firsthand the courage it took to take that stand, not just for themselves, but for every worker who's been told to accept less. Even as Air Canada refused to bargain fairly and the federal government shamefully tried to silence our members with Section 107 of the Canada Labour Code, ordering striking workers back to work and imposing binding arbitration, our members held the line, with strength, with pride, and with the full force of the labour movement behind them. From massive picket lines at major airports to heartfelt shows of solidarity from every corner of the country, this fight became a symbol of something bigger. And because of that determination, our flight attendants reached a tentative agreement on their terms and told the employer that unpaid work would no longer fly.

In mid-August, we were thrilled to welcome approximately 1,200 cabin crew members at Porter Airlines into our CUPE family. Their successful organizing drive was a clear reminder that when workers come together, they win. These dedicated workers took a bold step to stand up for fairness, respect, and better working conditions. And now, with the strength of CUPE behind them, they have the power and resources to negotiate real improvements in their workplaces. We've spent decades raising standards in the airline industry, and we're ready to fight alongside Porter cabin crew for the fair contract they deserve. This was more than an organizing drive – it was a movement for justice in the skies, and I am so proud of the work of these new members, as well as the staff who assisted along the way!

CUPE 5490, representing 21 Pascan flight attendants in Quebec and Eastern Canada, is moving to conciliation after several months of slow progress in contract negotiations following the expiration of their collective agreement on July 19, 2025. Key issues, including wages, off-base residency, assignments, and crew planning, remain unresolved and are critical to improving members' working conditions. The local is committed to a constructive bargaining process and is steadfast in their attempts to ensure that employee interests remain central as negotiations continue. We stand strong with these flight attendants in their pursuit of a fair and equitable contract.

Organizing

For the reporting period of June 1 to August 31, 2025, CUPE welcomed 2,018 new members in 23 bargaining units, including 1,517 in health, 404 in emergency and security services, and 74 in social services. There are currently 149 active campaigns underway that, if successful, could bring 55,929 new members to our union.

Our Atlantic region currently has five active campaigns in municipal services, which would see 2,788 new members join CUPE.

In the Maritimes, there are currently 10 active campaigns which could bring 983 workers into CUPE, including 300 in emergency and security services.

Quebec has 33 active campaigns underway in various sectors, that could bring 11,834 new members into the CUPE family.

The Ontario region continues its organizing efforts, with 25 active campaigns in various sectors that have the potential to add 17,739 new members to our union, including 7,222 in health care.

Manitoba has 16 active campaigns, which could see 2,019 new members join our union, including 1,618 workers in education.

Saskatchewan has 20 active campaigns in various sectors, where we hope to bring 1,761 new workers into CUPE, 1,357 of which are education workers.

The Alberta region was busy with 12 active organizing campaigns that could bring in 7,408 new members into CUPE. Seven of the ongoing campaigns are in the education sector where CUPE is hoping to add 7,107 members.

In British Columbia, there are 19 active campaigns across various sectors including social services, recreation, culture and entertainment, health, emergency and security services, education, and municipal services, with the potential of welcoming 11,397 new members.

In Memoriam/Personal

Members

Miguel Escalante	Power Workers' Union / CUPE 1000 – Ontario
Glenn Ross	CUPE 1975 – Saskatchewan (retired)
Marivic Sigua	CUPE 1475 – Manitoba
Debbie Hubick	Past Recording Secretary – CUPE Saskatchewan (retired)
Shelley Thorton	CUPE 417 – Alberta
Kulbir Kalia	CUPE 3338 – British Columbia
Dale Laluk	CUPE 3799 – British Columbia
Nabil El-Ahmed	CUPE 5167 – Ontario
Bruno Silano	Power Workers' Union / CUPE 1000 – Ontario

Retired Staff

Linda LeGroulx

Managing Director
National Office

Doreen Beath

National Representative
National Office

Robert Gower

Education Representative
Ontario Regional Office

Robert Nunney

Job Evaluation Representative
Ontario Regional Office

Myrna Weiss

Secretary
Kitchener Area Office

Fraternal

Elie Martel

Former NDP MPP

In solidarity,

A handwritten signature in black ink, appearing to read 'MH' followed by a stylized flourish.

MARK HANCOCK
National President

:sg/ceu