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NATIONAL PRESIDENT'S REPORT MARCH 2025 – JUNE 2025

Sisters, Brothers, and Friends:

Ordinarily, I would begin my report by celebrating the division conventions I have had the immense privilege to attend, where I have been able to observe and participate in our union's democracy.

But I want to begin this report with what was on all of our members' minds through all those conventions – our country's democracy.

Thousands of CUPE members mobilized across the country to protect public services by preventing the Conservatives from forming government during the federal election this spring. Thanks to so many of our members across Canada, Pierre Poillievre is not our prime minister.

In the days since the election, the Conservatives have already begun spreading Trump-style lies around election integrity. It's almost as if the Conservative Party took Trump's threats to make Canada the 51st state as a call to action.

The election was also difficult and painful for the NDP, the party of workers that our union helped found. We lost exceptional MPs, including party leader Jagmeet Singh and many tireless advocates for working people across this country.

Mark Carney, a Bay Street insider, has won a minority government with a razor-thin margin in what may have been the closest election in Canadian history. In one riding, the Liberals won the election by a single vote.

I want to be clear – CUPE members are relieved that the Conservatives were kept out of the Prime Minister's Office. But the current occupant is no friend to workers either. In his first cabinet just before the election, Mark Carney eliminated the Cabinet position of Minister of Labour as well as the Minister for Women and Gender Equality.

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

In his second cabinet since the election, while he did the right thing and restored the cabinet position for Women and Gender Equality, he appointed a Secretary of State for Labour, instead of naming a full minister.

In effect, he relegated workers to second-class representation in his cabinet. What's worse, he has appointed a career political staffer-turned-corporate lobbyist to the position.

In one of his first acts as Prime Minister, Carney expressed a desire for Canada to join Donald Trump's vanity Golden Dome missile defence project which will cost our communities billions of dollars while enriching billionaire oligarchs.

The very first substantive legislation he has proposed will turn back the clock decades on refugee protection. He will make it impossible for thousands of people who might need refugee protection in Canada to even apply for it. We will undoubtedly see people deported to persecution.

There are hundreds, if not thousands, of CUPE members who were once refugees. Many are currently refugee claimants. International students, unable to renew their work permits, who may be afraid to return home because they cannot freely express their sexual or gender identity in their home country, for example, could be forced to live without status.

Carney rammed through another bill to fast track megaprojects, granting extraordinary powers to a minister to circumvent legislation passed democratically by Parliament, including environmental laws, running roughshod over Indigenous rights, all in the guise of standing up to Trump.

My friends, who needs Conservatives with Liberals like these?

The results of this election highlight that Canada urgently needs electoral reform. Our first-past-the-post system shuts out strong, progressive voices while empowering corporate-backed parties, making Canadians feel forced to pick between bad or worse. The NDP, on the other hand, with just 24 MPs, brought us dental care in the last parliament. The NDP pushed for, and won, universal pharmacare for key medications. The NDP successfully got anti-scab legislation passed in a minority parliament. Just like with every other major social policy that defines us as being Canadian – public health care, universal public pensions in old age, employment insurance – the NDP has been there alongside labour unions making gains for working people.

This is why I am relieved that, despite the election's setback, seven committed New Democrats are returning to Parliament. In a minority government, their voices will be essential, not only in defending workers' rights and public services, but in holding the Liberals to account at every turn.

It will not be long before we are back at the polls, my friends. We must rebuild Canada's workers' party, and we must get ready for the next fight.

When we elect New Democrats to parliament, we don't just elect politicians. We elect workers. We elect trade unionists. We elect members of our communities who put people before profit.

The challenges before us are daunting. The far right is gaining in popularity by convincing everyday Canadians to distrust their immigrant and trans neighbours instead of standing together against the corporations and oligarchs who are looting our communities and making life unaffordable.

Trump's influence doesn't stop at the US border – his agenda empowers right-wing politicians here at home, who adopt the same playbook: wrapping themselves in the flag while slashing public services, undermining labour rights, and enriching their corporate allies.

In the face of these challenges, the role of our union has never been more critical. The choices and decisions we make today, as workers, as organizers, and as a movement, will shape the future of our workplaces, our communities, and the services that Canadians count on every day.

We are Canada's largest and strongest union, my friends. So let us reject the politics of fear and despair.

Let us, instead, organize and fight back.

Let us remember the words of my friend Jack Layton – let us be loving, hopeful and optimistic, and we will change the world.

National Convention

More than 750,000 workers across Canada call CUPE their union and that remarkable growth is thanks to the dedication, solidarity, and tireless efforts of our leaders, activists, and staff. Workers continue to choose CUPE because they know we fight hard, stand together, and deliver real results.

At our upcoming National Convention, delegates will review reports, debate resolutions and constitutional amendments, hear from some of our strongest allies, and elect the leaders who will guide CUPE into the future. I look forward to being with you in Toronto for our 32nd biennial convention!

International Solidarity

CUPE has a long history of condemning injustice and supporting movements for justice across the world.

Like you, I have been watching the unfolding genocide in Gaza with horror. Over 50,000 people have been killed in Gaza since October 7, 2023. This includes health care workers and international aid workers. The genocide has seen the highest staff death toll in the history of the United Nations.

CUPE continues to call on the Canadian government to uphold its obligation under international law to employ all reasonable means to prevent and punish the crime of genocide. This means holding perpetrators of war crimes accountable and imposing an immediate two-way arms embargo.

We received devastating news about the killing of Walberto Quintero Medina in Colombia. Brother Medina was a leader of Sinaltrainal (National Union of Food Workers) in Colombia. I met with Sinaltrainal leadership at the Nestle picket line in Bugalagrande, Colombia last year. Brother Medina's death is not an isolated incident. More than 20 workers affiliated to Sinaltrainal have already been murdered since its creation in 1982, 13 of whom worked for Nestle. CUPE supports the demands of Sinaltrainal for an investigation, for the Government of Colombia to protect workers, and for the management of Nestle to stop repressing the workers and their union.

Multi-Sector Pension Plan (MSPP)

I was invited to join a meeting of the Board of Trustees for the MSPP to get an update on the status of the plan and how it compares to other plans, such as CAAT DB+, that have emerged over the last number of years.

The MSPP was jointly created by CUPE and SEIU to ensure that an option existed for our members who don't fall into the scope of traditional public pension plans. We discussed the value of the plan for its members, and the need for a growth strategy to ensure its long-term sustainability. We also discussed the importance of a pension for all CUPE members, and the commitment to that point in the recent amendments to the Bargaining Policy.

Collective Bargaining/Strikes/Lockouts

Members of CUPE 2189 at the YWCA Toronto successfully mounted a multi-faceted campaign to build pressure on the employer that averted a strike and achieved major improvements to the wage grid. In a round of bargaining where the top priority of the membership was addressing affordability the local was able to achieve flat-rate increases of \$1,460 to all grid steps in year 1 (average increase of 3%), \$2,000 to all steps in year two and \$2,080 to all steps in year three (amounting average increases of between 3-4%). In addition, the local also eliminated the first step of the grid, achieved a \$1,000 lump-sum signing bonus and increases to union leave.

CUPE 3548, representing inside and outside workers in the Town of Prévost, ratified a new agreement that saw a major gain for work-life-balance by moving to a shorter work week of 36 hours over 4 days without loss of pay. The local was also successful in bringing snow removal back in-house, including eight new permanent positions, as well as the establishment of a joint job evaluation program, increases to union leave and access to the FTQ Member-Funded Pension Plan. Wage increases in the deal were 5% in year one, 3% in year two and increases indexed to CPI between 2-3% in years three and four.

CUPE members in New Brunswick have seen yet another successful round of coordinated bargaining. After 12 years of austerity wages, and buoyed by the success of the 2021 provincial strike, almost all provincial CUPE locals bargaining with the province have ratified collective agreements with a flat \$5 wage increase over four years and a retention bonus of between 1% and 3% depending on years of service. The average wage increase for our members is 24%, with some of our lowest paid members seeing up to 55% in wage increases over four years. I congratulate our members, leaders and staff for these historic wins. CUPE does not just break governmental wage mandates - thanks to the national collective bargaining policy, we set them.

PROVINCE	LOCAL	EMPLOYER	# OF MEMBERS	STRIKE BEGAN	DURATION
Quebec	CUPE 2867	Town of Rivière-Rouge	47	December 4, 2024 (1 day)	Ongoing
Quebec	CUPE 4545	City of Laval	830	March 6-12, 2025 (6 days)	Ongoing
Ontario	CUPE 2073	Canadian Hearing Services	197	April 28, 2025	Ongoing
Ontario	CUPE 1750	Workers' Safety and Insurance Board	3617	May 22, 2025	Ongoing
Ontario	CUPE 5525	Villa Colombo	25	May 28, 2025	Ongoing
Ontario	CUPE 1656	Region of Waterloo	220	March 3, 2025	March 28, 2025

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

The members at Canadian Hearing Services who provide services to deaf, hard-of-hearing and deaf-blind members of the community were forced onto the picket lines after the employer refused to engage in any real form of bargaining. The employer arrived on the first day of bargaining with a final offer – and refused to consider any proposals from the union. Throughout the bargaining process – and weeks into the strike – the employer refuses to engage in any meaningful discussions.

CUPE 1750

Members of CUPE 1750 who represent staff at the Workplace Safety and Insurance Board in Ontario went on strike May 22 following the employer's request for a no board report. Despite advancing the timeline, the employer would not move on their package which included a sizeable number of concessions and substantially more proposals than the union had remaining on the table.

CUPE 5525

After the employer refused to back down on concessions that see workers making less than before they were unionized, personal support workers from supportive housing at Villa Colombo Homes for the Aged, members of CUPE 5525, went on strike for their first collective agreement.

CUPE 1656 – Regional Municipality of Waterloo

After 25 days on the picket line outside workers for the Regional Municipality of Waterloo, members of CUPE 1656, ratified a tentative agreement that included a \$1 flat rate increase followed by 3.5% in the first year and 3% in the next two years along with a number of other monetary improvements.

Regional Updates

Atlantic Region

Newfoundland and Labrador

In early May, I crossed our vast country to join delegates in Grand Falls-Windsor for CUPE Newfoundland and Labrador's 51st Annual Convention. CUPE members, leaders, and staff came together May 5-7 to deliberate on strategies for the ongoing fight against privatization, the need to keep up political action momentum, and to ensure that workers in the region don't get left behind.

I congratulate Sherry Hillier on her re-election as President of CUPE Newfoundland and Labrador and also congratulate members of the executive, trustees and committee members who put their name forward and gained members' trust. I am grateful for everyone's engagement in our union family.

I'm particularly proud of activists across Newfoundland and Labrador for the level of intensity they showed during the federal election campaign. Folks across the region showed incredible devotion to make sure voters knew what was at stake in this election, and made tremendous efforts at promoting political education sessions, canvassing with progressive candidates, and getting out the vote.

Mike Tobin recently announced that he would be stepping down from his role as Regional Vice-President (RVP) of Newfoundland and Labrador. A sincere thanks to him for his contributions during his time with the National Executive Board (NEB) and best wishes on his future endeavours.

On that note, we welcome Stacey Lucas to the NEB as the region's new RVP and look forward to working with her in this new capacity.

Nova Scotia

CUPE Nova Scotia (NS) kicked off its 61st annual convention in Membertou on May 25, bringing together members from across the province for four days of solidarity, debate, and decisions. Through thoughtful and respectful discussions, members set priorities to protect and strengthen good, union jobs, today and for generations to come, while defending vital public services Nova Scotians rely on. This was Nan McFadgen's last CUPE NS Convention as she left her president's role to enjoy a well-deserved retirement. Delegates had only good words for her work in building the division's profile and leadership in the public sphere. I thank Nan for her long-standing activism, her dedication and her strong voice at the National level.

Alan Linkletter was elected President and is ready to fill the big shoes Nan left for him. I extend my congratulations to Alan and all newly or re-elected executive board members, trustees and committee members. Thank you to all who put their name forward and fostered our union democracy.

Tearmann House, a women's shelter in Nova Scotia, is facing sharp criticism from its frontline workers after refusing to finalize a collective agreement over a single issue: employee access to the Board of Directors. Despite successful negotiations on wages and other monetary items, the employer remains adamant about removing language that allows staff representation on the board. This move is seen as a direct attempt to strip workers of their long-standing voice in governance decisions that affect their workplace, and, by extension, the quality of care provided to vulnerable women and children who rely on the shelter's services.

The employer's unwillingness to let go of this concession signals a troubling shift toward greater top-down control and reduced transparency. CUPE 4459 members voted overwhelmingly in favour of strike action and argue that their participation on the board has been key to effective advocacy and accountability for decades. Tearmann House's stance suggests a disregard for the insights and experiences of frontline staff, prioritizing administrative power over collaborative decision-making.

The organization's readiness to risk a strike or lockout over this issue reflects poorly on its leadership and raises questions about its commitment to the values it claims to uphold.

Members of the CUPE Nova Scotia School Board Council of Unions are fed up with the Houston government's repeated delays in delivering the long-overdue Student Code of Conduct, while violence in schools escalates unchecked. The education minister must stop making excuses and immediately act on his commitment to education workers, who are entitled to a safe and respectful workplace – no more delays, no more broken promises.

Maritimes Region

New Brunswick

Our members in New Brunswick have seen historic wage increases this year. With flat rate increases, some members will see their wages go up by as much as 34% in some sectors. This is no accident my friends – this is the result of the hard work of our staff and our members who were able to leverage worker power using the national bargaining policy to build solidarity. Congratulations to our staff and our members for these historic gains.

Nearly 300 delegates and guests joined in Fredericton from April 9-12 for the region's 62nd annual convention. CUPE members in New Brunswick mapped out priorities that protect union jobs, public services, and make life better for workers and New Brunswickers.

Delegates elected Iris Lloyd as their new President to lead the division's 27,000 members. A former school custodian with the Anglophone South School District and President of CUPE 1253 for the past six years, Iris brings frontline experience and a strong commitment to our movement. I extend my congratulations to Iris Lloyd on her election.

I want to extend my sincere thanks to outgoing Stephen Drost, who earlier this year announced he would not reoffer after serving two terms. His leadership, particularly during the historic 2021 strike, leaves a lasting legacy that will be felt across the Maritimes for years to come.

Delegates at the New Brunswick also paid tribute to the life and legacy of Daniel Légère. Danny was a dear friend and a relentless advocate for workers in New Brunswick and across Canada. A former President of CUPE New Brunswick, Danny died while in office as the President of the New Brunswick Federation of Labour. I extend my deepest condolences to Danny's family and to our sisters, brothers, and friends at CUPE New Brunswick, for this immense loss.

New Brunswick's new Liberal government has made good on their promise to repeal Bill 17 which forced our members' defined benefit pension plans into shared risk plans by circumventing the collective bargaining process.

However, they also imposed budgetary constraints on school districts to balance budgets off the backs of CUPE members leading to school library workers being laid off. They have also revived plans to potentially privatize NB Power in response to concerns regarding the crown corporation's indebtedness while continuing subsidies and sweetheart electricity deals with the pulp and paper industry costing NB Power over a hundred million dollars. The national union will support CUPE members in fighting back against these regressive policies every step of the way.

Prince Edward Island

Interim Premier Rob Lantz's government missed a critical opportunity with this spring's budget. Faced with a record-setting \$183.9 million deficit, CUPE believes this budget fails Islanders by neglecting the urgent need for meaningful investment in public services and infrastructure.

At a time when economic uncertainty is leaving many families anxious about their future, CUPE is disappointed – but not surprised – that the PEI PC government continues to fall short in protecting the public programs Islanders rely on. While the government boasts over \$1 billion in investments, this figure includes a corporate tax cut and millions in public funds diverted to private consultants, staffing agencies, and health care firms.

CUPE will continue to hold this government accountable, pushing back against privatization and advocating for stronger, publicly delivered services that serve all Islanders – not just the few.

It was a great pleasure to join CUPE members on Prince Edward Island for their annual convention. I was honoured to address delegates in Charlottetown and impressed by the thoughtful discussions and commitment they brought to shaping the union's direction for the year ahead.

I want to extend my congratulations to Ashley Clark who was re-elected as the CUPE PEI President. Under her dynamic leadership, CUPE PEI has forged new alliances with community organizations to fight for universal, high quality public services.

Our members on the island are mobilizing to win back the right to strike, supported by the division and by staff, so that we can make bigger gains in the years to come. The national union will unequivocally support our members in this fight. A strong labour movement on PEI means strong public services for islanders.

Quebec

CUPE Quebec held its biennial convention from April 28 to May 2, focusing on the theme of safeguarding public services. Beyond the numerous resolutions debated by delegates to define the union's direction, experts presented strategies to fight contracting out and discussed the benefits of the social safety net in Quebec and Canada, as well as the risks associated with its erosion. At the conclusion of the convention, Patrick Gloutney was re-elected as SCFP Quebec's President, and Fanny DeMontigny was elected to succeed as General Secretary. Congratulations to both of them and to all those elected to represent their sectors on the Executive Board!

After 987 days of an unjust lockout, CUPE members stood in solidarity with the returning Port of Quebec longshore workers, deeply frustrated by the circumstances of their forced return. This unfortunate episode is behind us but will serve as a lesson: governmental interventions in collective bargaining always serve the interests of employers, never those of unionized workers. This lockout was truly unjustified, and the government's use of Article 107 to end the conflict without considering union demands was completely unacceptable. Yet, the solution was simple: implement the anti-scab law immediately, rather than waiting months to end the inequity experienced by workers under federal jurisdiction. The anti-scab legislation will come into effect on June 20, which is too late for the Quebec longshore workers.

Despite strong mobilization against the adoption of Bill 69 concerning Quebec's energy future, the CAQ government chose to ignore a significant aspect of Quebec's distinct character: the importance of public electricity services for Quebec's economy, future, and identity. The bill, which opens the door to the privatization of the jewel that is Hydro-Québec, was hastily adopted thanks to the suspension of National Assembly procedural rules by the ruling party. Members of Québec Solidaire and the Parti Québécois attempted to prevent this fiasco, but in a great denial of democracy, the right-wing ruling party proceeded with the largest breach in the Quebec model, ignoring the desire to remain "Masters in our own house."

This party then mocked union representation by applauding its activists who wish to "put unions in their place." CUPE is more than ready to show them where its place is: behind its members and supporting workers, unlike one of the most arrogant governments in the country.

Ontario

In a troubling blow to local democracy, Doug Ford's Conservative government has announced an expansion of "strong mayor powers," claiming it will cut red tape and accelerate housing and infrastructure projects across Ontario municipalities. While CUPE recognizes the urgent need for affordable housing and improved infrastructure, bypassing municipal councils and handing over decision-making power to one individual undermines the democratic process and threatens transparency and accountability.

This kind of unchecked authority sets a dangerous precedent – one that echoes the concerning erosion of democratic norms we are witnessing south of the border. Concentrating power in the hands of mayors without council oversight not only silences local voices but also puts workers at risk, as decisions impacting public services, job protections, and working conditions could be made behind closed doors with no public scrutiny.

CUPE strongly opposes this move and urges Premier Ford and the PC government to repeal this anti-democratic decision. Ontarians deserve governance that reflects the will of the people – not backroom deals and one-person rule.

It's hardly surprising that the premier is once again dragging his feet – this time on signing the extension to the \$10-a-day child care agreement. This crucial extension would secure affordable child care until 2031, offering continued relief not only to families already benefiting from reduced costs, but also to centre operators and early childhood educators striving to deliver high-quality care across Ontario. More than 100 organizations from across the province have united to urge the Premier, via an open letter, to make a firm commitment to extending the agreement. At a time when families are already facing economic uncertainty due to looming tariff threats, the last thing we need is additional financial pressure from our own governments.

The initiative from child care advocates appeared influential, as Ontario's Minister of Education later sent a letter to parents indicating its government's intent to share funding obligations across the sector with the feds.

Activists with the Ontario Council of Hospital Unions (OCHU) were deeply disheartened by the privatization agenda outlined in this spring's Throne Speech. Delivered on April 15, the speech revealed plans to shift certain hospital surgeries to private surgical centres – an ill-conceived attempt at addressing the province's growing surgical backlog. OCHU will stand alongside the Ontario Health Coalition and its allies to mobilize rallies aimed at pressuring MPPs to protect and preserve our public health care system.

Evidence consistently shows that privatizing hospital procedures does little to meaningfully reduce wait times and often deepens inequities in access – making certain surgeries nearly impossible for lower-income Ontarians to obtain. Access to health care should never be determined by the size of a pay cheque, and CUPE is committed to leading the charge in the fight to keep health care public, equitable, and accessible for all.

The throne speech was followed up by the first budget since this winter's snap election. A budget that was supposed to protect Ontario from the impact of Trump's tariffs amounted to nothing more than handouts for employers and corporations. Without any real investment in health care, education, housing or other public services – the Ford government has instead decided to provide numerous handouts to employers and corporations.

At the same time, the Ford government has introduced Bill 5 an incredibly anti-democratic piece of legislation which allows for the creation of special economic zones that give them the ability to create areas where they can fast-track approvals for their corporate developer buddies outside of legal regulations and consultation and approval from Indigenous communities and local decision-makers. Despite massive public outcry from across the province, including the ejection of NDP MPP Sol Mamakwa from the chamber for calling out the failure to consult with Indigenous communities, the bill was rushed through passage before the legislature adjourned for the summer.

At the end of May, CUPE members from across Ontario gathered in Toronto for their annual convention where they set ambitious goals focused on defending workers' rights, strengthening quality public services, and advancing equity across the province. At a time when Ontario faces an increasingly volatile political and economic climate, their solidarity has never been more vital. The harmful tariffs imposed by Donald Trump are sowing instability across multiple sectors, already resulting in job losses and deepening uncertainty for many working families. In the face of these challenges, CUPE members are standing strong – organizing, mobilizing, and fighting back to protect good jobs and a better future for all.

Manitoba

CUPE welcomed the 2025 provincial budget, praising the NDP government for making meaningful investments in public services and standing with frontline workers. With a progressive government in the legislature, we saw funding in health care that includes new staff, facility upgrades, and safety training. These investments are essential to progress toward addressing the province's health care staffing crisis. We were equally pleased to see a commitment to public child care supports within this budget, and expanded child and family services funding, and protection of reproductive rights, all of which stand in stark contrast to recent cuts and privatization trends seen in the United States.

CUPE applauded the government's infrastructure and procurement strategies, which included the rejection of Public-Private Partnerships (P3s), investments in 11 new publicly funded schools, and support for municipalities through the One Manitoba Growth Fund. Renewed investments in Manitoba Hydro and the re-establishment of Manitoba Hydro Telecom are both steps toward protecting public ownership, creating good union jobs, and potentially lowering internet costs for residents. Overall, budget 2025 is a step forward in reinforcing public services and ensuring long-term economic resilience through public investment.

Frontline health care support workers at Extendicare personal care homes have raised their voices to protest the company's faulty payroll system, which has caused numerous issues for workers. The WorkDay payroll system, introduced in the spring of 2023, has led to pay errors, incorrect calculations for benefits such as sick days, shift premiums, and leaves, and inaccurate seniority lists. Despite Extendicare's profits and millions paid to shareholders, these payroll issues have persisted, leaving many workers uncertain if they are being paid properly and on time.

CUPE has filed over 40 grievances across Extendicare homes in Manitoba, with some cases affecting over 100 workers who have not received retroactive pay owed to them. We are urging Extendicare to fix the system immediately and address the ongoing issue. These invaluable and highly dedicated workers, who provide care in the vulnerable sector should not have to fight for what they are rightfully owed. Despite knowing about the systemic problems, Extendicare has only addressed the issues on a case-by-case basis, further fuelling frustration among our members.

Nearly 150 delegates met in Brandon to attend the annual division convention. Delegates came together to debate resolutions, and they heard from a number of speakers on topics such as Artificial Intelligence and Workers, Migrant Workers, and Safer Union Spaces. Panel discussions were held highlighting the importance of the Red Dress campaign as well as bargaining to win where leaders from the health care locals told their story.

Minister Simard, the Minister of Municipal and Northern Relations, brought greetings to the delegates on behalf of Premier Kinew who was attending to matters dealing with the wildfires in the province.

Delegates were the first to see the revised CUPE Manitoba logo and the new CUPE Manitoba websites (division and organizing) were launched at the convention. The division also launched a children's activity book.

My congratulations to Gina McKay on her re-election as the CUPE Manitoba President and for tirelessly defending CUPE members and our communities in Manitoba.

Saskatchewan

CUPE 5428 members expressed their frustration following the Town of Esterhazy's refusal to hear their concerns at a council meeting. CUPE sent correspondence to the town office outlining workers' concerns of the employer's actions during ongoing collective bargaining and formally requested to address the council at the meeting. A response from the town was sent hours before the meeting was scheduled to begin, turning down the request to present to the council. Although disappointed at the town's attempt to silence their voices, CUPE members still gathered at the council chambers at the start of the meeting to send a message that they're not going to back down. Members of the local want to be included in safety-focused events, and want their new contract to be free of concessions – with meaningful wage enhancements. CUPE members were finally able to address a later town council meeting, where they shared concerns over their employers' recent bargaining actions. Unfortunately, the mayor then moved the meeting in-camera, denying the right of its citizens the opportunity to hear the council debate.

CUPE 5430 has released a report highlighting the escalating crisis faced by medical technologists and technicians in Saskatchewan, pointing to severe short staffing, skyrocketing workloads, and growing risks to patient care. The report underscores how these workers, who are essential for patient diagnoses and treatments, are experiencing burnout and exhaustion due to overwhelming demands. Despite the urgent need for change, the employer has failed to address the systemic issues of under-resourcing and excessive workloads. The workers' dedication to patient care is being undermined by a lack of adequate staffing, leading to delayed tests and increased wait times, which ultimately compromise the quality of patient care.

The situation has only worsened since CUPE's previous report in 2017, with the vast majority of workers reporting an increase in workload and a decline in morale. Many respondents indicated that working short and unfilled vacancies are major contributors to their increased stress, with some even resorting to unpaid work and skipping breaks just to keep up. The employer's failure to take meaningful action has led to a significant decline in the quality of services provided, with many workers reporting that patient health and safety are now at risk. The union is calling for urgent intervention to ensure safe staffing levels, reduce workloads, and protect both workers and patients from further harm.

Library workers in Saskatoon are raising serious concerns about the increasingly dangerous conditions they face on the job – including being assaulted, spat on, and having to respond to frequent overdoses. As homelessness in the city has nearly tripled over the past two years, and with more than 300 overdose cases reported in just a two-week span, workers across the library sector are experiencing unprecedented levels of workplace violence. Staff are encountering individuals carrying weapons, witnessing drug transactions, and seeing patrons attacked during their shifts. In response to a surge in violent incidents and overdoses, two library branches were temporarily closed, prompting the implementation of new security measures aimed at protecting workers and patrons alike. We stand in full solidarity with CUPE 2669 members as they advocate for safer, more secure working conditions.

Alberta

As workers in Alberta continue to face persistent attacks on their rights and endure the slowest wage growth in the country, the need for solidarity has never been greater. While Danielle Smith and the UCP remain at the helm, collective efforts are critical to standing up to this oppressive, anti-union government. CUPE proudly joined more than two dozen other unions in signing the Common Front Solidarity Pact. As trade unionists, we understand that our strength lies in unity – and we're proud to see our members standing alongside fellow labour activists to raise the bar for all workers in the region.

I was proud to address CUPE members in Calgary for CUPE Alberta's annual convention, held March 19-21. The event was filled with powerful dialogue, insightful panel discussions, and strategic planning sessions – all focused on advancing workers' rights in the face of an anti-union conservative government. Congratulations to Raj Uppal on her election as CUPE Alberta's new President.

I also offer sincere thanks to Rory Gill for his hard work and dedication to CUPE members across the region during his tenure. He leaves an enduring legacy of leadership and solidarity.

I am pleased to report that Alberta NDP Leader Naheed Nenshi addressed delegates at the CUPE Alberta Convention, inviting CUPE members to participate in the Alberta NDP's own convention that took place in early May. The Alberta NDP continues to stand shoulder-to-shoulder with workers while the UCP government prioritizes privatization and profit.

At the end of March, the last of nine groups of striking education workers voted to accept their contract – marking the end of the largest strike in the region in CUPE's history. These workers not only knew their worth and how their jobs are critical to students across the province, but they remained steadfast in their fight – which resulted in significant gains that will have an impact not only now, but for future generations of workers. Contract settlements saw the strike end with marked gains in wage improvements, extended health benefits, job security, and leave provisions, among other improvements.

CUPE education workers were honoured with the May Day Solidarity Award at the Alberta Federation of Labour Convention, a tribute to their unwavering determination during a historic strike. I'm incredibly proud of our members who stood strong and held the line in the face of immense challenges.

British Columbia

On April 26, tragedy hit Vancouver when a senseless attack killed 11 people as they were celebrating Filipino culture and resistance at the Lapu Lapu Festival. A heartfelt thank you to 911 operators, along with health care and municipal workers, from CUPE 8911 and BC Ambulance Paramedics from CUPE 873 for their remarkable response that prevented more losses, and for taking care of the many who were seriously injured. Intervening in a tragedy like this should never be part of the job, but I acknowledge our members' commitment to supporting our community, no matter how horrible the circumstances are.

The budget announced by the BC NDP in early March prioritizes essential capital investments in infrastructure across in education, health care, post-secondary institutions, and transportation – laying the foundation for stable, reliable public services in the years to come.

While we'd hoped to see an expansion of programs and services that improve affordability for families and workers as seen in previous budgets, this year's budget marked a shift toward long-term capital investments aimed at addressing today's economic challenges.

Strengthening public education and core services is more urgent than ever. Improvements to before- and after-school child care which include tackling staffing shortages are critical to a robust education system. We also need to see steps made toward restoring core funding to post-secondary institutions to ensure public systems remain resilient and responsive to the needs of British Columbians during this pivotal time.

Fire fighters at the Gabriola Volunteer Fire Department (GVFD) are among CUPE's newest members. These emergency response workers have joined CUPE 606 in BC's Gulf Islands. I wish all the best to GVFD members as they negotiate their first collective agreement, an important first step toward fair wages, working conditions, and increased safety protections that reflects the invaluable services these workers provide to their communities.

It's always a pleasure to spend some time with CUPE members in my home province. There were many new faces joining familiar ones in Vancouver, as CUPE BC held its annual convention from April 30 to May 3. Delegates deliberated over critical issues, engaging in healthy debates on how to chart the course over the next year, in an unprecedented time. Attendees heard from many captivating guest speakers, including Premier David Eby who delivered the keynote address. The Premier stressed that strong public services, delivered by union members, are the foundation of a strong economy. This is exactly what we would like to hear from leaders across Canada.

I want to congratulate Karen Ranalletta on her re-election for a third term as President of CUPE BC and congratulate Tony Rebelo who was elected to his first full term as Secretary-Treasurer, as well as every member who will serve on the executive. Thank you to everyone who put their name forward for their engagement.

Hospital Employees' Union (HEU)

While other provinces face crumbling health care systems, it's sobering to see what happens in regions where progressive governments invest in public services that people rely on. We've heard the horror stories that plague other parts of the country where threat of privatization from right-wing governments is constant. The HEU was pleased to see the BC NDP's 2025 budget includes support for health care, with \$15.5 billion earmarked for critical infrastructure in the sector, despite the economic uncertainty created by Donald Trump.

The service division represents 60,000 health care workers in British Columbia, and although no union/employer relationship is without conflict, the HEU is committed to working with the government to address recruitment and retention difficulties to attract new recruits to the sector and address workload issues caused by the staffing shortage.

Thanks to their experience with the BC NDP Government, HEU understands that political action is key to making lives better for their members in their workplaces and in their communities. That is why HEU members were very active, on the ground as well as with social media, during the last federal election campaign. As front-line workers in health care, they are best placed to warn voters of the threat a conservative government would be for Canada's public health care system.

Airlines

CUPE's Airline Division capitalized on the federal election campaign to garner support from the party leaders to reintroduce Bill C-415 after the election. The bill, originally introduced by NDP MP Bonita Zarrillo, would ban unpaid work for flight attendants. It should come as no surprise that the NDP quickly signed the pledge to reintroduce the bill. Conservative Leader Pierre Poilievre was silent on the issue, and Mark Carney's office acknowledged receipt of the correspondence from the division, but would not sign on to the pledge.

As more than 15,000 CUPE flight attendants are either in ongoing or imminent negotiations, the national union is prepared to throw our full support behind them if they are forced to walk off the job. It's time their pay cheques reflect the essential work they do to keep passengers safe – for each and every hour they work. Full stop.

Organizing

For the reporting period of April 1 to June 30, 2025, CUPE welcomed 1,288 new members in 18 bargaining units, including 518 in emergency and security services, 280 in health, and 559 in education. There are currently 134 active campaigns underway that, if successful, could bring 52,150 new members to our union.

Our Atlantic region currently has two active campaigns in municipal services, which would see 2,436 new members join CUPE.

In the Maritimes, there are currently 10 active campaigns which could bring 1,079 workers into CUPE, including 297 in emergency and security services.

Quebec has 22 active campaigns underway in various sectors, that could bring 11,074 new members into the CUPE family.

The Ontario region continues its organizing efforts, with 23 active campaigns in various sectors that have the potential to add 15,162 new members to our union, including 6,983 in health care and 5,299 members in municipal services.

Manitoba has 17 active campaigns, which could see 2,348 new members join our union, including 1,556 workers in education.

Saskatchewan has 16 active campaigns in various sectors, where we hope to bring 1,397 new workers into CUPE, 1,157 of which are education workers.

The Alberta region was busy with 10 active organizing campaigns that could bring in 7,363 new members into CUPE. Seven of the ongoing campaigns are in the education sector where CUPE is hoping to add 7,207 members.

In British Columbia, there are 20 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 11,291 new members.

In Memoriam/Personal

Members

Steve Migliarese	CUPE 374 – British Columbia
Scott Steele	CUPE 2316 – Ontario
Tracy Ford	CUPE 2316 – Ontario
Erin Bourke	CUPE 3253 – Ontario
Micheal Fortier	CUPE 4705 – Ontario
Daniel Légère	Former General Vice-President

In solidarity,



MARK HANCOCK
National President

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