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**DECEMBER 2025**

Our National Executive Board (NEB) met December 9-11, 2025 in Ottawa. These are the highlights of their deliberations and decisions.

**In Memory**

The Board observed a minute of silence to reflect upon the loss of members of our CUPE family. Remembered were: Nihal Bahadir, CUPE 1483; Sharon Schaefer, CUPE 59; Lynda MacKenzie, CUPE 3114; Dan MacBeth, CUPE 50; Earl Sutherland, CUPE 15; Bruno Silano, CUPE 1; Nancy Hansmann, CUPE 109; Fred Muzin, HEU; Chris Alnutt, HEU; Jose Castillo, CUPE 416; Glenn Mitchell, CUPE 416; Mike Kelly, active staff; Guy Gohier, retired staff; Jean-Pierre Levasseur, retired staff; Lawrence Gould, retired staff; Leo Gerard, President Emeritus United Steelworkers.

**2026 Budget**

The 2026 budget approved by the National Executive Board makes strategic investments in programming and provides additional staffing in every region to support our members' militancy for strong collective agreements and high-quality public services.

This budget follows extensive consultations with regional divisions and departments. With the addition of 28 new permanent and temporary positions in the General Fund, we continue to respond to locals' calls for more direct staff support. The programs launched last year – Leadership Development and Strengthening Bargaining Power – will continue to receive funding in 2026, and significant resources will be directed toward implementing the strategic directions adopted by delegates at our recent National Convention. The budget also includes funding for the two task forces established by convention: one on governance and one on the trial procedure.

We will also continue to draw on the resources accumulated in the National Defence Fund over many years to bolster campaign work across the country and to provide temporary staffing support in each region. Increased funding will be available for cost-shared campaigns, as well as for national and regional strategic initiatives. The Defence Fund will support 21 temporary positions, bringing the total number of new positions for 2026 to 49.

## **Financial Support**

The National Executive Board approved 56 cost-share campaign requests totaling \$6,404,374.70, six requests for legal and arbitration support, totaling \$225,620.91, and two requests for legal support through the strike fund, in the amount of \$95,000 to preserve collective bargaining rights.

## **Support for Hurricane Melissa Relief Efforts**

The National Executive Board approved a special donation of \$50,000 to the Jamaica Red Cross, to support emergency response efforts and support recovery and resilience related to Hurricane Melissa affecting communities in Jamaica.

## **CUPE Alberta – Fightback Funding**

The National Executive Board passed a motion to provide financial support of up to \$200,000 to CUPE Alberta to oppose the Alberta UCP government's escalating interference in labour rights and constitutional freedoms, exemplified by its recent use of the Notwithstanding Clause to suppress job action.

## **CUPE Quebec – Fightback Funding**

The National Executive Board passed a motion to provide financial support of up to \$250,000 to CUPE Quebec to defend workers' rights against the Legault government's aggressive attacks on unions. These unprecedented legislative measures include Law 14, which grants the Minister of Labour sweeping powers to end strikes and lockouts, and Bill 3, which undermines the Rand Formula by introducing non-mandatory union dues.