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**NATIONAL SECRETARY-TREASURER'S REPORT
TO THE
NATIONAL EXECUTIVE BOARD
Ottawa, Ontario
March 25-27, 2025**

Dear Sisters, Brothers, and Friends:

This winter has been marked by unusually cold temperatures across much of the country, but CUPE members have managed to heat things up with their determined actions in several regions. In some areas, these bold demonstrations of solidarity and strike action have been a rare occurrence, as some regions have not seen this level of militancy and worker mobilization in over two decades. Their efforts have sparked renewed energy and commitment to advancing workers' rights.

CUPE stands firmly behind these actions, ensuring that members have the full support and resources they need to advance their demands. The budget adopted by the National Executive Board in December was designed with this very purpose in mind— to bolster militancy and provide the necessary backing for workers who are standing up for their rights. CUPE is committed to empowering its members and strengthening the collective voice of workers across the country.

At the same time, the election of Donald Trump has thrust progressive organizations and the labour movement into a fight-back arena that many of us weren't expecting – at least not at this speed and with such radical intensity. Trump, his tariffs, his threats to annex our country, and his far-right policies represent a threat unlike anything we've faced in a very long time. To respond effectively, we must quickly adapt to a new political and economic landscape. With the federal election on the horizon, our ability to adapt is once again being tested. It's absolutely crucial that we respond to this environment with strength and unity, safeguarding the values of inclusivity, fairness, and justice that define our movement.

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

Every crisis brings with it an opportunity for change, and we must seize this moment to reshape the Canadian economy into one that works for everyone. Our focus should be on safeguarding workers and supporting our communities. We must strengthen our social safety net and enhance the public services that millions rely on daily. In addition, we must champion public solutions in critical sectors such as agriculture, transportation, infrastructure, and natural resources, while diversifying markets for Canadian products beyond the United States.

Solidarity Breakfast for Fort McMurray Locals on Strike

What a fantastic way to kick off the year – by sharing breakfast and walking the streets with hundreds of members and leaders from Locals 2545 and 2559 in Fort McMurray on January 7, the first day of their full strike action. These two locals opened the floodgates in the Alberta Education Sector, and what started as two rotating strikes in the North of Alberta morphed into nine all-out strikes across the province. Their bold actions set the stage for others to follow, creating a wave of solidarity and determination that is demanding real change. This powerful movement is shining a light on the urgent need for fair bargaining, adequate funding, and proper support for both educators and students. The work being done in Alberta is nothing short of extraordinary, and I am incredibly grateful to all those who are pushing for change and standing strong in such a challenging political climate. Their efforts are truly making a difference.

Meetings with CUPE Staff

The start of the year was busy with CUPE staff meetings taking place across the country. It was clear from the reports that our members and staff are tackling important issues and making real progress across the country. Our incredible staff is one of the main reasons CUPE remains such a powerful and influential organization. Their dedication, expertise and tireless efforts continue to drive our success and strengthen our collective voice, making a real difference in the lives of workers and communities nationwide.

Prairies Human Rights Conference

From January 21 to 23, CUPE proudly hosted its Prairies Human Rights Conference in Saskatoon. The event brought together a diverse and passionate group of human rights activists from across the prairies, creating a powerful space for collaboration, dialogue, and the sharing of strategies to advance social justice and equality for all. Throughout the conference, participants engaged in meaningful discussions and workshops aimed at tackling the most pressing human rights challenges facing their communities. I was sorry that I was not able to join in person due to the staff meeting taking place on the East Coast, but I was very appreciative of the opportunity to send a video message.

Alberta All Presidents' Meeting

On January 30, I attended the Alberta All Presidents' Meeting virtually. As always, the meeting provided a valuable opportunity for locals to share updates on their activities, successes, and upcoming challenges. This year, a major focus was the unprecedented strike action taking place in the Alberta education sector. But across the board, our members in Alberta are demanding more and better, whether it's through rounds of bargaining, or grievance arbitration. The work these leaders are doing is incredibly challenging and often requires personal sacrifices, including time away from their families. I am deeply grateful for their commitment and hard work, and it's clear that their actions are inspiring CUPE members everywhere.

CUPE New Brunswick Skilled Trades Summit

On the first weekend of February, CUPE New Brunswick organized a Skilled Trades Summit to address key issues facing trades workers within our union. The timing of the meeting was especially significant, coming just days after the announcement of a fantastic deal between the new provincial government and CUPE Local 1190, one of the main locals representing trades workers in the province. This agreement, which sets a strong precedent, will pave the way for future public sector agreements in New Brunswick. It serves as a clear demonstration that CUPE and trades workers are a powerful and united force, working together to secure better conditions, fair wages, and stronger support for all workers in the province.

NEB Retreat

On February 25 and 26, I participated in the NEB retreat, which this year focused on the rapidly changing political and economic landscape. The discussions centered around how best to adapt and prepare in order to protect the hard-fought gains that generations of workers and activists have secured over the years. This includes safeguarding the recent progress made by the NDP under the support and confidence agreement with the Liberal Party. To better inform our discussion, the Board was pleased to welcome Bea Bruske and Kiavash Najafi from the CLC, Erin Morrison and Ann McGrath from the NDP, Charlie Angus from the Council of Canadians, Heather Fraser and Willy Blomme from Now Communications and our dear friend and ally Lee Saunders from the American Federation of State, Country and Municipal Employees.

As the political environment continues to shift, it's crucial that we remain vigilant and strategic, ensuring that we don't lose the vital ground we've gained in terms of workers' rights and public services. At the same time, it is equally important that we are effective in responding to the growing influence of Trump and his extreme right-wing movement, which has spilled over into Canada in the form of Pierre Poilievre. We must remain united and proactive as we confront these challenges head-on.

Young Workers Conference

On March 2 and 3, CUPE hosted its first-ever National Young Workers Conference in Montreal, marking a significant milestone in our efforts to engage with the next generation of union leaders. This conference served as a prelude to the Building Strong Locals Conference that followed immediately after. It was a pleasure to meet so many young workers and address their gathering, as we continue to empower them and strengthen our union at all levels. It's essential that we find the best ways to engage with young workers, understand their priorities, and ensure their voices are heard in our work. By opening spaces for their input and activism, we can build a stronger, more inclusive union that remains responsive to the evolving landscape of work. This conference is just the beginning of our ongoing focus on empowering young workers to shape the future of CUPE.

Visit of the Charles-J.-Des Bailleurs Water Treatment Facility in Montreal

On March 3, I was honoured to be invited by members of Local 301, Montreal Outside Workers, to visit the Charles-J.-Des Bailleurs water treatment facility. I consider myself incredibly fortunate to witness firsthand the dedication and professionalism of CUPE members in action. Every day, these workers go above and beyond to ensure that essential public services run smoothly, from water treatment to maintaining the infrastructure that keeps our communities thriving. It's a privilege to see the commitment they bring to their work, often in challenging environments, and the pride they take in their contributions to the public good. Their tireless efforts, day in and day out, are a true reflection of the vital role they play in keeping our communities safe and functioning. Here's to public water!

Building Strong Locals Conference

From March 3 to 6, CUPE hosted its National Conference on Building Strong Locals in Montreal, bringing together members and leaders to focus on strengthening our local unions and our labour movement as a whole. The conference provided valuable opportunities for participants to engage in discussions on key issues, such as fighting privatization and contracting out, while also exploring strategies for political action. Through regional discussions, participants shared insights on the diverse political environments across the country, helping to develop a collective understanding of the challenges we face. The conference reinforced our commitment to empowering members, sharpening our skills, and enhancing our capacity to defend the public services we deliver and protect workers' rights moving forward.

International Women's Day

On March 6, CUPE seized the valuable opportunity provided by the Building Strong Locals Conference to highlight the significance of International Women's Day. The union invited women and gender-diverse conference participants to participate in a special breakfast celebration, recognizing both the importance of this global day and the incredible contributions of women within CUPE and the labour movement. The work of women is essential to building strong communities, supporting our public services, and driving progress within our country. Their tireless work and leadership continue to shape

our organization and society for the better. This breakfast served as a reminder of the critical role women play in not only strengthening CUPE but also in fostering social and economic justice across the globe.

On March 8, I was honoured to join many others at the Ontario Institute for Studies in Education for the "Fighting for Our Lives; Building Our Resistance" rally, where CUPE's own Yolanda McClean delivered a powerful speech. It was an inspiring event that showcased the strength and resilience of those fighting for justice and equality in our communities.

69th Session of the United Nations Commission on the Status of Women

The 69th Session of the United Nations Commission on the Status of Women took place from March 10 to 21 in New York City, and as always, CUPE was present, joining the delegation of the Canadian Labour Congress. This year, our delegation was smaller than usual, consisting of Yolanda McClean and Kimalee Phillip. Within the labour movement, there was considerable discussion prior to the event about whether we should participate at all, given that the event was in the U.S. and in the wake of Donald Trump's election. However, the consensus was clear: now is not the time to retreat on gender issues, reproductive rights, and human rights. It remains critical for labour to continue to be a vocal and steadfast advocate on these issues. Additionally, the event at the United Nations is an essential platform for supporting international efforts and reinforcing the importance of multilateralism, especially in light of Trump's hostility towards international cooperation and human rights. Labour's presence at the UN underscores our commitment to these values, ensuring that global progress on gender equality and human rights is not undermined.

Saskatchewan Division Convention

From March 12 to 14, I attended the Saskatchewan Division Convention and had the privilege of addressing the delegates on March 13. During my speech, I presented the work of the national union and the budget approved by the NEB in December. CUPE is committed to building members' capacity in each region, and it's clear that our members in Saskatchewan have demonstrated that they are a force to be reckoned with. I want to extend my congratulations to Kent and the Executive Board for organizing such a successful event and congratulate the newly elected and re-elected members of the CUPE Saskatchewan Executive Board for their dedication to strengthening the union. It was an honour to be part of this gathering and to witness the continued growth and energy of our Saskatchewan members.

Saskatchewan Press Conference on National Child Care Agreement

At a press conference on March 13, just days after the federal government's announcement to extend investment in child care, I spoke out against Scott Moe's refusal to sign on to extend the \$10-a-day plan. I stressed that this decision not only denies Saskatchewan's people critical economic support but also overlooks a rare opportunity to improve wages and benefits for child care workers, further damaging the sector's growth and stability. Saskatchewan Premier Scott Moe, alongside Alberta's Danielle Smith, refused to extend the child care plan, despite its proven success across

the rest of Canada. Launched in 2021, this federally funded program has dramatically lowered child care costs for families, improved access to early learning, and boosted labour force participation, particularly for women. It has saved families up to \$16,200 per child annually and added billions to Canada's GDP. Saskatchewan's and Alberta's refusal to take part in the funding extension risks destabilizing the provinces' economies and leaving their citizens without the affordable child care and job opportunities that the program provides.

OSBCU Convention

From March 18 to 22, the Ontario School Board Council of Unions (OSBCU) held its convention in Ottawa, and I was pleased to spend a few hours with the participants and address the delegation on March 18. In recent years, essential and dedicated education workers have been on the front lines of numerous crucial labour battles, advocating for the rights and well-being of both workers and students. The OSBCU has been at the forefront of this important work in Ontario, standing strong in the fight for fair wages, improved working conditions, and the necessary resources for quality education. The OSBCU has highlighted the vital role that education workers play in not only maintaining the functionality of our schools but also ensuring that students receive the support they need to succeed. The commitment of their members, many of whom work in often difficult and underappreciated roles, is a testament to their dedication to the future of education in Ontario. I look forward to continuing to support their efforts as they navigate these ongoing labour struggles and push for meaningful change in our education system.

Alberta Division Convention

This year's division convention in Alberta took place from March 19 to 21, at a pivotal moment as CUPE's education sector members were ratifying the tentative agreements reached after more than two months on the picket lines and weeks of campaigning to secure the future of public education in the province. With 6,000 CUPE members on strike, Alberta will certainly remember the winter of 2025 for years to come. As these hard-fought strikes come to an end, I want to congratulate all the members, leaders, and staff for their tireless dedication and commitment throughout this challenging time. Your hard work has made this moment possible.

It was truly uplifting to spend the week with delegates who adopted resolutions and constitutional amendments that will ensure continued mobilization across the province and in all sectors. I would like to extend a special thank you to Rory Gill for his incredible work in preparing for this event and for all his work and dedication. Rory, it has been a pleasure working with you as you fought tirelessly for CUPE Alberta members. Congratulations to Raj Uppal on her election as CUPE Alberta's new president, as well as the entire division's executive board. I look forward to working together as CUPE Alberta continues to build a powerful, resilient labour movement in a province where a hostile government seeks to undermine the rights of workers.

End of the Longest Conflict in CUPE's History

On September 15, 2022, the 81 members of CUPE Local 2614 were locked out by their employer, the Port of Quebec. This marked the beginning of over two and a half years of picketing, demonstrations, calls for support, lobbying for anti-scab legislation, and immense hardship for these members. In December, the Federal Minister of Labour invoked Article 107 of the Canada Labour Code to mandate the CIRB to intervene and bring the lockout to an end.

For the members of CUPE 2614, this resulted in the negotiation of a back-to-work protocol, which was finalized on March 11. Over the next two months, our members will undergo training and progressively return to their jobs – which is great news! However, this does not grant them the collective agreement they had been fighting for, and many challenges remain. They may have to work alongside the scabs who took their jobs over the past 30 months and will need to go through conciliation and interest arbitration to finalize the terms of their collective agreement, all while we continue to challenge the government in court over the application of Article 107.

It will take a long time to put this conflict behind us, but today, I want to take a moment to recognize the courage and determination of the members of CUPE Local 2614 and wish them all the best as they finally return to their jobs.

Safer Union Spaces – New Office

Sarah Scanlon, Director of the Safer Union Spaces Office, has started to hire staff and build the Office's infrastructure. Sarah continues to assess organizational needs and make recommendations to us about systems CUPE needs to implement to move this work forward. In addition to hiring staff, it's critical that we establish a process and protocols for the means by which the Office is accessed and how that work is assigned. Sarah has already started to take on files before she has a fully staffed Office and we are conscious of wanting to make sure we have staff and processes in place before long. Sarah is working closely with HR, NSD, NPO and NSTO to build the work of the Safer Union Spaces Office. She will also make recommendations to us about the trial procedure, as well as moving the current ombudsperson program into the Office.

Finalizing the Collective Agreement with Unifor 2013

After being ratified by both parties at the end of last year, the collective agreement between CUPE and our representatives in the Quebec region will be signed shortly.

2025 Budget

In December, the NEB approved CUPE's 2025 budget, which projects a significant increase in our revenues and outlines new investments to strengthen our locals and our union as a whole, particularly in light of an uncertain political and economic landscape.

Key budget highlight includes the creation of 73 new positions, 43 of which are permanent. The budget also allocates 2 million dollars from the General Fund for political action, supporting our efforts before, during, and after the federal election, as well as support for local and provincial elections. The budget also earmarks 1 million dollars to enhance our bargaining power by strengthening existing bargaining councils and supporting the formation of new ones. Additionally, 1 million dollars will fund a new leadership development program aimed at nurturing emerging local leaders, while another 1 million dollars will be invested in expanding our Safer Union Spaces, driving cultural change and ensuring a safer environment for all members, staff, and leaders.

2025 Federal Election

Last year, the Board adopted a federal election strategy to outline our plan for the upcoming election and take every possible action to prevent the rise of a Poilievre majority government. However, with national and international events unfolding at a rapid pace since Trump's election – his tariffs, threats, and extreme right-wing agenda – alongside significant changes at home, like Trudeau's resignation and the coronation of Mark Carney as the new Liberal leader, our political and economic landscape has shifted dramatically. These developments have created complex political implications that are difficult to fully grasp in real time. In response, we've intensified our support for the Protecting Canada Campaign against Poilievre and the Conservatives and have hired a consultant to help us react swiftly and strategically in this rapidly changing environment. As the election has just been called, we are fully committed and prepared to take action as the process unfolds.

National Convention Planning

Preparation for the 2025 National Convention is progressing smoothly, with significant progress being made. Action items are being steadily completed, ensuring that key milestones are met on schedule. The Convention Office, in close collaboration with the Events Team, is working through the logistical details to ensure a seamless and well-organized event. While there is still much to coordinate, everything is moving forward as planned and will come together successfully.

The Advance Notice will be sent to locals and chartered organizations on April 10, providing them with essential planning information, followed by the Official Call on July 8.

UPCOMING CONFERENCES AND EVENTS

The CUPE Events Team remains actively engaged, facilitating multiple meetings, including national committees, branches, and the National Executive Board meetings, among others.

Additionally, the Events Team has confirmed locations and dates for major events through 2031, supporting long-term planning and continuity.

Currently, the team's primary focus is on preparations for the 2025 National Convention. Monthly planning meetings have been scheduled, and significant progress is already underway.

FINANCIAL STATEMENTS FOR THE QUARTER ENDED DECEMBER 31, 2024

GENERAL FUND

Statement of Financial Position

Assets: The total assets in the General Fund at December 31, 2024 were \$446.5 million compared to \$402.3 million at December 31, 2023. The bank balance at December 31, 2024 was \$18.7 million, an increase of \$3.8 million from the balance at December 31, 2023. The bank balance includes various internal cash reserves, which are set aside for retirement payouts, future benefits funding, property maintenance, National Convention, and the Regional Building Fund.

Liabilities: The total liabilities in the General Fund were \$363.3 million at December 31, 2024, up from \$333.4 million at December 31, 2023.

Employee Future Benefits Obligation: As at December 31, 2023, CUPE had recorded the full liability of \$269 million on the Balance Sheet and had met the goal of the Employee Future Benefit Roadmap, which was put in place in 2005. Since then, we have continued to book the expenses according to the budget in 2024. As at December 31, 2024, the liability recorded for employees' future benefits stands at \$299.1 million.

Fund Balance: The Fund Balance at December 31, 2024 is \$83.2 million, of which a total of \$3.7 million is restricted as follows: Convention and National Events Assistance Fund \$1.3 million and Regional Building Fund, \$2.4 million. Of the remaining Fund Balance, we have invested \$75.6 million in fixed assets, leaving an unrestricted balance of \$3.8 million.

Statement of Operations

The preliminary and unaudited operating surplus for the year is \$14.2 million.

Revenue: Total revenue was \$300.6 million compared to a budget of \$268.1 million. Per Capita Tax and Initiation Fees made up \$276.4 million of the total revenue and came in at \$12.6 million over budget. Interest and unrealized gains accounted for \$23.4 million of the total revenue.

Expenses: Total expenses were \$286.3 million, which came in at \$18.3 million over budget.

Salaries are over budget by \$947,000, current benefits are over budget by \$1.6 million, and future benefits are over budget by \$16.9 million, of which \$16.4 million is related to net investment gains in the period. Directors and Representatives' salaries are over

budget by 0.9% (\$666,000), Administrative and Technical Salaries are 1.8% (\$269,000) over budget, while Clerical are 1.9% (\$436,000) under budget. Vacation relief is over budget by 27.8% (\$447,000).

Operating Expenses:

Below are some of the more significant items on operating expenses at December 31, 2024:

1. Overall programs are \$2.9 million **under** budget.
2. Office Expenses are \$795,000 **under** budget.
3. Operational travel is \$926,000 **over** budget.

NATIONAL DEFENCE FUND

Statement of Financial Position

Assets: As at December 31, 2024, we have \$42.5 million in Total Assets compared to \$36.4 million at December 31, 2023. The cash balance at December 31, 2024 is \$6.5 million, an increase from \$5.3 million at December 31, 2023. In addition, we have investments totalling \$32.2 million on the books at December 31, 2024, which is an increase of \$6.4 million from December 31, 2023.

Liabilities: We have accounts payable and accrued liabilities of \$3.4 million at December 31, 2024 compared to \$2.2 million at December 31, 2023. There is also \$15.6 million in cost-shared campaigns' liabilities compared to \$13.1 million at the end of 2023. Finally, \$2.5 million is owed to the General Fund and \$1,150 to the National Strike Fund at the end of 2024.

Fund Balance: At December 31, 2024, the Fund Balance was \$20.9 million compared to \$21.1 million at December 31, 2023.

Statement of Operations

The preliminary deficit, before unrealized gains, for 2024 is \$724,779. Unrealized gains were \$507,548, bringing the deficit for the period to \$217,231.

Of note is that the National Executive Board has approved an overall budget deficit for the year of \$3,129,000. This is a measure taken to spend some of the surplus that has been building in the National Defence Fund over the past few years.

Revenue: Total revenue in the Fund at December 31, 2024 is \$17.8 million. Per capita tax allocated to the Fund at December 31, 2024, was \$16.7 million, and \$1.1 million in interest was earned on investments.

Expenses: Total expenses in the Fund were \$18.6 million as follows:

Cost-shared Campaigns: \$11.2 million in cost-shared campaigns have been approved by the National Executive Board. There was a recovery of \$3.6 million in unused funds from prior years' cost-shared campaigns that have been closed out during the year. Our net reported cost-shared campaign expense for the year is \$7.6 million.

Major Organizing Campaigns: Expenses at December 31, 2024 were \$5 million against an annual budget of \$5 million.

National Strategic Initiatives: Expenses at December 31, 2024 were \$1.9 million against an annual budget of \$2.7 million.

Regional Strategic Initiatives: Expenses at December 31, 2024 were \$3.1 million with a budget for the year of \$4.09 million.

Temporary Representative Positions: This is a new schedule for 2024 to account for one temporary representative position for each region that has been added to the 2024 budget. Actual spending at December 31, 2024 was \$881,000 against an annual budget of \$1.7 million.

NATIONAL STRIKE FUND

Statement of Financial Position

Assets: Total Assets in the National Strike Fund as of December 31, 2024, were \$136 million, up \$8.7 million from December 31, 2023. These assets consisted of \$7 million in cash, \$3.8 million in per capita receivable, \$406,000 in accounts receivable, \$498,000 of inter-fund receivables and \$124.1 million in investments.

Liabilities: we have accounts payable and accrued liabilities totalling \$2.9 million.

Fund Balance: At December 31, 2024, the Fund Balance was \$132.8 million, compared to \$124.6 million at December 31, 2023.

Statement of Operations

At December 31, 2024 the Fund had a surplus from operations of \$4.9 million and an unrealized gains of \$3.3 million bringing the net surplus to \$8.2 million.

Revenue: Total Revenue including realized investment income, was \$21.9 million.

Expenses: Total expenses at December 31, 2024 were \$17 million as follows:

Strike Related Expenses:	\$11,396,868
Strike Averting Expenses:	\$4,119,651
Legal and Arbitration Expenses:	\$609,021
Bargaining Rights Legal Challenges:	\$890,000

STRIKES AND LOCKOUTS FOR THE Q4 2024 FINANCIAL REPORTING PERIOD

CUPE members are standing up and demanding more and better all across the country. During the Q4 reporting period, the following locals were on strike, or locked out:

Local 2614 (QC) – Société des Arrimeurs du Québec (lockout)

Local 2815 (QC) – Vidéotron (lockout)

Local 375 (QC) – Association des employeurs maritimes (strike and lockout)

Local 2867 (QC) – Town of Rivière-Rouge

Local 2361 (ON) – Western University

Local 831 (ON) – City of Brampton

Local 905 (ON) – City of Richmond Hill

Local 2669 (SK) – Saskatoon Public Library

Local 3550 (AB) – Edmonton Public Schools

Local 2545 (AB) – Fort McMurray Public School Division

Local 2559 (AB) – Fort McMurray Roman Catholic Separate School Division

STRIKES, LOCKOUTS AND SETTLEMENTS FOR THE CURRENT QUARTER (Q1)

The level of strike activity in the first quarter of 2025 is unprecedented, bringing bold actions across the country and placing extraordinary demands on our strike fund. At the date of writing this report, the following locals had been on strike or locked out in the current quarter:

Local 2614 (QC) – Société des Arrimeurs de Québec, 81 members locked out since September 15, 2022.

Local 1638 (QC) – Quebec City, 700 outside workers on strike from February 20 to 27, 2025.

Local 4545 (QC) – City of Laval, 850 outside workers on a 6-day strike from March 6 to 12, 2025.

Local 2867 (QC) – Town of Rivière-Rouge, 45 inside and outside workers on a 3-day strike from March 17 to 19, 2025.

Local 1656 (ON) – City of Waterloo, 250 workers on strike since March 3, 2025.

Local 2545 (AB) – Fort McMurray Public School Division, 400 members on strike from November 13 to 14, on rotating strikes from November 18 to January 6, and on a full strike from January 7, to March 18, 2025.

Local 2559 (AB) – Fort McMurray Roman Catholic Separate School Division, 350 members on strike from November 13 to 14, on rotating strikes from November 18 to January 6, and on a full strike from January 7 to March 18, 2025.

Local 3550 (AB) – Edmonton Public Schools, 2,000 members on strike from January 13 to March 19, 2025.

Local 4625 (AB) – Sturgeon School Division, 200 members on strike from January 13 to March 28, 2025.

Local 40 (AB) – Calgary Public School Division, 780 members on strike from February 21 to March 20, 2025.

Local 520 (AB) – Calgary Catholic School Division, 350 members on strike from February 24 to March 21, 2025.

Local 5040 (AB) – Foothills School Division, 250 members on strike from February 24 to March 21, 2025.

Local 3484 (AB) – Black Gold School Division, 480 members on strike from February 24 to March 19, 2025.

Local 5543 (AB) – Parkland School Division, 400 members on strike from February 25 to March 19, 2025.

PER CAPITA ARREARS

For the quarter ended December 2024, the total arrears were \$14,618,756, an increase of \$773,683 or 5.59% from the previous quarter, which ended September 2024. Total arrears have increased by 52.72% as compared to December 2023. Overall arrears per member are \$19.72, an increase from \$13.33 at December 2023. Arrears per member are calculated based on the December 31, 2023, twelve-month average membership of 741,254.

INFORMATION TECHNOLOGY (IT) REPORT

Member Relationship Management System (MRMS) Enhancements

The IT development team has been busy working with the Events Team to support the Young Workers and Building Strong Locals conferences that are being held in early March. On March 1st, the development team released several key MRM features. The Employer section has been revamped, and we have also included the list of Officers, which allows locals to update their executive board information. Additionally, the IT team continues working on the implementation of a new electronic strike forms system that we still hope to pilot in 2025. The IT team has also started working on tasks required for the 2025 National Convention.

The JustPay application was successfully deployed on December 10, 2024. Since going live, we have continued supporting the team and refining JustPay to ensure a smooth integration into the workflow.

In the upcoming weeks, IT will be deploying the Job Application Portal, a new system designed to standardize the job application process for external applicants across both national and regional offices. This project has been a collaborative effort between HR, O&RS, and the Communications Branch to ensure a seamless and efficient hiring experience. The tentative production launch is set for mid-March 2025.

Our Business Analysts are actively engaged in gathering requirements for three key improvements to our MRM system. Among these enhancements, a significant update to the Events Management (Conference/Convention) module is a primary focus. Additionally, requirements gathering for the national committees have officially commenced, and our team is also working on the Mobility Device Management project, an internal IT initiative aimed at improving the management of cell phones for CUPE staff across the country.

Accounting and Per Capita Tax System Replacement

The transition to the new Local Remittance System (LRS) and the updated accounting system is progressing as planned. A portion of the LRS functionality overlaps with the accounting system, and the new implementation will enhance automation and integration between the two.

Although the project timeline has been extended beyond initial estimates, significant progress has been made. Currently, testing is underway, ensuring system functionality meets operational requirements. The next phase, end-user training, is scheduled to begin in March 2025. Full implementation for both systems remains on track for completion in the second quarter of 2025.

Avanti

The feature enabling access to and acknowledgment of CUPE policies via the Avanti Employee Self-Service (ESS) portal is now with the HR team to continue with the updates. An additional feature allowing the HR team to upload completed employee training records is currently under review.

The Pension team has identified several system updates required for the Pension Module to improve daily operations, and discussions regarding the limitations of the Time and Attendance module in French are ongoing, with implementation targeted to begin in the second quarter of 2025.

Information Management (IM) Solution – CUPEDocs

The regional CUPEDocs pilot in the Maritimes is well underway. A total of 22 new CUPEDocs Teams are being deployed, along with a centralized SharePoint site to store all the region's records. The pilot region is expected to conclude in March. Planning for the next region, Saskatchewan, will begin in early April.

Network Refresh

CUPE IT is nearing the completion of its nationwide project to upgrade network hardware at all CUPE office locations across Canada. This upgrade includes the installation of new firewalls, switches, and access points.

PROPERTIES AND LEASEHOLDS

The first quarter has been extremely busy for the Properties team as we continue to manage and operate our 68 facilities across the country. Our goal continues to provide comfortable, effective, modern and inclusive spaces to support CUPE's operation. To do so, we aim to maximize our owned assets' performance by providing optimal systems preventive maintenance, performing adequate life-cycle capital investments, and upholding asset values and their projected useful life. We work to ensure that our leased facilities meet our requirements and that they receive the proper services from our landlords. As leases come to terms, we evaluate local markets, work with regional directors to understand present and future local requirements and try to improve the quality of our spaces when possible.

During the first quarter of 2025, we are actively analyzing and pursuing opportunities in Corner Brook, Hamilton, London, Peel, Peterborough, North Bay, Sault-Ste-Marie, Thunder Bay, Prince George and Terrace. We also started preliminary requirement investigations for the possible complete renovations of the Quebec Regional Office and have started the design process for new offices in Sydney, and additional spaces in St John's. We are investigating real estate markets in Moncton and Saskatoon, where we own properties that no longer meet our needs and requirements. We are looking at various options available to us in these markets.

As for ongoing construction projects, we are actively working on our leasehold improvements in Edmonton, Regina and Kitchener. Our Properties team have successfully negotiated a lease renewal in Windsor and completed a leasehold improvement project in New Glasgow.

All conditions were lifted on the Agreement of Purchase and Sale in place for our existing Regina property, and the transaction is set to close in March. We will continue to occupy the property while our leasehold improvements are being made to the new space.

PENSION ADMINISTRATION

Effective January 1, 2025, Trent Snickers became the Chair of the JBT and I became the Vice-Chair.

The Joint Board of Trustees will have its first scheduled meeting of the year on April 16. The Trustees will discuss, amongst other things, the preliminary valuation results at January 1, 2025.

Following the filing of the Actuarial Valuation on September 11, 2024, the employer contribution rate was confirmed at 13.20% of pensionable earnings. In 2025, the employer contribution rate will remain the same at 13.20% of pensionable earnings.

Preparations are underway for the 2024 Pension Fund Audit.

Retirements

Judith J. Lanthier, Union Education Branch, February 1, 2025
Mary Ellen Wood, Saskatchewan Regional Office, April 1, 2025
Stella Yeadon, Ontario Regional Office, May 1, 2025
Collette Calvelli, Ontario Regional Office, May 1, 2025
Karen D. Wilson, British Columbia Regional Office, May 1, 2025
Stephane Lachance, Quebec Regional Office, June 1, 2025
Vanda R. Black, British Columbia Regional Office, July 1, 2025
Carl Dubé, Quebec Regional Office, July 1, 2025
Barbara Frey, Ontario Regional Office, July 1, 2025
Debbie Rebeiro, Human Rights Branch, August 1, 2025.

Alison Davidson's Retirement

I would like to recognize the retirement of Alison Davidson, CUPE's Managing Director of Human Resources. Alison has been a personal mentor to me over the past 20 years, and I can honestly say I wouldn't be where I am today without her friendship, guidance, and unwavering support. She has made a profound difference in my life and in the lives of so many CUPE members. Her exceptional work as Managing Director is just a small part of the immense impact she has had on CUPE, our staff, and our members over the years. Alison's dedication, expertise, and kindness have shaped our organization in ways that will resonate long after her retirement. I want to thank her for giving so much of herself to CUPE over the last 30 years, and I want to thank her partner Mitch and especially her children Seth and Sadie for sharing their mom with us for their entire lives. Thank you, Alison. You are truly a class act, and your presence, dedication and leadership will be deeply missed. Thank you, for everything! I wish you nothing but health and happiness as you embark on this journey of retirement.

CONCLUSION

The year 2025 is shaping up to be an incredibly busy and turbulent time for progressive organizations, with key events such as Trump's ongoing influence, trade tariffs, and the upcoming federal elections all poised to dominate the political landscape. For those of us who care deeply about public services and the workers who deliver them, the stakes have never been higher. The decisions made in the coming months will have lasting impacts on our communities, and now, more than ever, it is essential that we remain vigilant and proactive.

CUPE will be at the forefront of these critical battles. We won't sit idly by while the forces that threaten our Canadian model of public services and social justice continue to push their agendas. We've already made our voices heard across the country, and as the stakes grow higher, our message will only become clearer and louder. Those who seek to undermine the values that define Canada should expect a resolute, unwavering response in the weeks and months ahead. CUPE is ready to lead the charge and ensure that workers and communities are never left behind.

Respectfully submitted by,



CANDACE RENNICK
National Secretary-Treasurer

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