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**NATIONAL SECRETARY-TREASURER'S REPORT  
TO THE  
NATIONAL EXECUTIVE BOARD**

Ottawa, Ontario  
June 17-19, 2025

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Dear Sisters, Brothers, and Friends:

As we move further into the year, the political landscape remains volatile and unpredictable, marked by constant changes and shifting dynamics. The daily unpredictability of leadership at the highest levels – especially south of our border – continues to create uncertainty, raising many questions about the future of public policy and labour rights. In such a turbulent climate, the stakes are high: decisions made at the top have direct consequences on workers' lives, public services, and the broader social safety net. The challenge lies not only in responding to these shifts but also in shaping a vision for a more just and equitable future.

Despite this instability, CUPE members across the country are rising to the challenge, demonstrating the power of collective action in demanding fairness, stronger public services, and meaningful investment in the people who sustain them. This moment calls for resilience and solidarity as we navigate an evolving and often fragile political environment. Around the country, workers are stepping forward with renewed energy and determination, recognizing that real change is only possible through unity and persistent advocacy.

The recent federal election brought significant changes, including the defeat of Pierre Poilievre and the Conservatives, offering new opportunities for progressive action but also presenting setbacks with the loss of key allies in Parliament. Despite the Conservatives failing to form a government, popular support for the Conservatives has risen to its highest level since their merger with the Reform Party. Poilievre sees this defeat not as a victory denied, but as a victory delayed until the next election. We must remain vigilant, as the right's grip on Canada has tightened. The path ahead, therefore, remains less certain, underscoring the vital importance of grassroots organizing, sustained pressure, and political advocacy from the ground up. In these conditions, every voice counts, and every effort to build broad coalitions strengthens our collective impact.

**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 this complex and shifting context, CUPE remains steadfast in its commitment to support members – whether on the picket lines, at the bargaining table, or in political arenas. The challenges ahead are formidable, but recent successes remind us that we are ready to meet them with determination and unity. Together, we will continue to fight for the rights and dignity of all workers and for public services that serve everyone fairly.

### **Canadian Council Meeting**

On April 2 and 3, I was happy to attend the Canadian Council of the CLC with Mark, Gina McKay and Debra Merrier. Under the leadership of Bea Bruske, the CLC is doing critical work around the tariff and trade crisis with the United States. During these two days, we had productive discussions on this topic. Labour must play a vital role in a reimagining of the Canadian economy, which we are absolutely obliged to undertake in the wake of threats from Donald Trump. In the case of CUPE, we will be working hard to make sure that the public services we deliver, and that Canadians rely on, are protected and enhanced at this pivotal moment.

### **Ontario Municipal Workers Conference**

On April 8, I was proud to take part in the Ontario Municipal Workers Conference in Richmond Hill. The discussions were both timely and urgent. With potential revenue shortfalls looming across all levels of government, driven by global economic uncertainty, rising tariffs, and the growing risk of a recession, our public services face serious threats at precisely the moment communities rely on them most.

Municipal workers in Ontario are on the frontlines of these challenges. They maintain essential services, support vulnerable populations, and keep our towns and cities running smoothly, even under immense pressure. Their voices, experience, and advocacy have never been more vital.

It was truly a privilege to spend time with such dedicated individuals, sharing insights and strengthening our collective commitment to protecting public services and the workers who deliver them.

### **Division Conventions**

#### **New Brunswick**

On April 10 and 11, I had the pleasure of joining our members and leaders in Fredericton for the CUPE New Brunswick Convention. It was a moment of transition and celebration. Steve Drost, who recently stepped down as President to enjoy a well-deserved retirement, passed the torch with grace. In his place, Sharon Teare stepped up to chair the convention and did an outstanding job leading the debates and discussions.

This year, our members in New Brunswick had much to celebrate: a new government was in place, and new collective agreements had been secured for many of our public sector locals. It was truly special to be there with them, marking the incredible accomplishments of the past year.

I want to thank Sharon for her excellent leadership during the convention, offer my heartfelt congratulations to Iris Lloyd on her election as CUPE New Brunswick President, and extend my very best wishes to my friend Steve Drost for a long, happy, and fulfilling retirement. I look forward to working closely with Iris in the months and years ahead.

### Quebec

On April 29, I had the pleasure of joining the delegates of the CUPE Quebec Convention on the first day of their gathering. Quebec is the only CUPE division that holds its convention every two years instead of annually, which made this moment even more meaningful. As I continue working hard to improve my French, I'm deeply grateful for the generosity and patience of our members as I do my best to communicate more effectively with them. Instead of our usual breakfast event, Mark and I hosted a lunch this time – it was very well attended and gave us a great opportunity to connect with delegates and discuss the results of the federal elections, which had taken place just the day before.

I want to sincerely thank Patrick Gloutney for his leadership and congratulate him on his re-election as Division President. My congratulations as well to Fanny Demontigny on her election as the new Secretary General. I also want to express my heartfelt thanks to Richard Delisle, who stepped into the role of Secretary General in January when his leadership was most needed. Richard, thank you for your support and positive energy – you will be greatly missed.

### British Columbia

I was thrilled to be in Vancouver for the British Columbia Division Convention from April 30 to May 2. Congratulations to President Karen Ranalletta and Secretary-Treasurer Tony Rebelo on their re-elections, and to the entire CUPE BC executive for a fantastic convention. Members in BC are so engaged, and it really shows in the robust, informed debates on their convention floor. Once again, Premier David Eby addressed delegates. His obvious respect for CUPE BC is a testament to both the critical services provided by CUPE members in the province, but also to the level of political engagement of the BC Division – they are extremely engaged and high-profile in their political and community work.

### Newfoundland and Labrador

It was great to see members of CUPE Newfoundland in Grand Falls-Windsor for their annual convention from May 5 to 7. We heard from the provincial leader of the NDP, Jim Dinn, and Jessica McCormick, President of the Newfoundland and Labrador Federation of Labour, who is always an engaging and inspirational leader and advocate for Newfoundland on the national stage. Congratulations to Sherry Hillier and her executive on their elections and for a great convention, and for the warm hospitality of CUPE NL.

### Manitoba

On May 13 and 14, I had the honour of joining CUPE Manitoba and 170 delegates in Brandon for this year's convention, held at the Keystone Centre – proudly supported by our members from Local 69. The event began with a traditional welcome from Elder Kevin Tacan and featured many memorable moments. A powerful panel on the Red Dress Campaign and Missing and Murdered Indigenous Women, Girls, and Two-Spirit people (MMIWG2S+) was particularly moving. Delegates also engaged in thoughtful discussions, approving several important constitutional amendments and resolutions.

A “Bargaining to Win” panel, led by several local presidents, provided valuable insights into successful bargaining strategies. Congratulations to Gina McKay and Mylene Holmes for their outstanding work in organizing such a successful convention and for their re-election as President and Secretary-Treasurer, respectively.

### Prince Edward Island

On May 22 and 23, I had the pleasure of joining our small but mighty group of members in Charlottetown, Prince Edward Island, where I had the honour of addressing their convention. One particularly moving moment was the presence of Doreen Wall's daughter in the audience. Doreen, CUPE PEI's first president, was a formidable leader, and her recent passing made the heartfelt tribute to her life and advocacy all the more poignant.

Throughout the convention, delegates engaged in thoughtful debate on various resolutions and constitutional amendments, including one focused on revising the dues structure to support the division's financial sustainability. We also took to the streets together in a spirited rally for public services.

My sincere thanks to Ashley Clark for the warm invitation to this small but incredibly energizing convention. Congratulations to her and her board on their election and re-election – well deserved.

### Nova Scotia

Nova Scotia's convention in Membertou from May 25 to 28 was bittersweet, as delegates celebrated the leadership of President Nan McFadgen on the eve of her retirement. As many remarked during this convention, CUPE Nova Scotia is left so much stronger for the hard work and strong leadership of Nan, and we will all miss her. Congratulations to Alan Linkletter, who was elected as the new President; I look forward to working with him. Delegates held a rally in Sydney in support of four CUPE home care locals, who have been without a collective agreement for a staggering four years, despite Premier Houston's promises to fix a broken system. Mark and I were happy to speak at this rally and to stand behind these workers, who are the backbone of seniors' care in the province.

## Ontario

Closing out convention season, I was happy to attend my home province's convention on May 28, and to address delegates on that day. I congratulate President Fred Hahn and Secretary-Treasurer Yolanda McLean on a great convention, with huge engagement from locals across the province. Mark and I hosted a well-attended lunch with activist delegates, who brought great comments about the work we need to do to campaign in the post-federal election period. It was also my privilege to pay tribute to our retiring Managing Director of Human Resources, Alison Davidson, in her home province during her last week of work for CUPE.

### **National Officers' Breakfast/Lunch**

As is tradition at every division convention, Mark and I take the opportunity to connect with delegates by inviting them to the National Officers' Breakfast – or in some cases a lunch – an event we host that fosters meaningful discussion and allows us to hear valuable regional perspectives on key issues. This year, we made CUPE's work post-federal election a central focus of those conversations. In the lead-up to election day, we emphasized the importance of doing everything in our power to defeat Pierre Poilievre and to mobilize around a vision that puts workers first. After the vote, the focus shifted to CUPE's role in ensuring that the newly re-elected Liberal government follows through on its commitments and takes real action to protect and strengthen the Canadian model. With the delegates, we explored the kinds of messages that resonate most with members, and what local leaders were hearing from them during the campaign. These conversations are always insightful and grounding, and we are grateful to all who took part.

### **Federal Election**

On April 28, along with hundreds of thousands of Canadians, I went to the polls and cast my ballot in one of the most consequential federal elections of my lifetime. Now that it's over, I feel that while we avoided the worst, we still suffered tremendous losses along the way. We lost many great NDP MPs, and we are now left with a much smaller group of allies in the House of Commons. CUPE made some very bold moves in preparation for and during this election. In 2024 and 2025, we committed to a much larger budget for elections than in previous years, ensuring we had the necessary resources to take action and train dozens of members to work in campaigns.

For this election, we had a team of political action representatives across the country working actively to mobilize members and communities in support of a pro-worker agenda for Canada. We ran several ads, hosted a telephone town hall that reached several hundred members, and made election-focused resources available on our CUPEvotes.ca website. Much was learned during this campaign, and we have no intention of stepping back from our efforts in the political arena. We will therefore be ready for better and bolder actions when the time comes again, which could be sooner than we think. I want to take a moment to congratulate the members, leaders, and staff who stepped up as candidates – their courage and commitment to workers and communities across this country are truly inspiring.

## **Visiting the Picket Line of CUPE Local 2073**

I was proud to stand on the picket line with the members of CUPE Local 2073 of the Canadian Hearing Society (CHS) on May 9 in Toronto, alongside Mark and CUPE Ontario Officers Fred Hahn and Yolanda McClean. Our members at CHS provide vital support to thousands of Deaf and hard-of-hearing people across Ontario – work that deserves both respect and fair compensation.

At the time, the employer was refusing to negotiate or even extend the terms of the previous contract. While executives received significant pay increases, the workforce had been reduced from over 500 to just 206, and members' wages had fallen 16% behind inflation.

The determination and solidarity shown by CUPE Local 2073 sent a powerful message: workers will not stand by while their work is undervalued and their voices ignored.

## **Canadian Caribbean Leaders Dialogue**

CUPE proudly supported and sponsored the Canadian Caribbean Leaders Dialogue conference held in Toronto and the Caribbean in May. This leadership program brought together 100 emerging leaders from Canada and the Caribbean for a three-day opening plenary in Toronto, followed by study tours to countries including the Bahamas, Barbados, Bermuda, Dominica, Grenada, Guyana, and Jamaica. The Dialogue focused on six key themes: diversity and inclusion, sustainability and innovation, ethics, impact, collaboration, and advocacy, under the banner "*Impact-Driven Leadership: Creating Positive Change in Our Communities.*"

CUPE was honored to sponsor Emily Hitchings, chair of our national Young Workers Committee; Alyssa McGee, chair of the Ontario Young Workers Committee; and Brandon Hayes, President of the Toronto Public Library Workers Union, CUPE Local 4948. We also supported PSI affiliate Shamir Brown from Jamaica. It is vital that working-class labour voices continue to be included in these events.

On May 24 in Toronto, alongside CUPE's former National President Paul Moist and CLC Secretary-Treasurer Lily Chang, I participated in the CUPE-sponsored reception to send off participants of the Leaders Dialogue. The event provided a valuable opportunity to connect with emerging leaders from across Canada and the Caribbean ahead of the Dialogue's official launch. At the end of May, I also joined the conference's closing plenary to hear reports on each group's journey.

## **Prairies Wildfires**

What has sadly become an annual occurrence is once again unfolding: at the time of writing this report, wildfires are ravaging communities in Manitoba and Saskatchewan, fueled by an extremely dry spring season. The fires are primarily concentrated in the northern regions of both provinces and are having a particularly devastating impact on Indigenous communities, many of whom are now being forced to evacuate their homes.

CUPE stands firmly in solidarity with all workers who help build and sustain our communities across the country. We are equally committed to meaningful action in support of truth and reconciliation with Indigenous peoples. In keeping with this commitment, a call was issued to all chartered organizations on June 3 to contribute to CUPE's Natural Disaster Relief Fund.

As donations begin to come in, a motion will be brought before this meeting of the National Executive Board to approve a \$50,000 contribution to the Saskatchewan wildfires appeal of the Canadian Red Cross, \$35,000 to the Manitoba wildfires appeal of the Canadian Red Cross, \$5,000 to the Southern Chiefs' Organization, \$5,000 to the Assembly of Manitoba Chiefs, and \$5,000 to the Manitoba Métis Federation.

### **Safer Union Spaces Office**

Sarah Scanlon, Director of the Safer Union Spaces Office, continues to develop the Office's infrastructure in response to policy changes and an increasing caseload. Sarah is in the process of hiring four new staff to support this work. Sarah has outlined a holistic approach for CUPE to address harm and complex conflict involving members, elected officials, and staff. Some strategies are being piloted in current cases, while others are being proposed as constitutional and policy changes.

At several regional conventions, Sarah has presented the Office's work to support culture change and build relationships with local leadership. The Events Ombuds Program is now under the Office's leadership, with training support from Union Education. Pilots at regional events have tested new case management strategies, and feedback will shape the program moving forward.

Sarah is co-developing a restorative justice training program for CUPE staff to support a restorative approach in harm cases. The Office continues to refine its role in referrals and case leadership, while working closely with HR, NSD, O&RS, NPO, and NSTO.

### **Finalizing the Collective Agreement with Unifor 2013**

Following ratification by both parties at the end of last year, the collective agreement between CUPE and our representatives in the Quebec region has now been officially signed. This four-year agreement will remain in effect until December 31, 2027.

### **External Audit**

Deloitte has completed CUPE's external audit. The audited financial statements of all three funds will be presented for adoption at this meeting of the board and made available on CUPE's website shortly thereafter.

In summary, the year ended with a surplus of just over \$20 million in the General Fund, primarily due to higher-than-expected revenue, strong investment returns, and a reduction in our Employee Future Benefits (EFB) liability following the actuarial assessment. Since achieving the goals set out in the EFB road map, we have updated our approach to calculating the EFB liability. The new process, implemented this year, is expected to minimize significant year-end fluctuations going forward. In addition, the

Defence Fund posted a small deficit of just over \$330,000, reflecting a planned drawdown of surplus funds to support additional campaigns and staffing. The Strike Fund closed the year with a surplus of just over \$8 million.

## **National Trustees**

CUPE's National Trustees completed their review of our books during the week of June 2. Their report will be presented at this meeting of the board. I want to thank Talitha Dekker, Bob Guenther, David Tremblay, Christian Trudeau, and Donna Van Kroonenburg for their thorough and essential work on behalf of our union. They have demonstrated strong and solid oversight of our union's finances.

## **National Convention Planning**

Preparations are well underway for CUPE's 32<sup>nd</sup> Biennial National Convention, taking place from October 6 to 10, 2025, at the Metro Toronto Convention Centre. The Advance Notice was posted on cupe.ca and emailed to all chartered organizations on April 10. The Official Call and credential forms will be sent and available online starting July 8.

Our Events Team and Convention Office staff are working diligently to ensure another successful and inspiring convention. Requests for access to the National Convention and Events Assistance Fund have been coming in and will be addressed at this meeting of the NEB.

## **CONFERENCES AND EVENTS**

In the second quarter, the CUPE Events Team has been hard at work providing support for a wide range of meetings. Our team coordinated logistics for several national committee meetings and assisted in organizing events for the Legal, Human Rights, Union Education, and Job Evaluation branches. Additionally, the team played a key role in planning and supporting several major events, including the Federation of Canadian Municipalities (FCM) Trade Show, Pension Trustee Training, DVP gatherings, the Union Education Leadership Meeting, and the Canada Caribbean Leaders Dialogue reception, among many others.

## **FINANCIAL STATEMENTS FOR THE QUARTER ENDED MARCH 31, 2025**

### **GENERAL FUND**

#### ***Statement of Financial Position***

**Assets:** The total assets in the General Fund at March 31, 2025 were \$451.9 million compared to \$448.6 million at December 31, 2024. The bank balance at March 31, 2025 was \$12.2 million, down \$6.6 million from the balance at December 31, 2024. The bank balance includes various internal cash reserves, which are set aside for retirement payouts, future benefits funding, property maintenance, 2025 National Convention, and the Regional Building Fund.



**Liabilities:** The total liabilities in the General Fund were \$360.8 million at March 31, 2025, up from \$358.7 million at December 31, 2024.

**Employee Future Benefits Obligation:** Under the method where we value the liability using the expected rate of investment earnings, the true liability as calculated by our actuary at December 31, 2024 stood at \$293.2 million. That liability was increased to \$294.8 million at March 31, 2025 progressing towards Eckler's estimated value of our liability at the end of 2025. This amount is fully recorded under Long-Term Liabilities on our balance sheet.

**Fund Balance:** The Fund Balance at March 31, 2025 is \$91.2 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 also have invested \$88.1 million in fixed assets, leaving a negative unrestricted balance of \$619,000.

### ***Statement of Operations***

The operating surplus at the close of the first quarter was \$1.3 million.

**Revenue:** Total revenue was \$72 million compared to the budget of \$70 million. Per Capita Tax and Initiation Fees made up \$71.2 million of the total revenue and came in at \$1.5 million over budget.

**Expenses:** Total expenses were \$70.7 million, which came in at \$1.8 million under budget.

Salaries are under budget by \$1.4 million, while current benefits are over budget by \$526,000. Directors' and Representatives' salaries are under budget by 3.4%, or \$698,000, while Administrative and Technical salaries are 7.7% or \$326,000 under budget. Clerical salaries are under budget by 3.6% or \$209,000. Vacation Relief is under budget by 32.8% or \$179,000.

These variances are in part due to the delay in getting approved budgeted positions filled.

### ***Operating Expenses:***

Below are some of the more significant items on operating expenses at March 31, 2025:

1. Overall programs for the national departments are \$762,000 **under** budget for the first quarter largely due to the timing of expenditures incurred.
2. Anti-privatization expenses are \$739,000 **under** budget, again, due to the timing of expenditures incurred and or invoices coming in from the regions.

3. Consolidate Bargaining Strength expenditures are \$250,000 **under** budget. We are in the process of developing a protocol for these resources, as this is a new budget line.
4. Election Spending is **over** budget by \$508,000 due to the recent Federal Election and CUPE's contribution to the election work of the CLC.
5. National Conferences are \$1.3 million **over** budget. However, this budget line is reflective of all expenses and one quarter of the budget. At the year end, this line will show a deficit of approximately \$330,000.

## **NATIONAL DEFENCE FUND**

### ***Statement of Financial Position***

**Assets:** As at March 31, 2025, we have \$40 million in Total Assets compared to \$42.7 million at December 31, 2024. The cash balance at March 31, 2025 is \$4.4 million, down \$2 million from December 31, 2024. In addition, we have investments totalling \$32.8 million on the books at March 31, 2025, up \$507,000 from December 31, 2024.

**Liabilities:** We have accounts payable and accrued liabilities of \$2 million at March 31, 2025 compared to \$4 million at December 31, 2024. There is also \$15.4 million in cost-shared campaign liabilities, which have increased by \$47,000 from December 31, 2024. Finally, \$505,000 is owed to the General Fund at the end of the quarter.

**Fund Balance:** At March 31, 2025, the Fund Balance is \$22.1 million, compared to \$20.8 million at December 31, 2024.

### ***Statement of Operations***

You will remember that the National Executive Board has approved an overall budget deficit for the year of \$6,204,000. This is a measure taken to spend some of the surplus that has been building in the National Defence Fund over the past number of years.

The Statement of Operations shows a surplus of \$1.3 million, which includes \$185,000 of unrealized gains.

**Revenue:** Total revenue in the Fund for the first quarter of 2025 is \$4.5 million. Per capita tax allocated to the Fund to March 31, 2025, was \$4.2 million, and \$341,000 in interest was earned on investments.

**Expenses:** Total expenses in the Fund were \$3.4 million as follows:

Cost-shared Campaigns: \$1,173,134 in cost-shared campaigns have been approved by the National Executive Board with an annual budget of \$7.9 million. There was a recovery of \$649,000 in unused funds from prior years' cost-shared campaigns that have been closed out during the quarter.

Major Organizing Campaigns: Expenses for this quarter were \$557,784 against an annual budget of \$4.0 million.

National Strategic Initiatives: Expenses at March 31, 2025 were \$831,480 against an annual budget of \$2.7 million.

Regional Strategic Initiatives: Expenses for this quarter were \$171,025, with a budget for the year of \$4.3 million.

Temporary Representative Positions: Actual spending in the first quarter was \$687,290 against an annual budget of \$4.6 million.

## **NATIONAL STRIKE FUND**

### ***Statement of Financial Position***

**Assets:** Total assets in the National Strike Fund at March 31, 2025 are \$121.8 million, compared to \$135.9 million at December 31, 2024. These assets consist of \$4.2 million in cash, \$2.7 million in per capita receivable, \$266,000 in accounts receivable, and \$114.5 million in investments. Finally, \$11,000 is owed from the General Fund at the end of the quarter.

**Liabilities:** We have accounts payable and accrued liabilities totalling \$3.6 million compared to \$3.2 million at December 31, 2024.

**Fund Balance:** At March 31, 2025, the Fund Balance was \$118.1 million, compared to \$132.6 million at December 31, 2024.

### ***Statement of Operations***

The Fund has an operating deficit of \$14.5 million after unrealized gains of \$248,000 for the first quarter of 2025.

**Revenue:** The total revenue in the Fund was \$6.3 million. The Per Capita Tax allocated to the National Strike Fund is \$4.2 million. Investment income was \$2.1 million.

**Expenses:** Total expenses at March 31, 2025 were \$21 million as follows:

Strike Related Expenses:	\$18,649,193
Strike Averting Expenses:	\$1,988,657
Legal and Arbitration Expenses:	\$154,612
Bargaining Rights Legal Challenges:	\$225,000

## **STRIKES AND LOCKOUTS FOR THE Q1 2025 FINANCIAL REPORTING PERIOD**

CUPE members are standing up and demanding more and better all across the country. During the Q1 reporting period, the following locals were on strike, or locked out:

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

Local 1638 (QC) – Quebec City

Local 4545 (QC) – City of Laval

Local 2867 (QC) – Town of Rivière-Rouge

Local 1656 (ON) – City of Waterloo

Local 2545 (AB) – Fort McMurray Public School Division

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

Local 3550 (AB) – Edmonton Public Schools

Local 4625 (AB) – Sturgeon School Division

Local 40 (AB) – Calgary Public School Division

Local 520 (AB) – Calgary Catholic School Division

Local 5040 (AB) – Foothills School Division

Local 3484 (AB) – Black Gold School Division

Local 5543 (AB) – Parkland School Division.

## **STRIKES, LOCKOUTS AND SETTLEMENTS FOR THE CURRENT QUARTER (Q2)**

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 from September 15, 2022, to May 15, 2025.

Local 2073 (ON) – Canadian Hearing Society, 206 members on strike since April 28, 2025.

Local 1750 (ON) – Workplace Safety and Insurance Board, 3,600 members on strike since May 22, 2025.

Local 5525 (ON) – Villa Colombo Homes for the Aged, 24 members on strike since May 28, 2025.

## **PER CAPITA ARREARS**

For the quarter ended March 2025, the total arrears were \$8,471,743, which was a decrease of \$6,147,013 or 42.05% from the previous quarter ended December 2024. Total arrears have increased by 4.31% as compared to March 2024. Overall arrears per member are \$11.03, an increase from \$10.96 at March 2024. Arrears per member are calculated based on the December 31, 2024, twelve-month average membership of 768,184.

## **INFORMATION TECHNOLOGY (IT) REPORT**

Planning and coordination of the upcoming national convention are also underway with monthly Ad-Hoc meetings, smaller committee group meetings and providing demonstrations of the convention module to newly appointed staff.

### ***Member Relationship Management System (MRMS) Enhancements***

The IT development team is currently working on implementing several new features in MRMS for Education, including new reports to support the new leadership initiative. New features will be introduced to support self-identification requirements and help determine eligibility for the diversity vice-presidents' elections at the convention, and the IT development team is also integrating national committees' assignments for staff and members into our MRM-Local Union Information (LUI).

### ***JustPay V3***

The JustPay application, currently used by Ontario and Quebec Job Evaluation Representatives (JE Reps), continues to receive minor updates following its launch. We plan to retire JustPayV2 by the end of June 2025. In early April, IT provided a demo at the National JE Reps Meeting, with the goal of expanding the application's use across Canada to include administrative assistants as well.

### ***Job Application Portal***

In the coming weeks, IT will deploy the Job Application Portal, a new system designed to standardize the job application process for external applicants across national and regional offices. This project is a collaborative effort between HR, O&RS, and the Communications Branch to ensure a seamless and efficient hiring experience. The portal officially launched in May 2025.

## ***Accounting and Per Capita Tax System Replacement***

The transition to the new accounting system is now complete, and the new system is now live with active integration with the Moniroo expense system. The transition to the new Local Remittance System (LRS) is progressing slowly, and the revised go-live date is under discussion due to the upcoming CUPE Convention.

## ***Avanti***

The feature enabling access to and acknowledgment of CUPE policies through the Avanti Employee Self-Service (ESS) portal is now live, with two policies rolled out so far. Meanwhile, an additional feature allowing the HR team to upload completed employee training records is currently under development.

Discussions about the limitations of the Time and Attendance module in French are ongoing, with implementation targeted for the second quarter of 2025. A demo and scoping call for the module is scheduled for May 2025.

## ***Information Management (IM) Solution – CUPEDocs***

The CUPEDocs Team completed a successful pilot rollout in the Maritimes, improving collaboration, content management, and information access. From spring 2024 to February 2025, 24 new Teams and a SharePoint site were deployed, migrating over 200,000 files and streamlining file storage.

Positive staff feedback will guide future rollouts. The next phase began in Saskatchewan in mid-May 2025 and will finish by year-end.

## ***CUPE Microsoft 365 Backup Infrastructure***

CUPE will save \$200,000 over five years by switching from Microsoft's Backup service to Dell's Apex Backup for Microsoft 365 data. The new system provides more reliable data protection and efficient storage management. Implementation is complete, and we are currently using only one-third of the storage previously needed.

## **PROPERTIES AND LEASEHOLDS**

The Properties Team has been busy managing and operating CUPE's 68 facilities nationwide during the first half of 2025. Our focus remains on providing comfortable, modern, and inclusive spaces that support CUPE's work. We prioritize maximizing asset performance through preventive maintenance, capital investments, and preserving asset value. For leased spaces, we ensure they meet our standards and collaborate with landlords to maintain quality. When leases expire, we evaluate local markets and work with regional directors to meet current and future needs, seeking to improve space quality whenever possible.

In the second quarter of 2025, we are exploring opportunities in Corner Brook, Peel, Peterborough, and Terrace, and negotiating new premises in Hamilton, London, North Bay, and Prince George due to internal growth and the need for safer, higher-quality spaces.

Preliminary work is underway for potential full renovations of the Quebec Regional Office, alongside design processes for new offices in Sydney, London, Prince George, North Bay, and expanded spaces in St. John's. We are also reviewing real estate options in Moncton and Saskatoon to address properties that no longer meet our needs.

Ongoing projects include leasehold improvements in Regina, with recent completions in Edmonton and Kitchener, where we have successfully relocated.

## **PENSION ADMINISTRATION**

The Joint Board of Trustees held its JBT meeting on June 11 and 12, 2025, to discuss ongoing issues and activities of the pension plan.

The auditors are finalizing the 2024 Pension Fund audit, and the 2024 Financial Statements will be filed with regulators by June 30, 2025.

The spring edition of the CEPP newsletter, *Pension Connection*, will soon be available on the CEPP website. Pension Plan staff are preparing the 2024 Annual Statements for all members. Active members will also be able to access their statements online at [www.cepp.ca](http://www.cepp.ca) for pension estimates.

To improve sustainability and service, the CUPE Employees' Pension Plan is transitioning to electronic communications. Starting May 1, 2026, members will receive electronic notifications about their annual pension statements and other pension-related information, replacing paper mail.

## **Retirements**

Donald A. Moran, Saskatchewan Regional Office, April 1, 2025

Sylvie J. Sanche, Administration Branch, June 1, 2025

Alain Henrion, Accounting Branch, June 1, 2025

Dana Kaminski, Ontario Regional Office, July 1, 2025

Ginette J. Twigg, Quebec Regional Office, September 1, 2025

David Chezzi, Sudbury Area Office, April 1, 2026

James T. Chai, Ontario Regional Office, October 1, 2026.

## CONCLUSION

As we move through the second quarter of 2025, the challenges facing public services and workers continue to intensify. Economic uncertainty, fiscal pressure, and deepening inequality are testing the strength of our communities and the systems meant to support them. At the same time, critical conversations about the need for fair funding in public services are gaining ground, and CUPE is determined to ensure that workers have a powerful voice in shaping what comes next.

This is not a time for hesitation. It's a time for bold action, solidarity, and clarity of purpose. Whether at the bargaining table, in the streets, or on the political stage, CUPE will continue to fight for a just recovery, strong public services, and dignity for all workers. With your support and solidarity, we'll meet this moment head-on – united, focused, and unshakable in our belief that a better future is possible, and worth fighting for.

Respectfully submitted by,

A handwritten signature in black ink, reading "Candace Rennick". The signature is fluid and cursive, with the first name "Candace" written in a larger, more prominent script than the last name "Rennick".

CANDACE RENNICK  
National Secretary-Treasurer

:nf/ceu