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

Ottawa, Ontario
September 9-11, 2025

Dear Sisters, Brothers, and Friends:

With our convention coming up next month, we mark the close of another two-year cycle – and I couldn't be more proud of what we've achieved together. During this time, our members have launched an unprecedented number of campaigns and made historic gains at the bargaining table. We've broken mandates, defied expectations, defeated some of the most regressive conservative governments in the country, and we've grown Canada's largest union to over three-quarters of a million members.

More recently, with our members at Air Canada, we have sent a clear and powerful message to the federal government – and to any provincial government even considering stripping workers of their fundamental rights – that CUPE will stand up to defend the right to strike and to free and fair collective bargaining. We will not be silent, and we will not back down.

It has been one of the greatest honour of my life to serve as CUPE's National Secretary-Treasurer. I have witnessed, up close, the strength, courage, and determination of CUPE members in every corner of this country. The victories we've achieved are a testament to your unwavering solidarity, and I've never been more proud to be a CUPE member.

Our work is far from over. Across the country, CUPE members continue to face high-stakes rounds of bargaining and grievance arbitration that directly impact their working conditions and the quality of public services. At the same time, critical election campaigns are fast approaching – at the school board, municipal, provincial, and federal levels. These campaigns will shape the future of labour relations and the public services Canadians rely on. To protect what we've won and push forward, we must stay organized, deepen our connections with members, and make our collective voice heard at the ballot box.

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 the face of growing threats – from service cuts to increased military spending driven by a government eager to appease a volatile figure to the South – our solidarity is more vital than ever. When CUPE members are engaged and empowered, they don't just defend their rights; they transform their workplaces and communities. Our collective power is essential not only to resist attacks on public services but to build a Canada where labour is respected, justice is prioritized, and people come before profit.

Supporting CUPE Members on Strike

Local 1750

On June 24, in Toronto, I stood in solidarity with the 3,600 members of the Ontario Compensation Employees Union, CUPE 1750—dedicated workers at the Workplace Safety and Insurance Board and the Infrastructure Health and Safety Association. These members are the backbone of Ontario's workplace safety system. Every day, they support injured workers, help families navigate crisis, and guide people through the difficult journey of returning to work.

After more than six weeks of job action, a tentative agreement was reached and ratified in early July. But just days after our members returned to work, the employer—backed by the Ford government—announced the elimination of 26 document management jobs, handing that work to a private company based in Boston. So much for Premier Ford's "Captain Canada" persona. The mask has slipped, revealing an agenda that puts profits and privatization ahead of people. CUPE will continue to stand up and fight back against this shameful and short-sighted attack on workers and public services.

Local 5525

Also on June 24, I was proud to stand in solidarity with CUPE Local 5525 on their picket line as they fight for their first collective agreement. These 25 dedicated members work at the Villa Colombo assisted living facility in Toronto and have been on strike since May 28. Throughout the pandemic—and long before—they showed up every day to keep residents safe, healthy, and cared for.

During this first round of bargaining, the employer was demanding concessions that would undermine both worker and resident well-being. They were proposing cuts to paid sick leave and the exclusion of part-time staff from access to health benefits. It's unacceptable to ask frontline care workers to risk their own health while continuing to care for others. CUPE stood firmly with Local 5525 until they secured the fair contract they deserved.

Local 830

August is a beautiful time to be in Prince Edward Island – and this year, it was also a powerful time to stand in solidarity. On August 8, I had the honour of joining striking members of CUPE Local 830 on the picket line, alongside Regional Vice-President Ashley Clark and our incredible CUPE staff, bringing support from across the country during the first CUPE strike on the island in recent memory.

Local 830's fight for fair wages and job security with the City of Charlottetown is a fight that belongs to every CUPE member. When we stand up for one another, even a small local of 30 members becomes a force to be reckoned with.

Air Canada Component

A three-year campaign to end unpaid work in the airline sector reached its peak on August 16, when 10,000 Air Canada members launched their strike and set up picket lines at airports across the country. Walking the line at Pearson with Mark, the component executive, and hundreds of energized, chanting members from August 16 to 18 was unforgettable.

Their courage and resolve – especially after being ordered back to work by the Canada Industrial Relations Board – was a powerful response to an employer that refused to bargain fairly, anticipating this very intervention.

On Sunday, August 17, we were joined at a rally by CLC President Bea Bruske, OFL President Laura Walton, Unifor President Lana Payne, ALPA Canada President Captain Tim Perry, IAM President Dave Flowers, and CUPW President Jan Simpson.

Similar rallies were held nationwide, showing the strength of the labour movement. Thank you to everyone who took part, sent messages of support, and demanded fair collective bargaining. Your solidarity matters.

Meeting with CUPE Directors

On June 25, I was pleased to join CUPE Directors at their biannual meeting. These gatherings are always a valuable opportunity to hear directly from staff about regional priorities and to share updates on new campaigns, programs, and national initiatives. This time, I was excited to introduce a new program we've budgeted for in 2025, aimed at strengthening our collective bargaining power. The initiative will support locals that want to work together through a coordinated bargaining approach – maximizing leverage and delivering stronger outcomes for their members. It was encouraging to see the enthusiasm this program sparked, and I look forward to seeing the proposals and partnerships it will inspire.

Meeting with CUPE Alberta's Executive Board

On July 24, I had the opportunity to meet with CUPE Alberta President Raj Uppal and the Division's Executive Board in Calgary, where we engaged in a candid and strategic discussion about the significant challenges – and equally significant opportunities – facing our union and the division in a province governed by one of the most regressive administrations in the country. Despite the political climate, Alberta is home to some of CUPE's most committed, courageous, and visionary activists, whose dedication continues to inspire. Following the formal meeting, several local presidents from the region joined us for lunch, where we continued our conversations in a more informal setting, sharing insights, building solidarity, and strengthening our collective resolve.

CUPE Prince Edward Island's Summer BBQ

On Saturday, August 9, I was pleased to participate in a community BBQ with the striking members of Local 830. Mark, NEB members Ashley Clark, Sherry Hillier and Allan Linkletter, CUPE New Brunswick Division President Iris Lloyd, and several CUPE staff and activists were in attendance to show support.

While the strike was an important backdrop, the event was ultimately about connection, solidarity, and the strength of our movement. In times of struggle, coming together in community reinforces our shared values and reminds us that no local stands alone.

Turbulence in the Airline Sector

After months of difficult bargaining following the expiration of a 10-year collective agreement, our incredible members at Air Canada reached a breaking point on August 13 and filed their 72-hour strike notice. Last year, Air Canada flight attendants watched Air Canada pilots secure a new contract with historic wage increases – achieved without government interference. Yet when it came time to negotiate with the predominantly female flight attendant workforce, both the company and the government refused to offer the same level of respect.

Just a few hours into the strike on August 16, Minister Patty Hajdu invoked Section 107 of the Canada Labour Code, directing the Canada Industrial Relations Board to order our members back to work and refer all unresolved issues to binding arbitration – a move that blatantly disregarded and disrespected their fundamental rights.

Both the company and the government severely underestimated the resolve and solidarity of these members – the strength, determination and bravery of these women. There was something deeply powerful about seeing energized CUPE members and supporters standing together on the picket lines, united in defence of the fundamental rights of all Canadian workers and for their right to free and fair collective bargaining. The decision to challenge the application of Section 107 and refuse to resume duties could not be taken lightly. It demanded absolute confidence that the members, the bargaining committee, our entire union, and the broader labour movement were standing shoulder to shoulder. That solidarity was undeniable during the weekend of August 16, when everything came together in a powerful show of force. There are truly no words to fully express how proud I am of all 10,517 CUPE members at Air Canada, and of what we stood for together.

And as our members at Air Canada prepared for potential strike action, demonstrating their resolve and solidarity in the face of employer intransigence, our collective strength across the sector continued to grow. On August 14, following years of determined organizing, the Canada Industrial Relations Board officially accredited CUPE to represent Porter Airlines flight attendants. I am thrilled to welcome them into the CUPE family. Across the airline industry, CUPE members are leading bold, visible campaigns for fairness in a sector too often driven by profit at the expense of people. I look forward to learning from the strength, determination, and vision of Porter's flight attendants as we continue building power together in the airline sector and beyond.

CLC Emergency Canadian Council Meeting

On August 17, Mark and I participated in an emergency meeting of the CLC Canadian Council, called in response to the federal government's troubling decision to intervene in our members' legal strike at Air Canada. This kind of intervention undermines the fundamental right to free and fair collective bargaining.

The Canadian labour movement responded with strength and unity – passing a unanimous motion of support for our members and sending a clear message that attacks on workers’ rights will not go unchallenged.

CUPE Staff Zoom Town Hall

On August 18, we held a national Zoom meeting with CUPE staff from across the country to bring everyone up to speed on the events unfolding with our members at Air Canada. It was important to connect directly with staff at this critical moment. As the people who work closely with our members on the front lines, their insight, support, and engagement are essential to our collective success. The call provided key updates on the situation and helped ensure that staff felt informed, equipped, and aligned as we navigated these developments together.

CUPE Membership Zoom Town Hall

On August 18, as events at Air Canada continued to unfold, we connected with over 5,000 CUPE members and elected leaders from across the country through a national Zoom and telephone town hall. The meeting provided timely updates on the situation and ensured members were informed, engaged, and able to ask questions during this critical moment.

CUPE BC Family Night at the Vancouver Canadians Baseball

On August 21, I had the pleasure of joining approximately 500 CUPE members and their families and friends for an exciting evening of baseball, solidarity, and community outreach. The event, generously sponsored by the Vancouver District Council, CUPE Metro, and the CUPE BC Division, was more than just a day at the ballpark – it was a powerful opportunity to connect with members, celebrate our shared values, and raise awareness about the vital role CUPE plays in supporting workers. Through family-friendly fun, we helped strengthen relationships within our union and shared the many benefits of union membership with the broader public.

Meeting with the Ontario Division Executive Board

On August 25 and 26, I had the privilege of meeting with the Ontario Division Executive Board – a group of leaders deeply committed to building worker power across the province. It was a meaningful opportunity to reflect on the incredible progress we’ve made together over the past few years, from bold organizing wins to strong, coordinated campaigns that have shifted the conversation around workers’ rights in Ontario. Just as importantly, it was a chance to look ahead – strategizing together about the challenges and opportunities before us, and how we continue to grow our movement, strengthen our locals, and ensure CUPE remains a powerful force for justice and equity in every corner of the province.

Labour Day

On Monday, September 1, I was proud to join thousands of workers in Toronto for Labour Day – a powerful celebration of solidarity, strength, and the labour movement's ongoing fight for justice. The parade was electric, with CUPE locals showing up in full force, waving flags, marching behind vibrant floats, and bringing incredible energy to the streets. That energy is exactly what we need right now, as workers across the country face mounting threats from right-wing governments at home and rising anti-worker movements to the south. In the face of these challenges, Labour Day was a strong reminder that our strength lies in our unity – and we're ready to meet this moment together.

Following the Toronto event, I attended the Durham Labour Day picnic for a smaller celebration that brought together community members for an afternoon of connection and fun.

CUPE Talk in the Maritimes

On September 2, I had the pleasure of joining Nicholas London and Chris Watson as a guest on their podcast *CUPE Talk in the Maritimes*. I was invited to a new segment called "Where Did It Start," where I had the opportunity to share how I first got involved in the labour movement – a journey that began many years ago when I was barely 20 years old, working in a long-term care facility in Ontario. Taking part in this conversation was a powerful reminder of where it all began for me, why we continue to fight, and the importance of holding onto that sense of purpose as we move forward.

R.C. Harris Water Plant Tour

On September 3, I had the privilege of visiting one of Toronto's most vital pieces of public infrastructure: the R.C. Harris Water Treatment Plant. This is where Toronto gets its high-quality public drinking water – and it's CUPE Local 416 members who make that possible every single day through their skilled, dedicated work. I'm always grateful for the opportunity to spend time with members on their worksites, seeing firsthand the essential services they provide. CUPE members truly keep our communities running and safe. Thank you to CUPE Local 416 for the warm welcome and for the incredible work you do.

Public Services International SUBRAC Meeting

On September 4 and 5, I participated in the North American Sub-Regional Advisory Committee (SUBRAC) meeting of Public Services International (PSI). This gathering came at a critical moment, as public services and the workers who sustain them face unprecedented attacks across the continent. From austerity measures and privatization to punitive tariffs and anti-worker legislation, the challenges are mounting – and so is the resistance. South of the border, the resurgence of right-wing populism continues to sow fear, but also fuels a powerful wave of mobilization and fightback. In spaces like PSI's SUBRAC, we are reminded that local struggles are deeply connected, and that building bold, continental strategies is not just possible, it is essential. When the attacks are coordinated, our response must be too.

Safer Union Spaces Office

The Safer Union Spaces Office has been prioritizing the socialization of its role with members and staff supporting our members. As locals learn about the supports and services the team offers, the caseload continues to grow, and the scope of the work becomes clearer. The SUSO has received such a positive response from members, and they continue to implement feedback as it emerges.

Starting in June, the office has two Casework Specialists taking on case support. The team is also in the process of hiring another Casework Specialist position for the West Coast, as well as a Casework Coordinator position to support casework administration management. The office is building out an administrative model to intake and triage cases across the ombuds program, the trial procedure, informal intervention processes, team restoration work, and complex conflict resolution.

The enhanced Event Ombuds Program is now fully established and will be in place for the National Convention and all future national and regional events. Thanks to all the regions that supported the spring pilots to make this learning and growth period possible.

2025 NATIONAL CONVENTION

Preparations for CUPE's 32nd Biennial National Convention are well underway.

As of August 31st, we've received registration from over 1,792 delegates and 132 alternates, representing 542 locals, 9 Divisions, 10 Councils of Unions, and 8 District Councils have registered.

We have also received 240 Resolutions and 41 Constitutional Amendments, which will be forwarded to the respective convention committees for review.

Locals were encouraged to apply to the National Event Assistance Fund to ensure they are well-represented at convention. This year, 34 locals were approved for assistance.

One unexpected challenge has been hotel accommodations. While delegate numbers are similar to past conventions, fewer locals are sharing rooms post-COVID, increasing demand. We've worked closely with W.E. Union Travel to secure more rooms and are confident we can accommodate everyone. Some rooms are at a hotel farther from the convention centre, but CUPE will provide daily shuttle service. Safe Walk services will be provided at the other eleven hotels.

Finally, a heartfelt thank you to the Convention Office staff and all the departments who continue to work tirelessly behind the scenes to make our 32nd National Convention a success.

FINANCIAL STATEMENTS FOR THE QUARTER ENDED JUNE 30, 2025

GENERAL FUND

Statement of Financial Position

Assets: The total assets in the General Fund at June 30, 2025 were \$456.5 million compared to \$448.6 million at December 31, 2024.

The bank balance at June 30, 2025 was \$7.2 million, down \$11.6 million from the balance at December 31, 2024. The bank balance includes various internal cash reserves which are set aside for the 2025 Convention, retirement payouts, future benefits funding, property maintenance and the Regional Building Fund.

Liabilities: The total liabilities in the General Fund were \$366 million at June 30, 2025, compared to \$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. This amount is fully recorded under Long-Term Liabilities on our balance sheet.

Fund Balance: The Fund Balance at June 30, 2025 is \$90.5 million of which a total of \$3.8 million is restricted as follows: Convention and National Events Assistance Fund \$1.4 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 \$1.5 million.

Statement of Operations

The operating surplus for the year-to-date is \$592,000.

Revenue: Total revenue was \$144.5 million for the first six months of 2025 compared to the budget of \$143.2 million. Per Capita Tax and Initiation Fees made up \$143.4 million of the total revenue and came in at \$859,000 over budget.

Expenses: Total expenses were \$143.9 million, which came in at \$216,000 under budget.

Salaries are under budget by \$394,000, while current benefits are over budget by \$827,000. Directors' and Representatives' salaries are over budget by 0.7%, or \$308,000, while Administrative and Technical Salaries are 5.6%, or \$477,000 under budget. Clerical salaries are over budget by 2.6%, or \$304,000. Vacation Relief is under budget by 48.7%, or \$533,000.

Operating Expenses:

Below are some of the more significant items on operating expenses at June 30, 2025:

1. Overall programs are \$1.4 million **under** budget.
2. Election Spending is \$520,000 **over** budget.
3. National Conferences are \$1.1 million **over** budget.
4. Operational Travel costs are \$1.1 million **over** budget.

NATIONAL DEFENCE FUND

Statement of Financial Position

Assets: As at June 30, 2025, we have \$42.6 million in Total Assets compared to \$42.7 million at December 31, 2024. The cash balance at June 30, 2025 is \$6.8 million, up \$389,000 from December 31, 2024. In addition, we have investments totalling \$33 million on the books at June 30, 2025, up \$682,000 from December 31, 2024.

Liabilities: Under Liabilities we have accounts payable and accrued liabilities of \$1.7 million at June 30, 2025 compared to \$4 million at December 31, 2024. There is also \$17.4 million in cost-shared campaign liabilities, which have increased by \$2.1 million from December 31, 2024. Finally, \$1.5 million is owed to the General Fund at the end of the quarter.

Fund Balance: At June 30, 2025, the Fund Balance is \$22 million, up \$1.2 million from December 31, 2024.

Statement of Operations

The Statement of Operations shows a surplus before unrealized losses year to date of \$1.4 million.

Revenue: Total revenue in the Fund for the first six months of 2025 is \$9.5 million. Per capita tax allocated to the Fund to June 30, 2025, was \$8.6 million, and \$933,000 in interest was earned on investments.

Expenses: Total expenses in the Fund were \$8.1 million as follows:

Cost-shared Campaigns: \$4,336,631 in cost-shared campaigns have been approved by the National Executive Board. There was a recovery of \$648,724 in unused funds from prior years' cost-shared campaigns that have been closed out during the first six months. Our net Cost-shared Campaigns expense was \$3,687,907 at the end of June 2025 with an annual budget of \$7.9 million.

Major Organizing Campaigns: Expenses for the first half of 2025 were \$1,101,702 against an annual budget of \$4 million.

National Strategic Initiatives: Expenses for the first half of 2025 were \$1,480,864 against an annual budget of \$2.7 million.

Regional Strategic Initiatives: Expenses for the first half of 2025 were \$331,914, with a budget for the year of \$4.3 million.

Temporary Representative Positions: Actual spending in the first half of 2025 was \$1,462,219 against an annual budget of \$4.6 million.

NATIONAL STRIKE FUND

Statement of Financial Position

Assets: Total assets in the National Strike Fund at June 30, 2025 are \$116.2 million, compared to \$135.9 million at December 31, 2024. These assets consist of \$3 million in cash, \$2.8 million in per capita receivable, and \$110.2 million in investments.

Liabilities: We have accounts payable and accrued liabilities totalling \$4 million compared to \$3.3 million at December 31, 2024. Also, there is a \$4.2 million due to the General Fund.

Fund Balance: At June 30, 2025, the Fund Balance was \$108.1 million, compared to \$132.6 million at December 31, 2024.

Statement of Operations

The Fund has an operating deficit of \$24.6 million after unrealized loss of \$1.1 million for the first six months of 2025.

Revenue: The total revenue in the Fund was \$13.7 million. The Per Capita Tax allocated to the Strike Fund is \$8.6 million. Investment income was \$5.1 million.

Expenses: Total expenses at June 30, 2025 were \$37 million as follows:

Strike Related Expenses:	\$33,466,352
Strike Averting Expenses:	\$3,035,806
Legal and Arbitration Expenses:	\$348,786
Bargaining Rights Legal Challenges:	\$225,000

STRIKES AND LOCKOUTS FOR THE Q2 2025 FINANCIAL REPORTING PERIOD

CUPE members are standing up and demanding more and better all across the country. During the Q2 reporting period, the following locals were on strike, or locked out:

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

Local 5514 (QC) – Hydro Québec

Local 5564 (QC) – Autobus Fleur de Lys

Local 2073 (ON) – Canadian Hearing Society

Local 1750 (ON) – Workplace Safety and Insurance Board (WSIB)

Local 5525 (ON) – Villa Colombo Homes for the Aged.

STRIKES, LOCKOUTS AND SETTLEMENTS FOR THE CURRENT QUARTER (Q3)

At the date of writing this report, the following locals had been on strike or locked out in the current quarter:

Local 2073 (ON) – Canadian Hearing Society, 206 members on strike April 28 to July 14, 2025.

Local 1750 (ON) – Workplace Safety and Insurance Board, 3,600 members on strike May 22 to July 4, 2025.

Local 5525 (ON) – Villa Colombo Homes for the Aged, 24 members on strike since May 28, to August 7, 2025.

Local 5514 (QC) – Hydro Quebec, 50 nurses on a 3-day strike June 19-21, 2025.

Local 5564 (QC) – Autobus Fleur de Lys, 20 bus drivers on strike June 19 to July 16, 2025.

Local 4545 (QC) – Ville de Laval, 850 outside workers on a 3-day strike from July 17 to 19, 2025.

Local 830 (PEI) – City of Charlottetown Water & Utilities, 30 members on strike since July 29, 2025.

Local 4091 (QC) – Air Canada, 2,300 members on strike July 16 to 19.

Local 4092 (ON) – Air Canada, 4,350 members on strike July 16 to 19.

Local 4095 (AB) – Air Canada, 335 members on strike July 16 to 19.

Local 4094 (BC) – Air Canada, 2,000 members on strike July 16 to 19.

Local 4098 – Air Canada rouge, 750 members on strike July 16 to 19.

PER CAPITA ARREARS

For the quarter ended June 2025, the total arrears were \$14,564,422, which was an increase of \$6,092,679 or 71.92% from the previous quarter ended March 2025. Total arrears have increased by 28.78% as compared to June 2024. Arrears per member are \$18.96, an increase from \$15.26 at June 2024. Arrears per member are calculated based on the December 31, 2024, twelve-month average membership of 768,184.

INFORMATION TECHNOLOGY (IT) REPORT

National Convention

Planning for the upcoming national convention is underway, including monthly Ad-Hoc meetings, smaller committee sessions, and onboarding of new staff on the convention module.

Member Relationship Management System (MRMS) Enhancements

The IT team is implementing new MRMS features, especially in the MRM Local Union Information (LUI) module. Enhancements include improved tools for managing organizations and provincial structures, integration of settlement and pension data from the CA module, and tracking of national committee assignments. The team is also exploring online payments and multi-member workshop registration for the Education (ED) module.

The Strike Forms module should be ready for a pilot in October 2025, giving selected staff and local members early access to provide feedback and help ensure the final release meets user needs.

JustPay V3

JustPay, used by Ontario and Quebec JE Reps, continues to receive updates. JustPayV2 is scheduled for retirement by December 2025.

Global Justice Fund

Now in the analysis phase, this project aims to replace the current PDF form with an online version for easier submissions. Work has begun on the Business Requirements Document, with key discussions around integration with the receivables/payables system to improve efficiency.

Job Application Portal

Launched in May, this new system standardizes the external application process across national and regional offices, developed in collaboration with HR, O&RS, and Communications.

Accounting and Per Capita Tax System Replacement

The new accounting system is live and integrated with Moniroo. Transition to the new Local Remittance System (LRS) is ongoing, with a revised go-live of November 2025 due to convention timing.

Avanti

CUPE policies are now accessible and acknowledged through the Avanti ESS portal. HR can also upload completed training records. Time and Attendance module implementation begins in August 2025, with go-live planned for Q1 2026.

Information Management (IM) Solution – CUPEDocs

The regional rollout is progressing steadily. Following a completed pilot, Saskatchewan began in May and is expected to finish by year-end. Planning for additional regional and Properties group deployments will begin this Fall.

PROPERTIES AND LEASEHOLDS

The goal of the Properties Team continues to be to provide comfortable, effective, modern and inclusive spaces to support CUPE's operation. To do so, we focus on getting the best performance from the assets we own by keeping up with regular maintenance, making smart long-term investments, and making sure the assets keep their value and last as long as expected. For our leased facilities, we work to ensure they meet our requirements and that landlords deliver the necessary services. As leases come to terms, we evaluate local markets, work with regional directors to understand present and future requirements and try to improve the quality of our spaces when possible.

During the third quarter of 2025, we are actively analyzing and pursuing opportunities in Corner Brook, Peel, Peterborough, Medicine Hat, Prince George's, and Terrace. We are in negotiations for new Premises in Hamilton and have recently signed a new lease in London. All these moves are prompted by internal growth and a need to find safer and higher-quality spaces.

We 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, London, and additional spaces in St-John's. We are also working on elaborating the scope of work for projects at the Ontario and Atlantic Regional Offices. 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. The leasehold improvements for the new Saskatchewan Regional Office are substantially completed, and we have recently moved into the new facilities.

PENSION ADMINISTRATION

The 2024 pension annual statements were mailed to all active, retired, and deferred plan members at the end of June. For pension estimates purposes, active plan members also have access to their current and past annual statements through the Plan's website at www.cepp.ca.

To enhance efficiency, security, and sustainability, the CEPP will move towards electronic communications beginning on May 1, 2026. This transition will ensure faster access, reduce the risk of misplaced documents, and support environmental sustainability by minimizing paper usage.

The retirees' inflation protection payments were made on September 1, 2025, based on the January 1, 2025, actuarial valuation and in accordance with Plan provisions. Effective January 1, 2025, members who retired prior to January 1, 2024, had their pension benefits payable from the CEPP increased by 0.78%. This rate was proportionally adjusted for those who retired in 2024. A letter with indexation details was sent to all retired members in August.

The Joint Board of Trustees will hold its JBT meeting on September 17, 2025, to discuss ongoing issues and activities of the pension plan. I'm pleased to welcome Michael Hurley to the board as an alternate trustee. I'd also like to extend a heartfelt thank you to Tammy Griffin, who will be attending her final meeting as a trustee. Her contributions and dedication to the board have been deeply valued.

The spring edition of the CEPP newsletter "Pension Connection" is available on the CEPP website.

Retirements

Kristy Davidson, Ontario Regional Office, July 1, 2025
Carol A. Favreau, Kenora Area Office, August 1, 2025
Diane L. Margeson, New Glasgow Area Office, September 1, 2025
Janet C. Dassinger, Ontario Regional Office, September 1, 2025
Kathleen J. Mulvey, Oshawa Area Office, October 1, 2025
Alain Savignac, Sherbrooke Area Office, October 1, 2025
Sylvie L. Ouellet, Rimouski Area Office, November 1, 2025
Sherri L. Morgan, Manitoba Regional Office, December 1, 2025
Helen Gibb-Gavel, Ontario Regional Office, January 1, 2026.

CONCLUSION

Across the country, CUPE members are stepping up to meet today's challenges — organizing, bargaining, and mobilizing to protect public services and defend workers' rights. In just a few weeks, we'll come together at our national convention, where that collective strength will be on full display: members from every region, sector, and background uniting to shape the future of our union.

It is an incredible privilege to serve as National Secretary-Treasurer of this diverse, determined, and soon to be 800,000-strong union. I look forward to standing alongside you at convention as we reaffirm our shared values, strengthen our collective voice, and continue building a more just and equitable future for all CUPE members – and for the communities we serve.

Respectfully submitted,

A handwritten signature in black ink, reading "Candace Rennick". The signature is written in a cursive, flowing style.

CANDACE RENNICK
National Secretary-Treasurer

:nf/ceu