



Building On Our Successes S'inspirer de nos succès

June 5-7 Juin Winnipeg 2025

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Reports to Convention

Fairmont Winnipeg | Winnipeg, Manitoba





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Table of Contents

Report of the National President	3
Canadian Equity Council Chair Report	7
Vice-Presidents for Region 1 Report.....	9
Vice-Presidents for Region 2 Report	16
Vice-President for Region 3 Report	18
Vice-Presidents for Region 4 Report.....	23
Report of the National Secretary-Treasurer	30



REPORT OF THE NATIONAL PRESIDENT

Annette Toth, President

Welcome to the 2025 COPE NATIONAL CONVENTION

It is my great honour to welcome delegates representing locals from across our national union to Winnipeg, where we are gathered on Treaty No. 1 territory, the traditional lands of the Anishinabe (Ojibway), Ininew (Cree), Oji-Cree, Dene, and Dakota, and is the birthplace of the Métis Nation and the heart of the Métis Nation Homeland.

I have been honoured to serve as president of our national union for the past three years and I am looking forward to having an engaging three days of building on our successes and planning for our future.

MODERNIZING OUR UNION AND SAFEGUARDING OUR FUTURE

At our last national convention in 2022 in Vancouver, we made several substantive changes to our union's structure and our dues.

First off, we reduced our per capita dues from \$3.95 per member per month, down to \$2.60 per member per month. We also stopped contributions to our national defence fund, which had been set at \$3.25 per member per month. Put together, this represented \$55.20 per COPE member annually that would stay within each local.

We knew when we made these changes that it would make for a very tight three-year budget for our national union, but it was important that councils and locals keep as much money as possible, where it could best help the members. At a time when interest rates and inflation were on the rise, the national union sharpened our pencils so the locals and councils could have more funds right when they needed it most.

Additionally, because of the strong financial position of the national union, and our recognized commitment to equity, diversity and inclusion, we allocated \$1 million to an Equity Education and Learning Fund. Locals and councils accessed that money, providing creative and thoughtful equity-based initiatives to their members and communities.

We also made a significant change to our structure, making it more equitable, diverse, and inclusive. We doubled the number of vice-presidents, making sure that the composition of vice-presidents represented the incredible diversity of our membership.

The requirement was that at least one of each region's vice-presidents must identify as a member of one of the following equity-deserving groups: First Nations, Métis, Inuit, women, racialized people, Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, people living with a disability, or young workers.

We are the only union that we are aware of that has made this type of change to our structure, and we are very proud to be a trailblazer in this area. This change to our national executive board has proven to be an immense success. It has led to more robust discussions, more diverse opinions and ways of thinking and, ultimately, better decisions being made.

Moving forward, we intend to continue this investment and commitment in diversity, equity, and inclusion, because it is making





our union more resilient and stronger. We will be discussing at Convention extending the Equity Education and Learning Fund for another term. We will also be discussing whether to make the chair of our Canadian Equity Council a voting member of our national executive board.

Our next step forward also must reflect the reality of our current economic climate. To safeguard our union's future, ensuring that we can continue to enable locals to continue their good work while having our national union behind them for support, we need our financial situation to be healthy and stable.

Three years ago, we were able to reduce our per capita dues because we were in a different situation. This week, we will be discussing the potential of raising our per capita dues to reflect this new moment we are in, to secure the future of our union, and to continue to do everything we possibly can do to support our members.

I want to thank our national executive board for their incredible hard work this past term. I have had the privilege of being on our national executive board since 2017, serving as a vice-president when I started, and I have to say that this group has been the most cohesive that I have had the pleasure of working with.

My thanks go out to: Pierrick Choinière-Lapointe, National Secretary-Treasurer; Loïc Breton and Maryève Boyer, Vice-Presidents, Region 1; Lorrie Vandersluis and Tanya La Rush, Vice-Presidents, Region 2;

Preston Smoke and Stephanie Kerr, Vice-President Region 3; Christy Slusarenko and Anderson Charles, Vice-Presidents, Region 4; and Kathia Narcisse, Chair, Canadian Equity Council.

I also want to acknowledge and thank Valerie Roberts-Francis, who served as interim chair of the Canadian Equity Council during this past term.

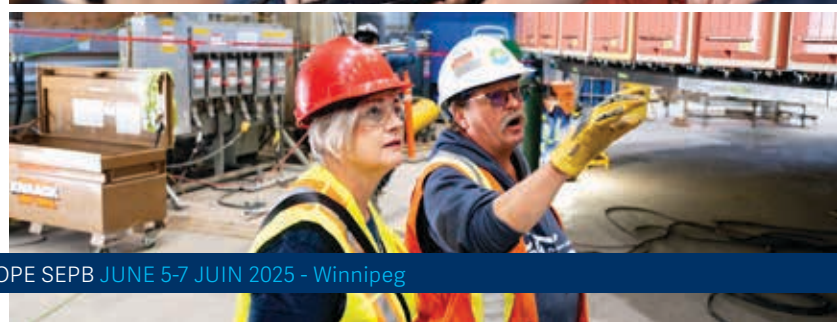
TARIFF THREATS AND A TRADE WAR

When Donald Trump won the US election in the fall of 2024, many of us instantly braced for the worse, or so we thought.

Trump's attacks on unions, on the most marginalized in our society, on trans people, on immigrants, on academics, on healthcare workers, on women, on the rule of law, and so much more, have become so commonplace that even the most absurd seems to be normalized.

We cannot turn a blind eye to what Trump's fascism has caused and how many will be hurt or killed because of it. Here in Canada, however, our focus has been primarily on the chaos that Trump has caused to people and families through the imposition of tariffs and the effect it has had on our economy and jobs.

Although we are fortunate at COPE that most of our members do not work in industries that are directly targeted by the tariffs, we do have some members who are in such industries such as MoveUP members at Tree Island Steel and Catalyst Paper, and COPE Local 81's members at Alstom Transport Canada, among others.





We also have members who work in industries that will experience the fallout of the tariffs, such as public transit, the financial sector, or offices of unions that represent members in directly impacted industries.

We have connected with COPE locals and councils across the country to determine how Trump's economic war with Canada will affect our members and we are also taking steps to demonstrate that we have our members' backs, particularly as the Trump administration continues to not only threaten our livelihoods but our personal safety as well. And we have provided information to the Canadian Labour Congress with a preliminary list of goods and services that our members provide as they build up the list of 'Buy Union' Canadian products and services.

ORGANIZING OUR FUTURE

Bringing new members into our union is fundamental to our survival. That's why organizing is a fundamental activity of all our regions and locals across COPE. As a union, we must grow, or we will not survive. It is just that simple.

We are pleased to see organizing activity happening in all four regions across our union. Workers now, more than ever, are seeing the value of being part of a union. There are lots of reasons why this is happening – inflation and declining affordability, the rise of fascism, white supremacy, right-wing anti-worker policies, threats to marginalized folks, and the real risk to our sovereignty and security. During these very difficult times, unions are the ones that are standing up for workers, for immigrants and vulnerable people, for civil rights and fairness. We can and *must* welcome all unorganized workers to our union because we are always more powerful together.

We are very grateful for the work of our organizers across our entire national union, especially for their coordination between regions. Although our national union is very decentralized, our organizers are talking and working together, and we are seeing success because of it.

One such success story is the David Suzuki Foundation, where we were able to file union certification at the same time in BC, Ontario, and Quebec. I am excited to welcome these workers to COPE, along with so many others that have joined us this past three years!

LABOUR COLLEGE OF CANADA

COPE continues to be a proud supporter of the Labour College of Canada (LCC), a university level labour studies program within the Canadian Labour Congress (CLC). I am fortunate to sit on the board of directors for the LCC and encourage all locals and councils to sponsor existing and emerging union leaders to apply for and attend this dynamic leadership training.

GOVERNOR GENERAL'S CANADIAN LEADERSHIP CONFERENCE

The Governor General's Canadian Leadership Conference brings together Canada's emerging leaders from business, labour, government, NGOs, education, and the cultural sector for an experience aimed at broadening their perspectives on work, leadership, their community, and their country.

Our union has been a long-standing participant and sponsor in this conference because we recognize the value of bringing Labour's voice forward, particularly in an environment that is typically dominated by the business sector. It is vital that unions, and future leaders of our union, be involved in this conference as a way of





making connections and helping those in the business community see the value and importance of progressive values and the unions that champion them.

We are looking forward to participation by COPE members in the 2026 conference which will begin in Montréal, Québec and conclude in Ottawa, Ontario. The deadline to apply is September 30, 2025. To apply, you must have a sponsor organization.

I encourage our locals to sponsor emerging labour leaders to attend this conference, which includes covering their travel costs to and from the event as well as time off to attend. The application form can be found at leadershipcanada.ca.

POLITICAL ACTION

COPE is proud to be affiliated with Canada's NDP. The NDP is the only federal party that has consistently demonstrated a commitment to supporting working people and their families.

Using their leverage in a minority government, the NDP was able to secure critical programs that will make a demonstrable difference in peoples' lives, improving their health outcomes, and saving them thousands of dollars in the process with the introduction of a national pharmacare and national dentalcare program. These programs are in their infancy but are already having significant and life altering impacts on Canadians right across this country.

Canada's NDP didn't just impact social programs. They made things better for working people, like all of us. It was 100% because of the federal NDP that we have anti-scab legislation for federally regulated workers, ensuring that unscrupulous employers cannot use scab workers to break or prolong a strike.

And we must not forget that, during the COVID pandemic, it was the federal NDP that demanded CERB payments be \$2000/month. The Liberals were happy to have the CERB payment be a paltry \$700/month. With all that said, we recognize that the April 2025 federal election was a tremendous disappointment for the NDP and for progressive people right across Canada. The NDP went into the election with 24 seats and emerged with only seven seats, losing official party status and some incredible Members of Parliament as a result.

While we are glad to see that the efforts of the labour movement succeeded in preventing a Conservative majority government, we know that making progress for working people and union members means we need a progressive government in place. We will regroup, we will rebuild, and we will continue to stand up for working people and progressive values.

With NDP leader Jagmeet Singh stepping down as leader, a leadership election will occur in the months to come. I want to personally thank Jagmeet for his years of service and leadership of Canada's NDP. He never gave up fighting for marginalized people, for workers, and for progressive initiatives. His legacy will remain in the policies and programs we now enjoy, such as national dental care and a national pharmacare plan.

Respectfully submitted,

Annette Toth





CANADIAN EQUITY COUNCIL CHAIR REPORT

Kathia Narcisse (chair) and Valerie Roberts-Francis (interim chair)

Dear delegates,

Welcome to the 8th national convention of COPE SEPB.

Let us begin this report by describing the structure that we call the CEC for those of you who are unfamiliar with it. CEC stands for Canadian Equity Council. This council is composed of members from four regions of Canada.

Region 1 - Québec

Region 2 - Ontario

Region 3 - The Prairies

Region 4 - British Columbia

Each region is granted four representatives of their choice from the following equity seeking groups: Indigenous Workers, Racialized Workers, 2SLGBTQIA+, Workers living with a Disability, and Young Workers. A chair is then elected within the group to represent the council as a guest at National Executive Board (NEB) meetings.

Sitting on the CEC gives you the opportunity to offer guidance to the NEB on questions regarding equity, namely inclusive lines of conduct, campaigns, and policy changes. In addition, the council also attempts to provoke change by submitting resolutions to the

convention floor and through the organization of workshops to raise awareness on issues of importance.

Shall we introduce you to the current members of the CEC caucus?

Representing Region 1:

Kathia A. Narcisse (CEC chair), Karl-Michel Cyrius, Kinda Hanna, and Tamarah Banks

From Region 2:

Donna Carnegie, Michelle Stankevicius, Rachel Roberts, and Valerie Roberts- Francis (Interim CEC chair)

From Region 3:

Aaron Burns, Lindsey Stephenson, Nathan Markwart, Nicole Larivière

And from Region 4:

Colin Sanderson, Khaleel Jessa, Melissa Ieraci, and Steve Thind

It brings us lots of joy to report that we have had two (2) in-person meetings this term and they were quite refreshing. The impact of these meetings made it evident that they were not only necessary for logistical purposes but also served as a great boost to team morale and efficiency.





Our first in-person meeting was from January 19 to 21, 2024. We took advantage of that time to get more familiar with our new CEC caucus group, as many of us had never met each other in person before.

We created an extensive equity checklist for COPE SEPB locals to use when planning events and conferences to ensure that they are as accessible and inclusive as possible. We prepared an approbation checklist to facilitate the submission and analysis of equity education and learning fund projects. Both of these items can be found on the COPE website. We also produced a video for the 20th anniversary of COPE SEPB in which we highlighted all the improvements that were implemented since our union's inception.

Following the January meeting, we resumed our virtual meetings again in the Spring. We met a couple of times in April to go over the outstanding action items, provide updates to the caucus from the work done at January's meeting, and share what equity projects were being done within the regions.

The National Executive Board meeting was scheduled for September in Montréal. We were invited to meet in-person for the second time during this week. It was a wonderful opportunity for the entire Canadian Equity Council to gather and start planning for our convention. We shared lots of ideas and discussions to promote an equitable and inclusive convention. We wanted to ensure that the "Building on our Successes" Convention would be an enriching experience for all COPE SEPB members!

The Canadian Equity Caucus has met several times since September to help with the planning of the equity caucuses, equity evening event, and panel discussion for Convention. We hope folks will be able to participate and enjoy. Please do not hesitate to reach out to any of us while you are here as we would love to receive any

feedback. We have also met to work on resolutions to address DEI (diversity, equity, inclusion) initiatives.

As so many of us are aware, the attacks on the diversity, equity and inclusion have been relentless lately, and the impacts to equity-deserving workers has been immense and, most certainly, for our siblings south of our border!

This past term, the CEC members have truly relied on each other for support, guidance, encouragement and, some days, a gentle push (ok shove!) to continue to use our voices or just put one foot in front of the other to continue to fight for equality and advocate for change!

We would like to thank COPE SEPB (that's all of you) for supporting the Canadian Equity Council this past term and making equity a priority in our national union. We hope that you will continue to recognize the importance and support the ongoing work of the CEC.

Respectfully submitted by:

*Kathia Narcisse &
Valerie Roberts-Francis*





VICE-PRESIDENTS FOR REGION 1 REPORT

Loïc Breton and Maryève Boyer, Region 1

Introduction

This triennial report aims to present our region and the key issues prioritized by our locals and our council, SEPBC-Québec. We will begin by providing a description of all locals that are part of Region 1 and the main challenges each has faced over the past three years. Next, we will focus on our council, the services it offers, and its democratic structure. Finally, we will present the various activities we have organized and funded through the Equity Education and Learning Fund.

SEPBC-Québec Locals

Region 1 is composed of 11 Locals, all based in Quebec. Except for two bargaining units, all our groups fall under provincial Quebec jurisdiction. The locals are either single employer or multiple employers. Nearly half of our 15,000 members work in the education sector.

Education sector

Our members work in school support services (daycare, study assistance, special education, administrative work, etc.), both in francophone school service centres and anglophone school boards.

On the francophone side, SEPBC-578 covers the Marie-Victorin School Service Center on Montreal's South Shore, representing around 2,300 workers. SEPBC-579 represents approximately 2,700 workers at the Marguerite-Bourgeois School Service Center in Montreal.

On the anglophone side, SEPBC-576 represents two school boards, covering about 1,200 workers. The Riverside School Board serves

Montreal's South Shore, while the New Frontiers School Board extends from the Eastern Townships region to the U.S. border. SEPBC-577 includes 800 members at the Sir Wilfrid Laurier School Board, covering Laval, the Laurentians, and Lanaudière.

One of the most significant events of the past three years was the public sector strike in November and December 2023.

Our four locals joined the Common Front to leverage the power of more than 450,000 public sector workers. The months of November and December were particularly intense, as intermittent strikes were used to progressively pressure the government.

Unlike some unions, SEPBC-Québec recognized the need to provide strike compensation to mobilize a majority of its members. The SEPBC-Québec executive board passed a resolution increasing the strike allowance to \$70 per day for full-time members and \$55 per day for part-time members.

Following a 95% vote in favour of an unlimited general strike due to the government's unacceptable offers, this historic public sector conflict spawned strong solidarity from private sector unions, our locals, and the general public. Not only did we see unprecedented support on the picket lines—including a visit from our national president—but also extraordinary financial assistance for those who ended the year fighting for better public services for the population.

Finally, after the holidays, a tentative agreement was reached, securing a 17.4% salary increase over five years, along with inflation protection for the last three years of the contract.





Single employer Locals

SEPB-463 represents office workers and representatives at Énergir (formerly Gaz Métro) and GMP Énergie, covering about 400 members. This is one of our oldest locals, dating back to the 1960s. The office unit at Énergir staged a one-day strike in June 2023 to protest the employer's final offer, which included significant job security setbacks and insufficient salary increases. A government mediator intervened to resolve the dispute. In addition to the direct threat of artificial intelligence on their jobs, climate change has had a major impact on Énergir, the primary distributor of fossil and renewable natural gas in Quebec. An agreement with Hydro-Québec was reached to ensure a just transition while maintaining company stability and unionized jobs.

SEPB-573 represents about 660 professionals and office workers at the Commission de la construction du Québec, which oversees the construction industry. After more than 10 months of negotiations, the locals reached a tentative agreement in July 2022. However, the employer later reneged on its commitments, forcing difficult negotiations and numerous "post-agreement" meetings. The collective agreement was finally signed in February 2023. That same year, a new telework agreement was reached, though the employer refused to integrate it into the collective agreement. Another battle arose regarding the wage increases negotiated by the Common Front. The government demanded that public sector employers obtain concessions before approving these increases. Mobilization efforts ensured that salary retroactive payments were made at the beginning of 2025.

SEPB-610 represents over 760 professionals at the Société de transport de Montréal (STM) and celebrated its 30th anniversary in 2024. While transit funding grew in the late 2010s, the sector is now

facing budget cuts. Contract negotiations are set to begin this fall, and we wish them the best of luck.

SEPB-480 is a small local dating back to our affiliation with OPEIU. As a legacy local, it chose to not join a composite local. It represents fewer than 10 office workers at Erco World in Buckingham (Gatineau), a company that produces bleaching agents for the paper industry.

Composite (multi-employer) Locals

SEPB-571 covers around 20 bargaining units, representing roughly 1,200 workers, most of them professionals. These units include Investissement Québec, financial and public market authorities, city prosecutors, various professional associations (lawyers, engineers, notaries, chemists), and groups from now defunct Local 526.

The main issues affecting this local concern professional autonomy (including telework) and recognition of their expertise. Some groups held strikes, notably notaries, City of Montreal Crown prosecutors, and employees of the Quebec Bar.

SEPB-574 is our most diverse local, with 2,000 members spread across over 80 bargaining units, including insurance companies (Medavie, Blue Cross), advertising firms (La Presse, Yellow Pages), non-profit organizations (United Way, Greenpeace, St-John Ambulance, etc.), retail businesses (Renaud-Bray, Indigo), union offices (CUPE, FTQ, etc.) and our two federally regulated workplaces, Bell Media and the Outaouais Transit Commission. Given its predominance in the private sector, this local constantly faces employer pressure and union busting. Since our last national convention, we organized union drives in more than 10 different workplaces, but some bargaining units were lost due to delay tactics used by employers, high turnover, or abrupt closures like at Paper Education Co.





Given the number of units the local has, contract negotiations are frequent. However, labour relations can sometime deteriorate. For example, Aliments Dare employees went on strike in November 2023 to demand, among other things, higher wages in response to soaring inflation.

Last but not least, **SEPB-575** represents 52 bargaining units at Quebec's largest private sector employer, Desjardins Group, covering over 3,000 members. As the largest union within Desjardins, SEPB-575 also ranks as the second-largest local in our national union.

With North America's financial sector being largely non-unionized, negotiations are particularly challenging. Constant organizational restructuring and the increasing use of artificial intelligence (AI) pose daily challenges for union leaders. Nonetheless, we have secured several wins, including salary equity measures, revised performance objectives, and personalized salary adjustments outside of regular contract renewals.

SEPB-Québec

According to our national union's constitution, SEPB-Québec is a council that oversees all Locals in Region 1. However, as our Executive Director Pierrick Choinière-Lapointe puts it, SEPB-Québec is "first and foremost a progressive service organization."

From negotiating collective agreements to representing members before administrative and civil courts, our recruitment, mobilization, and communications team are always ready to take action—whether it's recruiting new members, mobilizing our groups, countering union-busting campaigns, or increasing the visibility of our organization. Supported by 18 labour relations specialists, we can also count on seven dedicated clerical staff committed to delivering their best work.

Pierrick remains at the helm, with two outstanding deputy directors, including Aude Vaugeois, a young lawyer who has joined Andréanne Lemay in leadership. We also want to highlight the recent retirement of longtime activist and colleague Josée Detroz, who has now earned a well-deserved rest.

But SEPB-Québec is more than a service provider; it is also a democratic space where all locals with over 250 members have the right to sit on the executive board. To ensure well-informed decision-making, four years ago the board added three seats reserved for women, youth, and equity-seeking groups, respectively. The executive board serves as the governing body between triennial conventions, where the two main leaders report and validate the organization's direction.

To maintain a strong union life, we also have standing committees for activists interested in various topics including workplace health and safety, equity issues, women's rights, youth affairs, union training, political and social action, environmental causes, and more. In addition, we host the Québec Council, a mid-term conference where delegates can address emerging issues. Our latest Québec Council meeting focused on the major ongoing discussions within the Québec labour movement, known as the General Estates on Unionism.

Of course, our triennial convention remains our highest governing body. Our most recent statutory convention was held in November 2024, gathering 147 participants, including 113 delegates (74 women and 39 men), who deliberated on key priorities for the next three years. Among those priorities was a strong commitment to reducing our carbon footprint and supporting union and local purchases.

However, the commitment we are most proud of originated from our previous convention three years ago—the creation of the Equity Education and Learning Fund. As you will see later, the numerous projects financed by this fund have not only helped us understand the reality of various equity-seeking groups but also reached members who previously saw the union as quite distant from their daily lives. The resounding success of these activities convinced us to continue funding such projects, even if the national union's fund were to cease. This commitment was unanimous at our convention.





Education and Learning Activities on Equity Issues

Thanks to the creation of the Equity Education and Learning Fund, we have been able to finance a multitude of innovative projects that have not only raised awareness among our members and activists about the realities faced by equity-seeking groups but also engaged a whole new segment of members who may not have previously been interested in the union.

Here is a brief overview of our achievements.

2022

Backlash: Misogyny in the Digital Age

The documentary explores the cyberbullying experienced by various women around the world, including a young student from the University of Montreal, a seasoned politician in Italy, and an African American member of the Vermont State House of Representatives. Co-director Guylaine Maroist was present and engaged with the 60 attendees. This event was a collaboration between the Youth Committee and the Women's Living and Working Conditions Committee. It is important to note that during the promotion of this event on social media, we were targeted by attacks from masculinist trolls.

2023

Equity Committee *Lac-à-l'épaulé*

While this meeting helped establish the year's activity calendar, it also provided an opportunity for the 11 committee members to listen to Ms. Marcela Quinonez explain how she was able to integrate intercultural communication into her union (CUPE). Additionally, a

presentation on the Registered Disability Savings Plan (RDSP) led the committee to produce a pamphlet explaining the benefits of this financial vehicle for individuals living with disabilities. More than 2,000 pamphlets (in French and English) were shared with locals.

Demystifying Unions for Young People

The launch of the comic book aimed at breaking down prejudices young people may have toward unions. Given the great success of the event, with more than 50 attendees, the Youth Committee launched a series of bookmarks inspired by the same work. These were created by a young artist from one of the SEP-574 units, the Pub Randolph. More than 2,000 bookmarks and posters were initially distributed across Locals, and, due to popular demand, a second print run of 7,800 bookmarks was ordered and distributed to all our locals.

Indigenous Awareness Day

Organized jointly with the Equity Committee and the Women's Living and Working Conditions Committee, this was an opportunity to learn about the issues and traditions of various Indigenous communities in Quebec. Exchanges took place with artist Jon Labilloy, a member of the Listuguj First Nation, two women from the Atikamekw Nation of Manawan, and a project manager and trainer at UQAT (Université du Québec en Abitibi-Témiscamingue), who was born to an Innu father, is the mother of an Atikamekw child, and serves as a foster parent to Anicinapek children.

The day included the screening of short films produced by Wapikoni Mobile, which address issues affecting Indigenous communities in Quebec and Canada. A traditional meal was served by Miqmaq





Catering Indigenous Kitchen, participants received an orange t-shirt in connection with Truth and Reconciliation Day, and a raffle was held for five pairs of tickets to the *Indigenous Voices Today* exhibition at the McCord Museum.

FTQ Youth Orientation and Training Camps

The participation of two young female members in the FTQ Orientation Camp allowed them to contribute to developing the action plan for the Youth Committee at FTQ for 2024 to 2027. As for the FTQ Youth Training Camp, our three young female members deepened their knowledge of current union and socio-political issues, as well as refined their critical analysis of discourse.

2024

Farouches

To mark International Women's Rights Day, Sister Maryève Boyer was the guest of Emna Achour and Coralie LaPerrière, two young political-feminist comedians who host the *Farouches* podcast. Around 30 SEP-B members participated in the recording, with most of the audience coming from the Youth, Equity, and Women's Living and Working Conditions committees, respectively.

To listen to the recording (64 minutes, in French), click on the following link:

<https://baladoquebec.ca/farouches/special-ftq-sepb-syndicalisme-conge-menstruel-et-le-travail-des-femmes>

FTQ Youth Training Camp

This initiative allowed six activist members of the Youth Committee to attend a training event organized by the Quebec Federation of Labour (FTQ). The training sessions focused on social inequalities, union-led solutions to these inequalities, the 2025 federal election and the rise of right-wing politics, the hidden truths of the textile industry, and temporary foreign workers.

Fun 5 à 7 ("cinq à sept")

During a weekend of union training, the Youth Committee organized a fun event aimed at raising awareness among attendees about the challenges young workers face within union structures. Modelled after *Family Feud*, the event attracted over a hundred participants and spectators, fostering intergenerational dialogue.

Together Toward Tomorrow

Organized by Local 576, this was the first equity-focused project offered in English (with French support). Around 40 members from different Locals participated in a retreat to immerse themselves in these issues. The team collaborated with the First Peoples Justice Center, following protocols developed by Concordia University in partnership with the Mohawk community (Elders, Knowledge Keepers, etc.).

Dr. Sabrina Jafralie from McGill University addressed diversity and equity in workplaces, and a presentation was given by a Two-Spirit transgender person.





Day of Reflection on Systemic Racism

A major project stemming from a resolution adopted at the 2021 Convention, April 26, 2024, marked the first day dedicated to systemic racism, featuring several distinguished guests, including Mr. Fabrice Vil. Participants began a deep exploration of this phenomenon by examining its nature and impact on personal, relational, organizational, and societal levels.

In addition to these discussions, attendees were provided with tools, techniques, and arguments to promote a more inclusive environment across all spheres.

International Day Against Transphobia

To observe International Day Against Homophobia, Biphobia, and Transphobia, the Equity Committee hosted an educational and critical panel on May 17, 2024. Aiming to highlight the realities of trans individuals, the evening featured two young trans women: Judith Lefebvre, a transfeminist activist and bookseller, and Lola Gingras, co-coordinator of *Euphorie dans le genre*.

They shared their experiences fighting transphobia and discussed how these issues manifest in workplace environments. The event allowed the 20 attendees to better understand the importance of such a day, particularly in a socially and politically challenging climate.

Lac-à-l'épaulé Equity Committee

With the participation of FTQ researchers, the 10 members of the Equity Committee took stock of the rise of right-wing politics in Quebec and Canada and devised strategies to combat the rise of the far right, misinformation, and the stigmatization of equity-seeking groups.



Following this, Mr. Sylvain Le May from the Bureau of Inclusion and Student Success at UQAM met with committee members to discuss best practices for the inclusion of people living with disabilities.

2025

Training on Sickle Cell Disease

Sickle cell disease, also known as sickle cell anemia, is a blood disorder that predominantly affects individuals from Africa, the Caribbean, and the Middle East. Since 2016, all newborns in Quebec benefit from neonatal screening for hemoglobin abnormalities (one in 400 children is born with sickle cell anemia), but it is not easily detected in newly arrived individuals in Quebec (children or adults).

A training project was developed in collaboration with the Quebec Sickle Cell Anemia Association to raise awareness among our members in the education sector (student supervisors, specialized education technicians) about this disease. The information and tools provided aimed to help recognize the manifestations of this genetic condition, its impacts on schooling (or the ability to work), and better understand the importance of accommodation measures. Twelve members from three locals in the education sector participated in this training.





CCVTF Lac-à-l'épaule

Around 15 women from various committees (Equity, Youth, Women) dedicated their time and effort to exploring intersectionality in digital communications, aiming at enhancing our ability to connect with members from all equity-seeking groups. This gathering provided committee members with privileged access to high-calibre speakers, such as Justine Gehring, who addressed biases in artificial intelligence, and Magali G. Fitzbay from the organization *Les 3 sex** who offered valuable training and insights on intersectional issues related to justice, equity, diversity, and inclusion.

Indigenous Cultures Day

This major event concluded three years of activities funded by the Equity Education and Learning Fund, with the participation of around 100 members.

This celebration of First Nations cultures began with an opening ceremony led by an Elder from the Kina8at Centre (pronounced "kinawat"), followed by a reading/slam performance by Natasha Kanape Fontaine, actress, author/composer/singer, and poet. She later joined Xavier Watso, a digital creator/columnist and actor, for a moderated roundtable discussion.

Ms. Diane Andicha Picard hosted a workshop on beadwork and interpretation, while Chef Jacques Watso introduced us to his magnificent sagamité and bannock. The day concluded with two concerts: one by singer-songwriter Régis Niquay, a member of the Atikamekw Nation, and another by the Inuit indie rock band Juurini.

**The expression "lac-à-l'épaule" (a meeting to discuss a significant issue) originated from the secret meeting held by the Lesage cabinet on September 4 and 5, 1962, at a fishing camp by Lac à l'Épaule, located in the Laurentides Wildlife Reserve. During this meeting, the decision was made to complete the nationalization of hydroelectricity and make it the central theme of the upcoming election campaign.*

Loïc Breton & Maryève Boyer





VICE-PRESIDENTS FOR REGION 2 REPORT

Tanya La Rush and Lorrie Vandersluis, Region 2

In 2022, at the COPE SEPB National Convention, the addition of an equity vice-president seat to each of the regions was put in place. This second vice-president seat is reserved for equity-deserving members and, in our opinion, a change for the better. For the most part, it was a seamless transition to two vice-president roles.

Equity, Education and Learning Fund

Our region had a busy term with the introduction of the Equity, Education and Learning Fund (EELF), also from the 2022 Convention. Allies, and those who self-identify as belonging to an equity community, were able to access these funds that were set aside for each region to be used exclusively for promoting, educating, and learning and unlearning equity issues, but also built onto solid plans such as the idea that became reality for our Young Worker Vice-President who applied for, and was able to utilize, the resources to bring to fruition the COPE Ontario Young Workers Symposium (COYS) in March 2025.

By all accounts the symposium, geared towards our young workers, was a huge success. It also forged the way for our younger members to become more engaged in our decision making and leadership roles. If the recent COYS was an indication of how the future looks for COPE SEPB, we have no worries. Other events funded or partially funded were workshops on critical race theory, disability, racial justice, and gender diversity, to name a few. These workshops provided tools, resources and food for thought on how we view each. They explored the ways in which systemic oppression, ableism and racism perpetuate inequalities and hinder progress towards anti-oppressive workspaces and fostering liberation and creating inclusive spaces for our members.

Ontario Government Climate

Last term's Region 2 report on the political climate was, unfortunately, eerily similar to this year's.

Doug Ford, an alt-right Conservative, won the provincial election securing a majority government for the Progressive Conservatives (PC). We worked as hard as we could throughout our locals with great resources, as well as COPE Ontario's investment, in a member-wide mailout produced for labour through the Ontario Federation of Labour.

There was a dismal voting turnout percentage, and this allowed the anti-labour, pro right-to-work party stay in power. We were also devastated over the loss of COPE members who worked at Ontario NDP (ONDP) offices where the incumbent MPP lost their seat.

We know that these members are resilient and will go on to do great things in our communities. But not all is doom and gloom. The ONDP had some young, smart and politically savvy candidates running in strong Liberal or PC ridings who made a dent in the votes. This will pave the way for some new faces come next election and, hopefully, a more orange one.

Organizing

COPE Ontario continues to work on organizing across the province and we were able to grow our membership. It's not easy competing with larger unions but we made a big enough impression on folk. We have some big-name organization like the David Suzuki Foundation coming into our fold across all our regions which is a sign of good things to come.





We are looking at a fresh start on our social media platforms and hope to catch the attention of non-union workers looking for better protection at their jobs.

COPE Ontario Convention

In March 2025, we held our triennial Convention in Niagara Falls and it was fantastic to see some new faces.

Elections took place and the 2025-2028 Table Officers are as follows:

- President (acclaimed) - Kelly Belbin (Local 343)
- Treasurer (acclaimed) - Brandi Kehoe (Local 491)
- Recording Secretary (acclaimed) - Delaine Willet (Local 521)
- Small Local Vice-President (elected) - Natasha Brouillette (Local 523)
- Small Local Vice President (elected) - Dana Dafoe (Local 429)
- Young Worker Vice President (acclaimed) - Siraz Kaur (Local 491)
- Equity Vice-President position (acclaimed) - Amit Tandon (Local 225)

The equity vice-president position came as a result of a resolution passed at Convention.

We'd be remiss without thanking those that did not re-offer or left the board as they retired or went on to other ventures.

Closing Remarks

We want to thank the Region 2 delegates who had faith in us representing them at the National Executive Board. Our time at the board was rewarding, thoughtful and educational. We have both decided not to run for national vice-president roles but will be available to the incoming vice-presidents during the transition. We have gained further insight, made lifelong comrades/friends, and are excited to see what direction our union takes. As many of labour folk and friends have said since time immemorial, the struggle continues.

In solidarity,

*Tanya La Rush &
Lorrie Vandersluis*





Building On Our Successes
S'inspirer de nos succès
copese pb

VICE-PRESIDENTS FOR REGION 3 REPORT

Stephanie Kerr and Preston Smoke, Region 3

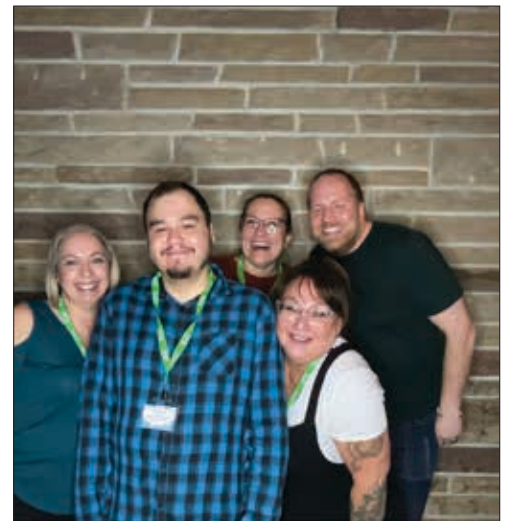
Welcome to the 8th Triennial COPE SEPB Convention!

On behalf of **Region 3**, it is our absolute honour to welcome you to **Winnipeg, Manitoba**—a city with a rich history of **solidarity, resilience, and worker power**. Over a century ago, in 1919, Winnipeg became the heart of the **General Strike**, a movement that shaped the labour landscape across Canada and beyond. That same fighting spirit continues to inspire us today as we come together to build a stronger, more just future for all workers.

This convention is a time to reflect on our progress and the strength of our collective movement. One example of that solidarity was seen in the **amicable merger of COPE Local 458 with Local 397**. When Local 458 was unable to form an executive, it was placed under trusteeship. Through collaboration and commitment to our members, the transition was handled with care and unity. We extend our gratitude to **Anderson Charles** for his leadership during this challenging period, ensuring members remained supported and protected throughout the process.

Local 342 demonstrated incredible strength and solidarity in standing up to the employer and defending workers' rights. During a challenging round of bargaining, the employer attempted to undermine our union by questioning the role of Nathan Markwart as a representative. Despite these tactics, Local 342 remained unwavering, taking the fight to the Saskatchewan Labour Relations Board. The Board ultimately ruled in favour of COPE 342, reinforcing the principle that unions have the right to choose their own representatives without employer interference. This victory not only affirmed our autonomy but sent a strong message that we will not back down when employers attempt to dictate how we represent our members. Local 342's resilience in this case is a testament to the power of standing together and fighting for what is right.

As we gather in this historic city, we are reminded that **our strength is in our unity**. This convention is not just a meeting; it is an opportunity to **share our victories, face our challenges head-on, and chart a bold path forward**. Together, we will reaffirm our commitment to **fair workplaces, social justice, and the collective power of our union**.





At the last convention, a strong emphasis was placed on equity, diversity, and education, reflecting our commitment to fostering a more inclusive and knowledgeable union. Money was allocated specifically for members to apply for educational opportunities, enabling them to enhance their skills and understanding of the issues that matter most to our union. The feedback from members who were able to attend these educational programs has been overwhelmingly positive. Many expressed how grateful they were for the opportunity to learn and grow, noting that it not only empowered them personally but also strengthened our collective ability to advocate for workers' rights. This initiative underscores the importance of investing in our members, ensuring they are equipped with the tools needed to continue fighting for justice and equality in the workplace.

Preston Smoke co-facilitated "A Path to Reconciliation" at this past Alberta Federation of Labour (AFL) Winter School. This past three years, our region has seen three new members step forward in leadership to provide education to others.

At our last convention, we reported that there was one outstanding arbitration concerning a staff dismissal. This July marks three years since the arbitration hearing took place and, unfortunately, the matter remains unresolved. This delay continues to cause frustration, not only for those directly involved but also for the union as a whole, as it underscores the need for timely resolutions in order to uphold fairness and accountability.

Outstanding issues continue to challenge the core values of our union. However, we remain steadfast in our commitment to pushing for a fair and swift resolution to this matter. We will continue to advocate for the timely delivery of justice for all our members, ensuring that we uphold the principles of fairness, accountability, and solidarity.

Let this convention be a place where **new ideas are born, solidarity is strengthened, and our voices rise as one.** Whether this is your first COPE SEPB convention or you have been part of this movement for years, your presence, passion, and activism make a difference.

POLITICAL

Saskatchewan Provincial Election 2024

On **October 28, 2024**, Premier **Scott Moe's Saskatchewan Party** secured its **fifth consecutive majority government**, winning **32 seats**. The **New Democratic Party (NDP)**, led by **Carla Beck**, won **22 seats**, with **seven results pending** at the time.

We extend our **gratitude to our three members—Melissa Patterson, Zach Nelson, and Mike San Miguel—who ran as candidates** in both the provincial and municipal elections. Their commitment to **advocating for a worker-friendly government** is commendable. We also appreciate the **COPE members who volunteered** during this critical election period.





Bill 137 – The Education (Parents' Bill of Rights) Amendment Act, 2023

Bill 137, passed in **October 2023**, amended **The Education Act, 1995**, emphasizing **parental involvement** in their children's education. This law requires **parental consent for students under age 16 to change their names or pronouns at school** and **restricts third-party organizations from delivering sexual health education**.

The **Saskatchewan government** invoked the **notwithstanding clause (Section 33 of the Canadian Charter of Rights and Freedoms)** to shield the legislation from legal challenges.

The **Saskatchewan Federation of Labour (SFL)** strongly opposed Bill 137, citing concerns about **children's autonomy, the rights of gender-diverse students, and restrictions on inclusive education**.

10-Year Anniversary of the Supreme Court Ruling on the Right to Strike

On **January 30, 2025**, we marked the **10th anniversary** of the **Supreme Court of Canada's landmark ruling** that the **right to strike is constitutionally protected**. This decision, in which the **Saskatchewan Federation of Labour played a pivotal role**, remains a defining moment for **workers' rights and labour movements across Canada**.

ALBERTA

Coal Policy Changes: In early 2025, Alberta lifted moratoriums on coal exploration and development, allowing projects like Valory's Blackstone project to proceed. This decision followed lawsuits from companies such as Cabin Ridge and Hancock Prospecting, which sought damages after previous bans hindered their projects. The Alberta government emphasized that only underground steelmaking coal mines would be approved, aiming to balance economic interests with environmental considerations.



Formation of the Solidarity Pact

In March 2025, the Alberta Federation of Labour (AFL), alongside over 20 unions representing more than 300,000 workers, introduced the "Solidarity Pact." This historic agreement signifies a unified commitment among unions to collectively defend against any perceived attacks on workers by various levels of government or





private employers. AFL President Gil McGowan emphasized that this pact serves as a clear message that any assault on one union will be met with a unified response from all, underscoring the strength found in solidarity.

Governmental Interference in Collective Bargaining

The Alberta government has faced criticism for its interventions in public sector collective bargaining. In 2024, approximately 200,000 workers, including 80% of unionized public-sector employees, were set to negotiate new contracts. Reports indicate that the government employed both legislative and non-legislative measures to influence these negotiations, raising concerns about the preservation of fair bargaining processes and the rights of workers.

AUPE's Political Engagement

The Alberta Union of Provincial Employees (AUPE) has been proactive in addressing political matters affecting its members. Through its Committee on Political Action (COPA), AUPE has focused on educating members about political issues, promoting social action, and advocating for policies that align with the interests of the union. This includes efforts to protect the right to strike and to oppose legislation perceived as detrimental to workers' rights.

Public Sector Strikes and Rallies

The province has witnessed a surge in public sector strikes and rallies. In 2023, over half a million workers participated in strikes, resulting in the highest number of workdays lost in nearly four decades. This uptick is largely attributed to public sector workers responding to rising living costs, stagnant wages, and policies viewed as anti-worker.

MANITOBA

Political Landscape: Yes! Manitoba made history in the **October 3, 2023**, provincial election when **Wab Kinew** led the **New Democratic Party (NDP)** to victory, becoming the **first First Nations Premier** in Canadian history. Kinew, who is from **Onigaming First Nation** in Ontario and a member of the **Anishinaabe Nation**, ran on a platform focused on healthcare improvements, affordability, and reconciliation.

The NDP's victory ended **seven years of Progressive Conservative (PC) rule** under former premiers Brian Pallister and Heather Stefanson. The election saw a strong voter turnout, with the NDP capitalizing on public frustration over healthcare cuts, cost-of-living concerns, and issues affecting Indigenous communities.

Since taking office, Kinew's government has focused on addressing Manitoba's **healthcare crisis, affordability issues, and Indigenous rights**. His leadership has been widely seen as a **landmark moment for Indigenous representation in Canadian politics**.

Specific major political events in Manitoba during this period were less prominently reported compared to neighbouring provinces. However, ongoing discussions around energy policies and interprovincial trade influenced the province's political discourse, especially in light of federal initiatives aimed at enhancing internal trade and energy integration.





COPE SEPB Solidarity with Camp Marcedes

COPE SEPB was honoured to visit **Camp Marcedes** to listen, learn, and explore meaningful ways to support their ongoing efforts. In a show of solidarity, COPE SEPB **donated a marquee tent** and collaborated with local members to supply **firewood**, helping sustain the camp through difficult conditions.

We extend our heartfelt condolences to the families of **Marcedes Myran, Morgan Harris, Ashlee Shingoose, Rebecca Contois**, and to all those impacted by the national crisis of **Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ people**.

COPE SEPB stands firmly in our commitment to **truth, justice, and reconciliation**, and in solidarity with all those demanding real action and lasting change.

NUNAVAT

Devolution Agreement: On January 18, 2024, the Government of Canada, the Government of Nunavut, and Nunavut Tunngavik Incorporated, signed the Nunavut Lands and Resources Devolution Agreement. This landmark agreement transferred decision-making authority over public lands, freshwater, and non-renewable resources to Nunavut, marking the largest land transfer in Canada's history. The devolution aims to empower Nunavut's residents to manage their resources and foster economic development.

Government Restructuring: In October 2024, Nunavut announced plans for a significant governmental restructuring, effective April 1, 2025. This reorganization involved creating two new departments: the Department of Community Services, and the Department of Transportation and Infrastructure Nunavut. The restructuring aimed to enhance program and service delivery across the territory.

Since our last convention, Region 3 has undergone significant changes. We've seen leadership transitions within our locals and have been confronted with emerging challenges, most notably the rise of AI, which threatens to impact our largest bargaining unit and the workers we represent. Fortunately, we now have two vice-presidents representing workers at the national executive board table, ensuring our voices are amplified at the highest levels.

Despite the adversity we've faced over the past three years, the national executive has done an exceptional job managing finances. Our structure provides us with the autonomy to address challenges, and the national has taken on additional responsibilities to further support our efforts. Moving forward, it is vital that we remain focused on securing the future of our union movement while continuing to adapt to the ever-changing landscape of work, technology, and workers' rights.

Thank you for being here. Thank you for your dedication to the labour movement. And most of all, **thank you for standing together**.

Respectfully submitted on behalf of Region 3 to the delegates attending the 8th COPE SEPB Convention,

Stephanie Kerr & Preston Smoke





VICE-PRESIDENTS FOR REGION 4 REPORT

Anderson Charles and Christy Slusarenko, Region 4

Looking back at this last term, the key word for our local, our region, and our province would be "change."

There has been a tremendous amount of change that has occurred, yet this local and region remained strong, focused, and dedicated to our members and the labour movement.

Our Local, Our Family

We start off with the changes within our local. After many years of service to our local, our national union, and to the labour movement, our local's long-time president and former national president, David Black, stepped away shortly after our convention in 2022 to transition into a well-deserved retirement.

Our local was very fortunate to have Lori Mayhew step in as acting president. Lori brought with her 25 years of experience as our secretary-treasurer, along with a fresh perspective in leading our union and a strong fiscal hand to guide us.

With Lori stepping into the role of acting president, a by-election took place with Graeme Hutchinson, a long-time executive board member, elected as secretary-treasurer.

Transitions and change in leadership are always hard to navigate and our 2022 experience was no exception. We endured bumps in the road but, in the end, our local was able to grow and remain successful in doing what we do best for our members.

In 2023, David announced his official retirement. While we knew it was coming, the loss of his guiding presence, not to mention his many years of experience and strong leadership, impacted our local in ways we didn't expect. David's retirement necessitated another by-election which was held within our executive council which saw Secretary-Treasurer Graeme Hutchinson elected president. With Hutchison stepping becoming president, Lori Mayhew returned to her position as Secretary-Treasurer.

Despite another leadership change, our local remained strong focusing on the welfare and advancement of our members, ensuring their rights were being upheld, and advancing our organizing campaigns.

In the summer of 2024, MoveUP held its triennial general elections for president, secretary-treasurer and executive board. Lori Mayhew announced before these elections that she would not stand for re-election and gave her official notice of retirement.

The 2024 elections proved to be the most hotly contested elections our local has ever had. Every available position required an election, with no acclamations.

After the dust settled, we found ourselves with a new president (Annette Toth), a new secretary-treasurer (Brenda Chu), and several new Executive Board members. At MoveUP's 2024 Convention, our vice-president elections were held. Christy Slusarenko (Combined





Units) and Rysa Kronebusch (Utilities) were both re-elected to their respective positions, while Dimitri Ossinsky (ICBC) was elected for the first time to the vice-president role.

We would like to acknowledge our Executive Board for the 2024 to 2027 term:

Safar Alikhani, Jeffrey Bryant, Anderson Charles, Gurinder Dhandwal, Natalie Hoedel, Dawn Lentsch, Brian Martens, Kim McInroy, Andrea McKenna, Ahmad Naqvi, Norm Stickelmann, Leilah Thiel, and Lana Topic.

MoveUP would like to thank both David Black and Lori Mayhew for their long-standing and exemplary service and dedication to MoveUP. There is a huge hole due to their departure that will be very hard to fill. We are thankful for everything that they have done and wish them both the very best moving forward.

MoveUP Embracing Black Lives Matter (BLM), Diversity, Equity and Inclusivity (DEI) Initiatives

With the creation of the Education, Equity and Learning Fund (EELF), MoveUP was privileged and excited to use some of our region's allocated money to fund some great equity proposals. Working with our region's Canadian Equity Council (CEC) members, we were able to approve funding for the following initiatives.

- Send three members to the 2023 Coalition of Black Trade Unionists (CBTU) in New Orleans
- Provide seed money for a First Nations bursary
- Provide funding for a Menstrual and Menopausal Leave campaign
- Provide EDI training for our executive board and executive council
- Provide funding for young workers to attend conventions

We would like to highlight two events in particular where participation was possible solely due to the EELF:

From November 27 to December 1, 2024, MoveUP's Women & Gender Rights Committee (WGRC) hosted its first ever Week of Activism for self-identifying female members. A proposal for funding through the EELF was submitted and approved.

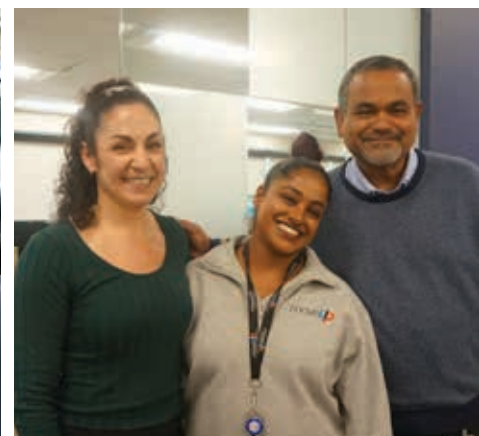
The week-long course provided a day for the committee to discuss upcoming events, a campaign to include menstrual and menopause leave in collective agreements, a presentation from Ending Violence Association of BC Violence British Columbia, and a field trip to an exhibit titled. "Trailblazing: Women in Canada since 1867".

We ended our week with a three-day "Women in Leadership" course presented through the Canadian Labour Congress. Attendees felt engaged, inspired and, as union activists, wanting to educate other members. A suggestion was made to increase the event to two weeks and include a focus on domestic and intimate violence in the workplace.

From August 1 to 3, 2024, the first-ever Queer Rights Summit was held through Canada Pride. MoveUP's Human Rights & Multicultural Committee (HRMC) sent six members to attend this historic summit, which provided a space for activists and leaders to share stories of their work ensuring, and defending, access to fundamental human rights for themselves and their communities.

One of our activists, Misty, who works at Coastal Community Credit Union, shared their story of what being at the summit meant to them:

"I was one of the six members of MoveUP that were selected to attend the Queer Rights Summit in Vancouver this past Pride weekend. I sat for two-and-half days and got to listen to, and be a part of, some very educational and important conversations. The safeness that this space offered for people to just be themselves was absolutely moving. I made new connections and rekindled some old ones too. As the





president of the Discovery Islands Pride Society, I just want to thank MoveUP again for choosing me and allowing me to bring all this new knowledge and support leads back to my community."

On March 26, 2024, MoveUP was honoured to be at Capilano University for the unveiling and opening of a Black Lives Matter exhibit. Through our HRMC, we made a \$5,000 donation to be a major sponsor of the exhibit. The exhibit highlighted the names of many Black persons whose lives were lost due to police brutality, racism, and discrimination. It featured a video presentation from Orchestra Noir, led by Maestro Jason Ikeem Rodgers. It also displayed the stories of Trayvon Martin, Tamir Rice, Jermaine Carby, Breonna Taylor, D'Andre Campbell, and George Floyd.

Region 4 Vice-President Christy Slusarenko, who is from Capilano University, thanked the Change Committee on behalf of MoveUP for hosting the exhibit and talked about its importance to all faculty, students, and our members. Anderson Charles delivered a speech highlighting the importance of the Black Lives Matter Movement in Canada and the intersectionality of the labour movement and social justice.

We are still receiving proposals for consideration. One proposal that we are looking forward to is the creation of a reconciliation circle by partnering with Bears Den Consulting and Training, as well as looking at creating a DEI curriculum for our members.

As you can see, DEI is very important to our members and the funding from COPE SEPB has made it possible for MoveUP to continue its great work in our communities and for the labour movement. We look forward to continuing working with the CEC on future EELF and EDI initiatives.

MoveUP Job Steward Seminar

At MoveUP, we pride ourselves in having tremendous job stewards. Job stewards are our union's eyes and ears in workplaces. For our stewards to be effective, we offer robust training throughout the year which culminates with our annual Job Steward seminar.

Since 2022, 150 job stewards gather annually at Harrison Hot Springs Resort to take part in our seminar. While there, our stewards participate in classes such as Job Steward Level 3, Young Workers, and Facing Management, to name a few, to enhance their existing training and experiences. We also, quite often, introduce newly created courses during our seminar such as Member Journalism, Defending our Workplaces from Raid Attempts, and Steward Engagement During Bargaining, just to name a few.





It is also a great event for job stewards to reconnect, to share, and to create new relationships, and is our way to show our appreciation to our stewards as we know stewarding can be a thankless job at times.

Union Representative Trainee Program

MoveUP restarted and completely revamped its Union Representative Trainee program. Its aims and goals are to further develop our job stewards' skills in labour relations, grievance handling, arbitrations, and contract negotiations. This program enables us to develop a steward's passion and interest to become a new, up and coming union representative. It also is a great tool to build engagement between our union and our members.

The program follows an intense and immersive six-month plan where participants engage directly, and work with, the skilled staff in various departments. The end goal of the program is to have the participants fully qualified in the fundamentals of union-side labour relations, and be able to provide advanced service to our members in both their workplaces and in the office when coverage is needed.

Since we have restarted the program, we have had 10 participants (three currently in 2025), with four of them becoming full-time union representatives.

Job Actions at MoveUP

In 2023, our members at Capilano University went on strike. The picket line lasted nine weeks, the longest post-secondary strike in BC history. Our members withheld their labour to protect their right to grieve should managers and/or HR act in a discriminatory or arbitrary fashion when making changes to work-from-home (WHF) agreements with members. While many felt that job action was only to keep members working from home, it was more about protecting our right to grieve.

Our local was also proud that we supported other unions in their labour disputes. In January 2023, 450 of our members working in public transit supported a picket line held by approximately 140 Transit supervisors, represented by CUPE 4500. We are proud to have a strong defence fund and language to provide third-party picket protection without fear of discipline and loss of wages for our members.

While not all unions are able to provide this protection to members, we take pride in the strength of our agreements and constitution providing us the ability to show solidarity no matter the dispute.

Changes in the taxi industry

Since the adoption of ride-hail apps in BC, there has been a decline in taxi dispatching and call taking roles. While both ridehail and taxi companies continue to do business in the province, MoveUP is facing a much harder fight with taxi employers seeking to shift their workforce overseas.

Sadly, we have had three taxi companies file Section 54 notices with the BC Labour Relations Board, eliminating unionized roles. MoveUP vehemently disagrees with the filing of these notices and plan to challenge them. There are two other taxi employers who are working with MoveUP to find a compromise and limit the number of potential layoffs.

Mergers and Organizing

MoveUP's organizing priority in 2024 was focused on the credit union sector. We currently represent members in 10 different credit unions around the province. Still, there are many branches, within our certifications, which are unorganized.

We have also seen many credit unions merging. There is an anti-





union sentiment that comes out of these mergers, with some non-unionized branches willing to provide employees with the same benefits as unionized members. This is a way to divide employees and stop organizing drives. Another challenge to these mergers is that there are three unions currently representing credit unions in BC. An understanding or compromise is needed to create a path forward to avoid what could be perceived as raiding. Some conversations with the other unions have taken place, with mentions of a poly-party agreements, but we are still a long way from a resolution.

Some of our organizing wins since August 2024 include:

- 30 workers at the David Suzuki Foundation (in conjunction with COPE Ontario and SEPBC-Québec)
- 90 student workers at Capilano University
- 42 workers at the BCIT Student Association (BCITSA)

Teamster Raiding

In 2021, the AVIS and Budget locations at the Vancouver International Airport merged. AVIS workers were represented by MoveUP and Budget workers were represented by Teamsters Local 213. Following the merger, MoveUP filed a common employer application with the Labour Relations Board. After a long battle through mediation, MoveUP was ultimately successful in our bid to be the sole union representing all employees. The total number of employees with the merged entity was 171.

MoveUP provided instant wage increases of up to \$4 an hour to the Budget workers as they merged into our existing collective agreement at Avis, as well provided a longer recall period in layoff language from six months to two years. The extension of the recall language guaranteed that former Budget employees were called back as the pandemic ended and travel patterns returned to normal.

November 2024 brought a challenge from Teamsters Local 213, which saw them take advantage of the open period with AVIS Budget collective agreement which was set to expire in May 2025.

In BC, members can seek a change in union representation in the seventh and eighth month prior to a collective agreement expiring. The Teamsters started their raid campaign by getting workers to sign their cards in June 2024. As many of the former Teamsters members were still employed with the AVIS Budget, it was easy for them to create an internal organizing strategy.

Unfortunately, MoveUP did not learn of the Teamsters' raid campaign until November. While we tried our best to dissuade these members from leaving the MoveUP family by performing member outreach calls, site visits, and bulletins, we were unable to retain those members.

MoveUP does have two other car rental bargaining units at the Vancouver International Airport with expiring agreements in 2025. We need to be better equipped if we find ourselves in the same or comparable situation in the future.

We have scheduled strategy sessions and performed a fact-finding investigation to better learn from this experience. We are also looking to create some learning to equip our members at the workplace.

BC Elections 2024

Not long after the last COPE SEPBC Convention in June 2022, hosted in Vancouver, BC Premier John Horgan announced that he would be stepping down. A leadership race had been scheduled to take place for the BC NDP but, following the disqualification of one of the two candidates, the remaining candidate – former Attorney General David Eby – was acclaimed as leader in October 2022 and, subsequently, sworn in as the 37th premier of British Columbia.





The BC provincial election took place on October 19, 2024. In this election, some electoral boundaries were changed, and six new ridings were created. That brought the total number of seats in the Legislative Assembly to 93.

BC also saw the provincial party formerly known as the Liberals not only undergo a name change becoming the BC United Party but also, in a surprise announcement, saw the collapse of their party ahead of the provincial election. Instead, they threw their support behind the BC Conservative Party.

The efforts of MoveUP's Political Action Committee and the BC Federation of Labour helped this election bring out a record number of voters. Our committee members volunteered for telephone and texting evenings, attended rallies, and even canvassed to get the word out about the election and provide voters with the information needed to ensure a NDP victory. 2,107,152 votes were cast which translated to a 58.3% turnout rate.

Some of the hot issues in the election was cost of living, health care, housing affordability and public safety. Since MoveUP represents ICBC staff, we did everything we could to ensure we elected a government that values the working class and, by electing the NDP, fought off yet another threat from the BC United and BC Conservatives promising to dissolve public auto insurance in favour of private insurance. The result of the elections saw the BC NDP securing a majority government with 47 seats. The BC Conservatives won 44 seats, and the BC Green Party won two.

There were judicial recounts in the Kelowna Centre and Surrey-Guildford ridings, respectively. Although the NDP came up short in Kelowna Centre, they managed to retain the Surrey-Guildford riding despite initially being behind the count on election night. Ultimately, winning the Surrey-Guildford riding meant the difference between a majority and minority government.

The Honourable John Horgan

On November 12, 2024, we lost a great friend, a great leader, and a labour-friendly face to cancer. The Hon. John Horgan was BC's 36th premier, serving from 2017 to 2022, and was the Canadian Ambassador to Germany from 2022 until his passing.

John will be remembered for his tenacity, his care for all British Columbians, steady leadership during the COVID pandemic, and legislations aimed towards the benefit of all workers.

Public Sector Bargaining

In 2022, public sector employees went through bargaining. With the rising cost of living and inflation, workers were feeling the pinch and being left behind. Our members voiced their opinions and frustrations and were looking to our union for assistance.

During this bargaining year, the Public Sector Employee's Council (PSEC) agreed to gains for our public sector members. They also agreed to a cost-of-living (COLA) clause which provided members with additional gains.

This COLA clause came from the BC government's Shared Recovery Mandate which "focused on providing fair and reasonable wage increases...(and) provides inflation protection". The COLA was calculated using 2% as a guaranteed wage increase and workers receiving up to an additional 1% based on the annualized average CPI over the previous 12-month period of March 2023 to February 2024. With this last increase, our public sector members saw wage increases averaging 13.5% over three (3) years.

These gains came from the labour movement, including MoveUP lobbying our government for fair wages and meaningful increases to help workers through a tough post-pandemic economic downturn.





In 2025, public sector workers are again in bargaining. With the threat of increasing tariffs from the United States and uncertain financial markets, these workers are facing an uphill battle for meaningful wage increases that can keep up with inflation.

Public Transportation Funding

The release of the Potential Transit Service Impacts report is a warning for governments at the BC municipal and provincial levels, as well as the federal level, because of its potential devastating effect on communities, workers, and their families.

The Metro Vancouver transportation authority, TransLink, reported a financing gap of up to \$580M per year starting in 2026. This came after TransLink made some efficiency measures that resulted in \$90M in net financial benefits. This funding gap could lead to the elimination of entire bus routes (approximately 145) plus significant reductions, in the range of 45-50%, in frequency and start/end times of service. It would reduce SkyTrain, SeaBus and HandyDART services. It could lead to cuts in funding for walking, cycling and road programs.

The elimination of the West Coast Express train would be huge loss as the train links communities in the Fraser Valley East to Metro Vancouver during the morning and afternoon commutes.

More than half a million people would no longer be within walking distance of transit, and 175,000 jobs or more would no longer be accessible by transit. As people lose access to transit, congestion would worsen all while Metro Vancouver's population continues to grow at an unprecedented rate.

MoveUP represents administrative and skilled workers at Coast Mountain Bus Company and TransLink, as well as at BC Transit in Victoria. MoveUP is also proud to support the BC Federation of Labour's *Workers Deserve Better* campaign calling for a public transit

plan that can fill the gaps left by years of neglect and privatization under past BC Liberal governments and build on the important transit investments the current provincial government has made.

Changes to Picket Loopholes

The BC NDP government updated sections in the Labour Relations Code that had previously forced some workers to cross picket lines. This change came after a strike for members from the Canadian Merchant Service Guild, a federal certification, did not provide cover for provincially organized members at Seaspan, who would have been considered engaging in an illegal strike if they did not cross the picket line.

That former rule flies in the face of the labour movement that, traditionally, respects the picket lines of other striking members. Then-Labour Minister Harry Bains introduced a bill in March 2024 to close this loophole allowing all unionized workers in BC to honour legal picket lines without fear of retribution or being forced to cross.

Respectfully submitted on behalf of region 4 (MoveUP),

*Anderson Charles &
Christy Slusarenko*





REPORT OF THE NATIONAL SECRETARY-TREASURER

Pierrick Choinière-Lapointe, Secretary-Treasurer

Dear friends,

At the time of our last National Convention held at the Westin Bayshore in Vancouver, our National Union had approximately thirty-four thousand five hundred (34,500) members in thirty-five (35) Local Unions across Canada. Today, our National Union represents approximately thirty-six thousand (36,000) members in thirty-two (32) Local Unions. The membership is distributed across four (4) regions as follows:

- Region 1 comprises the province of Québec, a group of eleven (11) Local Unions representing just over fifteen thousand (15,000) members who receive services from SEPB-Québec;
- Region 2 comprises the province of Ontario, representing nearly six thousand (6,000) members in eighteen (18) Local Unions that receive services from COPE Ontario;
- Region 3 encompasses the provinces of Alberta, Saskatchewan, Manitoba, Nunavut, and the Northwest Territories, comprising two (2) Local Unions and representing more than two thousand (2,000) members;
- Region 4 includes the province of British Columbia and the Yukon Territory, with one Local Union representing more than twelve thousand (12,000) members.

A few major trends summarize the last few years since the 2022 convention.

First, let us remember that we have drastically reduced the revenues of our National Union. This was one of the main decisions of the 2022 convention. Before 2022, Local Unions had to remit three different amounts to the National Union, namely:

- three dollars and ninety-five cents (\$3.95) per member, per month as a per capita tax;
- three dollars and twenty-five cents (\$3.25) per member, per month to the Defence Fund;
- seventy-five dollars (\$75) per Local Union, per month to the Convention Fund;

The sum of these three (3) amounts was slightly more than seven dollars and twenty cents (\$7.20) per member, per month. The National Union's revenues were therefore approximately three million dollars (\$3M) per year. Following our 2022 convention, these revenues decreased to approximately one million one hundred thousand dollars (\$1.1M). The Regions, Councils, and/or Local Unions directly benefited from this devolution of nearly two million dollars (\$2M) per year, given that none of them lowered their dues or per capita.





The National Union then set aside \$1 million for Education and Learning activities on Equity, Diversity, and Inclusion (EDI) issues. This program was made possible by the surplus that had accumulated in our General Fund in 2022. A large portion of this Fund has already been put to good use. Given the popularity of this program, some regions have even decided to set up their own Equity Education and Learning Fund.

Finally, our Defence Fund has reached remarkable financial maturity. Despite the fact that we stopped contributing to the Defence Fund since July 2022, its value has nevertheless increased from \$18,248,612 at the time of my report in June 2022 to \$21,046,368 as of May 26, 2025.

You understand that this increase is due to interest income from our guaranteed investments, as well as the strong performance of our portfolio manager, despite significant withdrawals made during the last three years. Below, we will see exactly what these expenditures were to support our members in their struggles.

This drastic decrease in our revenues has stimulated activity in the Regions, Councils, and Local Unions. We remain convinced that this decision by the 2022 convention was the right one and that this direction should remain for the future. However, if we want to enable the National Union to continue its activities, particularly given the increase in the number of members on its executive board, certain adjustments must be made.

In fact, we had a surplus of approximately eighty-four thousand dollars (\$84,000) in 2023 and a deficit of approximately sixty-four thousand dollars (\$64,000) in 2024. Our cash flow was also negative

for 2023 and 2024, demonstrating an imbalance between insufficient income and our level of expenditure. In other words, the drastic reduction in our income in 2022 was a little too significant for our expenditure forecast. This was sustainable at the time because we had accumulated surpluses in the General Fund. These surpluses are now depleted. This poses obvious challenges for our ongoing activities over the next three years, but also, and more importantly, for the funding of our 2028 convention.

The following points aim to clarify the above, review revenues and expenditures, and outline the evolution of the assets of all our Funds.

1. General financial situation

We now have two (2) separate funds to carry out the activities of our National Union. These are:

- General Fund;
- Defence Fund.

The National Union's revenues currently come from the per capita tax of our Local Unions, our Councils, and the interest generated by our assets.

Prior to the 2022 convention, the total amount collected by the National Union was just over seven dollars and twenty cents (\$7.20) per member, per month. The total amount currently collected by the National Union is two dollars and sixty cents (\$2.60) per person, per month, which goes into the General Fund.

As our membership has remained relatively stable, our per capita tax revenues have been roughly the same for the last few years, at around \$1.1 million. We have taken care to attach a copy of our audited financial statements for any questions you may have regarding the details.

Since 2022, the growth of the Defence Fund has come solely from the return on our assets. In this regard, it is important to note that:

- approximately thirteen million dollars (\$13M) are invested with a portfolio manager who ensures good returns with a balanced portfolio (stocks and bonds);
- seven million dollars (\$7M) are invested in a guaranteed investment certificate (GIC) with the Caisse des travailleurs.e.s uni.e.s Desjardins;
- approximately one million dollars (\$1M) are held in cash in a chequing account.

These various investments generate an average of just under one million dollars (\$1M) per year.

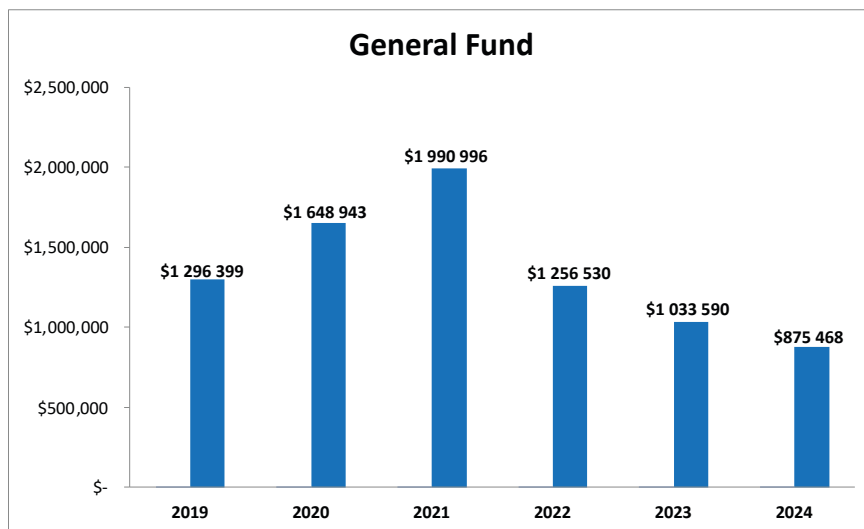




2. National Union revenues for day-to-day operations and changes in the General Fund

In 2021, annual per capita revenues for our day-to-day operations were approximately one million six hundred and thirty-five thousand three hundred dollars (\$1,635,300). As of the 2022 convention, this annual revenue was estimated at approximately \$1,076,400¹.

The following table shows the evolution of the General Fund's assets:



As we can see, the General Fund's revenues and assets have declined dramatically over the past three (3) years. This money has been made available to regions, which have been able to take it and allocate it to their issues and priorities.

It should be noted that the 2022 convention increased the number of vice-presidents from four (4) to eight (8). This necessarily led to an increase in operating expenses, particularly for in-person meetings. As a result, the average budgeted expenditure for the last three (3) years was around one million one hundred thousand dollars (\$1.1M), leaving almost no financial leeway.

However, the anticipated deficits were correct and expected, as we had surpluses in the General Fund as well as planned triennial expenses (mainly the Equity Education and Learning Fund and funding for the 2025 convention).

With these surpluses now largely depleted, we need to determine the financial direction for the next three (3) years.

3. Our Defence Fund

As we have seen, the growth of the Defence Fund comes from interest income on our guaranteed investments, as well as the strong performance of our portfolio manager, and its assets are around twenty-one million dollars (\$21M). Again, please see the financial statements audited which are attached to this document.

However, we must remember that the current Constitution stipulates that if the Defence Fund falls below ten million dollars (\$10M), all Local Unions would have to resume paying two dollars (\$2.00) per member, per month. However, based on our estimates, this is unlikely to happen in the next three (3) years.

It should be noted that a few sectors/units alone constitute what we call a "systemic risk." The following sectors/units include members who negotiate at the same time, meaning that the cost of a labour dispute must be absorbed in one fell swoop².

- SEP-B-Québec school support sector (Local Unions 576, 577, 578, and 579): seven thousand (7,000) members, or two million one hundred thousand dollars (\$2.1M) per week;
- ICBC, MoveUP (Local 378): 5,200 members, or one million five hundred and sixty thousand dollars (\$1.56M) per week;
- BC Hydro, MoveUP (Local 378): 2,800 members, or eight hundred and forty thousand dollars (\$840,000) per week.

As a reminder, Québec's education sector has an agreement in place until March 31, 2028, so no legal labour dispute is possible before fall 2028. However, ICBC and BC Hydro are currently in the process of renewing their collective agreements.

As can be seen, a labour dispute at ICBC or BC Hydro could lead to Local Unions putting money into the fund over the next three (3) years, although the assessment of this risk at this stage remains low.

Between July 1, 2022, and December 31, 2024, the sum of one million two hundred thirty thousand two hundred seventy-five dollars (\$1,230,275) was disbursed from the Defence Fund. It should be noted that, according to the Defence Fund Regulations, the "Fund, however, may also be used to combat attacks against the existence or the progress of the union"

¹ Estimate based on thirty-four thousand five hundred (34,500) members.

² The following projections take into account that all members of the sector/unit participate in picketing activities and claim benefits currently set at three hundred dollars (\$300) per week.

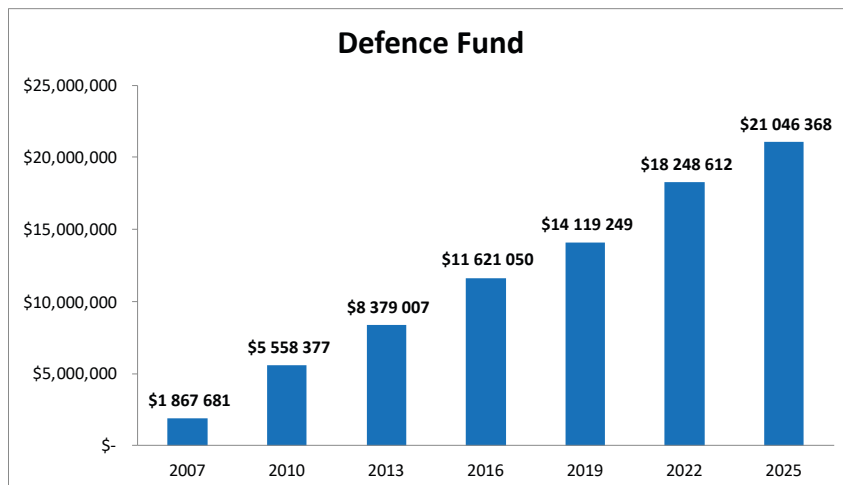


The following amounts were spent for the period from July 1, 2022, to March 31, 2025:

- Association of Justice Counsel strike (Region 2): \$7,260
- Vancouver Shipyards secondary picketing (Region 4): \$19,095
- CLC campaign against Bill 28: \$30,000
- Strike at Capilano University (Region 4): \$418,500
- Quebec education sector strike (Region 1): \$705,420
- Project for a Strong BC Association (Region 4): \$25,000
- Amount to fight a Conservative party in Saskatchewan (Region 3): \$25,000

Even taking into account the transfers made to the above regions, we spent less than what was accumulated over the last three (3) years.

We would like to remind you that, proportionally speaking, and with a value of approximately six hundred dollars (\$600) per member, we have one of the best-funded defence funds in Canada among national unions. It is also worth noting the following regarding the creation and evolution of our Defence Fund.



In its modest beginnings, the Fund had only one million dollars (\$1M), which was loaned to us by the then-Canadian Auto Workers (CAW) union. Today, we have a little over twenty-one million dollars (\$21M). It is quite a feat to have managed to grow the Fund, considering the disbursements we have made each year.

With the Fund having grown to this size, the National Executive analyzed more effective methods of investing these funds to ensure the Fund's sustainability and continued growth. It was therefore decided to adopt an Investment Policy and to invest eight million dollars (\$8M) in it. After several steps, we chose Seamark Investment Corporation, based in Halifax, Nova Scotia. This company was able to comply with our Investment Policy in every respect. In addition, this company, associated with SHARE, allows us to promote our participation as a responsible shareholder in order to make a difference on certain social and economic issues that are important to us.

We have also revised our financial, corporate governance, social, and environmental criteria. We would like to point out that this work is part of a resolution that was adopted at the last convention in 2023.

Excerpt from our Investment Policy:

Responsible investment

COPE-SEPB is committed to investing the Fund to deliver a fair financial return while also considering the impacts of our investments on society and the environment. COPE-SEPB believes that companies with better environmental, social and governance (ESG) performance generate greater long-term value for investors than do companies with less robust practices. As such, the Fund Manager will incorporate financial, corporate governance, social and environmental criteria in all investment decisions.

COPE-SEPB recognizes the following as guiding standards of responsible business conduct and will make a conscious effort to invest in companies and industries that uphold these standards and make positive contributions to society and the environment: The Global Compact, the International Labour Organization (ILO) Fundamental Principles and Rights at Work, the Organization of Economic Co-operation and Development Guidelines for Multinational Enterprises and the United Nations Guiding Principles for Human Rights and Business.

Preference should be given to investing in companies that:

- Do not employ anti-union policies;
- Promote occupational health and safety;

³ Resolution 18, 2022 convention.



- Provide equal employment and opportunity;
- Do not engage in child labour practices; and
- Are taking steps to align their business models, strategies, and actions with a just transition to a low carbon economy.

The National Secretary-Treasurer will review the portfolio of securities quarterly and provide feedback to the Fund Manager on any holdings that do not meet the responsible investment philosophies of COPE-SEPB.

In addition to the above guidelines, the following investments are not permitted:

- Companies that derive a majority of their revenues from sale of any of the following:
 - Tobacco;
 - Nuclear power;
 - Military weapons;
 - Or that derive 25% or more of their revenues from thermal coal mining, power generation from thermal coal, oil sands production, fracking or Arctic drilling.

In light of the above, the National Executive believes that it is appropriate to significantly increase strike and lockout benefits in order to ensure the financial security of our members. It should be noted that the benefits sums have not been increased since 2019. A resolution on this matter will be presented to you during the convention.

4. Our Equity Education and Learning Fund (EELF)

Between July 1, 2022, and March 31, 2025, we paid a total of seven hundred eighteen thousand five hundred sixty-eight dollars and thirty-five cents (\$718,568.35) in reimbursements to the regions for the financing of EDI Education and Learning activities. Following the creation of this Fund by the convention, the National Executive decided to allocate one million dollars (\$1M) to this Fund, which was made available to the regions on a pro rata basis based on their membership as of the 2022 voting strength. As of today, the amounts claimed by the regions are as follows:

- Region 1: \$397,233.35
- Region 2: \$136,625
- Region 3: \$29,520
- Region 4: \$155,172

We are extremely proud of the creation of this unique and original tool. We will propose that the remaining funds be reallocated for the 2025-2028 term, still based on the idea of pro rata membership. As you can see, a little under the three quarters of the funds have been spent. However, at least one region has been inspired by this idea and will soon create its own Fund.

Given the money made available to Regions, Councils, and Local Unions through the drastic decrease in National Union expenses, we invite other regions to consider creating their own Equity Education and Learning Fund.

5. Funding for ongoing activities and conventions

Of the \$2.60 per member, per month, it should be noted that approximately \$0.91 annually is only a transitional amount used to pay for our affiliation with the Canadian Labour Congress (CLC) and various international affiliations. In other words, of the \$2.60 per member, per month, approximately \$1.69 remains for the day-to-day activities of the National Union.

Until 2022, a Convention Fund existed and separate accounts were kept for it. This Fund was funded by a monthly contribution of seventy-five dollars (\$75) per Local Union. This was a symbolic amount that was intended at the time to encourage Local Unions to merge. After more than twenty years of existence, we came to the conclusion in 2022 that this tool was not fulfilling its objectives. In fact, the number of small Local Unions remained virtually unchanged for the period 2004-2022. This Fund was therefore abolished.

The funding of the convention was therefore merged into the general budget of the National Union. Taking inflation into account, the cost of the National Convention has always been the same: the number of delegates is generally similar (between one hundred and twenty (120) and one hundred and fifty (150) people), the number of days (around three (3), but four (4) since 2022 due to the day reserved for equity-seeking groups) as well as other fixed costs (rooms, meals, panellists, audiovisual, translation, etc.).

Historically, the National Executive has always paid travel allowances, which cost approximately one hundred and eight thousand dollars (\$108,000) in 2022. The cost of registration fees has always been minimal (a few hundred dollars). In short, the bulk of the convention was paid for by the National Union.

Taking all these costs into account, the convention cost just over six hundred thousand dollars (\$600,000) in 2022. The cost is similar this year, even though the National Executive has decided not to pay the travel allowance.



On the subject, I note that the number of delegates this year is the same as in 2022. The abolition of the travel allowance does not therefore appear to have had the effect of reducing participation.

As a consequence of the above, and in a context of deficit, we had to find a solution to secure the financing of future conventions. We do not wish to increase the revenues of the National Union. In fact, we wish to maintain the financial health of the Regions, Councils and Local Unions.

That's why we've come to the conclusion that a dedicated, reasonable and transparent per capita tax would be appropriate to fund future National Conventions. According to our projections, we'll be able to set aside just over six hundred thousand dollars (\$600,000) for the 2028 Convention with the convention dues. Of course, with rising overheads, including hotel and audiovisual costs, we won't be able to have a convention as expensive as the one

starting today, or those we've had in the past. Choices will still have to be made by the next National Executive (e.g., reducing the number of days, the number of panellists, raising registration fees, etc.).

6. The next three years

The National Union's finances are exactly where you wanted them to be three (3) years ago: reduced to the bare essentials.

The National Executive has prepared an orientation and resolutions that will enable us to achieve financial viability and balance for the next three (3) years. These resolutions are based on the idea that current revenues are sufficient to maintain our activities, as long as the per capita tax of two dollars and sixty cents (\$2.60) per member, per month, is simply increased slightly each year to take account inflation, as already provided for in the Constitution. However, as we have seen, we were in deficit last year. If this direction and these resolutions are accepted, we will therefore have to reduce our operating expenses once again. Here's how:

- A reduction in our operating budget with the aim of no longer running a deficit. To achieve this, we will reduce the budget for in-person meetings and the operating budget of the Canadian Equity Council⁴, in addition to terminating one of our international affiliations (IndustriALL);
- A freeze⁵ on all officers' compensation;
- A freeze on subsidies to Regions 1 and 4, which are intended to finance the administrative costs incurred by these Regions for work related to the Offices of the National President and the National Secretary-Treasurer⁶;

With regard to funding the next convention, we have heard the comments concerning the costs involved. We believe that by creating a separate fund, dedicated solely to funding the National Convention, Regions, Councils and Local Unions will have greater visibility over the amounts to be disbursed for it, as well as ensuring greater financial transparency.

In closing, we would like to remind you that some six million dollars (\$6M) over three (3) years has been made available to Regions,

⁴ A budget that was granted, in the context of a surplus in 2020, even though the Constitution stipulates that expenses and lost wages are assumed by the regions for members of the CEC. In other words, we return to the strict interpretation of the Constitution.

⁵ Indeed, no resolution proposing an increase was submitted to the convention.

⁶ In fact, these subsidies have been frozen for over fifteen years.



Councils and Local Unions by the decision of the previous convention in 2022 to drastically reduce the revenues of the National Union. This money is now available for your needs.

As an indication, here are the six million dollars (\$6M) that has been made available to the regions in the last three (3) years (rounded), based on the voting strength:

- Region 1 (43%): \$2,580,000;
- Region 2 (16%): \$960,000;
- Region 3 (6%): \$360,000;
- Region 4 (34%): \$2,040,000.

But we must bear in mind that almost 45% of the money made available was taken to fund our Defence Fund. I would remind you that the Constitution provides for a mechanism whereby it is possible that Local Unions (or Councils) could revert to paying a two-dollar (\$2.00) per member, per month.

Regions 1 and 4 have Defence Funds to cover the one-week waiting period imposed by the National Union. We encourage Regions 2 and 3 to give serious thought to the advisability of creating such Defence Fund to cover the waiting period and guarantee the financial security of their members.

The National Secretary-Treasurer,

Pierrick Choinière-Lapointe

Lawyer

