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CUPE NB 62nd ANNUAL CONVENTION

April 9th – 12th, 2025
Fredericton, NB

MINUTES

WEDNESDAY, APRIL 9TH - DAY ONE:

New Delegates' Orientation: Brother Patrick Roy talks about various items: ombudsperson, documents on USB key, quorum, resolutions, credentials, votes, speaking rights, rights of alternates, points of order, parliamentary procedures, etc.

Meeting called to order at 1:08 pm by Sister Sharon Teare – acting president of CUPE NB division, welcomes everyone to the convention. Followed by announcements: kiosks in gallery, registration desk in Salon E, committees will meet in Room 244, bingo (Salon A & B), dance on Friday night with Steve Waylen band, presenter on Friday.

Sister Teare then calls upon Elder Cynthia Sewell, Pabineau First Nation, to bring blessings before we commence and reconvene our convention. Sister Sewell says a few words on her background and history. She performs the traditional ceremony with the Micmac eagle honor song to do the opening...

Sister Teare thanks Cynthia. Then she calls on the people who will read the land acknowledgment – Sister Mary Guptil (L1418) and Brother Marcel Poitras (L886).

Sister Teare asks technicians to run the “Video of 2024 in review”

After which she introduces the members of the CUPE NB Executive Board: Sister Kim Copp, secretary-treasurer, Brother Jamie Agnew (L963), Brother Jonathan Guimond (L1190), Brother Chris Curran (L1251), Sister Norma Robinson (L1252), Sister Iris Lloyd (L1253), Sister Shawna Morton (L1418), Sister Jennifer Oliver (L1840), Sister Tammy Daigle (L1866), Sister Theresa McAllister (L2745), Brother Pierre Bourgeois (L5017), Brother Sam Jacobs for Eric (L5026), Brother Jason St. Onge (NBCNHU), Sister Jill Greene (Council of Municipalities), Brother Jason Tower (VP at large), Brother Serge Plourde (VP at large)

She then recognizes guests: Brother Mark Hancock, CUPE National president, Sister Candice Rennick, Sister Karine Rainville, Sister Addie, Sister Debra Merrier (NEB Board), Brother Aubrey Gonsalves, Sister Nan McFadgen (CUPE NS), Sister Ashley Clark (CUPE PEI), Brother Josh (photograph), Brother Serge Landry (CLC), Brother George Leaman (Federation of Labour), Sister Chantal Granon-Nayas (organizing)

She also recognizes national servicing reps for NB and asks for a big round of applause; acting president of NBFL: Chris Watson and thanks the latter for working with Nick London, technician.

Sister Teare calls on Brother Jamie Agnew (L963) to read the invocation.

Sister Teare asks locals to come forward and provide names of those we have lost, either currently working or retired members, followed by a moment of silence:

380	Gail Bouvard, Ron Brown, Shane Doiron
720	Debbie Sinclair
824	Darren Kennedy
861	Mike Richard (retiree)
908	Doug Willis (retiree), Stephanie Elliott (retiree), Lori Wilkinson, Patricia Fisher (retiree), Stephen Hayes, Kayla Carr, Jason Brewer, Brian Mulligan (retiree)

1062	Emile Daigle, Denise Robichaud, Emerise Robichaud
1190	Jean-Eudes Doiron
1251	Danny Légère
1256	Lou Warren(retiree)
1418	Johanne Lupien
1506	Myrna Lavigne
2464	Gayle Kincade, Lise Kennedy, Evelyn Fanjoy
2745	Emilie Ruest, Helen Gibbs, Charlene Levesque, Lynn Gautreau, Cheryl Day, Sharon Thompson, Paula Gillis, Angela Clement
3013	Jacques Boulay (retired)
3383	Dana Lynn Raiche

Sister Teare then calls on Sister Manon Francoeur (L5108) and Brother John Stever (L1096) to read the Equality Statement.

She thanks the members, then talks about the agenda circulated in the kits and advises that there are no changes as of today but sometimes it can be amended as needed. Further mentions that session will reconvene at 9:30 tomorrow morning, gifts for first-time speakers, and other announcements (washrooms, fire exits, smoking, scents, cell phones on silent or fines, parliamentary, etc.)

Sister Teare calls to order the 62nd annual convention of CUPE NB at 2 p.m.

She then calls on Brother Serge Plourde and Brother Jason Tower to provide the first report of the Credentials committee. As they are not quite ready, Sharon continues with items on the agenda.

She informs us that Brother Steve Drost was out on sick leave to deal with family matters (brother's cancer). As a result, and other personal family matters, he is not here today, and we cannot provide an official president's report but she was asked to read the following message on behalf of Steve:

Dear CUPE members,

I have officially resigned as the CUPE NB president on March 28th due to extenuating circumstances.

Sister Sharon continues reading a list of Steve's accomplishments and some activities during his two terms as President (April 2021 – March 2025) – followed by a round of applause!

In closing, I will state that it was a privilege, honour and absolute pleasure to serve as your CUPE NB President. You, the workers are amazing and important to this province and the labour movement. I have met so many wonderful leaders, activists and or workers from all sectors and I will always respect you, will always remember you, and truly appreciate the hard and important work you do every day to keep our province running, strengthen the labor movement and your contributions to our communities in New Brunswick. From my family to yours, thank you so very much.

Special thank you to Ashley Clark, PEI Division, on the collaborative relationship.

Unfortunately, I am not able to attend this year's CUPE NB Convention as I am dealing with a most serious family matter. I wish you all the very best in the future and hope our paths cross again.

Respectfully and in solidarity, Brother Steven Drost

Sister Teare calls the Credentials Committee to present their 1st report.

Brother Serge Plourde (VP at large and 2nd VP) and Brother Jason Tower (VP at large for small locals). Brother Serge also thanks the people who helped at the table: Eric, Nicole, Michelle, Sam and Crissy.

Credentials Committee - 1st report (2:12)

231	Delegates/Councils of unions
4	Incumbent officers
235	Voting delegates
2	National officers
24	Guests and observers/Staff
20	Alternates
46	Total
281	Overall total

Properly moved by Brother Serge, seconded by Brother Jason that the report be accepted - CARRIED

Sister Sharon thanks the Credentials committee, and calls forward Sister Kim Copp, secretary-treasurer, to present her report.



CUPE NB Secretary-treasurer's report

For the period January 1st, 2024, to December 31st, 2024

Introduction

Good afternoon, everyone! I welcome you all to the 62nd Annual CUPE NB Convention to present my fifth report as your secretary-treasurer. Welcome back to many familiar faces and also to those joining us for the first time, we hope you have an amazing week. Two years ago, I spoke of the perseverance of all of you braving the pandemic on the front lines while saying "hold my drink", NB style. Last year I spoke of the resilience CUPE members showed facing the Higgs government and fighting back hard. The word that comes to mind this year is recovery.

Although we are facing higher costs for some of our everyday necessities, we do see a difference already with the new Holt government, with many CUPE groups successfully bargaining fair collective agreements, and showing a bit of recovery to labour relations. I know as a proud nursing home worker, what we've recently achieved gives me hope for recovery of better care to our seniors.

It feels strange to not be speaking after Brother Steve Drost today, I'll miss working with him and his kind demeanor, he loved serving the members and wishes you all the best, we both are proud of the work he has accomplished. It has been a rough year for him as well as many others, and I wish for the year ahead to be one of recovery as we strive to recover dignity and respect at all levels of CUPE!!

Delegates, alternates, guests and staff, I commend you all for your continued work. I will now present to you the financial report generated from 2024.

CUPE New Brunswick operates with the following accounts: The General Fund - our basic operating account

- *The Defence Fund - the operating account for our Defence Fund*

General Fund

The Income and Expense in the General Fund is shown in Appendix A, attached. The General account shows the activity as per last year in both revenues and expenditures. First, I will present some of the highlights in the General Fund in the last year:

- As of July 1st, 2024, for every \$1.60 per member per month in per capita tax paid, \$1.35 remains in the General Fund and \$0.25 is later deposited into the Defence Fund. In July 2025, it will increase by \$0.10 as per the changes voted in April 2023.
- Another substantial portion of our income is the yearly amount from CUPE National under their "Strengthening Divisions". We remain very grateful to our national union for this funding of \$110,000.00 to help us function as a small Division. This fund is designed to cover the wages of the president, allowing the division to use regular funds for day-to-day business and expenses.
- CUPE NB's (12) Regional Action Committees held a few successful summer and Labour Day events across the province. It was so great to see this again. Thank you all for your excellent work and dedication! Several locals also chose to hold community events, made possible by CUPE national providing funds for us to pass on to locals and communities that put in the work of these events. We are hopeful that the RAC committees will be rejuvenated in this coming year, with our theme of recovery.
- CUPE NB's nine (9) standing committees were unable to meet in person this past year, although some did meet virtually. The executive board felt there was too much going on to fit it in and we hope to recover that in person meeting in the year to come. That being said, there was a Solidarity Conference and a Trade Summit that were deemed to be successful.
- The CUPE NB Executive Board met five (5) times in 2024 for 2-day meetings, as well as several impromptu and emergency meetings. The executive board remain dedicated and committed to helping members, they are the conduit between members and the division. I thank those of the executive board that have shown me support and wish everyone a continued journey to recovery.
- Public Relations include our costs for production of advertising, anti-privatization campaigns, donations to special appeals and promotional materials to build mutually beneficial relationships, bring awareness and educate the public.

(Please turn to Appendix A of my financial report)

Defence Fund

The details for the Defence Fund are shown in Appendix B. Appendix B shows some returned strike pay from 2 locals as well as bank charges and our third of twelve (12) payments of \$100,000.00 to CUPE national to cover the loan they provided in 2021 to aid in our recovery after the strike.

As we spoke of last year, our term savings 1 & 2 were depleted during the strike as well as our own defence fund and the loan from national. With some returned strike overpayments and the continued deposit of 25 cents per member per month, we are gradually recovering our defense funds. The St Basile term savings and chequing accounts were closed as to the advice of the trustees and the executive board

(Please turn to Appendix B of my financial report)

Affiliates

You will see in Appendix C the listing of affiliated locals per capita tax payments, updated Sunday night. Please know that your affiliation and per capita payments are valued as each of your individual local's secretary-treasurer and executive work to complete per capita forms and send payment. We have locals that pay monthly, quarterly as well as once per year. This year was a challenge with the 10 cent change coming mid year as well as working out the final bugs of the new database.

Conclusion

Despite challenges, we have ended the year in overall good financial standing with a total for all accounts amounting to \$838,753.33.

I will be happy to answer any of the questions you may have, now or after the session adjourns.

Attached you will find:

- *Appendix A: Statement of Income and Expenses - General Fund*
- *Appendix B: Statement of Income and Expenses - Defence Fund*
- *Appendix C: Listing of per capita payments by affiliates*

Many thanks

This role has challenged me in many ways, navigating new technology, realizing that with the lack of a recording secretary the role is immense, stressful and extremely busy and undoubtedly more than I had bargained for. The locals, their executive and the members are what have fueled me up to this point, I appreciate you!! I have one year left in my term and I look forward to working with all of you that have elected me to do so.

To Sandy, Steve, Sharon and Serge, thank you for your guidance with planning and priorities, it's instrumental and although we have been too busy to meet often, I value the input of each of you.

To my nursing home family, you are all like family to me. I still work part-time at the nursing home, and I was so incredibly happy for every nursing home worker to see an amazing and well fought for and certainly well-deserved collective agreement. I hope it lessens your stress and financial burdens a bit and the year ahead is one of recovery for your families.

To the CUPE NB Executive Board for your guidance, I thank you! As we continue to evolve and see leadership changes, once again, you navigate and recover. I've learned so much.

To the CUPE staff along with the administrative staff in the regional offices, I extend my thanks! Staff have helped, taught, encouraged me in so many different situations, I continue to learn every year!! We really do have the best team of staff here in the Maritimes.

To our National Officers, Brother Mark Hancock, Sister Candace Rennick and everyone at National Office, thank you for the great support you offer in many different situations.

To our translators, tech company, etc., you are invaluable in ensuring our bilingual province has what they need to conduct business effectively.

To CUPE NB Trustees - Sisters Faye Nowlan and April Babineau and Brother Justin Spooner, a huge THANK YOU as Minerva taught me, they will be my insurance as a bookkeeper. I much appreciate them sharing their valuable expertise and guidance. We implemented some changes in how I record things in categories and will continue to do so to provide the most comprehensive reports we can to you.

I conclude my fifth report to the delegates at CUPE NB's 62nd Annual Convention by saying that last year I said if we got rid of Higgs, we would have time to dance and celebrate, And thanks to Jamie, local 963 and the music of Steve Waylon, we are going to do just that Friday night. Please make sure you come! And Saturday we will keep it short so you can begin yet another type of recovery, cheers my friends!!

Respectfully submitted,

Kimberly Copp, Secretary-treasurer CUPE NB

Sister Kimberly Copp moves the adoption of her report, seconded by Sister Norma Robinson (L1252) – CARRIED

Sister Teare calls forward the trustees to present their report and introduce themselves.



Trustees' report

We, the trustees, have audited the books of CUPE New Brunswick for the period of January 1st to December 31st, 2024 from February 18th, 2025 to February 21st, 2025, at Fredericton Inn, NB .We have verified all bank statements, returned cheques, vouchers, and deposits.

Our findings are as follows:

In the General Fund: (Scotia Bank)	
Opening Balance	\$ 96,035.20
Income	\$665,712.90
Expenses	\$656,198.13
Closing Balance - \$105,549.97+ voided cheques	\$178,606.87
GRAND TOTAL	\$284,156.84

Outstanding Cheques:					
#3342	68.00	#3869	300.00		
#3396	425.22	#3876	125.00		
#3404	500.00	#3912	3190.20		
#3435	205.16	#3915	389.50		
#3454	1,601.12	#3923	100.00		
#3710	1436.29	#3974	8286.61		
#3808	354.84				
Underpayments			Overpayments		
S. Drost		#3816	151.38	S. Drost	#3947 37.94
LMB		#3938	90.00	City of Fredericton	#3912 1560.00

In the Defence Fund: (Scotia Bank)	
Starting Balance	\$615,899.05
Income -	\$38,760.00
Expenses	\$62.50
Closing Balance -	\$654,596.55

Caisse Populaire de Saint-Basile (Defence Fund)					
Term Savings 1		Term Savings 2		Caisse Populaire Chequing Account	
Starting Balance -	\$0.00	Starting Balance -	\$0.00	Starting Balance -	\$-45.40
Income Interest -	\$0.00	Income Interest -	0.00\$	Income -	\$114.40
Closing Balance -	\$0.00	Closing Balance -	\$0.00	Expenses -	\$69
		100.00\$ per share		Closing Balance -	\$0
		Share of \$100.00 deposited to General fund. Account closed at \$0 balance		(account closed)	

Total Balance of Accounts (General Account and Defence Fund)	
Caisse Populaire	\$0
Share	\$0
Defence Fund	\$654,596.55
General Account	\$284,156.78
Grand total	\$938,753.33

We as trustees recommend the following:

- We appreciate all those who have added more details to their vouchers and we ask of those who have not to please do so (i.e put beginning and ending destination as well as the purpose of the meeting).
- We, the trustees, would like to extend a thank you to our secretary-treasurer Kim Copp for her exemplary work accomplished during the past year. The work you've done has simplified the tasks for us to audit the books for 2024.

Submitted by: Brother Justin Spooner (L824), Brother Jason St-Onge (L5108), and Sister Faye Nowlan (L4469)

Special thank you to Sister Faye Nowlan for your dedication over the past three years as CUPE NB trustee.

Moved by Brother Justin Spooner, seconded by Sister Faye Nowlan, to adopt the trustees' report - CARRIED

Sister Sharon Teare introduces the Maritimes Regional Director, Sister Sandy Harding, and asks her to present her report.

Sandy Harding, Regional Director, Maritimes

Celebrating 62 years of CUPE NB/Thanks everyone for hard work and dedication

Highlights: *Recognizes staff/update on staffing: 4 new staff positions in this region - temporary political action coordinator (Lori McKay), temporary mentor position (Monique Desroches), new communications permanent position (currently interviewing for), temporary administrative support position (Cassandra Landry – 1252 member). Other movement happening in temporary positions/Recognizes the CUPE NB executive board and P&P committee, including Brother Steve Drost/Wins: we got rid of Higgs and his conservative government/Proud of the role that you played as members during this last provincial election/Bill 17/Victory on wages/Our documentary has been featured at many different film festivals/Labour forum/First trade summit/Campaign for bargaining forward for stronger communities/Recognition of bargaining teams: provincial groups who have achieved collective agreements (1418, 1190, 1252, NBCNHU, 1866 and 963)/Union education/ Organizing/Community events/Recognizes: Danny Légère and Sharon Tompson – carry on their legacy, carry on their fight/Our mantra going forward: Solidarity, Unity and Action*

Sister Teare thanks Sister Harding.

Intervention: Brother Jamie Agnew reminds people of foodbank donations – Food Depot Alimentaire

Sister Teare introduces Brother Mark Hancock, National President, and calls on him to say a few words:

Brother Mark Hancock, CUPE National President

Thanks for welcoming me/Acknowledges and thanks all members of the CUPE NB executive board for their hard work/Thanks Brother Drost for all he's done for CUPE NB, including leading us through one of the most significant and important strikes in CUPE's history in the whole country/Thanks staff, national officers, members/Recognizes Danny Légère – tremendous loss for our union, our movement

Highlights

- *Susan Holt's new government/Bill 17/Bargaining forward/Tariffs/Strategic planning/Elections*

Sister Teare thanks Brother Mark. She then acknowledges Brother George Leaman who donated chips and cake brought for tribute in memory of Danny Légère. Reminds folks to take/wear a bandana in memory of Danny

Intervention: Brother Chris Watson (380 and NB Fed) – pop, chips are donated by our friends at UFCW and Vachon cakes are graciously donated by George Leaman at BCTGM.

Announcements by Sister Teare : acknowledges the National office for supplying resources to purchase the hot-dogs, buns, veggie trays – graciously appreciated. She adds that all food will be served in the back of the room, reminds people of bingo tonight (7 – 9), convention to reconvene tomorrow morning at 9:30, national officers' breakfast tomorrow morning at 7:30; meet here at 4:00 for hot-dog roast for Danny – grab bandana/Next on the agenda: Danny's tribute

Intervention: Sister Theresa McAllister (2745) – guest book if you would like to sign it for Danny’s tribute and we will give it to his wife later, and there are some memorial cards available

*(recess – 3:05 to 4:00)***Danny Légère Tribute – video**

Words from: Mark Hancock, Candice Rennick, Serge Landry, Sharon Teare and delegates are invited to say a few words – heartfelt comments from various delegates. Sister Teare adjourns meeting at 5:18 p.m.



THURSDAY, APRIL 10TH - DAY TWO:

National officers’ breakfast: Brother Mark Hancock and Sister Candice Rennick followed by speeches and comments from floor/Draws: t-shirts, hoodies, jackets and I-pad



Sister Teare calls meeting to order

Intervention: KC Hingley (L3433) starts bidding with a cheque of \$250 for Food Depot Alimentaire

Sister Teare thanks the national office and Mark for donating t-shirts for us to sell to raise money for the food bank.

Convention reconvenes at 9:30

Sister Sharon Teare thanks Sister Theresa McAllister and members of L2745 for organizing the event as well as donating gift cards. L963 has also donated liquor store cards. Thanks Mark and Candice for breakfast. She thanks the folks who organized the hot dog roast and tribute, signing of book that will be given to Danny’s family. And she also thanks UFCW, BCTGM for donation

Housekeeping issues: be respectful and take conversations outside of the room so the people outback can hear us good/Scheduled breaks this morning/ Acknowledges Anne-Marie and translators from LBM

Sister Teare welcomes Brother Chris Watson, interim president of the NBFL

Chris Watson, interim president of NB Federation of Labour

Honour to be standing here today as the interim president of the NB Federation of Labour representing roughly 40,000 workers across the province. Says a few words in tribute to Danny Légère and how he impacted his activism: Young Workers’ Committee, President of the St John and district labor council, CLC, facilitator with CLC and CUPE, VP of NBFL/Humbled to step up where Danny left off – running for president of the NBFL this year/Upcoming convention: St. John May 25th to 27th at the Delta/ Owen McLennan award/Blair Doucet Youth Camp/Scholarships information can be found on our website, including a new one with funding donated by Higgins Insurance – 2500\$ and we decided to name it the Daniel Légère Solidarity Scholarship/When workers stand together, we win!

Sister Teare thanks Brother Chris. Then she calls forward the Credentials Committee to present their 2nd report.

Credentials Committee 2nd report (9:40) presented by Brothers Serge Plourde and Jason Tower.

234	Delegates/Council of unions
4	Incumbent officers
238	Voting delegates
2	National Executive Board Members
28	Guests and observers/Staff
20	Alternates
50	Total
288	Overall total

Brother Jason Tower moves the adoption of the report, seconded by Brother Serge Plourde – CARRIED

Sister Teare introduces Sister Candace Rennick, National Secretary-Treasurer and invites her to say a few words to the delegates.

Sister Candace Rennick, National Secretary-treasurer: On behalf of CUPE National, we will match fundraising efforts/Says a few words about Steve Drost – thanks for his leadership and dedication for the broader labour movement and wish him lots of health and happiness in his well-deserved retirement/Thanks the entire CUPE NB executive board/Recognizes Sandy Harding and all staff in NB \ Highlights: Bill 17/Congratulations for kicking Higgs out and for NBCNHU new collective agreement/Inflation/Education/Safe spaces initiatives/Elections

Sister Teare thanks Sister Candice. She then asks the Women’s Committee to come forward for the presentation of the Women in leadership award.

Women’s Committee: Sisters Robin McKinley (L2610), Rachel Comeau (L2745) and Tamara Elisseou (liaison).

The award goes to Sister Iris Lloyd who says a few words... followed by a health-break.

(break – 10:40 a.m. to 11:00 a.m.)

Convention reconvenes at 11:00 a.m.

Sister Teare calls the meeting to order and asks the Constitution committee to come forward. Brother Jonathan Guimond (L1190), chair, asks the committee members to introduce themselves and present constitutional amendments.

Sister Ellie Michael (L908), Brother Vincent Ouellette (L1190), Shelley Vesey (L2745)– Andrew Woodcock (CUPE staff advisor)

Resolution C-1 – Article 5 – Officers and trustees

(Submitted by CUPE NB EXECUTIVE BOARD)

5.4 Two Vice-Presidents-at-Large shall be elected for a two-year term by and among the delegates of the affiliated locals not covered in Article 5.3, one (1) of whom shall be bilingual.

Any new provincial council, council of unions, provincial occupational groups certified by the Labour and Employment Board under the Canadian Union of Public Employees, which may be established or chartered between conventions, upon request in writing and affiliation to the CUPE NB Division, based on the submission the CUPE NB Executive Board solely shall determine their participation as either:

a) Having representation as an Executive Board Officer, or

b) Having representation under a Vice-President at large, known as a “local-at-Large”.

Any resulting changes to the list of Executive Board Officers or affiliated Locals under a Vice-President-at-Large shall be amended accordingly for the next convention, as necessary.

Properly moved by Sister Shelley Vesey, seconded by Sister Ellie Michael – CARRIED

Resolution C-2 – Article 5 – Officers and trustees

(Submitted by CUPE NB EXECUTIVE BOARD)

5.5 Two Vice-Presidents-at-Large shall be elected for a two-year term by and among the delegates of the affiliated locals not covered in Article 5.3, one (1) of whom shall be bilingual. **One Local shall only be eligible to hold one Vice-President-at-large seat, unless no other Local delegate is nominated.**

Properly moved by Brother Vincent Ouellette, seconded by Sister Shelley Vesey – CARRIED

Resolution C-3 – Young Workers’ Committee

(Submitted by CUPE 4848)

CUPE NB will re-establish a Young Workers Committee for members 35 years old and younger.

Properly moved by Sister Ellie Michaels, seconded by Brother Vincent Ouellette – CARRIED UNANIMOUSLY

This concludes the constitutional resolutions for this year and committee steps down.

Sister Teare thanks the Constitutional committee for their work. She also acknowledges the presence of Sister Sherry Hillier from CUPE Newfoundland president as well as our 1st General Vice-President. She then offers gifts of NB products to Brother Mark Hancock and Sister Candace Rennick.

Intervention: Sister Cathy Johnson (L5446) – donate \$500 to food bank/Sister Shawna Morton (L1418) – accepts the challenge for \$500/Sister Theresa McAllister (L2745) – challenges a \$1000/Sister Norma Robinson (L1252) - \$1000 matches the donation of 2745/Brother Will Thibodeau (L1253) – donation of \$1500 and challenges others/Brother Jamie Agnew (L963) – will donate a free drink to everyone who shows up within the first hour of dance tomorrow night/Brother Patrick Roy, on behalf of staff in the region, a donation from our solidarity fund of \$250/Sister Theresa McAllister (L2745) – will donate \$2000/Sister Cheryl Hansen (L1061) - \$1000 donation to food bank/Brother Jason St. Onge (NBCNHU) - \$300/Brother Shawn Clarke (L1251) - \$1251 to food bank

Sister Teare turns chair over to Sister Sandy Harding to introduce the next guest – Rene Legacy, Minister of Finance – historic day to have a sitting finance minister greet the delegates of CUPE and say a few words.

Minister Rene Legacy – appreciates the invitation and great moment to see locals donating to charities. Hopefully our government has expressed properly that it deeply respects the vital contribution that CUPE members bring to the province and to our communities. Let’s keep the conversation going, let’s keep finding those solutions and making things better.

Sister Harding offers Minister Legacy a gift of NB products and CUPE swags to put in his office. She then turns chair over to Sister Teare who thanks the national officers for being here and then invites delegates to visit the gallery during lunch hour.

(Lunch break – 11:50 am to 1:30 pm)

Convention reconvenes

Sister Teare calls the meeting to order at 1:42 pm. She mentions there’s still a lot of noise at back of room... reminds delegates that conversations can happen but outside of the room so the people in the back can hear the translator.

She then welcomes Sister Mary Guptil (L1418) who will give a presentation about CAMIC – CUPE Atlantic Maritime Indigenous Council (*no recording*)

Sister Teare thanks Sister Guptil for the presentation. She then introduces the next guest:

Sister Sherry Hillier, General Vice-president, President of CUPF Newfoundland and Labrador

Says a few words about Danny Légère/Congratulations to Iris Lloyd for Women’s Award/Thanks to Mary and Josée for the CAMIC presentation/Human Rights conference for Atlantic Maritimes as well as Political Action conference/Federal election/Support Young Workers’ committee/Building stronger locals

Sister Teare thanks Sister Sherry and offers her a gift. She then calls upon Sister Lori McKay who will make a presentation on **“Political Action – Federal Election”**.

Sister Lori McKay - Why we talk about politics: important topics for each union - public services, human rights, workers’ rights, pensions, retire in dignity, the right to be part of a union. Actions speak louder than words/ GO VOTE!

Brother Serge Plourde chairs and thanks Lori for the presentation. He announces a break, and he reminds delegates to

have their ballots with them when they come back.

(Break: 3 pm to 3:15 pm)

Convention reconvenes

Sister Norma Robinson (L1252) chairs the meeting and calls upon the Credentials Committee to present their 3rd report: Brothers Serge Plourde and Jason Tower

Credentials Committee 3rd report (3:10)

234	Delegates/Council of unions
4	Incumbent officers
238	Voting delegates
2	National Executive Board Members
33	Guests and observers/Staff
20	Alternates
55	Total
293	Overall total

Brother Serge Plourde moves the adoption of the report, seconded by Brother Jason Tower – CARRIED



Sister Robinson then turns chair over to the electoral officer, Sister Sandy Harding, who goes over the procedures.

CUPE NB Standing Committee Elections

POSITION	NOMINEE	NOMINATOR	YES	NO
EDUCATION (2-YEAR TERM)	Jacqueline Legendik	Vanessa (?)	✓	
	Terra Bunting	(908)	✓	
	Scott Jones (2266)	Jason Tower (1440)		✓
	Tammy Redman - Elected	Nick Vagan (720)	✓	
POSITION	NOMINEE	NOMINATOR	YES	NO
CONTRACTING-OUT (2-YEAR TERM)	Justin Spooner - elected	Darcy Barker (380)	✓	
	Real Allain	Line Richard (1078)	✓	
	Denis Tremblay	(1190)	✓	
	Jason Horseman	Keith Ado (51)	✓	
POSITION	NOMINEE	NOMINATOR	YES	NO
HEALTH AND SAFETY (2-YEAR TERM)	Jacqueline Legendik	? Gauvin (2745)	✓	
	Charline Allain (1057)	Will Thibodeau (1253)	✓	
	Allen Copp - elected	Susan Harrison (824)	✓	
	Jason Horseman	Keith Ado (51)	✓	
	Patricia Yerxa	Charlene Allain (1057)	✓	
POSITION	NOMINEE	NOMINATOR	YES	NO
ENVIRONMENT (2-YEAR TERM)	Shelbie Dodge - elected	Jill Greene (2162)	✓	
	Jordon Davidson	KC Hingley (3433)	✓	
	Denis Tremblay (1190)	Serge Plourde (VP at large)	✓	
POSITION	NOMINEE	NOMINATOR	YES	NO
HUMAN RIGHTS (2-YEAR TERM)	Cheryl Dionne	Sylvie Godin (889)	✓	
	Nana Dieudonné - elected	Dominique LeBlanc (871-2)	✓	
	Nicole Chiasson	Jackie Parish (908)	✓	
	Alain Soucy	Justin Spooner (824)	✓	

POSITION	NOMINEE	NOMINATOR	YES	NO
PENSION AND INSURED BENEFITS (2-YEAR TERM)	Terry Haslett	?	✓	
	Crissy Pascon (2464) - elected	Bonnie Fournier (1429)	✓	
	Kathy Wilkins	Amanda Tingley (1096)	✓	
POSITION	NOMINEE	NOMINATOR	YES	NO
WOMEN'S (2-YEAR TERM)	Shelley Perry (2464)	Crissy Pascon (2464)	✓	
	Rachel Comeau (2745) - elected	Guylaine Caron (2745)	✓	
	Faye Nowlan	Justin Spooner (824)	✓	
	Nicole McGrath	Jackie Parish (908)	✓	
	Tiffany Doucette (1506)	Heather McKinnon	✓	
	Allison Spencer (908-6)	Jeannette Curtis (1127)	✓	
Beverly Boudreau (4463)	Chris Watson (380)			✓
POSITION	NOMINEE	NOMINATOR	YES	NO
GLOBAL JUSTICE (2-YEAR TERM)	Gavian Muir - elected	Jessica Barter (865)	✓	
	Cheryl Dionne	Sylvie Godin (889)	✓	
POSITION	NOMINEE	NOMINATOR	YES	NO
POLITICAL ACTION (2-YEAR TERM)	Scott Jones (2266) - elected	Serge Plourde (VP at large)	✓	
	Charlene Allain	(1086)	✓	

Sister Harding adds that this concludes the elections for now and reminds delegates to keep their ballots for Saturday. She then turns chair over to Brother Serge Plourde who thanks her for managing the elections, then announces the adjournment until 9:30 tomorrow morning.

Adjournment : 5h07



FRIDAY, APRIL 11TH - DAY THREE:

Convention reconvenes at 9:35

Sister Teare invites people to go to gallery in Emerald Room, friendly reminder that limited scents is important as well as other allergies. Please keep the background noise down in the back – take conversations outside (in person or on cells). You must have your delegate badge to enter the convention, or you'll be escorted out. She acknowledges the presence of staff - round of applause. She then calls on Brother Serge Plourde to introduce the next guest.

Randy Hatfield, Human Development Council

Thanks CUPE for invitation/Highlights: age of insecurity here in NB, NB living wage/Energy poverty/Social assistance/Welfare incomes/Disability rates/Homelessness/Voter turnout – followed by questions and comments from floor.

Brother Serge Plourde thanks Randy and offers him a token of appreciation from CUPE NB. Then he announces a break. until 11:15 a.m.

(Break – 10:56 to 11:15)

Convention reconvenes

Brother Plourde calls the meeting to order.

Intervention: Brother Jamie Agnew (963) – so far running total is \$5,275, National will match whatever amount we bring in, still waiting for cheques.

Announcements: Brother Plourde reminds delegates of allergies, CAVAN will leave after lunch break, Courtney's birthday.

Brother Plourde turns chair over to Sister Sharon Teare who asks the Credentials committee to present their 4th report.

Credentials Committee: 4th report (10:21)

235	Delegates/Council of unions
4	Incumbent officers
239	Voting delegates
2	National Executive Board Members
35	Guests and observers/Staff
20	Alternates
57	Total
296	Overall total

Brother Jason Tower moves the adoption of the Credentials Committee report, seconded by Brother Serge Plourde - CARRIED

Brother Plourde recognizes Eric, president of the Collège Communautaire, who just joined us. He then asks the resolutions committee to come forward.

Sister Norma Robinson (L1252), chair, asks members to introduce themselves: Sister Elise Richard (VP L2745), Brother Scott Jamer (L1190), Sister Tracy Kelly (L1251).

Resolution # 1 – YOUNG WORKERS' CONFERENCE 2026

(submitted by CUPE 4848)

CUPE NB will plan a young workers' conference one day before the CUPE NB 2026 convention and *invite* delegates at this conference to attend the CUPE NB 2026 convention as guests, if *not* already delegates.

Properly moved by Sister Elise Richard (L2745), seconded by Brother Scott Jamer (L1190)

Sister Kathy Ackerson (1418) questions if the last line should read "if *not* already delegates",

Sister Robinson adds that if an amendment is to be made, it has to be referred to the committee; but if delegates on the floor and the committee accept to add "not" – we can make an amendment if someone wants to make a motion.

Sister Courtney Nicholas (L908-2) moves to make the amendment to the original motion to read "if not already delegates", seconded by Sister Shelley Vesey (L2745) – CARRIED

Sister Robinson mentions we're back to the **original resolution**, with more comments from floor... **CARRIED**

Sister Robinson thanks committee members as they step down.

Brother Serge Plourde thanks the resolutions committee and then asks the Health & Safety committee to come forward for their report.

Members: Sister Theresa McAllister, Brother Allen Copp, Sister Connie Haines -- Health and Safety award winner for this year: member of Local 813, St. John Regional Hospital as an electrician – Scotty Floyd. A member of Local 813 accepts the award on behalf of Scotty.

Brother Plourde offers congratulations to Scotty. He then turns chair over to Sister Teare who asks the Global Justice committee to come forward to present their report. Members: Jill Greene (L2162) Liaison for the committee, KC Hingley (L3433)

Report on Global Justice Committee Activities and Recommendations

The Global Justice Committee recently met to discuss and strategize actions supporting international solidarity and justice. Several key areas of focus emerged, along with recommendations for committee activities and union-wide engagement. Next National Committee meetings: June 3 & 4, 2025 Ottawa

Proposed Activities:

1. Educational Workshop

○ The Committee recommends scheduling an educational workshop on global justice issues. Specifically, members are encouraged to participate in CUPE's new International Solidarity Workshop, which provides valuable insights into global justice initiatives and union solidarity efforts.

○ More details on the workshop can be found here: [CUPE International Solidarity Workshop](#)

○

2. Discussion on Migrant Workers' Rights

○ The Committee suggests ordering CUPE's Migrant Workers Guide and hosting a discussion on recent federal government changes that impact union members with temporary immigration status.

○ Relevant resources include:

■ [CUPE Temporary Foreign Workers Guide](#)

■ [CUPE Campaigns for Migrant Justice](#)

3. Global Justice Fund Project Proposal

The Committee discussed submitting a request to CUPE NB to consider joining one of CUPE's Global Justice Fund projects this year.

Projects of interest from the committee for NB

1 - Indigenous Farmers for Peace and Development : CUPE PEI L3260 & L1779

2 - Unions United for Water in Public Hands, Social and Climate Justice; A Citizen Participation Project.: CUPE NS, and CUPE NL & Labrador

3 - Building Migrant Worker's Solidarity: CUPE L40 Alberta

4. May Day 2025 Poster Initiative

○ A poster highlighting global justice issues is currently being designed in preparation for May Day 2025. The Committee will provide an update when the final version is released.

○

5. Solidarity with Workers in Palestine Course

○ The National Global Justice Committee piloted CUPE's new Solidarity with Workers in Palestine course and provided constructive feedback to CUPE's Education Branch.

○ Once finalized, the Committee will actively support outreach efforts to ensure broad participation.

Next Steps:

- Identify a date and location for the International Solidarity Workshop.
- Order and distribute Migrant Workers Guides for discussion.
- Submit the Global Justice Fund project request to CUPE NB.
- Continue tracking the development of the Solidarity with Workers in Palestine course and prepare for outreach efforts.
- Await finalization of the May Day 2025 poster and plan dissemination.

The Global Justice Committee remains committed to advancing these initiatives and fostering greater awareness and action among CUPE members.

Submitted by: Global Justice Committee

Brother KC Hingley moves the adoption of the report, seconded by Sister Jill Greene – CARRIED

Sister Teare calls on Brother Eric Ravelojaona, member of National committee on Human Rights, to present his report (oral).

Sister Teare thanks Eric for his report. She adds comments on national's contribution to food bank – probably looking at close to \$15,000 to give to the foodbank. Announces break for lunch and convention to reconvene at 1:30 p.m.

(break – 11:55 a.m. to 1:35 p.m.)

Convention reconvenes

Sister Teare calls the meeting to order and turns chair over to Brother Plourde as one member of L1507 has lost her delegate badge, need to verify with the floor if it's ok to give her a new badge – unanimous

Brother Plourde turns chair over to Sister Teare who asks members to be respectful and keep the noise down in the background. Slide of Standing committees on screen to recognize members on each committee:

Education: Parise St. Onge, Scott Jones and Leah Morehouse – Jason Tower, Liaison

Contracting out: Darcy Barker, Justin Spooner, Chris Watson and Jamie Agnew, Liaison

Health & Safety: Perry McMackin, Allen Copp, Connie Haines and Theresa McAllister, Liaison

Environment: Stephen Richard, Misty Ritchie and Serge Plourde, liaison

Human Rights: Cassie Ackerson, Nicole Chiasson, Amélie Cormier (National Young workers) and Mary Guptil

Pensions and Insured benefits: Bonnie Fournier, Josh Smith and Marilyn McCormick and Iris Lloyd, liaison

Women's: Dany Hansen, Rachel Comeau, Robin McKinley, and Sharon Teare, liaison and Kim Copp (National childcare)

Global Justice: KC Hingley, Caroline Dominique, Darlene Hanson and Jill Greene, liaison

Political action: Lorn Martin, Travis Radtkes, Shelley Vesey and Pierre Bourgeois, liaison

Sister Teare offers great thanks to these committees. Although they didn't meet, they've been actively preparing and bringing issues forward for us to work on which will start following convention with all of the newly elected and existing members. Sincere apologies if I missed names.

Sister Teare calls forward the Education committee to present the \$500 bursary winners for 2025:

Sister Parise St. Onge (2745) submits the names, with special thanks to Bob Keays and Higgins Insurance, who faithfully donate to their scholarship program.

\$500 - Mariah Johnson, McLaren "Kent" O'Donnell, Kaelyn Pitre, Madison MacDonald, Irish Castillo, Konnor Pitre

Sister Teare introduces the next guest:

Sister Ashley Clark, President CUPE PEI Division

Greetings from PEI/Thanks to Brother Steven Drost who came over to PEI convention after your successful strike to explain the process/Congratulations to Steve on his retirement/Sincere condolences for the loss of Danny Légère/Federal elections/NB break the mandate campaign /Thanks for invitation

Brother Plourde thanks Sister Clarke and turns chair over to Sister Kim Copp who reminds delegates that Bob Keays will be here to do the draw for a Chrome Book and the deadline to enter with the QR code being 2 o'clock.

Intervention: Sister Teare informs delegates that there's a book in the back if anyone wants to leave a personal message for Steve, and she will ensure he gets it along with the sweatshirt from national.

Brother Plourde reminds delegates to clean tables on adjournment for the dance tonight. Then he introduces Sister Angela MacEwen, CUPE National Economist – who will talk about tariffs (online presentation).

Angella MacEwen – CUPE National Economist

Explains tariffs and impact... no questions from floor.

Brother Plourde thanks Angella for her time and presentation. He also reminds people to submit names of members who have passed.

Brother Plourde requests people to stand up and welcome our next guest: Claude Beaulieu, motivator, who will make a presentation called "Let's Boost Together."

Brother Plourde thanks Claude for his presentation. He then asks Bob Keays, from Higgins Insurance, who says a few words and makes the draw for a Chrome book: James Thibodeau.

Brother Plourde thanks Bob and calls forward the Political Action Committee. Sister Shelley Vesey (L2745) presents the report on behalf of the National political action committee (oral)

Brother Plourde thanks her for the report. He then adjourns for the day and reminds delegates that the Election forum will be in 15 minutes. Asks the election committee to come forward.

VP at large caucus after election forum...

Adjournment (3:48)



SATURDAY, APRIL 12TH - DAY FOUR

Convention reconvenes

Sister Teare calls meeting to order at 9:34 a.m.

Sister Sharon Teare mentions that tickets were being sold by the Women's committee as a fundraiser and asks them to come forward and make the draw.

She then calls the Credentials committee to present their 5th and final report.

Credentials Committee: 5th & final report (9:20)

235	Delegates/Council of unions
4	Incumbent officers
239	Voting delegates
2	National Executive Board Members
35	Guests and observers/Staff
20	Alternates
57	Total
296	Overall total

Brother Serge Plourde moved the adoption of the committee's report, seconded by Brother Jason Tower - CARRIED

Intervention: Brother Jamie Agnew (963) says that the total amount for foodbank is 8326\$ - that's the amount collected here on the floor from the locals; so we'll give the information to National and they will match that as well.

Sister Teare invites the Women's committee to do the 50/50 draw: \$989 raised - \$495 going to Crossroads for women and \$495 to the winner

Sister Teare adds that we have paid tribute to an amazing leader, Danny Légère, and L2745 would like to make an announcement how they will ensure that Danny's name remains embedded forever here at the division year after year.

Intervention: Sister Theresa McAllister (2745), in his honour this year, L2745 is offering a \$2000 scholarship for our members. We have a lot of spouses interconnected with the other unions and they would be eligible to apply for that scholarship.

Sister Sharon Teare requests a representative of the small locals to announce the result of the caucus: VP at large

Intervention: Brother KC Hingley (3433) – the small locals caucus met yesterday and elected two vice-presidents at large, one bilingual: 1st was Brother Jason Tower and the 2nd was Brother Serge Plourde, bilingual.

Sister Teare recognizes Brother Stephen Drost on his retirement and thanks the folks who took the opportunity to sign the book and give him messages. Also thanks the ones who signed the memorial book for Danny Légère’s family.

Sister Teare then turns chair over to Sister Sandy Harding, for the elections.

Intervention: Will Thibodeau (L1253) says they will also honour a bursary for Danny Légère in the same amount

ELECTIONS

POSITION	NOMINEE	NOMINATOR	YES	NO
President (2 years)	Iris Lloyd (1253)- elected	Norma Robinson (1252)	✓	
	Serge Plourde (4193)	Leanne Osmond (2610)	✓	
	Jason St. Onge	Faye Nowlan (4469)		✓

POSITION	NOMINEE	NOMINATOR	YES	NO
2 nd Vice-president (1 year)	Serge Plourde by acclamation	Iris Lloyd	✓	

POSITION	NOMINEE	NOMINATOR	YES	NO
Trustee (3 years)	Roxann Pringle - elected	Shelly Perry (2464)	✓	
	Faye Nowlan	April Babineau (813)	✓	
	Terra Bunting	Jackie Parish (908)	✓	

Brother Jonathan Guimond (L1190) makes a motion to destroy all ballots, seconded by Sister Sylvie Godin (889) – CARRIED

Sister Sandy Harding asks all newly elected presidents, the 2nd vice-president, the trustee and the entire CUPE NB board to come forward for swearing in. She then steps down and turns chair over to Sister Sharon Teare.

Sister Teare thanks everyone and is honoured to hand that role to Sister Iris Lloyd. Requests someone to officially make a motion to adjourn the meeting, after the “solidarity song”!

Motion by Brother Denis Tremblay to adjourn the meeting, seconded by Sister Jill Greene

Adjournment: 10:30 am

