



# Pre-budget Brief

2026

## Addendum

**CUPE**  **NB** **SCFP**

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## Easy-decisions

- Consultations with CUPE must take place prior to making important decisions impacting CUPE members employed by the Government of New Brunswick.
- Over 45% of Part I is non-bargaining and management. There is no reason for Part I to have excessive management positions.
- The Government of New Brunswick relies too heavily on privatization and contracting out, especially within the Department of Transportation and Infrastructure and the Vehicle Management Agency (CUPE 1190), the Department of Health (CUPE 1252), the Department of Education and Early Childhood Development (CUPE 1253), among others.
- It is time to bring work back in-house to ensure the quality of work meets the requirements while being monitored internally. When a service is contracted out, the Employer loses the ability to ensure what is provided meets the standards. It is also, internally, more cost effective.
- There are major issues with workload. For CUPE 1418, Rehabilitation & Therapy, RCPO, this issue has been exacerbated over the years due to increased caseloads and the growing complexity of cases involving mental illness, homelessness, and poverty, among others. There is room for streamlining in the management group, as it seems more central office positions are being created within the departments. Often, these individuals are taken from the front-line, which contributes to the retention issue.
- In education (CUPE 2745, CUPE 1253), investments must be directed in hiring and providing direct support to front-line employees, not increasing the number of Human Resources Officer.
- CUPE 1253 would support the creation of a Bus Driver Trainer and Bus Driver Coach as permanent classifications. This position would assist the Employer in training, supporting, and mentoring Bus Drivers.
- CUPE 1253 encourages the Employer to hire Custodial Foreperson in every school district to reduce the work on human resources to allow them to focus their efforts on hiring and onboarding employees. Custodial Foreperson can be used for mentoring and supporting new and existing employees.
- Human Resources needs to offload the out-of-scope work being done to the unused unionized classifications that currently exist.
- The Department of Social Development must adequately fund group homes and other services in the community services sector. The workers are underpaid for their work with vulnerable and marginalized populations.
- The provincial portion of the student loans must remain interest-free, as an affordability measure for future workers.
- One revenue source that is not discussed by the Government of New Brunswick is fair taxation and increasing taxes on the wealthiest individuals and families in this province



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