

**CUPE NB Pension and Insured Benefits Committee Report**  
**Submitted to the 63<sup>rd</sup> CUPE NB Convention**  
**April 2026**

The past few years have brought significant challenges and important developments regarding pensions for CUPE members in New Brunswick.

In 2023, the provincial government introduced Bill 17, which aimed to address pension sustainability by converting several CUPE Defined Benefit Pension Plans into Shared Risk Plans under the Pension Benefits Act. This legislation affected multiple CUPE sectors and raised serious concerns as it conflicted with provisions negotiated within existing collective agreements.

In response, unions including those represented by the New Brunswick Council of Nursing Home Unions (NBCNHU) raised concerns with the Superintendent of Pensions and sought to ensure that any changes to pension structures respected collective agreement language and member benefits.

In 2025, the new liberal government introduced Bill 12 to cancel Bill 17. Bill 12 received Royal Assent in June 2025. This was a significant win for members, as it allowed affected groups to maintain their existing pension structures and not be forced into the Shared Risk Pension Plan without entering into negotiations or vote from the members.

The three locals filed a Charter challenge and an additional Stay to ensure no pension money could be moved. They also pursued a legal challenge against Bill 17, arguing that the legislation improperly interfered with the Defined Benefit Pension Plan negotiated through collective bargaining. Members of the 3 locals continue to maintain their Defined Benefit Pension Plan; discussions with the province regarding future sustainability are ongoing.

The three locals have continued to work with CUPE pension specialists and legal advisors to ensure that the defined benefit structure is protected and that the appropriate steps are taken to safeguard members' retirement security.

Shared Risk Pension Plans within other CUPE locals continue to perform strongly. The Shared Risk Plan covering nine CUPE locals was 136.5% funded as of January 1, 2025, with members receiving a 2.01% cost-of-living adjustment (COLA). All previous COLA catch-up adjustments have now been paid in full. As of December 31, 2025, the plan held \$10.885 billion in assets and an ad-hoc committee has been created to explore potential improvements if the plan reaches 140% funding.

The pension plan for CUPE Local 1252 is also performing well. As of the September 2025 actuarial valuation, the plan was 129% funded out of a 140% target, which is roughly equivalent to 98% funded under a traditional defined benefit model. Members received a 5.12% COLA, and the plan's underfunded liability has decreased significantly—from \$264 million at conversion in 2012 to approximately \$15 million. The plan now holds over \$1 billion in assets.

Overall, while pensions in New Brunswick have faced legislative and political challenges, there have also been important victories that have helped protect members' retirement security. The Pension Committee will continue to monitor developments, work with CUPE leadership and legal advisors, and advocate to ensure that pension commitments to members are respected.

Members will continue to be updated as new information becomes available.

Submitted by the CUPE NB Pension Committee