

Sisters, Brothers, Friends,

I want to welcome everyone to the 63rd CUPE NB AGM

Here is my first President's report for the 63rd CUPE NB Convention. I want to start by saying it has been a very busy year. I hit the ground running in April of 2025. I did a one-week training session with Sharon Teare, our first vice-president. I attended every local convention that I could attend. I attended the Day of Mourning ceremony in Saint John.

I would like to thank Simon Ouellette for the advanced media training he provided. Simon taught me things you don't learn in school when it comes to the media and making sure your message is clear.

I attended a meeting with the NPO office in late May to discuss my role as division president. If you all remember at that time I did not sit on the NEB as the CUPE NB representative. That made my transition a bit harder as I did not have all the supports or knowledge concerning the NEB until I was elected at Convention in October as the Regional Vice president for NB. I want to thank Addie and Karine for all your help this year with my transition into the President of CUPE NB. I also need to take a moment to thank Sherry Hillier, our GVP for the Eastern block. Sherry your guidance and friendship was instrumental in guiding me those few months. Thank you for everything.

In late May, I attended a meeting with Norma and Serge to go over by-laws making sure the changes for the 2025 convention were approved by CUPE national and updating the By-laws in both official languages.

This year we had many planning and priorities meetings with the inner executive, going over the finances of the division and working on our priorities for the summer months.

At the end of May, CUPE NB held our first Skilled Trades summit - having trades from different sectors come together to try and improve the working conditions of our trades in NB. It was a great experience for both our trades and the presidents involved. We left with a clear message from our trades. They want to be respected in the workplace. They want to stop seeing their work contracted out to private companies. They want to see real wage increase for trades in NB.

I attended the NB NDP convention in late May. I wanted to make sure labor's voice was not only heard but active with the NDP in NB. I was elected as a rep for the SJ area. I have attended monthly meetings and spent a lot of time on weekend meetings trying to revitalize the NDP here in NB.

In June, I had my first meeting with Premier Holt, introducing myself to the Premier as your new president. Sandy and I also used the time to discuss cuts to Library workers and trying to get the Premier to see how important the service these workers provide to students is.

I attended a rally in June with Local 2745 to prevent the cuts to library workers. We met with DEC members to try and reverse the cuts to library workers. I attended all Common Front for Social Justice meetings held throughout the year.

I would like to take a moment and thank Local 813 out of Saint John for helping myself and Serge clean out the Saint John shed. Serge and I cleaned the Fredericton and Moncton sheds. We used a

lot of stuff that was in the sheds to give away for our community events which helped us save a lot of money over the summer.

Our community events were very well attended. This year, CUPE NB took part in PRIDE Parades in Saint John, Moncton, and Fredericton. Members were very happy to see their union participate in PRIDE events. Members from the LGBTTIQ2+ felt included in their union. It is important for CUPE NB to participate in these events. We need to be inclusive of all our members and supportive to everyone. In the times we are in now, where we are seeing governments attack our members from the LGBTTIQ2+ community, we need to, now more than ever, show our support. Help block the hate these members are facing. When there are PRIDE events happening in your region, please come out and show support. You may have a lot of fun and a better understanding of what our members are facing.

We held community events this year in St Stephen, Perth Andover, Edmundston and Saint John. In Saint John, we held a community barbecue, we had our National President attend as well as Sherry Hillier from NFLD and Alan Linkletter from NS. Our members were very happy to see some NEB members in the region. We also had Brian Watson, past CUPE NB President, join us. It was great to see Brian. Even in retirement Brian still supports CUPE and our members. In Edmundston, we held a barbecue - thank you to the RAC for making these events successful. In St Stephens, we took part in the Fall Fair. In Perth, RAC organized a Halloween event. Members dressed in Halloween costumes and handed out treats to the Kids and Swag to the Adults.

This year, we spent NB day in Doaktown. It is great to see members and their families attending these events. By the end of the day, many CUPE members left wearing CUPE T-shirts wanting to promote their union both in public and the workplace. It's important for CUPE members to come out to NB Day events to remind government and the public of the service we provide them. Thank you to everyone who donated their time to hand out swag to the public.

This year, I spent a week at the Blair Doucet Youth Summer Camp (BDYSC) teaching teens all about unions and their rights as young workers. It is a busy week, but I enjoyed every minute of it. The BDYSC is run by the New Brunswick Federation of Labour (NBFL). I want to thank the locals who sponsored students to attend the BDYSC. Your donations are key to making sure this important camp is successful every year.

This summer, I attended rallies in support of Local 830 in PEI. CUPE 830 went on strike for 107 days. This strike was not about wages, but job security, seniority rights, language under the collective agreement. This strike was a success in protecting these workers' workplace rights. CUPE NB brought 2 buses full of members from NB showing support to our sister region. Our members went leafletting and attended protests in front of City Hall. This was the first time in 60 years that a local from PEI went on strike. Thank you to everyone who got on a bus or drove to PEI to support this small local. It means more than you know when you get on a bus to support another striking local.

I attended four meetings with the Atlantic Maritime Presidents to discuss and strategize issues facing our region. We already know the four Premiers talk and strategize together and we felt it was time that our regions did the same.

At the end of September, we held an all-committees meeting where the CUPE NB committees made their priorities for the year. This year, you will see more of the committees attending community events to promote the work they are doing on behalf of the division and our members. I would like to congratulate the members who were appointed to the CUPE National committees. Your work on these committees will help to strengthen our work here in NB. We have many new and diverse members sitting on these committees and I am excited to work with you all this coming year.

In October, I was elected as your Regional Vice-president (RVP) to the National Executive Board (NEB). I would like to thank everyone for putting your trust in me to represent you on the NEB.

This year, Sandy and I had meetings with CUPE BC to work together on two different files: childcare and skilled trades. We are holding a meeting in the fall with CUPE BC, CUPE ON, CUPE NB to discuss the possibility of working together to promote skilled trades in the country.

We are also working on childcare. The goal is to make childcare accessible to all. Childcare should be public. Childcare should be available in all schools and affordable to all New Brunswickers.

I have attended NB Health Coalition meetings with Norma on behalf of the division. We have been lobbying government on health care issues. I have completed lobby day training with the Canadian Labour Congress (CLC).

I have been selected to attend the Governor general's tour starting May 22nd to June 5th. I will be going with a delegation to Ontario with labor leaders across the country. This tour brings labor business and government together to work on issues affecting everyday Canadians. I remember years ago Danny telling me he attended the tour and how much as a leader he got out of it. It is a real privilege to follow in Danny's footsteps. I miss you Danny... many decisions I make, I catch myself wondering what Danny would do.

I attended the New Canadians Forum that Norma Robinson and Local 1252 put on in January of 2026. This conference was the best I have attended in years. Norma gave space for new Canadians in her union to come together and bring forward ideas to help new Canadians in the workplace. Norma, you have been an inspiration to me since the moment I got on the CUPE NB executive board. You have been a friend and a true leader. Thank you for giving me strength. Thank you for all the phone calls and strategic planning we have made over the last 7 years. Being a leader is not an easy job. We make hard decisions every day. The lessons you have taught me I promise to give to younger workers. When I think of hard-working female leaders, you are top on my list. Thank you for everything you do on behalf of the members here in NB.

Sandy and I had the privilege of speaking to workers in the UK explaining to them how to have a successful strike. We talked about how to mobilize members for change. Sandy, you are an amazing Regional Director. You give your heart and soul to members in NB. Thank you for all the late night and early morning calls. I could not have done this without you. You take the shit from everyone with grace and determination. I am so lucky to have you as my RD. You have given your life to the Labor movement, and I will be forever grateful to you. You protect and guide 27,000 members and every decision you make is in the best interest of all NB - we have a real gem in Sandy Harding. Thank you, Sandy, for everything you do for us all.

To the CUPE NB executive board - You are the reason I ran for president. You are an amazing board. The work you all do on behalf of the membership does not go unnoticed. I say I work with the best of the best and I mean that. When we work together, we are unstoppable. We have dealt with issues that should never have hit our table and together we are working to fix.

ERP and Fusion have hit several of our locals. Fusion has been a major problem, members are not being paid properly, locals aren't receiving dues monies, members cannot read their pay stubs as they are incorrect and is causing financial hardship to our members. Locals 1190, 1253, 2745, 1840 and 1251 are working diligently to try and address these issues.

As I write this report, CUPE 2745 will be signing their collective agreement. Theresa McAllister, thank you for your leadership and solidarity. This has not been easy for you. Government while in negotiations, tried to put forward a non-withstanding clause which would have affected both L2745 and L1253 language under their collective agreement. Thank you to Theresa and L2745 for not giving up, for making sure our collective agreement language was held.

In February of 2026, the CUPE NB executive board took training in the areas of parliamentary procedures, conflict resolution and labor laws. I want to thank Pat Roy, Andrew Woodcock, and Jenn and Glen, our lawyers, for spending the week with the board. It was great training and something our board needed.

I attended the National all-committees meeting. I sit as liaison to the Global justice committee. This work is so important for the Canadian union of public employees. We are a small but strong country. We need to show our support and solidarity to workers across this globe. I had the privilege to meet the Ambassador to CUBA to discuss the issues Cubans are facing everyday. I pledged our solidarity to Cubans and advised Canada would not become the 51st state, Canadians will fight back as the Cubans are doing. Our countries need to come together to fight against the hate coming from President Donald Trump.

I attended the Federal NDP convention in March of 2026. Avi Lewis has been elected as our leader to the NDP. I now sit on the Federal council of the NDP. We will be working very hard to make sure NB is represented federally. It is an exciting time for the NDP and it's time to rebuild our Party both provincially and federally. I ask members to get involved and help to rebuild the NDP here in NB

Last year, we had a resolution to hold our first ever young workers conference lead by my friend Amelie Cormier. I want everyone to watch this young worker shine. Amelie, you will someday lead this organization. Amelie with her committee has organized our first young workers conference and was very successful in bringing our young workers together to not educate but lead in our province. Thank you to Amelie and the committee for all your hard work. What an amazing conference you put on!

I want to finish this part of my report with a message to the delegates.

Today we stand together as the backbone of NB, the workers who keep our schools running and hospitals functioning and our communities strong. We are not invisible, we are essential. We keep our roads running, we work in our cities and towns across this province - from nursing homes to liquor stores.

In 2025, working people are facing rising costs, job insecurity, and growing pressure from governments and corporations that too often forget who really keeps this province running. But let me be clear, we will not sit on the sidelines.

We will stand up

We will organize

We will fight back

Our union is built on solidarity, and that means no one is left behind. Whether you are a young worker just starting out or a newcomer starting your life here, or a long-time member who has carried this movement forward, you belong and your voice matters.

We believe in strong public services not privatization. We believe in strong public services-not privatization. We believe in fair wages-not cuts. We believe in respect not silence.

And when decisions are made that hurt workers, we will challenge them in the workplace, in the legislature, and in our communities.

Because this union is not just about contracts.

It's about dignity.

It's about justice.

It's about building a province that works for everyone not just the wealthy few.

So let this be our message in 2026,

We are united

We are determined

And we are just getting started.

In Solidarity,

Iris Lloyd