

NEB REPORT



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LABOUR & GOODS



GREETINGS delegates

Greetings Delegates

The past few years have tested us—from the tail end of the COVID-19 crisis to global instability, domestic austerity threats to a changing federal political landscape. There has been much upheaval, yet you have met every challenge with strength and resilience. You've led with confidence, with boldness and with compassion.

The heart of the National Union of Public and General Employees' is seen when we unite workers. You'll see that our convention theme reflects that connectedness and the incredible value of our collective power.

Each and every voice matters, and together, we are unstoppable.

So, it's your union and it's our union to build and draw strength from:

- to fight the good fight for ourselves and for the public good
- to defend and expand our rights as workers and for the dignity of all.
- to lead on critical issues for members and for our communities.
- to contribute to strengthening a movement that includes all 425,000 NUPGE members, three million unionized workers in Canada and all those that are working to build a better future for everyone.

Today, we are proud to present you with this National Executive Board report that offers a reflection on the union's collective work since the last triennial convention: where we've been, what we've accomplished, and a glimpse into the work that lies ahead. This is just a snippet of the excellent work conducted by the National Union but there is so much more. Each year we produce an Annual Report that documents the issues convention delegates, and the National Executive Board have prioritized and the ways in which we have carried out that work. To find more detailed information, please visit www.nupgeconvention2025.ca/documents/

Together, we are 13 components, united by our values of hard work, fairness, equity, and justice to improve the lives of members and all workers, and to serve the public good in our communities and beyond.

Your leadership has inspired meaningful action. You've organized, you've resisted, and you've delivered real wins for each other and for people everywhere. And you've made this happen with determination, compassion, and a focus on dignity for everyone.

Our advocacy has helped shape real change. This year alone, we were proud to see the Sustainable Jobs Act and Pharmacare Act passed—two hard-fought victories that reflect decades of pressure by the labour movement to ensure workers are protected in a changing economy and that families can access life-saving medication. We must remember that these steps are just the beginning, not the end. But they are moving us in the right direction.

The addition of 11,000 more health care workers has made our union even stronger. NUPGE is now the fastest-growing union of healthcare professionals in the country.

Internally, we've strengthened our capacity at the national level with the addition of a Director of Communications, Political Action and Campaigns, and with two new national representatives. Building talent allows us to take on more challenges, react more swiftly, and deliver more for our members.

And, at every chance, we've created space for connection, leadership, and collective action.

At the same time, we've pushed back hard against threats to our rights. Whether it's standing in solidarity with education workers in Ontario defending or gender-diverse youth in Saskatchewan against the use of the notwithstanding clause or challenging for-profit incursions into public health care or public services, NUPGE has remained a leading voice on workers' rights and all human rights.

We've been able to sound the alarm on federal back-to-work legislation that erodes the right to strike. We continue to fight for the right for all workers to collectively organize, and we fight for things that will benefit everyone like keeping health care public. We fight because our rights must not only be won but protected and expanded.

In 2025, we face renewed global instability, with a second Trump presidency already impacting Canadian workers. His tariffs are triggering layoffs and anxiety across auto and steel industries, and his disregard for Canadian sovereignty has shaken many. Our response has been to strengthen solidarity and unity: "Elbows up."

We will continue to work shoulder to shoulder with workers from all sectors to fight back against austerity, protect jobs, and demand accountability from our governments.

Many of our members have also made history. After two decades of effort, precarious part-time workers in Ontario's community colleges finally won union representation—one of the largest organizing victories in Canadian labour history. This is a reminder that no matter how long the road, perseverance and solidarity win.

We also registered once again as a Third Party to ensure that you had the tools to make informed choices during the federal election. In an era of political volatility and deepening inequality, we know that our influence matters—and that y/our union must always be a clear voice for reliable information, fairness, and the public good.

And we have and will continue to listen and advocate for specific needs of our members. Whether it's forest firefighters fighting for recognition and fair treatment, or our healthcare members facing burnout, we have raised these issues as a national concern. We fight with confidence knowing that our work is ourselves and the people we serve.

It's the same principles that guide all of us—at the bargaining table, in political advocacy and campaigns, and in our alliances with civil society groups. We fight for our members, and for a more just and sustainable world.

Our movement is about resistance, but also about care, about a vision, and about hope.

None of this would be possible without the commitment of our National Executive Board, our talented and hard-working staff, and most importantly, you - our members. You are at the heart of everything we do. Your dedication, day in, day out, your activism, your strength, and your sense of the common good have made NUPGE a force to be reckoned with.

Together, we are making a difference. And together, we will keep working to build a better future—for workers, for communities, and for generations to come.

In solidarity,

Bert Blundon
Jason MacLean

IN
SOLIDARITY

NUPGE's Mission

As a national union, our mission is to fight for the well-being and rights of NUPGE members. We also use our collective power to champion issues that concern the public at large, especially the most vulnerable people in our communities. Keeping health care public, securing pensions for all workers, fighting for increased tax fairness – these are issues that will benefit the greater good.

Saying Goodbye

Last year, we said farewell to one of NUPGE's longest standing Presidents, James Clancy. James was a trailblazer in the labour movement, a staunch advocate for social justice, and a visionary when it came to creating compelling campaigns to galvanize the energy of our members across the country. A skillful tactician, Clancy saw the growing divide between the rich and the rest of society. He fought the austerity measures governments were pushing, as well as the rise of privatization designed to feed the profits of the already powerful. In 2010, NUPGE launched a campaign that would address those problems and provide solutions. Building on the well-established work of the union on issues of fairness and justice, the All Together Now! campaign was created using the strength of our members. Today, we can hear his warnings about the need for Canada to develop a modern industrial strategy as we fight off US tariffs.

A proud social unionist, he fought to improve wages and working conditions, but he also worked to organize the unorganized, supporting workers who were often overlooked and undervalued, and advocating for the more vulnerable in society.

Building Power, Connecting Members

Strategic advice, research, government relations, and campaign creation are just some of the ways the National Union has supported Components over the last few years. Our goal is to build capacity for our unions, for our members, and for the labour movement.

An important way we support our Components is when we coordinate workers from across the country to share insights, develop common strategies and build solidarity. These gatherings take the form of working groups, committees (and special committees), and conferences.

Over the last three years, NUPGE has brought more than 253 members together at 184 committees, working groups, and conferences. Members have been able to connect with others facing similar challenges and sharing strategies and solutions. These relationships live on beyond adjournment and help strengthen our union.

We have established our Issue Forums where committee members can meet, build solidarity, and strategize solutions. The structure includes one day of engaging with expert speakers on issues relating to the work of the committees, and one day of committee discussions. Feedback has been positive for these new opportunities to gain experience and connect.

Our Leadership Development School held every August, under the instruction by Elaine Bernard, the former Director of the Harvard Trade Union Program, remains a prestigious gathering. It is a special weeklong school incorporating strategic thinking and problem solving with speakers from allies or issue experts. This educational opportunity helps existing and emerging leaders enhance their critical thinking skills to continue to build responsive and resilient unions.

National Leadership

We continue to value the role the Canadian Labour Congress plays in bringing both private and public unions together. Our presence on the Executive Board ensures that we are at the table to engage in developing strategy on significant issues at the national level.

Over the last three years, provincial governments, specifically Ontario and Saskatchewan, used the notwithstanding clause to override fundamental rights and freedoms protected under the Charter. Other jurisdictions like New Brunswick and Alberta have threatened to use it as well. When invoked preemptively, it sets a dangerous precedent—allowing governments to sidestep constitutional scrutiny and roll back hard-won rights without the checks and balances essential to a healthy democracy.

As a union, we should be proud of the opposition we helped build against these recent attacks. We will continue to raise the alarm about the threat posed by overriding constitutional rights—organizing campaigns and leading protests to increase public pressure on governments. We will continue to work with our allies and human rights advocates to challenge the legitimacy and necessity of such actions. Most importantly, we will continue to educate members and the broader public about what's at stake—reinforcing the idea that rights are not negotiable, and that any attempt to weaken them must be met with organized resistance.

A significant moment was in 2023, at the end of the pandemic, where the National Union was invited to participate in the Liberal governments' consultation process at the Union-Led Advisory Table (ULAT). Through ULAT, labour leaders provided advice to the federal government on how to support workers through disruptions in the labour market, like climate change, new technologies, and an aging workforce. The advisory table looked at training and skills development, retirement security, staffing shortages, and improving equity.

NUPGE emphasized investing in public services as critical to withstanding labour market disruptions and transitioning to a more equitable and sustainable economy. Of particular importance to NUPGE are the recommendations on addressing the health human resources crisis, investing in public post-secondary education, and taking steps to strengthen equity and inclusion. The final report was published in early 2025.

The National Executive Board met in Halifax in 2024 during the Council of the Federation Meeting to send a message to leaders that privatization has no place in public healthcare. We continued to sound the alarm on the health human resource crisis unfolding across the country. Health care professionals everywhere are fighting burnout from short staffing, from increasingly complex conditions of patients, and underfunding.

That's one of the main reasons NUPGE engaged our healthcare members in a first-ever survey into working conditions, challenges being faced, and solutions that will make their jobs and healthcare overall better. With over 6,000 members participating, the survey gives voice to the diverse workforce keeping our health care system functioning. These workers are often overlooked despite the valuable role they play. This is the first step in a 3-phase campaign to promote the work our healthcare members do, the challenges they face, and the solutions to the problems within our national system of care.

NUPGE has been active at the federal level on prominent issues launching bold campaigns to fight for the future. From our Climate Change at Work campaign to demanding fairness for forest firefighters, to exposing the scapegoating of international students for the housing crisis, the National Union is not afraid to speak truth to power.

NUPGE on the Global Stage

NUPGE is a member of Public Services International (PSI), which gives us opportunities to join the global discussion on workers' rights and issues. Participating in the meetings around global health has been key to understanding the international landscape, especially regarding privatization.

In 2023, at the PSI World Congress, NUPGE played strong role in establishing a global LGBTQA+ coordinating committee, with a liaison person and observer at the PSI Executive Board. This change was passed after heated discussions and moving contributions from comrades across the world. The next World Congress will be in 2028.

NUPGE also participates in the PSI North America Affiliates Sub-Regional Advisory Committee (SUBRAC) and with the PSI Inter-America Health Workers' Union Federation, where Secretary-Treasurer Jason MacLean is one of Canada's representatives on the steering committee.

Solidarity knows no borders. This means speaking out against human rights violations, supporting humanitarian responses to crises, showing solidarity with workers and trade union movements around the world, and supporting migrant and refugee rights. NUPGE donates to international causes through the John Fryer Fund.

NUPGE has continued to support the labour and social movements in Colombia, particularly through our relationship with the Colombian lawyers' collective, CAJAR. This year, we supported the delegation of Ecuadorian women human rights defenders who were in Canada to raise awareness of environmental and human rights violations in Ecuador, particularly the impacts of Canadian mining companies, in the context of negotiations for a Canada-Ecuador free trade agreement. NUPGE also welcomed the delegation to speak with members at the Issues Forum and a joint letter about the trade talks was submitted to the Canadian government. This letter was signed by the Canadian Association of Professional Employees, United Steelworkers, Canadian Union of Public Employees, Public Service Alliance of Canada.

NUPGE has continued to speak out about the crisis in Gaza through statements and letters and working with coalitions. We continued to pressure the federal government on ending Russia's invasion of Ukraine and supporting the Ukrainian people.

Rights and Dignity for All

We cannot underestimate the challenges that workers and unions have been facing in recent years. We know that labour cannot win these fights without broader support.

When unions unite with other organizations—whether they're in healthcare, education, climate action, or human rights—they amplify their collective voice. That power can't be ignored by employers, governments, or the public.

Working with like-minded organizations is an important part of our solidarity. Non-profit civil society groups have valuable knowledge and insight into many issues our members care about. Governments and corporations coordinate their attacks on rights and services. We must do the same in defense. When allies stand together, we create a united front that's harder to divide or defeat.

We have long standing relationships with some groups, like the International Civil Liberties Monitoring Group (ICLMG), Canadian Red Cross, Oxfam, and Child Care Now, while others are just beginning like with the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA), Migrant Rights Network, and the Canadian Council for Refugees.

One of the new groups that we have worked with is the Black Class Action Secretariat. In 2020, a class action lawsuit was filed in the Federal Court of Canada on behalf of Black Canadians. The lawsuit is seeking long-term solutions to permanently address systemic racism and discrimination in the Public Service of Canada.

The case is directed at self-identifying Black individuals who applied for employment with the Public Service of Canada and were denied entry based on their race. It also includes those who were employed but were denied promotions based on their race. This refers to current employees and to those who have been employed within the past 52 years. Damages include the wrongful failure to promote, intentional infliction of mental suffering, constructive dismissal, wrongful termination, negligence, and in particular, violations of employment law and human rights law, and Charter breaches.

In 2023, to support this fight for justice NUPGE provided a donation to help activists work full-time on the lawsuit and for staffing for the BCAS. Jason MacLean became a BCAS board member that year.

Conclusion

This summary is just a snippet of the excellent work conducted by the National Union but there is so much more to say. I encourage you to read our Annual Reports on our website to find more details about our work.

Despite the challenges we face and through the obstacles we overcome, we gain strength and inspiration from you, the members, as well through the broader labour movement, and our allies. This convention will illustrate once again the power we create when we come together, reconnect and reaffirm our shared values and hope for a better future for everyone. We hope you will leave Fredericton with a renewed sense of urgency to ensure workers are at the forefront of positive change and ready for the important battles ahead.

YOUR POWER
YOUR FIGHT
YOUR UNION

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