

CUPE National Convention 2025 Delegates' Reports

October 2025

Submitted by: Oluwadamilola Babatunde, President, CUPE 3906

Hello everyone,

It was a great honour and privilege to attend this year's CUPE National Convention, held at the Metro Toronto Convention Centre in Toronto. The convention brought together thousands of CUPE members, activists, and leaders from across the country to deliberate on issues shaping the labour movement, debate resolutions, and elect our national leadership.

I arrived in Toronto on Sunday, October 5, 2025, at 11:00 a.m. to sort out our per capita outstanding payment and complete delegate registration for our Local. That same day, I attended the Post-Secondary Education Sector Meeting, where the key topic of discussion was the federal funding cuts to post-secondary institutions and the urgent need for CUPE to lobby the federal government to restore and increase funding. Several resolutions were presented, numbered 200–207, but only Resolutions 201 and 204 made it to the convention floor. Both were debated and successfully passed, which was an encouraging outcome for the sector.

Throughout the week, I participated in a variety of caucuses and forums, including:

- Equity Caucus
- Young Workers Caucus
- Black and Racialized Workers Caucus
- Human Rights Forum
- Ontario Division Caucus

At the Young Workers Caucus, we discussed multiple resolutions aimed at increasing youth participation and representation within CUPE. One major priority was the proposal to increase the young workers' age range from 30 to 35 years old, to ensure broader

engagement and inclusivity. This was reflected in Resolution 239, which later passed on the convention floor, marking a significant win for young activists.

Day 1: Official Opening and Reports

The convention officially opened with addresses from CUPE National President Mark Hancock and National Secretary-Treasurer Candace Rennick, who delivered comprehensive reports on the union's achievements and challenges over the past two years.

President Hancock announced that CUPE membership has now surpassed 800,000 members nationwide, reflecting growth and solidarity across sectors. Several committee reports were also presented, and a few resolutions were debated and passed during the session.

Day 2: Elections and National Social

The second day featured the National Presidential and Secretary-Treasurer elections, in which Mark Hancock and Candace Rennick were re-elected unopposed. There were no debates or challenges to their nominations. A number of resolutions were introduced to the floor—some passed while others were defeated after debate.

In the evening, delegates gathered at the CUPE National Social, held at the Fairmont Royal York Hotel from 7:30 p.m. to 11:00 p.m. This was a wonderful opportunity to network with members from different regions and sectors, exchange ideas, and share local experiences.

Day 3: Ontario Division Caucus and Elections

On the third day, we attended the Ontario Division Election Caucus, where the election for General Vice-President (GVP) was held between Dawn Belrose and Fred Hahn. After an engaging and respectful campaign, Dawn Belrose won the majority vote and replaced Fred Hahn as GVP. Regional elections were also held, although our local did not participate in voting.

Several resolutions and constitutional amendments were debated and passed during the session. The most contentious discussion of the day centred on Resolution 113, which generated significant debate but was ultimately defeated.

Day 4: Constitutional Amendments and Equity Debate

The fourth day was particularly intense, with one of the most significant constitutional amendments revisiting Article VII—a proposal originally brought forward by the Equity Committee nearly two decades ago. The amendment sought to create five additional diversity seats on the National Executive Board, representing:

- Indigenous Workers
- Black and Racialized Workers
- 2SLGBTQI+ Workers
- Francophone Workers
- Workers with Disabilities
- Women and Young Workers

Despite passionate and well-reasoned arguments in favour of the amendment, it unfortunately did not pass. However, the discussion underscored CUPE's ongoing commitment to equity, representation, and inclusion within its structures.

Day 5: Closing and Final Resolutions

The final day of the convention focused on reviewing and voting on the remaining resolutions. Several motions were passed before the convention officially concluded. Delegates left inspired to continue the work of strengthening our locals, defending workers' rights, and advancing equity and justice across the country. The strategic planning committee also presented the final copies of the document after several debates, discussions and suggestions by delegates over the course of the convention. The final version eventually passed on the final day just before we lost quorum.

Copies of the President's and Secretary-Treasurer's Reports, the strategic document as well as the complete list of resolutions (including those that passed and those that did not), are available at the CUPE 3906 office. Members are welcome to drop by to review these documents.

Thank you for the opportunity to represent our local at this important national gathering. It was an insightful and empowering experience that deepened our connection to the broader CUPE movement and reaffirmed our collective commitment to solidarity, equity, and advocacy.

In Solidarity,

Oluwadamilola Babatunde

President, CUPE 3906

Kyle Morrison National Report:

Thank you for once again trusting me to represent our local at CUPE National. As OUWCC campus representative I arrived early on Sunday to attend our sector caucus. While not well attended, there were several discussions on the threats our sector is facing particularly with cuts to equity seeking departments. The rest of convention was uneventful. As usual we heard a lot of speeches from elected officers. In keeping with tradition Ontario put forward the equity VP constitutional amendment which failed to pass with strong opposition from the Quebec bloc. Dawn Belrose replaced Fred Hanh for Ontario GVP. No other changes to the national executive board occurred.

CUPE National Convention Report

October 6–10, 2025 | Toronto, Ontario

The CUPE National Convention took place from October 6 to 10, 2025, at the Metro Toronto Convention Centre in Toronto, bringing together thousands of CUPE members, activists, and leaders from across Canada. I was one of seven delegates representing CUPE 3906. The convention provided an invaluable opportunity to participate in discussions, debates, and decisions that shape the future of our union and the broader labour movement.

Throughout the week, delegates deliberated on a wide range of resolutions, constitutional amendments, and equity-based initiatives. Key discussions focused on restoring federal funding for post-secondary education, strengthening collective bargaining rights, and expanding youth participation within CUPE. A notable success was the passing of Resolution 239, which increased the young workers' age range from 30 to 35, ensuring broader engagement and representation among young activists.

The convention also hosted several equity and sectoral caucuses, including the Equity, Young Workers, Black and Racialized Workers, and Human Rights Caucuses. These sessions provided meaningful spaces to share experiences and strategize around building a more inclusive and equitable labour movement. A major topic of debate was a proposed constitutional amendment to add diversity seats to the National Executive Board, representing Indigenous, Black and Racialized, 2SLGBTQI+, Francophone, Women, Young, and Workers with Disabilities. Although the amendment did not pass, it highlighted CUPE's ongoing commitment to equity and representation. Elections were also held during the convention, with Mark Hancock and Candace Rennick re-elected as CUPE National

President and National Secretary-Treasurer, respectively. At the Ontario Division Caucus, Dawn Belrose was elected as General Vice-President, succeeding Fred Hahn.

While the discussions were engaging and productive, not all motions reached the convention floor due to time constraints, which was somewhat disappointing given the importance of many of the proposed resolutions. This report reflects my personal experience and observations during the convention. Other delegates may have had differing experiences. It is important to note that one of our delegates has shared that they faced discrimination during the event and has submitted their concern to the appropriate department at the convention for follow-up. As Vice President of the local, I was informed of this incident and am aware of the situation.

I am grateful for the opportunity to represent CUPE 3906 and to bring back insights that will strengthen our local's ongoing efforts to support members.

Kind regards,

Kusum Bhatta

Vice President, CUPE 3906

Report on CUPE National Convention 2025

Submitted by: Shivam Gupta

Local: CUPE 3906

Dates Attended: October 5–10, 2025

Location: Toronto, Ontario

1. Introduction

I would like to begin by expressing my sincere gratitude to CUPE 3906 for providing me the opportunity to attend the CUPE National Convention 2025. It was an incredible and enriching experience attending the national convention for the first time. The event brought together thousands of union members, leaders, and activists from across Canada to debate resolutions, share experiences, and shape the future direction of CUPE.

Throughout the week, I participated in various convention sessions, council meetings, caucuses, rally, and social events. These experiences not only deepened my understanding of CUPE's work at the national level but also strengthened my commitment to building solidarity and advocating for workers' rights.

2. Convention Overview

The convention took place from Sunday, October 5, to Friday, October 10, 2025. The daily schedule included plenary sessions, resolution debates, workshops, and caucuses. Delegates also had the opportunity to engage with panels on key issues affecting workers across Canada, participate in elections for national officers, and join solidarity actions and social gatherings.

In addition to attending formal sessions, I actively participated in discussions with fellow delegates, shared experiences from our local, and learned from the diverse perspectives of workers from various sectors and regions.

3. Key Sessions and Activities Attended

3.1. New Delegates Orientation

As a first-time attendee, I joined the New Delegates Orientation at the start of the convention. This session provided an excellent introduction to how the convention operates, including the rules of order, voting procedures, and how resolutions are debated and passed. It was particularly helpful in understanding how individual voices contribute to shaping CUPE's policies and direction. The facilitators also emphasized the importance of participation, respect, and collective decision-making in all union processes.