

CUPE 3906 – Chief Steward TAs/Unit-1 (Annual Report)

June-2020 to March-2021

Since the beginning of my last term I was involved mainly in first constructing an effective steward's council which wasn't in place before. Out of different departments from all faculties we now have stewards from almost all. There have been several significant actions which the CUPE-3906 has pressed hard for the larger benefit of our Unit-1 members i.e Tas/Ras in lieu and many were gained during the last bargaining round with the employer during last year. This report highlights them in brief one by one.

One of the imperative contributions was to construct an effective steward council representing thirty-three departments from six different faculties. Our current stewards are playing a great leadership role within their departments by protecting the rights and interest of TAs. They are working hard to ensure a proper communication with the membership and a better operational synergy with CUPE-3906 and their departments. Stewards election process will be open again this fall. In the last year it has immensely grown by five times having almost fifty stewards in unit-1.

Secondly, the launch TA work hour tracker an online tool with the help of CUPE National and local executives and staff because of which our TAs can track their hours and can claim for extra pay if exceeding their designated work hours. Stewards had discussion for TAing in multiple courses in the same term. What's a way to track per course, more precisely its just overall hours as per CA. One of the most valuable things we are working on is how office hours as a new task can be tracked well starting this year as this is separate from communication with students as agreed unilaterally by all stewards.

Most important point where we are now successful is to include at least a few task options for our Unit 1 Members who are RAs in-lieu as the nature of RA work varies significantly, so we can't get overly specific. Best possible options to tackle this issue will be (1) RA work - Admin (emails, meetings); (2) RA work - Fieldwork (lab work, other data collection); and (3) RA work - Writing. CUPE-3906 glad to announce that a large membership is already using the tool. We have even gone ahead and added the change to the "office hours" activity to make sure things are comfortable to use for the best interest of the union membership.

Thirdly, many various workshops for stewards by CUPE national and anti-oppression training by the local were successfully organized having impressive turn-out. We are looking forward to have more such events this year virtually due to the current unprecedented situation.

Fourthly, we are working hard for out of province TA issue and hopefully this fall there will be no such issue. Also, many benefits have been extended for our Unit-1 members. In the era of this pandemic and frequent lockdowns we want to stand with our unit-1 members with all possible support please feel free to contact me anytime any day. I would be happy to help and provide support.

I want to make sure this year to try my best so that all these issues which our unit-1 members are facing due to current situation are resolved no later than sooner. Due to COVID-19 we have a difficult time but I am sure it will lead us to a beautiful future. I personally believe that together as

a team and with the support of our TAs and stewards we have a chance to do something extraordinary in the upcoming academic year. As we head out of this pandemic we can get back to a better life. Create a world of love, companionship and supporting each other. We are a family together no matter of what class, race, sexual orientation, what religion or what is our background. Let's make a better MAC together for our TAs. Feel free to reach out to me anytime any day I would be happy to help and support our members particularly TAs. Stay safe and have wonderful academic year ahead!

In solidarity,

Nishant Kashyap

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