

Dear CUPE 3906 Members,

Over the past year of 2020, as the chief steward for unit 3, I have mostly focused on fulfilling responsibilities for servicing our members and have obtained the following achievements.

With the great support of our members, I was able to extend the unit 3 steward network by significantly increasing the number of department stewards. So far, there are 5 department stewards across the Faculty of Engineering which number is only 1 prior to 2020 April. With more stewards joining in the steward council, we started having monthly meeting to discuss how to reach out and service our postdoc members more efficient and better on behalf of Local3906. For example, at end of 2020, all unit 3 stewards sat down together virtually and recorded a holiday celebration video to greet our members under this tough covid pandemic lockdown. Also recently, to cheer up our members the steward council held a photo contest event by encouraging them to share the snapshot of their joyful spring life and win a prize.

As part of the profile, I am sitting in several committees to make sure members' benefit and rights are fully secured, which includes postdoc support fund administration committee, grievance committee and benefit committee. As a committee member, I regularly attended committee meetings (monthly for the benefit and biweekly for the grievance) to work together with the benefit officer and CUPE staffs for addressing members' benefit application timely so that their cheques can be released as soon as possible, and tracking the progress of the filed grievances to ensure members' interests being maximized. Last year it was a difficult time for all of our members in both mental and financial respects caused by the pandemic, which sparked the usage of one-time emergent postdoc support fund. I had helped process more than 10 applications for this fund over the past 12 months that is extremely a high number than normal usage. But here I still encourage our postdoc members to immediately access to this fund when facing financial hardship and emergency.

Apart from the aforementioned profile, I am also working as a bylaw committee member to assist update the bylaw promptly for the proposal that was discussed in the executive and then passed in GMMs. The most important one from chief stewards' point of view is that the best steward award that is awarded to the 3 best department stewards for all 3 units was written in our Local3906 bylaw recently via the joint effort of all 3 chief stewards.

Moving forward, with your fully support, I will continue to try my best to serve every unit 3 members and ensure all of our members will receive the greatest support from the local whenever you need.

In solidarity,

Kezhuan Gu