

President's Report - March 27, 2024

Dear comrades,

While I've only been in the role for two months, it has been an honour to serve the local as your president. It has been a busy couple of months, so thanks to our staff and former president, Vic, for helping me get up to speed. I will be seeking another term as your president.

While much of the work of president involves sending and answering emails and attending meetings with staff or on behalf of the local, there are a few things that are more exciting to read about in an annual report. Since stepping into the role in late January, I've been working to support the activities of the local by:

- Getting the word out about committee and working group events and meetings by updating the events section of our website, seeking input from committee chairs for the email blasts & social media, and directing members to the various committees at the local.
- Attending committee and working group meetings and events where possible and providing support and resources to chairs and event organizers.
- Getting both the Bargaining Support and Political Action Committees going again.
- Scheduling anti-oppression and cultural competency trainings for members of the executive, committee and working group chairs, and the broader membership.

Recommendations for the next term:

- Work with members of the executive, committee chairs, and our National rep, Diana, to coordinate strategic planning sessions to coordinate and resource the short and medium term goals of the local. This includes support for Unit 2 bargaining and the Tenant Solidarity Working Group.
- Work with other area locals to get coordinate training and education for members. At the conflict resolution training in February, many participants were from smaller locals who want to work together to run education sessions for members from across the Hamilton area. This initiative could be a good opportunity to build interest in the Hamilton CUPE Council, which has been inactive for several years now.
- Support the Unit 2 Bargaining Team, Bargaining Support Committee, and Mobilizer in mobilizing our membership and the broader community for a successful round or negotiations.
- Work with committee and working group chairs to build capacity in the activities of the local to help prevent burnout and deepen engagement from members.
- Develop and submit, in collaboration with other sector locals, resolutions for the upcoming CUPE Ontario Convention.

Thanks and solidarity,
Leah McGrath Reynolds (they/them/theirs)

Vice President - 2024 AGM Report - March 26

Mason Fitzpatrick

Since my election in September, I have set to work finding my footing in our union and identifying areas where my abilities are most applicable in increasing our power and reach. I intend to re-offer and am excited to continue the projects I have started since my election.

The VICE-PRESIDENT's responsibilities are:

- i. Perform the duties of the President in the absence of that officer, and, in case of the resignation or death of the President, shall perform the duties of the President until such vacancy is filled.
- ii. Maintain contact with other locals, the labour movement and other organizations of the National Union as appropriate.
- iii. Substitute for the President when the President is unavailable.
- iv. In the event of vacant seats on the Executive Committee, Perform the duties of the vacant seat until a by-election is held to fill the vacant seat
- v. Conduct portfolio reviews for new executive members, exit interviews with departing executive members, and helping other executive, especially the President, with their portfolios should help be required.

Regular Business

I attend committee meetings when I am able but - to be fully transparent - I have missed a number of grievance committee and labour-management committee meetings due to time conflicts with my class schedule. Should I be re-elected, I will no longer have any classes and so this will no longer be an issue going forward as the second year of my program is research-only. I planned to hold a by-laws committee meeting last week and have reschedule for the week after next (my chairing of the by-laws committee is unrelated to my executive role so this is not contingent on my re-election).

Projects

I am quite proud of the projects I have started and led so far with 3906 as VP. I started, organized and led the Tenant Solidarity Working Group that managed to win significant gains including several months' worth of rent refunds for residents at the 10 Bay

Graduate Residence, most of whom are our members. Once I identified natural leaders at the building, members of the Working Group voted to put them in charge so that the group is run democratically.

I also started and led the campaign to unionize Residence Life workers, which includes 188 workers, most of whom work in the undergraduate residence buildings on the main campus. The vote to join CUPE is scheduled to take place the day before our AGM, so by the time of the AGM I hope that we will have succeeded in the first new bargaining unit certification by our local in several years.

Recommendations for next term:

1: Joint bargaining Units 2/4

Pending the certification of our fourth bargaining unit in Residence Life, I recommend that all possible efforts are made to combine bargaining efforts of Units 2 and 4, which will be bargaining simultaneously. This will greatly increase the strength of both.

2: Use of Contract Action Teams

Local 3902 made use of a strategy in their most recent round of bargaining where they named non-steward organizers in their bargaining units CATs (Contract Action Teams). This gives a title and a sense of responsibility to organizers if we have reached the steward limit in a department. This will be especially useful in departments like SocSci where we have folks who want to pitch in

VPE Report - AGM 2024

Hi all,

While I stepped away from this role in January, here is some of what I worked on during my last term as your VP External:

- The VPE chairs the All Unions committee, which meets once per term and is made up of representatives from union locals across campus. The committee met regularly throughout my tenure as VPE and even hosted a social in December.
- The Hamilton Area CUPE Council has been inactive for several years. While VPE, I was part of a small group trying to get the council off the ground again. We were unsuccessful, but I think there may be a desire amongst smaller locals to have a venue to bring in training and education for members. Working with other Hamilton Area locals

to get the council off the ground again is one recommendation for the upcoming term.

- While VPE I organized a film screening at The Westdale theater. The screening was open to members and the broader community, with ticket admission of \$3 and free tickets available to those with financial barriers to accessing the event. I'm hopeful that this can become a regular initiative and be a forum for folks to discuss art, politics, and labour.

In solidarity,

Leah McGrath Reynolds (they/them/theirs)

Treasurer's Report- AGM 2024

My 2nd full year as Secretary-Treasurer has been similarly chaotic to my first year. Though I don't think the 2023-2024 year was as busy as 2022-2023 it was still a very busy year that required a lot of on-the-spot thinking on my part. I've felt much more confident in my role and had a much firmer grasp on the usual financial processes of the local. Some of the events that contributed to the chaotic feel of the year (such as Israel's attack on Gaza after Oct. 7th) could not have been predicted and I have learned that a certain amount of frantic work comes with this position. That said, I think there are ways that our financial bureaucracy can be changed to minimize the stress on the treasurer(s) and maximize our ability to respond to the needs of our local.

This past year has made the tension at the heart of my position much clearer to me and what role a new deputy treasurer and/or finance committee could play. The treasurer's portfolio is split between regular (Ex. paying taxes, drawing up the budget, completing the audit, processing T4s) and incidental (Ex. committee event expenses) tasks. Incidental expenses tend to require a lot of work in a short period of time and then no work for a spell before the next event or meeting, whereas regular tasks are more evenly distributed. Incidental expenses tend to be more urgent in the short term and so has forced me to prioritize certain expenses or tasks that has lead to delays in the completion of other tasks. I would delegate certain tasks to a deputy or finance committee during those peak times of the month so that delays that occurred this year need not happen again.

I also think that having a 2nd treasurer or finance committee would build some back-ups into our system that it is currently lacking. As recommended by the Trustees, I've begun backing up our Quickbooks file to the cloud on a biweekly basis. However, problems with the office computer in February revealed that our system is vulnerable because we have no other way to access our accounts and cut cheques if the in-office computer isn't working. I've purchased a new in-office computer which is more stable, but I think that moving from Quickbooks Desktop to Quickbooks Online would prevent future slow downs because the treasurer(s) could print from their own laptops in the event of a technical issue in the office. Additionally, having more than one person trained in our accounting practices would ensure that there is always someone around to cut cheques and lighten the load on the Secretary-Treasurers.

The local's expansion of its working group and committee activities and the ResLife organizing campaign have been silver linings in an otherwise cloudy year. This expansion has revealed another gap in our financial systems. In the future, I recommend that the Secretary-Treasurer have short meetings with

new committee chairs to introduce our voucher and accounting system so that they understand it and can spread the paperwork amongst the members of their committee/group. This way, the paperwork can be spread out between more people and be less burdensome.

In conclusion, there are a few specific ways that we can change our financial processes that will go a long way towards creating a financial bureaucracy that better suits the needs of our local. The nature of organizing and our wider political-economic contexts means that the Treasurer's job will always require a certain amount of stress and that's okay. However, we can make some changes that will reduce that stress and make our processes operate more smoothly.

In Solidarity,

Eric MacPherson

Recording Secretary Annual Report

April 2023 - 2024

Prepared March 12, 2024

Fellow Members of the Executive and General Membership,

It has been a pleasure to serve as your Recording Secretary this past year. It was an exciting time to join the executive leadership post-strike, which propelled us into ambitious and important discussions throughout this year. I look forward to running for re-election at this AGM and continuing to improve upon this position and its responsibilities to better support our executive, staff, committees and working groups. I have enjoyed creating new organizational systems, maintaining clarity standards, and doing my best to support committees and working groups as my academic schedule allows. With more time to dedicate to the union on the horizon, I feel this position could make more significant contributions. At this time, I feel I have met and exceeded the expectations of this position, mainly taking accurate and detailed minutes for our Executive, General and Annual meetings, and offering actions items, project management and administrative support to special projects.

If I am not to return, my recommendations would be to utilize the organizational nature of this position to assist in duties such as travel planning and booking for conventions/conferences, project progress tracking, room booking for meetings, handling requests for clarification or complaints post-meetings etc. I believe this position could be better utilized to support executive members in all areas of maintenance and organization. I would also encourage the Recording Secretary to consider accessibility, including better utilizing email signature links to include direct access to benefits forms and info, the collective agreement, booking links etc. Here are some helpful starting points from Ben Johnson, the Recording Secretary of CUPE 4207:

1. Are locals creating their documentation (agendas, minutes, bylaws) in an accessible format?
2. Are locals using plain/clear language?
3. Are members given an opportunity to review GMM materials with adequate time in advance?

Sincerely,

Rachelle Sabourin

Lead Steward, Unit 1 - 2024 AGM Report - March 27, 2024
Rebecca DeWael

Since being elected in a by-election in November 2023, I have worked with members of the executive and staff at 3906 to orient myself to this position. I intend to re-offer and would be excited to continue to strengthen the steward network.

The Lead Steward of Unit 1 is responsible for the following:

1. Coordinate department stewards.
2. Convene and chair at least one Stewards' Council meeting each academic term.
3. Act as a liaison between the stewards and the Executive, ensuring that the views of departments and respective units are passed on to the Executive committee.
4. Ensure that each department is represented by at least one steward from each unit, and where this is not possible shall act as steward for that department/unit.
5. Oversee the Grievance Committee together with the other Lead Stewards.

Regular Business

I regularly attend Grievance Committee meetings and participate in Executive meetings and votes, and have been involved in the Communications Committee, Benefits Committee, and Raise the Floor Working Group.

Notable interactions with the employer have taken place in attending the Labour Management Committee meetings, as well as a joint committee meeting with the employer discussing gender affirmation efforts across campus.

U1 Steward Network

The Steward network was convened on December 15th, 2023 to have an open discussion about working conditions in departments across campus, and places where stewards can continue to get involved with the union, particularly the Joint Health and Safety Committee and the Tenants' Solidarity Working Group. Stewards have been encouraged to spend their \$200 budget to bring members of their departments together for a social, many of which have happened in Fall 2023 and Winter 2024.

There are currently 64 stewards in the Unit 1 network, representing a variety of departments. There are still many departments that do not have stewards, which are listed below. My priority will be to continue to recruit stewards in these departments so that participation in the union grows. If you are interested in stepping up as a steward for your department, please let me know (leadsteward_tas@cupe3906.org).

- Biochemistry
- Biomedical Engineering
- Civil Engineering
- Engineering Physics
- Classics
- French

- History
- Linguistics and Languages
- Health Evidence and Impact
- Health Policy
- Health, Aging, and Society
- Medicine
- Nursing and Pediatrics
- Computer Science and Engineering
- Social Work
- Interdisciplinary Science

Recommendations for Next Term

1. **Unit 2 Bargaining**

As we enter into the Unit 2 Bargaining sessions, it is important that Unit 1 provides support for this smaller unit of the union, especially because of the support that they provided to us during our strike.

Recommendation: Participate in bargaining support conversations, and spread this information to Unit 1 stewards.

2. **Fall Orientation**

Orientation is an exciting opportunity to do education and integrate new members. This is a particularly important cite for recruiting more stewards in inactive departments.

Recommendation: Work with steward network to ensure CUPE 3906 presence at department orientations for Fall 2024, and place particular emphasis on recruitment at inactive departments (see list above).

3. **Coordinating Outreach to Departments with Little Participation**

Recruiting and building union participation in departments with little representation continues to be an important goal.

Recommendation: Bring together existing stewards facing similar issues as members in inactive departments, and coordinate efforts to reach those members.

4. **Centralize Contact Information for Stewards**

It's important that members are able to contact their department stewards easily, and so having their contact information available on the CUPE 3906 website would be helpful.

Recommendation: Add a consent section to the steward nomination form that would give the union permission to post the name and email address of stewards to the CUPE 3906 website.

5. **Add Stewards to Signal Chat**

The Signal chat is proving to be a useful place to provide quick updates to the Stewards' Network. Making sure all of the stewards are added here would make the group chat even more helpful.

Recommendation: Add a place on the steward nomination form for stewards to provide their phone number to be added to the Signal chat. Importantly, this

would be separate from the consent form mentioned above, and phone numbers would not be listed on the website.

6. **Steward Training**

The training of our stewards' network should be an ongoing effort, especially since turnover of stewards can sometimes be so high.

Recommendation: Continue to provide training opportunities to stewards, including the upcoming Organizing 4 Power session in the summer. Schedule more training opportunities through CUPE so that each semester has at least one training opportunity available.

7. **Committee/Working Group Support**

The committees and working groups of the union do critically important work, and recruiting people to participate in these spaces has been a challenge across the union.

Recommendation: Encourage stewards to participate in committees and working groups, and to bring other members along with them, to build stronger networks of active members.

Lead Stewards – Unit 2 – 2024 AGM Report - April 2024

Hamed Afshari

I was elected as the Lead Steward for Unit 2 sessional lecturers through an election in Nov 2023. Since then, I have been working with the executive and staff at 3906 to orient myself to this position. CUPE 3906 staff incredibly supported me to evolve in this transition. They shared a lot of helpful ideas and tips about this position and how to support Unit 2 members. Since being elected, I have worked with U2 members to let them know about their union rights, and union benefits, and supported them in grievance committees.

The Chief Steward Unit 1 is responsible for the following:

1. Coordinate departmental U2 stewards
2. Convene and chair at least one Stewards' Council meeting each academic term
3. Act as a liaison between the stewards and the Executive, ensuring that the views of departments and respective units are passed on to the Executive committee
4. Ensure that each department is represented by at least one steward from each unit, and where this is not possible shall act as steward for that department/unit.
5. Oversee the Grievance Committee together with the other Chief stewards

Regular Business

I regularly attend Grievance meetings and participate in Executive meetings and votes and have been involved with the Raise the Floor working group. I have attended a series of meetings regarding U2 bargaining committee and supporting CUPE staffs to prepare a survey regarding the main concerns of U2 members. I filled the survey a couple of times and reflected my points for improvements to CUPE staffs. Moreover, I tried to connect with U2 members, face-to-face, over the phone, or through emails, to explain the importance of the collective agreements, their rights, U2 benefits, and items to be improved.

I tried to educate U2 members about the braining process for U2 collective agreement that will start in Summer 2024. I also reflected the main concerns of U2 members to CUPE staffs that mainly include job security, seniority, and wage increase. I helped CUPE 3906 to create a 10 min survey that address U2 concerns. I have attended all the grievance meetings since Nov 2023 and supported cases regarding U2 members. Moreover, I completed my working hours at CUPE office by reading and answering emails, studied the existing collective agreement for Unit 2 members that will be expired by August 2024, and thought about possible modifications to support Unit 2 members for bargaining on the collective agreement in summer 2024.

I would like to participate in all executive functioning of the CUPE 3906 in 2024 limited to my availability. This includes attending the monthly executive meetings, GMMs, steward network meetings, the grievance committee, and other duties as needed. I would like to support the CUPE 3906 staff for the bargaining process in summer 2024. I plan to create a social event on April/May 2024 and effectively communicate with U2 members about the bargaining process and items need to be improved.

U2 Steward Network:

Since January 2024, I started recruiting U2 Stewards. I sent emails to lots of U2 members and shared my contact information with them. I was able to talk with some U2 members and explained their roles as stewards. I was able to refer three U2 members towards the U2 Steward application. I plan to make a Steward meeting in April 2024. I would like to encourage U2 Stewards to bring members of the department together for a social event in April/May 2024.

If you are interested in stepping up as your department Stewards, please let me know by email (leadsteward_sessionals@cupe3906.org). I am interested in continuing to recruit stewards to build participation in our union. A reminder that if you have concerns that the collective agreement isn't being followed, **please reach out** by leadsteward_sessionals@cupe3906.org.

Recommendations for the next term:

1) Steward Training

The bargaining process for Unit 2 collective agreement is our focus for summer 2024. In this context, training U2 Stewards about the existing items in the U2 collective agreement, and the items that should be improved based on the survey are important.

Recommendation: Plan Steward training for the spring/summer

2) Fall Orientation

Orientation is an exciting opportunity to do education and integrate new members.

Recommendation: Work with steward network to ensure CUPE 3906 presence at department orientation in Fall 2024.

3) New Communications to Departments with Minimum Participations

Recruiting and building union participation in departments with little representation continues to be an important goal, especially in departments that had lower participation in submitting their feedback through the online survey submitted to U2 in March 2024.

Recommendation: Bring together stewards facing similar issues with outreach to brainstorm regularly. Coordinate efforts to reach members (examples: Tabling, social events, and member to member phone banking).

Lead Stewards – Unit 3 – 2024 AGM Report - April 2024

Dear CUPE3906 Members,

My name is Bita Pourbahari, a postdoctoral fellow in the Materials Science and Engineering Department. I have served as the Chief Steward of Unit 3 since October 2023, and I have consistently endeavored to serve the best interests of our postdoctoral members within the local community.

One of the chief steward's primary responsibilities is to establish and maintain a robust network of stewards. In pursuit of this goal, I have actively engaged with our members to expand the number of Unit 3 stewards.

I have actively participated in various local committees to fulfill my duties and ensure the protection of the benefits and rights of U3 members from diverse perspectives. These committees include the Postdoc Support Fund Administration Committee, the Grievance Committee, the Benefit Committee. Through regular attendance at these committee meetings, I strive to maximize the benefits and interests of our members, ensuring they receive exceptional support during financial hardships and emergencies. As a member of the Grievance Committee, I contribute to discussions on grievance cases alongside our staff representatives, facilitating decision-making processes. In the Benefit Committee, I am engaged in budget planning for the union's benefits and the approval of benefit claims submitted by members.

Furthermore, I was responsible for organizing and presiding over the Stewards' Council during the fall term. This council convenes each term to address common issues encountered by Unit 3 members and to disseminate important information to our members.

Future Plans:

Expanding stewardship across various departments by recruiting more stewards.

Hosting a professional career development webinar aimed at assisting postdoctoral scholars in planning and initiating their career paths. This webinar will feature distinguished former McMaster University postdoctoral fellows as speakers, who will share their valuable experiences.

Organizing outdoor gatherings during the summer specifically tailored for postdocs. These gatherings will provide an opportunity for members and their families to come together, fostering connections and community spirit.

Looking ahead, with your full support, I am committed to do my best to serve every member of Unit 3 across the university, ensuring that each individual receives the highest level of support from the local community whenever it is required. I plan to persist in serving the Unit 3 membership and actively fulfill the role of liaison between the union and Unit 3 members.

Regards,

Bitra Pourbahari

Benefits Officer Report

Dear Members,

I would like to take this opportunity to thank you for selecting me to serve as your Benefits and Advocacy Officer during past year. The Union continues to hold strong and fight for the values and rights of our members. In order to aid with succession, I have written a Benefits How To which will help store the institutional knowledge of the Union. In keeping with my promises made last year I have worked to institute several changes.

Unit 1

Last year the choice was made to increase the Unit 1 Health Care Spending account. As promised, this is an ongoing process and I hope that either I or my replacement will continue to increase this amount as long as it is sustainable. I also hope to review UHIP for Unit 1 and to raise the amount to help offset the costs incurred by our international members. Our Reproductive Health Fund has been a success and I have been working to improve that as best as I can. Dental remains an ongoing issue and I have been working with the GSA and the Employer to try and resolve the issue. This is an ongoing problem and will likely require a considerable amount of time to resolve.

Unit 2

Unit 2 saw some considerable changes this year specifically with the Professional Development Fund. Hearing from members, we expanded the scope of the fund to allow for technological items and software to be claimed through the fund. We have also implemented a flat rate meal per diem to streamline reimbursement and have implemented a policy to top up members technology claims at the end of the academic year pending availability of funds. In August the Benefits Officer will meet with the Treasurer and review all requests for additional top ups from members. For more information on this policy please keep an eye on your email.

Unit 2 Family Dental was also able to be decreased with Unit 3 no longer being covered by Equitable. This is something I hope to work on further. Finally, as Unit 2 goes into bargaining it is my personal goal to see that Unit 2 gets a Reproductive Health Fund and Gender Affirmation Fund. Finally, I have continued to work with the Unit 2 lead steward to build member power and recruit unit 2 stewards.

Unit 3

Unit 3 also saw considerable changes with its switch to the SunLife benefits plan and the establishment of the Gender Affirmation and Reproductive Health Fund. Both of these funds are helping members and I hope to continue to promote them. We were also able to greatly increase Unit 3 PDF limit from \$600 to \$1,000. This comes out a massive win in bargaining for Unit 3.

Since coming into office, I have worked to streamline and organize the benefits of the union to the best of my ability. This is often a timely process and I believe that transparency between our members is key. I would like to further thank all the members for their continuous support. The Benefits committee meets on a monthly basis, and we will continue to do so going forward. We try to process it as quickly as possible as long as the application is complete. We value you and we will continue making the process more efficient moving forward.

In Solidarity,

Kyle Morrison

Your Benefits Officer

International Officer Annual Report (2023-2024)

Dear CUPE 3906 Members,

It was an honour serving you as the International Officer. Please find below an overview on the work and initiatives done over the past year.

1. Supported various international members who need assistance with specific issues, such as clarifying and connecting them to relevant resources on campus.
2. Attended the GMM, and executive meetings.
3. Responded to enquiry emails from members.
4. Discussed with executive team regarding communication strategies and security plans.
5. Discussed with executive team members regarding an international student panel a suggested a panelist that was secured.
6. Worked on production of recruitment materials for recruiting new members for the International Committee.
7. Chaired the International Committee and welcomed new members.
8. Brought a motion to reactivate the International Student of the Year award program to recognize the excellent contributions of international members to McMaster community, while providing financial support. The motion was approved.
9. Planned with executive team regarding helping with promotion of the award program.
10. Met with the president regarding progress and plans for international committee.
11. Established promotion strategies and materials for the International Student of the Year award program.
12. Discussed with award review committee, so reviewers completed evaluation of applications.
13. Worked on promotion material for announcing winners.
14. Connected with the president and staff to kindly help with announcing winners, and sending them the award.

Thank you very much.

Health and Safety Officer Report – March 2024 AGM

As the health and safety officer on our executive committee and am responsible for:

- Safeguarding the occupational health and safety of the membership by being available to members as a resource person and by using their knowledge and training to discover and improve hazardous situations and practices.
- Reviewing and preparing recommended revisions for the clauses in the Collective Agreement pertaining to the membership's occupational health and safety, in order to continually improve the quality of the worker's environment; and
- Serving on the University Central Joint Health and Safety Committee (CJHSC).

This report includes a summary of the work that I have done in my capacity as the Health and Safety officer since I was elected in April 2023.

Establishing and coordinating JHSC CUPE 3906 appointments

My main role as Health and Safety officer is in building CUPE 3906 knowledge of the structure of Joint Health and Safety Committees (JHSCs) at McMaster University campuses and educating and appointing CUPE 3906 JHSC members. Since April 2023, I have worked to connect with all 27 JHSCs (as well as departmental JHSCs) cochairs, appointing Unit 1, 2, and 3 members to each JHSCs, and coordinating across all committees.

In addition to attaining JHSC certification (30 hours of training), I took WSIB Part 1 (12 hours) through CUPE Ontario Education, coordinated the Introduction to Health and Safety course through CUPE National Education and JHSC Certification opportunities for interested CUPE 3906 members. Using these training opportunities, I also developed orientation material to onboard new CUPE 3906 members onto their JHSCs.

Involvement in CJHSCs and health and safety communication with members

CJHSCs occur monthly and consist of worker representatives of SEIU 2, UNIFOR 5555, CUPE 3906 members along with management members from various human resources departments. I attend these monthly meetings as a representative of CUPE 3906. Throughout the year, I advocated for various recommendations: CUPE 3906 representation on Housing and Conference

Services JHSC, U3 representation on CJHSC, temporary conditions in lab work places, comments on Risk Management Manuals, emergency evacuation and response plans, con

siderations for workerproduced environmental pollution, increased cost of living and contract precarity as a health and safety concern, and inclusion of CUPE 3906 worker considerations within recommendations from incident reports. If you have any concerns you'd like to have me bring forward or research, please let me know (Anastasia at healthandsafety@cupe3906.org).

Additionally, I follow up with and respond to all Incident Reports that involve CUPE 3906 members (incident reports detail so sort of hazardous situation/injury within the workplace

Also, I share health and safety learning opportunities and resources with CUPE 3906 JHSC members, semesterly JHSC recruitment to general members, and general health and safety information within e-news blasts to all members.

Health and safety (and environment?) committee

Throughout the term, I established and chaired the informal Health and Safety committee. This committee served as an important touchpoint in sharing lessons learned and significant concerns across JHSCs for CUPE 3906 members. The committee met anywhere from biweekly to every 2 months depending on urgency and availability. The committee discussed health and safety concerns, the function of JHSCs, training opportunities, and potential campaigns. These meetings are open to general membership but may be the most useful for CUPE 3906 JHSC members. If interested in becoming a CUPE 3906 JHSC member, attending one of the meetings is a great way to learn about what *is* a JHSC and how you can help advocate within them to create a safer workplace for all.

Grievance committee participation

The grievance committee discusses Unit 1, 2, and 3 grievances (e.g., issues of discrimination, failure to hire, over work). As a group, we discuss the information provided by the grieving member and the responses from the employer for each case with union staff (Mary Ellen, Brad).

There is a three step process that grievances follow. Ultimately, through this process, the grievers get access to paths for redress, the committee gets a sense of the issues members are facing, and the committee implements ways to push the employer to remedy these issu

es (in addition to looking forward on ways these issues can be remedied in the next round of collective agreement bargaining).

Other activities

This term, I have supported U1 orientations presentations, U1 Steward orientation training, and was elected onto the U2 Bargaining team (U2 contract to expire in the summer).

Outside of health and safety roles as well as other committee participation, I, along with all the other Executive members attend monthly executive meetings. In these meetings, all activities of the union are discussed – including upcoming campaigns, communication with membership strategies, room for improvement, etc. We are always open to feedback!

Intention

I will not be reoffering as health and safety officer position but plan to support the incoming officer to continue building the CUPE 3906 JHSC network, institutional knowledge, and advocacy for health and safety within the local. My recommendations for the future officer are:

-

Develop new recruitment strategies to retain multiple CUPE 3906 members onto each JHSC committee.

-Develop accountability strategies for CUPE 3906 JHSC members that include JHSC-meeting report backs.

Use the orientation materials developed to onboard CUPE 3906 members to their new JHSC representative positions. Our local consists of contract academic workers: we often are around for a short time, but have a wealth of experience coming into our contracts. I'd like the orientation process to continue being as smooth as possible, so CUPE 3906 members who are interested in health and safety, can hit the ground running, feeling empowered to shape the health and safety conditions of their workplace for the better. CUPE 3906 members should see JHSC meeting as an opportunity for the 'continuous bargaining' of your workplace health and safety conditions.

Expanding the health and safety officer's portfolio to include workplace produced pollution

Continue chairing bimonthly health, safety (and environment) meetings open to new JHSC 3906 members and general membership.

In Solidarity,

Anastasia Soukhov Health and Safety Officer (healthandsafety@cupe3906.org)

March 25, 2024
EQUITY ACTION COMMITTEE
ANNUAL GENERAL MEETING REPORT 2024

Throughout the 2023 - 2024 term, the Equity Action Committee (EAC) met monthly to discuss plans for the term, as well as to build a needs assessment survey to gather data on equity concerns and suggestions from 3906 members. The EAC chair, Sonia Hill attended meetings of 3906 working groups and committees, learning how to best support needs of our members through existing mechanisms within the local as well as addressing individual members equity concerns directly. There are a number of equity issues within 3906 and CUPE as well as at McMaster in general that we hope to see data on through the needs based survey the EAC has created. We hope this data will serve the local by helping the exec connect more deeply with members' concerns and issues. This data may also be valuable in bargaining, as well as for advocating our concerns as workers and 3906 members. The survey is designed to be added to and edited often, if not yearly, than every other year. Up until now, aside from the bargaining survey, a needs assessment survey has not been done with 3906 members.

Beyond the survey, the EAC put on 3906's very first Week of Welcome! In September, working groups and committees were invited to put on an event or action during the 3906 Equity Week of Welcome. We put on a tabling fair of working groups and committees on BSB field, held a bowling night with Raise the Floor, a dreamcatcher making workshop with the Indigenous Solidarity Working Group, a talk on abolition in Hamilton with the Prisoner Solidarity Working Group and friends AND MORE! We met lots of new members, and got out into the student population with friendly smiles, and great offerings. It was a really good week.

These were the Equity Action Committee's main endeavors throughout the 2023-2024 term. In wrapping up my duties as equity chair, I will continue to work with Kusum to release the equity needs assessment survey to the next exec for them to use. It has been an honor to serve as equity chair and I look forward to continuing to work with 3906 in whatever capacity.



Undergraduate Officer Report – March 2024 AGM

Adi Gelb

As the Undergraduate Officer on our executive committee, I have worked with members of the undergraduate Committee and staff at 3906 to work towards integrating undergraduate TAs and students into CUPE 3906 by holding community oriented events

and working on educational opportunities to further the understanding of union work within undergrad TA spaces.

The undergraduate officer's responsibilities according to by-laws are:

- Maintain contact with undergraduate members and ensure that their views are passed on to the Executive Committee.
- Convey Executive Committee and General Membership decisions to undergraduate members.
- Distribute Union materials to undergraduate members. Sit ex-officio on the Stewards' Council.
- Sit ex-officio on the Communications Committee.

Regular Business:

I have attended and communicated with the Communications committee in regards to new initiatives and how to best reach undergraduate audiences. This includes contributing to the newsletters with undergraduate specific news and reaching out to undergraduate focused sources to distribute information.

At the start of each semester, I have also attended and hosted information sessions for undergraduate TAs and focused the information towards relevant topics.

Undergraduate Committee:

At the start of the year, a new committee was founded: the undergraduate committee. Members may be non-CUPE 3906 members, as undergraduate TAs are not guaranteed and the committee is formed to allow all undergraduates to share their views and participate in CUPE 3906.

The committee has hosted social co-study events, and a semester check-in which will be repeated at the end of the semester. The intention behind these events is to support and flow alongside undergraduate busy schedules and educate undergraduate TAs on the services that the union provides.