

## President's Report - April 2024

Welcome to the new members of the executive committee and congratulations to the Residence Life workers on their successful union drive!

I don't have much new to report since my annual report at the AGM. I'm working on orientations for new members of our executive committee, as well as meeting with some CUPE members and staff to get our area CUPE Council running again.

As noted in my report for our AGM, some of my priorities for this term include:

- 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 of 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.

### President's Office Hours:

Members of the local are welcome to drop by my office hours or send an email to discuss activities of the local, ideas for events/trainings/campaigns, or concerns. We're a member-based organization, so involvement and engagement from member of the local is integral to both the functioning of our local and our strength at the bargaining table. I'm in the office Thursdays from 2pm-4pm. You can also reach me by email at

president@cupe3906.org

Ways to get involved with your local:

• Join a committee or working group! The bargaining support committee will be working to mobilize support across campus in preparation for Unit 2 bargaining. Please reach out to our Bargaining Support Committee chair, Varsha, at bargainingcochairs@cupe3906.org to get involved.

See a full list of committees and working groups [here](#).

Upcoming events and rallies:

• Monday, April 15, 10am - 2pm – Tabling in MUSC to spread the word about Unit 2 bargaining

• Saturday, April 20, 2:15pm - 3:45pm – Rally in support of CUPE 1404 members working at Amica in Dundas.

In solidarity,

Leah McGrath Reynolds  
(they/them)

**Hamed Afshari, Lead Stewards for Unit 2 - GMM Report - April 2024**

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](mailto: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](mailto:leadsteward_sessionals@cupe3906.org).

## **U1 Lead Steward**

I'm happy to be continuing my work as the Unit 1 Lead Steward! My report this month is short, but if you want to see more of what I've been up to, check out my annual report from last month! My primary focus in the time from the AGM to now has been planning the Winter 2024 U1 Stewards' Network Meeting, which will be held on April 25th from

2pm-4pm. If you're currently a steward, be sure to check your email for more info about the meeting. We'll primarily be focused on ways that the U1 stewards can act in support of U2 bargaining. If you have anything else you'd like added to that meeting agenda, please let me know!

It's also a great time to use your social budget for the semester if you haven't yet. Be in touch if you have any questions about that! I'll also continue to be in touch about the Organizing 4 Power Core Fundamentals program that will be taking place this summer.

As always, if you're interested in joining the stewards council, or if you have any questions, email me! [leadsteward\\_tas@cupe3906.org](mailto:leadsteward_tas@cupe3906.org). -Rebecca