

Vice President Report (May 2025 – March 2026)

CUPE Local 3906 AGM

Dear members,

It has been a privilege to serve as Vice President of CUPE Local 3906 during this term. This role involved supporting the overall functioning of the Local, strengthening internal processes, and ensuring that members' voices remain at the center of our work.

Over the past year, my work has focused on organizational stability, member engagement, solidarity across units, and active participation in key union processes. I have tried to demonstrate some of the key tasks I undertook in this report.

1. Organizational Stability and Governance

A key priority has been supporting the effective functioning of the Executive and maintaining transparent and consistent governance processes. This included:

- Supporting executive coordination and decision-making
- Ensuring follow-up on motions passed at membership meetings
- Assisting with policy interpretation and procedural matters
- Serving as a signatory, including signing cheques across units
- Helping chair meetings, including General Membership Meetings whenever required
- Maintaining regular office hours and responding to member inquiries

During periods when the President was on leave, I stepped into leadership responsibilities, and ensured continuity of work.

2. Bargaining, Committees, and Union Work

I have been actively involved in key union structures and negotiations:

- Participated in **Unit 4 bargaining**, including caucus work and employer meetings
- Supported and participated in **Local 1281 (staff) bargaining**, including preparation and negotiation discussions
- Served on the **Grievance Committee**
- Served on the **Bylaws Committee**
- Served on the **Budget Committee**
- Served on the Women and Gender Rights Committee

This work required sustained engagement, including document review, meetings, and coordination across teams.

3. Member Engagement and Support

A strong union depends on active and supported members. Throughout the year, I:

- Held regular office hours and met members one-on-one
- Responded to member emails and concerns on time
- Went to more than 17 orientations
- Supported members with workplace issues, benefits, and union processes
- Created and shared a **benefits document** for each unit to improve accessibility and understanding of available supports
- Supported access to the **Pantry** on a regular basis
- Encouraged participation in GMMs and union activities

These efforts focused on ensuring members could access resources and feel supported.

4. Strengthening Solidarity Across Units

I worked to build stronger connections across units:

- Attended Unit 1 and Unit 3 Lead Steward meetings
- Organized and supported postdoctoral gathering
- Collaborated with stewards, committees, and executives
- Promoted a culture of respect, inclusion, and solidarity

5. Committees, Equity, and Advocacy Work

In addition to my Vice President role, I served as **Chair of the Women and Gender Rights Committee**, where I worked to strengthen equity-focused initiatives and promote inclusive engagement within the union.

This broader work also included:

- Supporting equity, accessibility, and inclusion initiatives
- Participating in **Political Action Committee (PAC)** work
- Supporting PSWG and ISWG committee by attending meetings
- Contributing to communications, newsletters, and outreach
- Participating in rallies and labour advocacy efforts
- Engaging in strategic planning with CUPE and external partners

Reflections and Moving Forward

This year highlighted both the strengths of our Local and areas for continued growth. Moving forward, key priorities include:

- Increasing accessibility and clarity in union processes
- Strengthening transparency and trust with members

- Expanding engagement, particularly among newer members
- Continuing to build solidarity across units

I would like to thank the Executive team, staff, amazing stewards, committee members, and all for your time, dedication, and commitment. The work of this Local is made possible through collective effort.

It has been an honour to serve in this role.

In solidarity,

Kusum Bhatta

Vice President, CUPE Local 3906