

Dear CUPE 3906 Members,

My name is Bitá Pourbahari, and I am a postdoctoral fellow in the Materials Science and Engineering Department. I have had the privilege of serving as the lead Steward for Unit 3, and over the past year, I have dedicated myself to representing and supporting the interests of our postdoctoral members within our local union community. My report for the past year is outlined below:

- **Building a Network of Stewards:** One of my primary responsibilities as lead Steward is to cultivate and maintain a strong network of stewards. Over the past year, I have actively worked to engage members and expand the number of Unit 3 stewards, strengthening our collective capacity to support postdocs effectively. I chaired the steward network meetings, which were held each semester, fostering collaboration and communication among Unit 3 stewards.
- **Committee Participation and Advocacy:** I have been actively involved in multiple local committees to protect and advance the rights and benefits of Unit 3 members. These include:
  - **Postdoc Support Fund Administration Committee:** Ensuring that members receive timely financial assistance during emergencies and challenging situations.
  - **Grievance Committee:** Collaborating with staff representatives to review and resolve grievance cases, contributing to fair and informed decision-making.
  - **Benefits Committee:** Participating in the planning and budgeting of union benefits and reviewing and approving benefit claims submitted by members.
  - Actively participated in various other committees and meetings to represent and advocate for postdoctoral members.
- **Member Engagement and Events:** A proposal I submitted for a \$1,000 fund to host an end-of-year lunch for postdocs was approved. The event was held at Phoenix, providing an excellent opportunity for postdocs to connect, socialize, and celebrate our community.
- **Orientation Participation:** I also took part in orientation sessions, which allowed me to connect with new postdoctoral members, discuss their rights and benefits, and foster meaningful connections within the postdoc community.

Overall, this past year has been a rewarding opportunity to support our members, strengthen our union network, and ensure that postdocs' voices are heard. I look forward to continuing this work in the year ahead.

Respectfully,  
Bitá Pourbahari