

Dear CUPE 3906 comrades,

It feels a bit strange titling this an “annual” report given that I’ve only been President for just over three months, but these three months have been action packed.

In January, the bulk of my time was spent with the Unit 4 bargaining team and working towards winning their first collective agreement. Finally, in February and after nearly two years of negotiations, we secured a strong and historic contract thanks to the hard work of so many - including those who came before me but who have since moved on from CUPE 3906.

In February, I organized our first Parliamentary Procedure training which, thanks to our National Rep and all the members who attended, was a massive success. I also organized, with the help of the Contract Action Team, our Local’s first skating night, which was one of several socials I’ve helped facilitate since becoming a member of CUPE 3906.

I also attended the CUPE Ontario University Sector Conference alongside a handful of CUPE 3906 comrades, where I met with other University Locals to build stronger relationships across our sector and to learn from the struggles they face in their workplace.

In March, my attention turned to staff bargaining with CUPE 1281. Many hours were spent pouring over the 3906-1281 collective agreement, and two full days were spent in negotiations. We then reached agreement and both parties have signed a Minutes of Settlement, all that’s left now is sorting out spelling mistakes and formatting. Many thanks to the executive officers who were part of these negotiations and all the hard work they did.

In the background, I regularly supported members across all units dealing with grievances, attended meetings with the Employer on our Union’s behalf, and worked with our various committees to assist them in carrying out their duties. In particular, I facilitated the re-launching of our Political Action Committee, which recently elected new Co-Chairs and should be up and running very soon.

It’s impossible to truly capture all the work and responsibility that comes with being President of our Local - and quite frankly, some of that work can be really boring! But I would be lying if I said I didn’t love every minute of it. Serving as your CUPE 3906 President has been the experience of a lifetime, and I’m so grateful for your trust and for all the folks who have helped me succeed in this role. I’ve learned so much in just a few short months, and I know I’ll cherish my time as President for the rest of my life.

In solidarity as always,

**Mitchell Lupa** (he/him)  
President  
CUPE 3906