

OCTOBER 2025 CUPE 3906 Executive Committee Reports

President's Report

Hi Everyone,

September was off to a good start in the local, although there was nothing new, just the regular and a progression of tasks that were carried over to September. It's the beginning of the new academic year and Orientation took the better part of the month. Up until the 19th of September, orientations were still scheduled for new members.

The unit 4 Bargaining was another big thing on the local's radar. Meeting for caucus and meeting with the employers. We eventually presented our priorities, non-negotiable and we await the employer's response. Reasonable progress is made, however, most of the articles agreed to are the preliminary. Our strike committee also met regularly on Thursdays to discuss canvassing and on how to mobilize more members. We hope things don't break down at the bargaining table. Having said that, if our priorities are not considered, omwe are set to go on strike.

Grievance cases were reviewed. The committee met to discuss the progress of the case. Some grievance cases were addressed, some were signed off, new ones were filed. While we were unable to file some cases that were presented because there was no CA violation, the cases were properly reviewed to ensure we did not miss a crack. Some other cases, where we think our members were unfairly treated, are filed. We ensure to secure and extend our timelines and dates. Other major meetings were the budget committee and bylaws.

We had events such as the international committee event and the Women and Gender event was successfully executed. These events were organized to reach out to our members and addressed some of their concerns. We were able to reach both new and existing members with a robust conversation with our invited guests.

The emails for the month were quite robust. From addressing member's concerns and handling administrative tasks. All emails were addressed to my best capacity and tried to meet up with those that fell through the cracks.

The exc met twice in September to discuss germane issues peculiar to our members and the local administration. Reviewed different events going on in different departments and bringing ideas together on how some cases could be handled. We also had our LMC meeting with the employer to discuss news issues affecting our members and get updates on previous issues that were presented before. We also joined our OPSEU friends on the picket line, showing our support for their workers on strike.

September was quite a busy month for the local but everything was handled in the best possible way.

In solidarity,

Oluwadamilola.

Vice President Report: September – Mid-October

This was one of my busiest periods as Vice President after the orientations. I played an active role in the organizing teams of two of the largest events of the year, hosted by the International Committee and the Women and Gender Rights Committee. My responsibilities spanned the full scope of event planning, including:

- Booking venues, inviting panelists, preparing merchandise, organizing snacks, and managing long-duration events.
- Handling receipts for dozens of items, including self-care packages such as safety whistles, journals, labor and self-care books, and other materials, ensuring proper compilation. I also spent long hours filling the vouchers and related work as these items were not delivered on the same day.
- Attended the CUPE National Convention, contributing to discussions and reporting back to our local. In my role I also,
- Responded to daily member emails regarding benefits, grievances, and general inquiries.
- Drafted and sent communications to support committee events and promote union activities.
- Coordinated with executive members and staff through regular email correspondence to ensure smooth planning of meetings, events, and campaigns.
- Maintained timely communication with members to ensure accessibility, transparency, and engagement.

This period required balancing intensive event management, financial tracking, and ongoing member communication, demonstrating strong organizational and leadership skills. Kind regards, Kusum Bhatta Vice President

Benefits Officer Report

During this reporting period, more than 30 applications for the Professional Development Fund (PDF) from Unit 2 and Unit 3 members were successfully processed. The Benefits Committee meeting held on October 17 addressed the remaining applications from the summer term as well as new submissions received from September for the current academic year. Payments for approved applications are currently being processed, and members can expect to receive their reimbursements in the coming weeks.

An important update from the previous meeting was the approved motion of removal of the \$200 cap on technology-related items for Unit 2 members, who may now claim up to \$1,000 based on the number of units they teach.

The next Benefits Committee meeting will be scheduled for late November or early December, depending on the number of new applications received and requests. Thank you.

Best regards,

Shabnam Fadaei

Benefits Officer

Unit 1 Lead Steward Report

Fall 2025 Orientations This month, my main focus was on coordinating CUPE 3906's participation in program-level orientations. I contacted 72 program administrators to schedule presentations, and 32 programs confirmed. From August 27 to September 25, we met about 1,550 new students and introduce them to CUPE 3906, their benefits, and their rights.

We handed out 1,000 CUPE tumblers and 600 mini speakers to Unit 1 members, so each student received a small welcome item. These items help students notice us and connect with our local.

CUPE 3906 was also represented at the School of Graduate Studies' Resource Fair in September. Four members attended to welcome new students, share swags, and explain members' rights and ways to get involved.

Steward Engagement During the orientations, we actively recruited new Unit 1 stewards and encouraged members to get involved in our activities and committees. As a result, 21 new stewards have joined our Unit 1 steward list, and 13 members expressed interest in participating in various committees.

We are planning the Fall Steward Council Meeting for mid-November. I am also actively tracking steward social nights and have recently shared the Fall 2025 Unit 1 lists with each program steward, requesting them to submit a brief report after each social night.

Also, all summer steward honoraria have been paid, and most cheques have been delivered to the stewards (some are delayed due to the strike).

Unit 2 Lead Steward's Report

CUPE 3906 – U2 Sessional Lecturers

Since being elected as Lead Steward for Unit 2 (U2) sessional lecturers in November 2023, I have worked closely with the CUPE 3906 Executive and staff to address the concerns of U2 members at McMaster University. The support provided by CUPE staff has been instrumental in helping me fulfill the responsibilities of this role. Over the past months, I have attended most executive meetings, grievance committee sessions, monthly General Membership Meetings (GMMs), and bargaining-related meetings. Key responsibilities as a U2 Lead Stewards include:

- Coordinated departmental stewards for U2
- Convened and chaired at least one Stewards' Council meeting each academic term
- Acted as a liaison between departmental stewards and the Executive Committee, ensuring concerns were communicated effectively
- Ensured each department had at least one steward representative; when this wasn't possible, I served as the department/unit's steward
- Oversaw the Grievance Committee alongside the other Chief Stewards

On October 2025, I actively involved in CUPE 3906's Executive operations, pending my availability. This included continued attendance at executive meetings, GMMs, steward network meetings, grievance committee sessions, and any additional duties as needed. I also plan to attend the sessional orientation in October 2025 to connect with new U2 members, introduce CUPE 3906, and discuss their rights and available benefits.

Since January 2024, I have prioritized steward recruitment for Unit 2. I reached out to members via email and provided my contact information to encourage engagement. These efforts have resulted in several productive conversations, during which I explained the steward role and referred three members to the application process. If you are interested in becoming a steward for your department, please contact me at **leadsteward_sessionals@cupe3906.org**. I remain committed to strengthening our steward network and increasing union participation. If you believe the collective agreement is not being upheld in your department, please reach out.

Unit 3 report

Dear Members of Unit 3,

In October, I actively served on the Postdoctoral Fellow Support Fund Committee, collaborating with fellow members to ensure effective allocation of resources. I also attended a Benefits Committee meeting, where we reviewed ongoing benefit cases and discussed related matters.

Additionally, I participated in the Central Joint Health and Safety Committee (CJHSC) meeting as the Unit 3 CUPE representative, addressing health and safety issues across the university.

At this time, there are no further updates regarding my other responsibilities.

Best regards,

Bitá Pourbahari

Lead Steward, Postdocs

October 2025

Health and Safety Report

Prepared by: Mahnaz Tajik

Date: October 20, 2025

Reporting Period: Sep-Oct 2025

Overview

During Sep and Oct 2025, several key activities were carried out to ensure the ongoing promotion of health and safety in the workplace. This report summarizes the main meetings, inspections, and events attended during the month.

Committee Participation

a. Central Joint Health and Safety Committee (CJHSC) Meeting – October 15, 2025

- Attended the CJHSC meeting as a representative.
- Reviewed recent workplace inspections, corrective actions, and updates on outstanding health and safety concerns.
- Discussed emergency response protocols, chemical safety management, and training updates for new employees and student workers.
- Provided input on the need for additional signage in high-traffic areas and reinforcement of ergonomic awareness programs.
- Recorded meeting notes and circulated them to the department for follow-up.

b. Joint Health and Safety Committee (JHSC) Meeting

- Participated in the JHSC meeting to discuss departmental-specific safety initiatives and review any new incident or hazard reports.
- Collaborated with committee members to review compliance with internal safety standards and occupational health procedures.
- Discussed preventive measures to reduce workplace accidents, focusing on laboratory and maintenance areas.

Incident Reporting and Management

- Organized and reviewed incident and near-miss reports submitted throughout the month.
- Ensured proper categorization, documentation, and follow-up actions for each reported incident.

Ministry of Labour, Immigration, Training & Skills Development Site Visit

- Date: October 20, 2025
- Purpose: Investigation of a non-worker (student) critical injury on site.

Visit Summary:

- Purpose: Investigation into a student injury that occurred in front of Bay Door 1 at the Gerald Hatch Centre (H106).
- Incident Details: The student's left hand was pinched between a car jack stand and the frame body of a Baja project vehicle, resulting in a fracture of the left hand.
- Visit Outcome: *No Orders Issued* by MLITSD.

Inspector's Comments and Actions:

- Discussed known elements of the incident with workplace contacts.
- Confirmed that a Section 51 report had been properly submitted and reviewed.
- Observed the incident area, project vehicle, and jack stands.
- Discussed the importance of using jacks in pairs and ensuring all are properly maintained and in good condition.
- Removed one yellow jack stand from service due to safety concerns.
- Employer has since developed and distributed written hydraulic jack and jack stand instructions for shop students.
- No further MLITSD action required.

Follow-up:

- The Health and Safety office will monitor compliance with the updated shop safety procedures and verify that all student users have reviewed the new safety instructions before resuming project work.

Training and Awareness Activities

a. Women and Gender Event Attendance

- Participated in the Women and Gender event to enhance understanding of inclusivity, diversity, and equity in occupational safety.
- Discussed topics on gender-sensitive risk assessment

Ongoing and Upcoming Actions

- Continue monitoring implementation of Ministry recommendations from the October 20

site visit.

- Plan for follow-up inspections to confirm corrective actions.
- Schedule ergonomic and workplace hazard awareness refresher training sessions.

Elissa Cunningham - Undergraduate Officer Report

Hello everyone! Since the last GMM in September I have been attending regularly scheduled exec meetings and I have been monitoring emails from members to ensure any inquiries are answered.

In addition, I have been supporting unit 4 by attending the unit 4 bargaining caucus meetings and bargaining days with the employer. As we continue to bargain unit 4's first collective agreement it is increasingly important to mobilize and inform members of our progress so I have been speaking to members and dropping by events when possible.

I look forward to the upcoming month!

In solidarity,

Elissa Cunningham