

Dear Sisters, Brothers, Friends, and Comrades,

It is an honour and a privilege to submit to you my President's report for February 2026. Should you have any questions or comments please do not hesitate to reach me at president@cupe3906.org.

There are a number of items and updates I'd like to share with you.

Labour Management Committee

In late January, your Health and Safety Officer, Unit 3 Lead Steward, Local staff, and myself met with the Employer for a Labour-Management Committee meeting to discuss a handful of issues, including TA workload in Degroote School of Business, their use of AI in hiring, and ensuring the Union's email communications to members are not being blocked.

We also asked the Employer what they're doing to support our Iranian siblings, knowing that so many are and continue to be deeply affected by the violent repression in Iran. The Dean of Graduate Studies informed us that a memo was sent to supervisors instructing them to accommodate affected members in any way they can, and they are working with the Registrar's office to provide financial accommodations. We asked why this information wasn't shared with students/members but didn't get much of an answer, so I wanted to share it with all of you here.

Unit 4 Bargaining

The first week of February was my busiest yet as President. Four out of five days were fully booked for Unit 4 bargaining, with the hope that we would reach a tentative agreement on Friday. Some last minute back and forth turned our Friday meeting with the Employer into an email discussion the following week, where we finally did it - after more than 2 years since certification and a year and a half of bargaining, Unit 4 has reached a tentative agreement. Major congratulations and thanks to our bargaining team, Local staff, National rep, mobilizers and volunteers, and all Unit 4 members who've been waiting so long for this historic moment.

Political Action Committee

Last week, we held our first Political Action Committee meeting following its revival via motion at the January GMM. The second PAC meeting is being scheduled for the first week of March, feel free to contact me if you'd like to join. No business will be conducted until the 3rd meeting or until we elect a Chair.

AGM Election

Behind the scenes, I've been working with execs and staff to review our election process in anticipation of the Annual General Meeting to ensure the general election is fair but efficient. We should have an update on this in the next month or so.

Upcoming Events

I'd like to remind that we have a few events coming up in the next few weeks:

1. Ice Skating Night - Feb 22 (7pm-9pm) at Coronation Arena (81 Macklin St N). Participation is free, no registration required, but bring your own skates!
2. Parliamentary Procedure training - Feb 24 (9am-4pm) and Feb 25 (9am-12pm) at the downtown Hamilton CUPE office (21 King St W). Participation is free, register here: <https://cupe.ca/mrm-union-education/event/10234>
3. Contract Action Team Unit 1 & 3 Strategy Meeting - Date and Time TBD. If you're interested in supporting our mobilizing effort, please contact me or catchair@cupe3906.org so we can keep you looped in on plans & meeting dates!

That's all the updates for now... wishing you all a restful reading week!

In solidarity,

Mitchell Lupa (he/him)
President
CUPE 3906