



Ketan Ajay

CUPE 3906 Unit 3 Lead Steward Report – April/May 2026

- **Transition into the Lead Steward Role**

Since being elected as the Unit 3 Lead Steward, I have been actively engaged in supporting Unit 3 operations and strengthening communication between CUPE 3906 and postdoctoral members. During this initial transition period, I focused on member outreach, steward coordination, benefits awareness, and establishing regular support mechanisms for postdoctoral scholars.

- **Meetings and Union Engagement**

Throughout the month, I attended several CUPE 3906 meetings and training sessions related to stewarding and union operations. These included:

- ✓ Orientation meeting for Executive Members
- ✓ Lead Steward orientation and planning meetings
- ✓ Political Action Committee meeting
- ✓ Benefits meeting
- ✓ Postdoctoral support and coordination meetings

Participation in these meetings helped me better understand ongoing union priorities, member concerns, and the operational responsibilities associated with the Lead Steward position.

- **Office Hours and Member Support**

I have been regularly conducting office hours to support Unit 3 members. During these sessions, I met with postdoctoral scholars both virtually and in person to discuss:

- ✓ Available CUPE 3906 benefits
- ✓ Postdoctoral employment-related concerns
- ✓ Stewardship support
- ✓ General union-related inquiries

These interactions have helped improve communication with Unit 3 members and provided a direct platform for addressing member concerns and questions.

- **Benefits Awareness and Information Distribution**

One of the first initiatives undertaken after assuming the Lead Steward role was the preparation of a consolidated PDF document summarizing the benefits available to postdoctoral scholars under CUPE 3906. This document was distributed to the Unit 3 members. The objective of this initiative was to improve awareness of available supports and ensure members could more easily access benefit-related information.



Ketan Ajay

- **Departmental Steward Recruitment and Coordination**

A significant focus during this reporting period was expanding departmental representation within Unit 3. I actively reached out to departments across the university to encourage member participation in stewarding activities and departmental representation. As a result of these efforts, nine new departmental stewards were recruited.

This work has helped strengthen departmental representation and improve communication within Unit 3.

- **Department Steward Orientation Planning**

To support newly appointed departmental stewards, I scheduled an orientation meeting that is planned to be conducted during the second week of June. The meeting is expected to be held in both in-person and hybrid formats to maximize participation and accessibility.

The purpose of the orientation is to:

- ✓ Introduce steward roles and responsibilities
- ✓ Discuss available CUPE resources and supports
- ✓ Improve coordination among departmental stewards
- ✓ Address questions related to steward duties and member engagement

- **Steward Applications and Administrative Support**

I have also been actively involved in reviewing and processing postdoctoral support-related matters and steward applications. This included reviewing requests, communicating with members when necessary, and taking appropriate follow-up actions. In addition, I prepared and forwarded the list related to departmental steward honorariums (Winter term) to the Treasurer for further processing and coordination.

- **Ongoing Communication and Member Outreach**

Throughout the month of April-May, I remained actively engaged with Unit 3 members through email communication, meetings, and direct outreach efforts. My focus has been on improving member awareness, encouraging participation in union activities, and ensuring that postdoctoral scholars are informed about the resources and support systems available through CUPE 3906.

Submitted by:

Ketan Ajay (He/Him)

Lead Steward Postdocs (Unit 3)

Canadian Union of Public Employees, Local 3906

1280 Main St. West, Hamilton

McMaster University - KTH B111

cupe3906.org