

Executive Committee Reports—July 3, 2025 GMM

President's Report: May 2025 – June 2025

Dear Members,

It is with great humility and commitment that I present this report, covering the period since our last General Membership Meeting (GMM). Much has changed in a short time as the union has gone through some transitioning. My previous report was delivered in my former role as Vice President External. I now write to you as the newly elected President of CUPE 3906, having stepped into this role under intense circumstances. I want to sincerely thank you for your trust and belief in me. When I assumed office, I was met with hundreds of unresolved emails, many of which had been awaiting responses or actions. I spent several weeks reviewing and addressing them. Almost all, if not all, has been addressed to ensure nothing fell through the cracks. Since assuming office, my primary focus has been on bargaining for our Unit 4 members. This has involved rigorous negotiations with the employer, strategic planning meetings, and Caucus meetings. The bargaining process has required extensive commitment, and I commend our team for their dedication. We are not half-way through but we are making progress. In addition to bargaining, efforts have been made to revise our bylaws, particularly to include the Communications Chair as a full member of the Executive Committee. This change is intended to ensure smoother operations of our digital platforms, enhance our media campaigns, and revive a committee that has been inactive for some time. I've also dedicated time to training some of our newly elected executive members and working closely with our new National Representative to address outstanding issues. I have also been engaged in representing our Local at various labour events both on and off campus such as the HDCC meeting, HDLC events, Ontario district convention, etc. These are just a few highlights from what an intense and transitional period has been for our Local. The focus during this time has largely been on stabilizing operations, ensuring continuity, and laying the groundwork for moving forward effectively. I want to express my deep appreciation for your support and patience during this transition. I encourage all members to be patient with the newly elected executive team. They are easing into their roles with professionalism and dedication, and I'm pleased to report that we have had no major disruptions so far. In terms of spending, I have been meticulous about our spending, where our money goes to and what we spend on. I am keen about our finances to ensure transparency and avoid spending frivolously on irrelevant items. Finally, this administration is committed to prioritizing your wellbeing at the workplace. We are focused on ensuring safe working conditions, protecting you from discrimination or harassment, and advocating for fair wages through active bargaining. Please do not hesitate to reach out to me with any workplace-related concerns. My executive team and I are here to support you.

In solidarity,

Oluwadamilola Babatunde President, CUPE 3906

Vice President (Internal)'s Report

Over the past month, I have taken an active role in fulfilling my responsibilities as Vice President. I attended the Hamilton and District Labour Council (HDLC) Awards Night, where I

had the opportunity to connect with labour activists and strengthen our union's external relationships. During the event, I met with HDLC President Anthony and Vice President Jay. We discussed plans for our union to hold a table at the upcoming Labour Day event in September, to showcase our solidarity and increase our visibility within the broader labour movement. I also participated in the bargaining caucus and related meetings, stepping in at the request of the President to ensure our local's continued representation in these important discussions. Additionally, I attended the Human Resources (HR) meeting alongside the President and staff member, where we addressed matters related to operations and executive transitions. . I worked closely with the Lead Stewards in planning this year's orientation activities, with a focus on making them more accessible, welcoming, and informative for our diverse membership. I also dedicated time to drafting major language for the proposed amendment to the Communications Officer role and participated in the bylaws committee meeting to support its progression. To improve transparency and fairness, I created a schedule chart for executive office hours, ensuring that any hours worked beyond the set expectations are properly tracked and eligible for overtime compensation. Additionally, I prepared a transition document for incoming executive members and general members to support a smoother onboarding process and enhance organizational continuity. These documents are included in the appendix.

I have responded to several pending emails and member queries that had not been addressed prior to my term, ensuring that concerns were acknowledged and resolved in a timely manner. I also followed up on cheque and reimbursement inquiries by connecting with the Treasurer and the co-signers to ensure timely payments and transparency around financial processes. The past few months have not been easy for many of our execs and members, particularly due to the ongoing wars and conflicts in various parts of the world. These circumstances have added emotional, financial, and academic stress to our members' lives. Within our committee and executive conversations, we have been discussing how to better support union members during these times. Our focus remains on strengthening labour protections, building community care, and ensuring that union spaces continue to reflect the realities and needs of our diverse and international membership.

Kusum Bhatta

Vice-President External's Report

Hi everyone, Since stepping into the role of Vice-President External in May, I've been focused on grounding myself in the responsibilities of this portfolio and exploring ways to strengthen our connections with external allies and unions. A big part of this has involved understanding CUPE 3906's history of solidarity work and identifying opportunities to build on that foundation. So far, I've attended my first executive meeting, completed orientation with the president, and hoping to get my orientation with the staff soon as well as starting to develop a strategy to increase our presence at local labour and social justice events over the summer. I'm currently mapping out key upcoming campaigns, strike actions, and coalition meetings we can plug into, including those connected to campus unions, labour councils, and grassroots community groups. I'm still working on fully wrapping my head around the scope of the VP External role,

especially in terms of ongoing campaigns, coalition work, and the ways we've historically engaged with other unions and community partners. Over the next few weeks, I'll continue meeting with folks to better understand how this position can effectively support CUPE 3906's work externally, while also staying grounded in the needs of our membership. I'm especially eager to see how we can show up in solidarity with other locals, build stronger relationships on and off campus, and contribute to collective advocacy. If you know of any external initiatives CUPE 3906 should be supporting, or if you'd like to collaborate on outreach work, please feel free to reach out at vpexternal@cupe3906.org. I'd love to connect.

In solidarity,

Mira Musallam, Vice-President External

Secretary Treasurer's Report—Presented separately

Lead Steward Unit 1's Report

Reporting Period: From Last General Membership Meeting to Present

This is my first report since stepping into the role of Unit 1 Lead Steward in April, and I am excited to share what has been happening over the past several weeks. Much of the focus has been on preparing for Fall 2025 and strengthening our steward network heading into the new academic year.

Fall 2025 Orientations

One of my first major tasks has been coordinating CUPE 3906's participation in program-level orientations. I reached out to 74 program administrators across departments to request time for our presentations. So far, 32 programs have responded, and while many are still finalizing their orientation schedules, we have already confirmed CUPE's presence at 13 orientation sessions. I will continue following up throughout the summer to secure as many bookings as possible.

We are also confirmed to attend the School of Graduate Studies' Resource Fair this September. Four members from CUPE 3906 will be representing us at the fair to welcome incoming students, hand out materials, and make sure new Unit 1s know their rights and how to get involved.

Steward Engagement

Since May, three new Unit 1 stewards have joined our team. That brings us to a total of 46 active stewards. I have been reaching out to all current stewards to reconnect and coordinate availability for our Summer Steward Council Meeting. The meeting will be scheduled for July based on steward availability, and the poll to finalize a date is still open. I am looking forward to using that meeting to check in, build community, and talk about how we can best support members this fall.

Fall Swag and Member Outreach

We are also in the early stages of planning our Fall swag and giveaways — small welcome items for Unit 1 members to help make our presence felt at orientations and events. I have started coordinating with the relevant teams to make sure everything is ready in time.

Overall, it has been a busy but energizing start to the role. I am grateful for the support from the exec, and I am looking forward to building a strong, visible presence for Unit 1 members this fall.

Lead Steward Unit 2's Report

CUPE 3906 – Sessional Lecturers (Unit 2)

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 Lead Steward for Unit 2:

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

I regularly attended grievance meetings, contributed to executive discussions and votes, and actively participated in the *Raise the Floor* working group. I also played a key role on the U2 bargaining committee, assisting CUPE staff in the development of a survey to capture U2 members' primary concerns. I completed the survey several times, providing detailed feedback to improve its effectiveness.

In addition, I have made a concerted effort to engage directly with U2 members—whether in person, by phone, or via email—to discuss their rights and benefits under the collective agreement and raise awareness about upcoming bargaining priorities. I emphasized the importance of issues such as job security, seniority, and fair wages. I also helped develop a 10-minute survey to further explore these key concerns.

Since November 2023, I have consistently attended all grievance meetings and supported members in navigating individual cases. I have spent extra time at the CUPE office responding to emails, reviewing the current collective agreement, and considering amendments to support U2 members in the upcoming 2024 bargaining process.

Plans for 2025:

I intend to remain actively involved in CUPE 3906's Executive operations, pending my availability. This includes 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 August 2025 to connect with new U2 members, introduce CUPE 3906, and discuss their rights and available benefits.

U2 Steward Network:

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. I plan to host a steward meeting in April 2024 and will encourage stewards to organize a social event for U2 members in April or May 2024.

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.

Recommendations for the Next Term:

1. Steward Training

With the U2 collective agreement up for renegotiation in summer 2025, steward training is vital. Training should cover the current agreement and highlight areas for improvement identified in the survey.

Recommendation: Organize steward training sessions in spring/summer 2025.

2. Fall Orientation

Orientation sessions are essential for welcoming and educating new members.

Recommendation: Collaborate with stewards to ensure CUPE 3906 representation at departmental orientations in Fall 2025.

3. Increasing Participation in Underrepresented Departments

Strengthening union involvement in departments with historically low engagement is a continuing goal, especially where survey participation has been minimal.

Recommendation: Host brainstorming sessions for stewards in similar departments.

Plan targeted outreach efforts such as tabling, social events, and member-to-member phone banking to improve engagement.

Lead Steward Unit 3 Report

Dear Unit 3 Members,

As the Lead Steward for postdocs, I'd like to provide a brief update on my recent activities. Over the past month, I've been actively engaged in several local committees, working to advance the rights and benefits of our Unit 3 members. These committees include:

The Postdoc Support Fund Administration Committee
The Central Joint Health and Safety Committee (CJHSC)
The Benefits Committee

In addition to committee work, I've also focused on recruiting new stewards for Unit 3 to build a stronger team dedicated to supporting our members.

If you're passionate about representing your department and making a meaningful difference, I encourage you to consider joining us as a steward. Your involvement will not only support your fellow postdocs but also help strengthen our unit as a whole.

Best regards,
Bita Pourbahri
Lead Steward, Postdocs

Unit 4 Lead Steward's Report

Hi all!

Since being elected as Unit 4 Lead Steward on June 3rd, I've been working on getting myself oriented with the internal structure and systems of the union — including understanding the executive hierarchy, roles, and processes that keep things running.

So far, I've attended an executive meeting and completed my orientation with both the President and Vice President (huge thanks to them!). I'm still waiting to schedule my staff orientation, but looking forward to that next step. I've also officially joined the Unit 4 Bargaining Team and recently participated in my first caucus meeting, which gave me a clearer view of where things stand and where we're heading.

There's still a lot for me to learn — but I'm excited to dive deeper, build relationships within the unit, and start representing Residence Life workers more directly. Now that we have access to the member email list, I'll be reaching out soon to hear more about your experiences and concerns as we head into bargaining and beyond.

If you have any questions about Unit 4, our workplace, or the union in general, please don't hesitate to reach out! You can reach me at leadsteward_reslife@cupe3906.org — I'm here to support however I can.

In solidarity,

Mazen Afify

Unit 4 Lead Steward

Health and Safety Officer's Report

Prepared by: Mahnaz Tajik

Date: June 30th, 2025

Overview:

Over the past month, my involvement in committee activities has been limited due to the preparation and completion of my comprehensive exam. However, I remained engaged in key discussions and planning efforts to strengthen our committee's role and presence across departments.

Meeting Attendance:

- I attended the Joint Administration-Health and Safety Committee (JAHSC) meeting on **June 18th**, along with Bita.
- During the meeting, I had a productive discussion with **Dane** and **Maggie** regarding opportunities for closer collaboration. We discussed ways they could provide more support for me in my current role.

- As a follow-up, I have scheduled a meeting with them for **July 14th** to explore further opportunities for partnership and define concrete steps for ongoing support.

Interdepartmental Support:

- I also scheduled a meeting with **[name redacted]**, who was previously in CUPE Unit 3 and has recently transitioned to the **Engineering Department**.
- We will be meeting to explore how she can help support health and safety initiatives in Engineering and strengthen our presence in that department.

Next Steps:

- Continue discussions with Dane, Maggie, and Sara to build stronger collaborations.
 - Identify priority health and safety concerns within Engineering and other underrepresented areas.
 - Resume full committee involvement now that my comprehensive exam is complete.
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Benefits and Advocacy Officer's Report

Dear members,

Below is a summary of the Benefits Officer report, effective as of May 2025. The Benefits Committee met on June 5th and approved an increase to the Unit 2 HCSA from \$500 to \$800 for the 2024/25 academic year (retroactive to September 1, 2024, through August 31, 2025). The committee also approved over 50 Unit 2 PDF applications and approximately 30 Unit 3 PDF applications.

The next meeting will be held in August to review the remaining applications for this academic year. If you have any questions or concerns about your benefits, please contact benefits@cupe3906.org.

As a reminder, at the end of the Academic Year Unit 2 members will be eligible to apply for a "Top Up" for Tech PDF applications submitted during the year. Any remaining funds will be divided and paid out up to the members maximum.

A reminder that the final review for the Summer term will occur in the last week in August. All PDF submissions must be received before August 31st to be considered.

Best regards,
Benefits and advocacy officer

Equity Officer's Report

Equity Action Committee ("EAC")

The Equity Advisory Committee (EAC) hosted a successful event on April 3, 2025 — a Safe Forum for Concerns/Social Drop-In — which was well attended. Held between 10:00 AM and 3:00 PM in MUSC Room 214, the session provided a confidential space for equity-seeking groups and individuals experiencing discrimination or harassment. Attendees had the opportunity to engage in private consultations, access resources related to anti-harassment policies and enjoy complimentary snacks and beverages.

Building on the success of this initiative, the EAC will be organizing a follow-up session in July, with the goal of encouraging broader member engagement and participation in the

Committee's work. Further details will be shared soon — we look forward to your continued support and participation.

Remember, CUPE's Union Education Program offers valuable educational materials to help us stay informed and equipped to address equity and harassment concerns effectively. These resources are always available to support our shared commitment to fostering a more inclusive environment. See link [Union Education | Canadian Union of Public Employees](#)

In solidarity.

Korede Ologun

International Officer's Report

In the past two months, I, as the International Officer, have remained actively engaged in representing and advocating for our international members through community and union events.

I attended the Hamilton and District Labour Council (HDLC) Awards Night, where labour leaders and community activists were celebrated for their contributions. This event reinforced the importance of cross-union collaboration and inspired deeper commitment to advancing the rights and well-being of international workers and students. It also provided a space to connect with other union representatives and explore shared challenges and strategies.

I also participated in the South Asian Heritage Association of Hamilton and Region's (SAHAHR) Annual Spring Festival, which was a meaningful opportunity to connect with immigrant and international communities. The festival served as a space to build relationships, share union resources, and highlight the importance of solidarity and inclusion.

Currently, I am planning to host a drop-in session this July for the international members of the community to have a conversational space in the wake of the crises in various parts of the global south. I am leading the planning of our next International Committee event, which will focus on professional development for members of colour, especially international members. Since it's the summer term, I want to ensure strong participation, so we are looking at a date in September. I am working closely with other executive members to align this with broader union goals, and to also make this year's orientation events more effective and meaningful for incoming international members.

One issue that has drawn our attention recently is the rising racism and anti-immigrant sentiment faced by international members, particularly those who are racialized. We are beginning to develop a plan to address these concerns within the membership through education, dialogue, and collective action.

Samuel, International Officer

Undergraduate Officer's Report

Elissa Cunningham - Undergraduate Officer

Hello everyone! Since our last GMM I've been attending all the regularly scheduled meetings and supporting other execs when needed. I've been monitoring any emails from members to ensure any inquiries are answered and making sure members feel supported. In addition, I have been attending the unit 4 bargaining days and caucus meetings as unit 4 continues to bargain their first collective agreement. As well as attending a recent CAT meeting to discuss ways we can mobilize unit 4 through the summer into the upcoming school year. In solidarity, Elissa Cunningham