

President

Hi comrades,

Since the last GMM I've been reflecting on ways to support members in navigating parliamentary procedure/rules of order, how to keep meetings running smoothly, and policies to make our meetings safer for members. It was a difficult meeting to chair and I didn't do a great job navigating the discussion/interruptions and reacting quickly. It was frustrating for many and painful for members impacted by the interruptions, and I'm sorry for my role in that harm. We've been talking as an executive and I've been having chats with staff on how we can better set up our meetings.

Over the last month, I've been busy with:

- Attending Unit 2 & Unit 4 bargaining team meetings when possible
- Working with the U1 lead steward & staff on the swag order for the term.
- Attending grievance committee & CAT meetings, as well as meetings with staff and member.

President's Office Hours:

Members of the local are welcome to drop by my office hours or send an email to discuss activities of the local, ideas for events/trainings/campaigns, or concerns. We're a member-based organization, so involvement and engagement from member of the local is integral to both the functioning of our local and our strength at the bargaining table. I'm in the office Thursdays from 2pm-4pm. You can also reach me by email at president@cupe3906.org

Ways to get involved with your local:

- Join a committee or working group! The newly-formed Contract Action Team (CAT) will be working to mobilize support across campus in preparation for Unit 2 bargaining & Unit 4 Bargaining. Please reach out to our VP at vicepresident@cupe3906.org to get involved.

See a full list of committees and working groups here.

In solidarity,

Leah (they/them/theirs)

Vice President

Since our strategic planning session, I have been hard at work implementing our vision for mobilization/bargaining for units 2 and 4.

We have formed a new committee called the Contract Action Team, which combines the Organizing

Committee with the Bargaining Support Committees for those 2 units and will centralize bargaining efforts for them both.

We will be recruiting to CAT at Residence Life Training, Orientations and at Sessional classes once we start canvassing them in September. I am hoping to have a team of at least 25 consistent volunteers regularly canvassing classes, residences and making contact online and over the phone to build our super-majority.

For Unit 2, Our goal is to create a photo-petition that at least 70% of the membership has participated in. For Unit 4, we will start with trying to achieve at least 70% of membership filling out the bargaining survey and focus on recruiting them as organizers, as sessionals are going to be much trickier to push to in-person action.

Action for bargaining will really kick into gear in September, I think we have got most of the pieces in place for it already.

Also, my exile from the campus has now entered its 3rd month and I am plotting my recourse.

In solidarity,

Mason

Lead Steward U1

The Fall 2024 semester is fast approaching, and with that, orientation preparation is in full swing. I've continued to be in conversation with administrators across campus to schedule these orientations, and I've prepped the orientation materials, including the slideshow and script, swag, and handouts.

The U1 stewards' network meeting was held on August 6th, and was a huge success. We chatted about steward participation in orientation, and I've begun to slot those stewards into the orientation schedule. If you're interested in helping out with this, please let me know!

I've also continued putting together our stewards list for the 2024-2025 school year. If you're currently a U1 steward and are planning on returning for Fall 2024, be sure to check your email and return the form. If you've never been a steward but are interested in joining, reach out!

This week, I've also participated in the final strategic planning session for the local with other members of the exec and committee/working group chairs. One of the main tasks that came out of these sessions was organizing a lot of the behind-the-scenes operations of the exec, including onboarding procedures, which I've been assisting in the organization of. These sessions also resulted in the creation of the Contract Action Team, which I've now attended two meetings for in preparation of U2 and U4 going into bargaining. This is in addition to my participation in the Grievance Committee and the Bargaining Committee.

As always, if you have any questions or would like to chat about being a steward, please reach out!

leadsteward_tas@cupe3906.org -Rebecca

Benefits Officer

Dear members,

As usual, our accounts remain in good standing. We have just wrapped up the 2023/2024 academic year and I am pleased to report we received a record high number of Unit 2 and 3 PDF applications. Since increasing the fund for Unit 3 and allowing for tech for both units, we have seen a considerable increase. It is my hope that through bargaining we can continue to make gains and increase this fund.

After reviewing the Unit 1 HSCA I regret to inform you that we will not be able to increase this fund in the coming year. While we were able to increase it by \$100 a further increase is not advisable at this time.

I also regret to inform members that Unit 2 and Unit 1 may see an increase in Dental Premiums this year. While the exact number is TBD our third party provider assured us that this was the best rate we were going to get. A reminder to all members to opt out of Dental or opt into Family Dental they must do so by **September 27, 2024** if you work in the fall term. Late requests WILL NOT be accepted.

All other funds continue to be in good standing. If members have questions, please feel free to contact me at benefits@cupe.3906.org.

In solidarity
Kyle Morrison

Lead Steward U3

Dear Members of Unit 3,

In my role as Lead Steward for postdocs:

1. Over the past few months, I have actively participated in various local committees to fulfill my responsibilities and protect the rights and benefits of U3 members from multiple perspectives. These committees include:

- The Postdoc Support Fund Administration Committee*
- The Grievance Committee*
- The Benefits Committee*

2. Additionally, the Steward Council meeting for Unit 3 was held on July 26.

- We discussed the problems, concerns, and rights of postdocs.*
- There was also a discussion about organizing a gathering for postdocs.*

The gathering is tentatively planned for early October 2024, as most postdocs will be on vacation in August and September. I am in the process of finalizing the date and preparing a proposal to submit to CUPE for financial support.

3. Additionally, last month I was actively seeking and hiring more stewards for the unit 3.

If you are passionate about making a difference and interested in serving as a steward for your department, we encourage you to step forward. Your involvement will benefit your colleagues and greatly contribute to the overall well-being of our unit.

Please email me if you are interested in taking on the stewardship role for your department.

Your dedication and commitment are crucial to our collective success.

Best regards,

Bitia Pourbahari

Lead Steward Postdocs

August 2024

Equity Officer

We recently concluded a dispute resolution involving the Political Action Committee (“PAC”) where the outcome of this approach was for the PAC to resume its meetings towards fulfilling its obligations to members. Following this resolution, a PAC meeting was held this month, and it was done respectfully. I encourage members to be a part of the PAC to help the Committee function as appropriate.

The black scholars event also held this month. We learned from experts in DEI and social work about mastering professional excellence, navigating nuances of professional contexts as a black professional, and empowerment through mentorship. The audience was well engaged, and the guest speakers did a great job. The food was also very good. In getting to know the attendees, I recognize that there is much to be done in terms of helping our members settle in when they arrive in Canada and promoting a safe environment free of discrimination or racism. We hope to use the upcoming Orientation to provide necessary support. We will also continue to support initiatives that help provide solutions to these issues. I attended the Anti-Harassment and Bystander Training & Challenging Racism (OLS) organized by CUPE’s Union Education Program, this month. I hope to use the materials and learning experience to improve equity in our local. I encourage our members to leverage the CUPE’s Union Education Program to learn about relevant topics.

I will provide update at the next GMM on our proposed work with the Hamilton Anti-Racism Resource Centre on how we can learn from their work in Hamilton.

In solidarity.

Korede Ologun

International Officer

The International Committee held four meetings in August to plan and organize two significant events:

South Asian Heritage Event - Held on August 9th, the event saw an attendance of 53 participants, slightly exceeding the intended capacity of 50.

Crafting Inclusive Professional Spaces for Members of Color - This event took place on Tuesday, August 13th, with 17 attendees.

The committee will meet in September to finalize the events for the rest of the year. If you have any questions, feel free to direct them to international@cupe3906.org

Women and Gender Rights Committee Report

In August, the Women and Gender Rights Committee met three times to organize the *Women, Life, Freedom* event on August 15th. The event featured a documentary screening, followed by a book discussion and a panelist talk. There were 14 attendees.

The committee will meet in mid-September to finalize the events for the upcoming year. If you have any questions, feel free to direct them to womenscommittee@cupe3906.org

Health & Safety Officer

Here are the updates from the Health and Safety Officer since the last GMM:

1. I sent an email (July 29th) to the SVPRO (Sexual Violence Prevention and Response Office) at McMaster about the sexual violence-related incidents brought to our attention by a member. The SVPRO office acknowledged this (July 30th). The SVPRO office suggested that we ask the victims and bystanders to contact them directly. I convey the message from the SVPRO office and recommend all members always reach out to the McMaster SVPRO office in addition to their own department/office.
2. Mary Keyes students have returned to their rooms after it has been cleaned and fixed. I request members to submit incident reports in case problems still need fixing and reach out to me (healthandsafety@cupe3906.org) if there are any concerns.
3. On August 1st, the door of the CUPE office at the KTH building got jammed due to construction work nearby. Our executive member found it out and submitted an incident report. McMaster Facility Services came and repaired the door.
4. On July 15, I observed flooding on the floor in JHE while it had been raining since morning that day. I noticed water dripping from the ceiling, the location was very close to the electric light casing. So, it poses risks associated with Electrical hazards, slips, trips, and falls. I requested the cleaner on that floor to clean and put a 'wet floor' sign there and submitted an incident report. Also, we have been complaining to the authorities to replace/clean the false ceiling with watermarks, otherwise, it is difficult to identify new ones from old ones. I emphasized this and reported to them about similar watermarks on the false ceiling. They came and did their inspections. I would request members to take a picture of watermarks on the false ceiling (and any other situations that pose a risk to our campus life) and send it to healthandsafety@cupe3906.org, or submit an incident report so that we can keep our campus safe and healthy for work and study.
5. There was a bad/funny smell all over the JHE building for a couple of days in the first week of

August. Some officers and students working in that building made complaints about it, but I do not have any further information on this at this point.

6. I attended the 'Engineering Physics Health and Safety Committee' monthly meeting held on August 12. The bad smell situation was discussed, and it will be investigated further. As a member of the mentioned committee, I did regular inspections of the labs and offices in ABB that fall under Eng Phys HSC.

7. Important Links:

Reporting Sexual violence: <https://svpro.mcmaster.ca/>

Reporting Incident: <https://hr.mcmaster.ca/app/uploads/2018/11/injury-incident-report-fillable-1-36.pdf>

Submitting a service request: <https://facilities.mcmaster.ca/services/customer-service/>

Lead Steward U2

Since the previous GMM on July 2024, I have worked on the following task:

1. Attended U2 Bargaining meeting to work with CUPE staffs and executives and worked to prepare the first draft of U2 Collective agreement, discussed about existing items, and proposed new modifications based on the online survey,
2. Attended Bargaining Training Sessions based on my availability, studied the existing U2 collective agreement, and asked about the items that are not clear to me (like pension plan for sessional, seniority, hiring sessional, etc.).
3. Organized the U2 Steward orientation, talked about U2 Steward duties, answer questions and explained the ongoing bargaining process on U2 Collective Agreement,
- 4- Attended CUPE executive meetings, Grievance Committee meetings, GMM, U1 Steward Training sessions, and other bargaining related meetings based on my availability.
- 6- Studied Stewarding Frequently Asked Question Document and emailed it to U2 Stewards and planned to have a Stewards Training session, answered questions came from U2 Stewards regarding their duties, etc.

Regards,

Hamed Afshari, PhD

Lead Stewards for U2 Sessionals