



**CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)

McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

## **Executive Committee Reports, October 2024**

### ***Vice President (Rand Clayton):***

Hello, everyone!

I was the only VP candidate during the election so I was acclaimed. Because of this, you did not get a chance to learn more about me or my priorities. I would like to be transparent and share today.

My name is Rand (they/she) and I am in my second year of a PhD in social work. I am researching community arts programs, gender, and sexuality with a special focus on the marching arts. You may recognize me from previous meetings as the chair of Raise the Floor, which was a working group dedicated to advocacy and action around raising the funding floor for Unit 1 members. I've held many leadership positions in the past from Marching Band president to MSU Operations Commissioner and now Program Director of Marching ArtsAccess, Safety, & Inclusion network; which is a non-profit organization I founded.

I take a lot of pride in being an active member of my community and doing things about issues I care about. The role of VP is very flexible but my main priority is to help improve communication and connections within the executive and between all union members. As VP I seek to:

- Build online community for the local through our Discord
- Be a very active part of the communications committee for broader info dissemination
- Work closely with the president and VP External to build connections with other relevant parties at McMaster such as other unions, the GSA, and MSU
- Prioritize building solidarity within the union between members and units
- Be an active part of the CAT

The role of the VP is very much a floater which demands willingness to adapt to the needs of the local at the time. I want everyone to thrive whether you need a hand with a task or just some emotional support. Please reach out and I will help you get the tools you need to succeed. At the very least I love baking so if you want a higher chance of tasting some banger apple crisp in the future, I'm your person.

As for what I've been up to as of late: I am pleased to announce that my PNG status has been lifted and I am allowed back on campus with no restrictions. My new office hours for the rest of fall term will be Tuesdays and Fridays from noon to 2:00 PM. I will be available in the CUPE3906 office and happy to meet over Zoom or Discord if you prefer. Additionally, I am



## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

---

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)  
McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

filling in for the President in his absence until November 6th so feel free to contact me for matters which require his attention until then.

Thanks, everyone!

In solidarity,  
Rand Clayton

--

### ***Vice President External (Oluwadamilola Babatunde):***

This month, much has not been done as I have been pretty much engaged in orientation and trying to get familiar with the new role. I have also been structuring out my schedule to fit in my new responsibility like office hours and mandated meetings.

I have also been attending to emails and rearranging the VP External emails and drive to give room for probably new projects.

I could not make it to the Hamilton and District Labour Council meeting which holds every third Thursday of the month, because I got to know about it today and I have loads of schedule lined up. I plan to attend next month's own.

I have also been trying to get my payroll to the Treasurer for processing.

Thank you.

--

### ***Secretary Treasurer (Saba Khorasani):***

#### **Accounts**

Opening balance for September 2024:	\$	65,415.35
Closing balance for September 2024:	\$	314,579.44

#### **Assets : \$2,883,165.20**

Strike Fund Savings:	\$	903,720.69
Business Term:	\$	38,080.82
Operating Chequing:	\$	314,579.44



## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)

McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

Operating Savings: \$ 1,582,425.89

### **Liabilities & Equity : \$ 2,883,165.20**

Strike Fund Restricted: \$ 903,720.69

Benefits: \$ 1,968,902.42

U1 General \$ 596,213.63

U2 PDF \$ 97,813.80

U2 Dental \$ 144,126.11

U2 General \$ 460,519.52

U3 PDF \$ 183,254.36

U3 General \$ 493,475.00

**Equity: -\$57,804.46**

**Largest cheque: \$ 216,000.00 to Prosure Group for U1 & U2 Dental Coverage Premiums**

### **September Donations:**

- Chris Thompson - Skills for Life Inc. - Donation to Federation of Black Canadians for Impact Gala: \$500.00
- Katie Krelove - Reimbursement for bus from Hamilton for Grassy Narrows River Run: \$500.00
- Sexual Assault Centre (Hamilton and Area) - GMM Donation to Take Back The Night: \$500.00
- Josh Kitchen - Replacement Cheque Reimbursement for Encampment Support Expenses: \$191.50

### **Secretary-Treasurer's Report:**

The local is in a good financial standing. We posted a small deficit of -\$1,860.32 this month. This is because the first dues deposits in September are always smaller than normal, because not all members have returned to work. Now that they all have returned to work, we should no longer post deficits or retain a negative equity. The orientation notebooks that we handed out at orientation this year were much more expensive than anticipated because we were initially quoted the cost for a different style of notebook than the ones delivered. We will bring a motion to the next GMM to adjust the budget to reflect actual expenditure.

Sincerely,



## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

---

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)

McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

Saba Khorasani

--

### ***Lead Steward, Unit 1 (Rebecca DeWael):***

As I mentioned in my last exec report, I've held a session of steward training that has on-boarded our new group of Unit 1 stewards. That said, it's never too late to join! We only have two departments that have reached the maximum number of stewards (Computing and Software, and Math and Stats), so if you're in any other department and interested in joining or learning more, please reach out at [leadsteward\\_tas@cupe3906.org](mailto:leadsteward_tas@cupe3906.org).

I've also been working closely with Jeff, the chair of the communications committee, to help put together a digital communications strategy for the local to ensure that our systems are organized in an efficient and effective way. We'll be having a follow up with the CUPE National communications officer next week.

Over the next month, I'll be working on coordinating with the other lead stewards to organize our stewards council meeting, so stay tuned for more info about that.

As always, if you have any questions, please reach out!

-Rebecca

--

### ***Lead Steward, Unit 2 (Dr. Hamed Afshari):***

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

1. Attended a couple of meetings with U2 Bargaining team, CUPE Staffs, and employer to presents our modifications to the proposed U2 collective agreement, and later review their response, discussed it in CUPE caucus meetings
2. Attended CUPE executive meetings, Grievance Committee meetings, GMM, U1 Steward Training sessions, and other bargaining related meetings based on my availability,
3. Submittsed a list of U2 stewards at McMaster University who support us during summer 2024 for the summer honorarium,
4. Continued connecting with Unit 2 members about CUPE 3906, and the ongoing bargaining for U2 collective agreement, our suggestion for the wage increase, dental



**CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

---

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)

McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

benefits, job security, professional development funds, etc. I talked with U2 members over the phone and in persons.

Regards,

Hamed Afshari, PhD  
Lead Stewards for U2 Sessionals

--

***Lead Steward, Unit 3 (Dr. Bita Pourhabari):***

Dear Members of Unit 3,

I actively served as a member of the 'Postdoctoral Fellow Support Fund' committee in October, collaborating with fellow members to allocate resources effectively. Additionally, I participated in a Grievance Committee meeting, where we reviewed ongoing grievance cases and engaged in discussions related to them.

Moreover, I took part in the Central Joint Health and Safety Committee (CJHSC) meeting as a Unit 3 CUPE representative, focusing on health and safety concerns at the university. There are no further updates regarding my other responsibilities at this time.

Best regards,

Bitah Pourbahari  
Lead Steward Postdocs  
Oct 2024

--

***Lead Steward, Unit 4 (Caleb Smolenaars):***

Hi friends! Since being elected to the brand new position of Unit 4 Lead Steward about a month ago, I've been keeping myself busy with exec orientation and training, and figuring out how this position should look in Unit 4's current form without a first Collective Agreement.

Seeing as we don't yet have any grievance or steward procedures that would normally come from a Collective Agreement, my role has so far consisted primarily of acting as a voice for Residence



## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)

McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

Life workers to the exec and vice versa, as well as keeping track of issues as they come and go. Specifically, we've been dealing with a couple of statutory freeze violations by the employer (one of which we have already won a reversal of!) and compiling reports of health and safety issues (relating primarily to mould and sexual violence in the workplace).

I have also (finally truly) joined the Communications Committee, where we're talking about long-term planning for the Local's communications as well as an outreach strategy for Unit 4 members during bargaining.

If you have any questions about Unit 4 bargaining, or if there are any questions from Unit 4 members about our union or workplace issues, I'm happy to help! My email is [leadsteward\\_reslife@cupe3906.org](mailto:leadsteward_reslife@cupe3906.org).

--

### ***Health and Safety Officer (Mohammad (Reza) Islam):***

1. A member reached out to me with an issue. The issue was whether the 'Incident Report' can be used to file a report regarding 'Emotional Injury'; we have found that the available incident reporting form has this section.
2. About the last issue regarding '**CA's fear of reprisal**' – emphasized during the Ministry of Labour, Immigration, Training and Skills Development - Field Visit occurred in **25<sup>th</sup> Sept. 2024**. I attended the meeting and shared my views and understanding with the inspector. The employer is reminded that **REPRISALS BY EMPLOYER IS PROHIBITED** under Section 50 of the Occupational Health and Safety Act.50.(1) No employer or person acting on behalf of an employer shall
  - a. (a) dismiss or threaten to dismiss a worker
  - b. (b) discipline or suspend or threaten to discipline or suspend a worker
  - c. (c) impose any penalty upon a worker; or
  - d. (d) intimidate or coerce a worker,
3. Another issue of '**Sexual violence and harassment**' – we received new complaints that I and the complainant will discuss over a meeting next week. We will decide what action to take to ensure a safe and healthy workplace.
4. I have also been dealing with **the 'Mould in undergraduate residences'** issue. Our union members and staff are aware and very concerned about this, and I have shared some of our concerns with UHS. It was discussed during the central meetings, but unfortunately, no actions/plans emerged from our discussions that established a proper remedy for our complaints. I request all our members to record and share issues with us by emailing [healthandsafety@cupe3906.org](mailto:healthandsafety@cupe3906.org). One can take pictures and send them to us with location details and when the image was taken. This severe problem affects all our



## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

---

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)  
McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

members and others coming to McMaster. Together, we can address this and find a remedy.

5. I attended the **central meeting** on the 16<sup>th</sup> of this month. There were discussions on some critical injuries and ministry visits that happened since the last central meeting. I raised my concerns regarding the **method of incident reporting**. I proposed that there should be an additional way for reporting incidents that can not and do not need to go through all the requirements that need to be followed while submitting an incident report using the form. UHS and other central committee members mentioned that the 'Safety App' has some features but does not address my concerns. There have been attempts to create a platform, as was indicated by other committee members, but it was never completed/tested. UHS suggested contacting 'Customer Services of Facility Service' or calling 'Emergency' to report a hazardous situation that requires immediate action.

--

### ***Benefits & Advocacy Officer (Dr. Kyle Morrison)***

Dear Comrades,

Nothing has changed since my September report. We are experiencing delays in processing due to the executive changeover, however this will clear up shortly. We do not expect any changes in Unit 2 until bargaining wraps up. As usual, I remain open to any questions or concerns.

In solidarity,  
Kyle Morrison

--

### ***Equity Officer (Oluwakorede (Korede) Ologun):***

I am glad to have been a part of the Budget Committee this year leading to the budget being passed at the last GMM. Kudos to the committee members and the previous Secretary Treasurer.

I am currently developing a roadmap for the EAC this year to guide most of our outreach activities and education programs through the year. A big part of that will include identifying the relevant internal and external collaborations required to achieve the objectives of educating Local membership regarding equity-related issues and creating a safe and confidential forum for members to share their concerns, among others.



## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

---

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)  
McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

A meeting with the Hamilton Anti-Racism Resource Centre is expected to happen later this month as earlier reported. Our aim is to begin to build the relevant collaborations for our work.

Once again, congratulations to the newly elected executives.

In solidarity,  
Korede Ologun

--

### ***International Officer (Kusum Bhatta):***

This month's International Committee and Gender and Women's Rights Committee meetings are scheduled after the GMM. Since the meetings have not yet taken place, I do not have written reports for this month.

Best,  
Kusum

### **Additional Committee Reports:**

#### ***Ontario University Workers Coordinating Committee (OUWCC) - Chaired by Kyle Morrison:***

Dear Comrades,

In the past few months, the sector has been hard at work supporting workers at Western University. We continue to promote the State of Readiness campaign and encourage anyone interested in organizing and member mobilizing to reach out to me [benefits@cupe3906.org](mailto:benefits@cupe3906.org). We will be having our in-person meeting October 18th-20th to plan our sector conference.

In solidarity,  
Kyle

--





## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

---

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)

McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

### ***Communications Committee - Chaired by Jeff Arcand:***

The Communications Committee has been working with the Unit 2 Bargaining team to craft messaging about the ongoing negotiations for a new contract for sessional instructors. This includes strategy around communicating the employer's first offer in the context of our bargaining priorities as established by Unit 2 members and the next steps for members.

I will meet with the digital comms strategist with CUPE national on Oct. 29 to further develop our online strategy and discuss successful tactics. We hope to incorporate some of their guidance into the Unit 2 and 4 bargaining campaigns. We also plan to organize the Local's social media and digital communications for a more unified and consistent messaging.

The Unit 2 Mobilizer, Walter, has worked with 3906 staff and CAT members on physical mailers, sent out to Unit 2 members last week, Oct 16th. Rebecca, Unit 1 lead steward, has moved to approve money to print stickers and posters to help identify stewards. These materials were designed by a member and developed by comms committee's book off graphic designer, Cyril Chen.

Jeff Arcand  
Communications Chair