

## **July 15, 2024 - GMM Executive Reports**

### **Lead Steward Unit 2**

Since the previous Exec meeting on June 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- Attended CUPE executive meetings, Grievance Committee meetings, GMM, U1 Steward Training sessions, and other bargaining related meetings based on my availability.
- 4- Submitted an email to U2 members who applied for U2 PDF, called them over phone base don their availability and explained duties of U2 Stewards, and successfully hired new U2 Stewards. I am still communicating with U1 and U2 members to hire more U2 stewards. I sent an email to U1 Stewards to see if there is anyone interested to be U2 Stewards.
- 5- 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

### **Equity Officer**

The EAC has been focused on implementing an education strategy to help promote how members interact with mutual respect on campus and the city of Hamilton. CUPE's Union Education Program is offering a training on August 14 on Anti-Harassment and Bystander Training & Challenging Racism. We encourage members to register to attend here:

[Anti-Harassment and Bystander Training & Challenging Racism \(OLS\) | Canadian Union of Public Employees \(cupe.ca\)](#)

There are limited seats for the above event. Following that event, the local will engage the facilitators to use the materials to create training for our members. In addition, we are looking to work with the Hamilton Anti-Racism Resource Centre on how we can learn from their work in Hamilton.

There is also ongoing work with the International Committee to host an event in August 2024 designed to help our graduate students get ahead after graduation.

## **Benefits Officer**

Dear members,

As usual, our accounts remain in good standing. Since my last report, we have met to review all outstanding Winter and Spring PDF Applications. In consultation with members and the committee, we have revised the Unit 3 PDF to include a limited Tech allowance to provide additional support for members.

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.

Unit 1 will have its annual review of the HCSA and RHF conducted later into this year.

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

In solidarity  
Kyle Morrison

## **Lead Steward Unit 3**

Dear Members of Unit 3,

In my role as Lead Steward for postdocs:

I have actively participated in various local committees to fulfill my responsibilities and safeguard the rights and benefits of U3 members from diverse perspectives. These committees include the Postdoc Support Fund Administration Committee, Grievance Committee, Benefit Committee, and Health and Safety Committee. By regularly attending meetings, I strive to enhance our members' benefits and interests, ensuring robust support during financial hardships and emergencies. As a member of the Grievance Committee, I contribute to deliberations on grievance cases alongside our staff representatives, aiding in decision-making processes. In the Benefit Committee, I am involved in budget planning for union benefits and approving member benefit claims.

The most significant change for Unit 3 members is the expanded technological support under the Unit 3 Professional Development Fund. A survey was conducted and distributed to all postdocs, and based on the results, technologies are now eligible for funding through the Unit 3 Professional Development Fund. It has become evident that several departments within Unit 3 urgently require stewards. Stewards play a crucial role in advocating for their colleagues, addressing concerns, and fostering a positive work environment.

If you are passionate about making a difference and wish to serve as a steward for your department, we encourage you to step forward. Your participation will not only benefit your colleagues but also contribute significantly to our unit's overall well-being.

Please email me if you are interested in taking on the stewardship role for your department. Your dedication and commitment are essential to our collective success. For further inquiries, please contact your lead steward at [leadsteward\\_postdocs@cupe3906.org](mailto:leadsteward_postdocs@cupe3906.org).

Best regards,  
Bitu Pourbaha

### **Vice President**

Organizing this month has been a bit difficult since being placed on Persona Non Grata status by the University, which means that I am not allowed to access the local office or attend meetings/demonstrations on campus otherwise I will be arrested. I am sure I will have my revenge on the employer for this but it may take a while and cost me my job. It is quite clear that they are targeting the local with this heavy-handedness. In the meantime, I have been doing what I can in exile and am looking forward to the restructuring of some of our committees in preparation for bargaining. We are going to form a new committee called the Contract Action Team to support bargaining for Units 2 and 4; forming a united front against the employer to the greatest extent that we are able. This design - among other changes - was decided at our two-day strategic planning session this week and should make for a more effective means of organizing in support of our units in bargaining. I am planning our recruitment strategy for the CAT and am hoping to raise a sizeable corps of organizers for the fall. It will be interesting to run without setting foot on campus but I am looking forward to seeing how my leadership abilities are tested by this.

Please reach out to me if you are interested in getting involved!  
In solidarity,  
Mason Fitzpatrick

### **Lead Steward Unit 1**

As the spring/summer semester continues, I've been spending most of my time looking forward to the fall, as planning for departmental orientations for new members has begun. This has involved getting some behind the scenes administrative information organized, and reaching out to administrators across campus. I'll be in touch with stewards soon to talk about their role in all of this!

I'll also be organizing our summer stewards' council meeting for early July. This meeting will be happening over zoom, so stewards should stay tuned to hear more about this meeting soon!

I've also been working with Leah and Diana to plan the strategic planning sessions that the executive will be doing this summer. These sessions will help us to coordinate the many different initiatives that the union has on the go into an organized, well informed system.

As always, if you're interested in joining the stewards council, or if you have any questions, email me!  
[leadsteward\\_tas@cupe3906.org](mailto:leadsteward_tas@cupe3906.org). -Rebecca

### **International Officer**

Chair – Kusum Bhatta  
email: [international@cupe3906.org](mailto:international@cupe3906.org)

The International Committee convened twice this month alongside the Equity Chair to finalize plans for our upcoming event. This event will feature two 1.5-hour workshops and seminars

focusing on personal values and goal setting. Following these sessions, a panel discussion will showcase the experiences of Black scholars and union members in Canada's academic sector and their transitions into the job market. Attendees will be awarded certificates of participation. We have attached the budget, including an outline of workshops and seminars, along with a breakdown of expenses. We eagerly anticipate budget approval at the next General Membership Meeting (GMM).

### **Women and Gender Rights Committee Report**

Chair – Kusum Bhatta

email: [womenscommittee@cupe3906.org](mailto:womenscommittee@cupe3906.org)

### **Women Life Freedom Event**

The Women Life Freedom event is scheduled for July 30. This event aims to highlight and discuss issues related to women's rights and freedoms. Due to security concerns, the registration link will be shared two weeks before the event. We encourage all interested members to register promptly once the link is available to ensure a smooth and secure process.

### **South Asian Heritage Celebration**

The committee has also approved a budget of \$500 for the South Asian Heritage celebration, which is scheduled for August. This celebration will honor the rich cultural heritage and contributions of the South Asian community. The funds will be allocated towards organizing activities and events that promote awareness and appreciation of South Asian traditions and history. We look forward to a vibrant and inclusive celebration that brings together members from diverse backgrounds.

### **Health & Safety Officer**

I attended the CJHSC meeting last month, on 19<sup>th</sup> June:

1. They want to have this central meeting more frequently
2. Bitu joined in the meeting.
3. There were discussions on inaudible alarms, panic button alarms, and testing alarms.
4. There were discussions on the 'Smoke-Free Campus' policy as they found that there are several incidents of violating this policy.
5. There were discussions on 'Pedestrian Safety' due to construction and for the long term.
6. They discussed the Biohazard Utilization Protocol (BUP), an online portal at McMaster focusing on the people, places, pathogens, and procedures related to biohazards.
7. They discussed the PPE use and storage.
8. 29 incidents reported since the last meeting in April 2024.

I have mentioned the following during the meeting:

1. I asked that the JHSC Certification training be offered more frequently. However, it was suggested that they can only run it once a year because it has two parts and a refresher, which is difficult to manage.
2. I asked about the CUPE JHSC Participation Compensation form, as it can not be accessed using the link provided. Also, I did not hear back from Stacie Cameron, to whom we sent the forms for the payments.
  - a. [https://hr.mcmaster.ca/employees/health\\_safety\\_well-being/our-safety/joint-health-and-safety-committees/](https://hr.mcmaster.ca/employees/health_safety_well-being/our-safety/joint-health-and-safety-committees/)
  - b. <https://cupe3906.org/files/2010/09/CUPE-Unit-1-JHSC-Payment-Form.pdf>

Today, on July 12th, 2024, I received emails from UHS and from our office that it has been resolved. I checked it myself, and the link works now.

3. From an internal source, I came to know that there were not enough communications made with the victim-students at Mary Keyes's residence flooding which happened on May 22nd, 2024. The boiler on the rooftop had a part that broke off and caused the flooding. I will be following it up with UHS.
4. From an internal source, I came to know that there were some Sexual Harassment cases in Residential halls in Mac, that have been ignored mostly, later those allegations were dealt with poorly. I will be following it up with UHS.
  - a. <https://svpro.mcmaster.ca/>
  - b. <https://svpro.mcmaster.ca/response/getting-support/>
5. Dane DeMan, Jim McAndrew, and I had a meeting on July 9<sup>th</sup>, 2024 to discuss the issues I have raised so far, in addition to the complaints raised by the students. They explained their role, and my role and advised me to forward the raised concerns to the appropriate authorities within McMaster University. They advised me not to wait for the CJHSC meeting in case I received any complaints and to deal with them immediately.
6. I am going to have a meeting with the person who raised these Complaints and discuss them further.

### **Secretary Treasurer's Reports (June)**

#### Accounts

Opening balance for June 2024:	\$ 118,858.48
Closing balance for June 2024:	\$ 190,968.97

#### Assets \$2,748,990.56

Strike Fund Savings:	\$ 900,310.03
Business Term:	\$ 38,080.82
Operating Chequing:	\$ 190,968.97
Operating Savings:	\$ 1,574,863.14

Liabilities \$ 2,748,990.56

Strike Fund Restricted: \$ 900,310.03

Benefits: \$ 1,750,352.29

U1 General \$ 376,213.63

U2 PDF \$ 107,985.56

U2 Dental \$ 310,126.11

U2 General \$ 480,519.52

U3 PDF \$ 116,132.47

U3 General \$ 363,475.00

Equity: \$38,387.37

Largest cheque: \$140,000 to Prosure Group to replenish U1 Child Care, U1 UHIP, U1 Reproductive Health Fund, U2 HCSA, U3 HCSA, U3 Reproductive Care/Gender Affirmation Fund.

June Donations:

\$500 to Tahnee Wilson

\$1000 to SAHAHR (South Asian Heritage Association of Hamilton & Region)

\$2075 to Adeola Egbeyemi's Student Documentary Film Project

\$344.76 to the People's Field for Palestine C/O Boyu Jiang and Kusum Bhatta

Secretary-Treasurer's Report:

The Local is in good financial standing. We have made good progress paying down some of our benefits liabilities this month. We are currently on pace to post a smaller deficit than we initially forecasted for this year. I estimate that we will have a \$20,000 to \$30,000.00 deficit if current spending patterns continue. I think the money had been well spent this year through the committee and working groups as well as in various donations to worthy organizations, people, and causes. We are ready to support Unit 2 and 4 to do whatever they like to secure good collective agreements. I'm looking forward to doing lots of door knocking this fall.

In Solidarity,

Eric MacPherson