



## Lead Steward Unit 4 Report | January 2026

Caleb Smolenaars (they/them)

Hi folks! Last week, I was elected back into the Lead Steward Unit 4 role after the previous person in the role had to step down due to their membership expiring. I'm grateful to be back on the Executive Committee and excited to continue working to improve the working experience for Unit 4 members.

### Workplace Issues & Questions

So far, in the Lead Steward role, I've been catching up on the hundreds of emails in the inbox and reorienting myself with ongoing issues. There are a few ongoing issues that I'm working with Employee/Labour Relations and the Local's staff to resolve. If you're a Unit 4 member and have any questions or concerns about your working conditions, please do reach out to me at [leadsteward\\_reslife@cupe3906.org](mailto:leadsteward_reslife@cupe3906.org). Your union is here to support you!

### Stewards Network

As we approach a potential tentative collective agreement for Unit 4, we're looking to start hiring Stewards for the unit. If you're interested in becoming a steward, please contact me at [leadsteward\\_reslife@cupe3906.org](mailto:leadsteward_reslife@cupe3906.org). I'll be working with the Local's wonderful staff to get this sorted out over the next few weeks and will be sending a proper call out for nominations then.

### Unit 4 Bargaining Attendance

Over the last year, I've regularly been attending Unit 4 bargaining as Chair of the Unit 4 Bargaining Team, and I will continue to attend in my member/chair capacity as well as providing support through my Lead Steward Unit 4 role. If you have any questions about bargaining or want to get involved in supporting the bargaining team, please reach out to me via [leadsteward\\_reslife@cupe3906.org](mailto:leadsteward_reslife@cupe3906.org) or via [catchair@cupe3906.org](mailto:catchair@cupe3906.org). An update on bargaining will be sent out to Unit 4 members closer to the end of the month.

In solidarity,

Caleb Smolenaars  
Lead Steward Unit 4