



Lead Steward Unit 4 Report | February 2026

Caleb Smolenaars (they/them)

Hi folks! I hope you had a relaxing and enjoyable family day weekend!

Unit 4 Tentative Agreement

If you haven't heard, we reached an historic first tentative agreement for Unit 4! If you're a Unit 4 member, I hope you'll attend the ratification meeting on February 19th at 1PM to learn more about our tentative agreement and the ratification process. Voting on the agreement will follow that meeting.

As we wait to ratify the agreement, I'm working with our Local 3906 staff to plan for implementation. Just a few examples of this work are: preparing summaries and FAQs, familiarizing ourselves with the agreed-to procedures, and starting to hire Stewards.

If you're interested in becoming a steward, please reach out! More information to come.

Workplace Issues & Questions

Over the past month, a few new workplace issues have been raised that I'm working with Employee/Labour Relations and our Local 3906 staff to resolve.

I've also been made aware of flooding in Brandon Hall last week. If you've been impacted by the flooding and/or have any concerns about health & safety in residence, please don't hesitate to reach out. You can always reach me at leadsteward_reslife@cupe3906.org. Your union is here to support you!

Ouwcc Conference Soon

Later this month, I'll be attending the Ontario University Workers Coordinating Committee (OUWCC) Conference to discuss sector-specific goals and issues. I'll provide a report on this conference next month.

In solidarity,

Caleb Smolenaars
Lead Steward Unit 4