



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,  
and Part-Time Librarians and Archivists @York University, Toronto

---

Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

---

January 19, 2019  
Gizem Cakmak  
Recording Secretary/Research Officer  
CUPE Local 3903

RE: January 10, 2019 correspondence on CUPE 3903 bylaw amendments

Dear National President Mark Hancock,

On behalf of the Executive Committee of Local CUPE 3903, I am writing to ask that you reconsider the disciplinary interpretation of our bylaw amendment on introducing a recall language into the CUPE 3903 bylaws.

Our membership feels very strongly about this provision as a means of accountability. We are concerned to hear about your objections to our bylaw amendment on the basis of its potential disciplinary implications, as there is no mention of violations of the Constitution or misconduct as a condition of recall. The recalled Executive Committee member would face no actual sanction, penalty, or restriction on their membership other than to be removed from the elected position (holding which is a privilege granted by the membership, not a right).

We as the Executive Committee feel that it is our duty to our membership to raise this issue with you, and strongly encourage you to approve our recall procedure for ensuring more democratic union spaces. We would be happy to provide further rationale to address any concerns.

In solidarity,

Gizem Cakmak