



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

Executive Reports (Annual)

Name: Michael Laurentius

Position: Vice-President Unit 3

Date of submission: 15 Aug 2018

Report Period: Feb. 2018-Aug. 2018

Duties of the position:

- Report to the Executive on all matters of concern or interest within & outside the Local
- Liaise with other university, union, student, and other organizations both within and outside of the university
- Facilitate the activity of all union committees
- Support the activities of the other members of the Executive as required

Projects, priorities, and tasks for this period:

- Regularly picketed at Pond Road and Pond West (North West) picket lines
- Performed picket coordinator and truck shifts each week of the strike
- Regularly held Strike HQ and Union Office office hours
- Regularly attended Executive Committee and Exec/BT meetings
- Sat on Extended Strike Preparation Subcommittee and helped amend Strike Budget
- Responsible for catering at Strike GMMs
- Continued to foster relationships between our Local and both OPSEU and YUGSA
- Facilitating investigation into invalidated June 13th Unit 2 ratification vote
- Regularly spearheaded and contributed to strike and remediation-related FAQs
- Attended CUPE-O convention and spoke at OUWCC caucus
- Collected nominations for general committee elections
- Supervised, counted ballots, and drew names during Trial Panel/Committee election/selection
- Assisted 8th Line Pay Team with signing in members
- Sat on hiring committee for Post-Strike Pay Support position
- Assisted in post-strike adjudication of the Extended Health Benefits Fund and Professional Development Fund
- Assisted the Treasurer in determining 2018-19 budget for AGM
- Underwent QuickBooks training with Administrative Coordinator

Plans for next month:

- While no VPU3 was elected, will assist with transition of other VPs and new Exec
- Will transition to role as Treasurer

Difficulties and recommendations:

- With the (temporarily!) diminished size of Unit 3, there:
 - Needs to be a concerted effort to build a stronger sense of community and belonging amongst Unit 3 members and the Local
 - Needs to be a discussion surrounding Executive quorum rules regarding Unit representation, especially in light of no incoming VPU3



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

- Ambiguous nature of VP role allows for variety of projects and interests, but requires both ambition to do so and existing knowledge of the institutions at play

Meeting and event attendance:

- Executive Committee Meetings:
 - Feb 21, Feb 26, Mar 1, Mar 7, Mar 14, Mar 21, Mar 27, Mar 28, Apr 4, Apr 26, May 2, May 9, May 14, May 16, May 23, May 30, Jun 1, Jun 6, Jun 14, Jun 10, Jun 27, Jul 4, Jul 10, Jul 20, Jul 24, Jul 26, Aug 3, Aug 13
- Exec/BT Meetings:
 - Mar 12, Mar 19, Mar 26, Mar 28, Apr 2, Apr 10, Apr 24, Apr 30, May 14, May 22, May 28, Jun 4, Jun 11, Jun 18, Jun 25, Jul 11, Aug 7
- BT Meeting/Open Bargaining:
 - Feb 23, Feb 27, Feb 28, Mar 1, Mar 20, May 28, Jun 4, Jun 11, Jun 18, Jun 25, Jul 11, Jul 23, Jul 30
- Bargaining Mobilization Committee Meeting/Strike Committee Meetings:
 - Feb 26, Mar 3, Mar 8, Mar 26, Apr 2, Apr 9, Apr 18, Apr 23, May 14, May 22, May 28, Jul 23
- (Strike) General Membership Meeting:
 - Mar 2, Mar 9, Mar 15, Mar 22, Mar 28, Apr 4, Apr 19, Apr 25, May 3, May 9, May 17, May 23, May 30, Jun 6, Jun 13, Jun 21, Jun 27, Jul 5, Jul 12, Jul 16, Jul 25
- 8th Line Assignment Meeting:
 - Mar 3, Mar 4
- Picket Captain Training:
 - Mar 4
- Trials Protocol Meeting:
 - Mar 29
- Anti-ratification mail-out/phone:
 - Mar 30, Apr 4
- Cross-Campus Alliance Town Hall:
 - Apr 3
- Unfair Labour Practice Hearing:
 - Apr 4, Jun 13
- Meeting with Industry Inquiry Commissioner:
 - Apr 20, Apr 23
- Extended Strike Preparation Subcommittee:
 - Apr 30, May 7, May 28
- Unit 1/3 Town Hall:
 - May 27
- Anti-Racism Committee:
 - Jun 26



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

Name: Mike Palamarek

Position: Chief Steward Unit 2

Date of submission: 15 Aug 2018

Report Period: Apr. 2017-Aug. 2018

CUPE 3903 Annual Executive Report 2017-18

In my role as Chief Steward Unit 2 over the past 16 months, I have truly been honoured to have worked with a whole range of tremendously dedicated, hard-working members on the Executive, Bargaining Team, Stewards' Council, Bargaining Mobilization Committee, and Strike Committee. Of course, our local also runs on the far too often invisible and under-appreciated labour of countless rank and file members, whose work I likewise honour and respect.

Collectively, all of us have worked as hard as we could to advance the interests of all of our members in this especially difficult bargaining year. While the full results of our best efforts to negotiate fair, reasonable, and advantageous collective agreements - supported by an almost five month long strike - remain to be seen, we have resisted and will continue to resist the employer's clear attempts to break our union. I very much look forward to drawing on my almost twenty years of experience in the local, and a capacity for hard work, to continue to serve with integrity and respect as Chief Steward Unit 2 for 2018-19.

Accomplishments

Please find below a list of the work I have done over the past year, despite having had the highest teaching load that I have ever had at York. Again, much of this union work would not be possible without the support of many, many members of our local:

- Regular attendance at almost all General Membership, Executive Committee, Labour Management Committee, Joint Executive Committee/Bargaining Team, Stewards' Council, Bargaining Mobilization Committee, and Strike Committee meetings
- Transfer of the Unit 2 Listserv to Riseup.net
- Call outs for more Unit 2 Stewards
- Support for Unit representatives on the Labour Management Committee
- Contributions to the preparation of Unit 2 bargaining demands
- Organization and delivery of fall 2017 CUPE 3903 presentations at departmental orientation sessions, in conjunction with other Chief Stewards, departmental Stewards, and rank and file activists
- Help with preparing the CUPE 3903 2017-18 Members Manual
- Organization of CUPE 3903 representatives on the Liberal Arts and Professional Studies (LAPS) and Glendon College Faculty Councils
- Service as a CUPE 3903 representative on Glendon Faculty Council
- Timely responses to members' inquiries throughout my 2017-18 term
- Membership mobilization and strike mobilization
- Logistical preparation and organization of our strike (e.g. equipment ordering, picket captain training sessions, ongoing support for picket lines, Strike Committee



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

organization, rally and event organization, Glendon picket pay distribution, Unit 2 Townhalls organization, and general troubleshooting for almost all aspects of the strike)

Future plans

We face a challenging year ahead, as we aim to gain as much as we can for our members in the upcoming arbitration process, and ensure the most advantageous practical implementation of our new collective agreements. We also need to review the roll out of our bargaining preparation and process, and evaluate our strike preparation and organization, with a view to identifying any changes that will improve these processes in future bargaining rounds. Finally, there is a clear need to address some of the longstanding and, in my view, unproductive divisions in our local that always seems to be exacerbated during a bargaining year, to recruit and train new Stewards, and to provide educational opportunities for members to deepen their knowledge of our local and its processes.

As a contribution to the above, in the upcoming year I will coordinate with colleagues to undertake the following:

- Preparation of a Strike Manual, to document the organizational and logistical lessons learned during the 2018 strike
- Preparation of a Stewards' Manual
- Organization of semi-regular Unit 2 Townhalls
- Support of our Unit representatives on the Labour Management Committee
- Renewed efforts to recruit and train departmental and Unit 2 Stewards
- Recruitment of members to serve as CUPE 3903 representatives on Faculty Councils
- Organization of CUPE 3903 presentations at the fall 2018 departmental orientations for incoming students
- Organization of new Unit 2 member orientation sessions in the fall of 2018
- Periodic support of and coordination with other union locals and activist organizations to build solidarity networks

In terms of more ambitious projects, I would very much like to work with interested Unit 2 members to prepare a comprehensive report that documents the thirty years of success of the Unit 2 conversion and other job security programmes, as a means to counter the employer's misguided narratives on these initiatives and to potentially support our demands in our next round of negotiations. Such a report could also provide a model for other locals in the post-secondary sector to consider in their bargaining efforts. In sum, I very much look forward in the upcoming year to working with new and returning members of the Executive, departmental Stewards, and rank and file members, and to contributing what I can to moving our collective interests forward.



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

Name: Maija Duncan

Position: Communications Officer

Date of submission: 15 Aug 2018

Report Period: Apr. 2017-Aug. 2018

This "yearly" report covers the period from April 1, 2017 to August 15, 2018. As such, it necessarily leaves out details and may accidentally contain omissions.

Website and Newsletter

Writing for and updating the website is a routine part of the job. During the strike I moved our website to a static front page structure, which seemed to work well for the circumstances.

Prior to the strike I sent out newsletters weekly. During the strike, upon membership request, I moved to twice a week, and posted the newsletters to our website to be shared on social media. I also opened a MailChimp account, which was promoted through social media, to send undergrad and community specific updates during bargaining and the strike. The new CO may want to consider whether MailChimp is a good platform for the regular newsletter.

Social Media

Pre- and post-strike, our social media presence consists of Facebook and Twitter, which are mostly run through scheduled posts. During the strike, we also had accounts on Instagram and Tumblr, and a team intervening on Reddit, with consistent coverage.

The 8th Line Social Media Team are strike MVPs. It was a very large team (I believe at one point, around 50 people), with four picket captains to distribute tasks, supervise, and liaise with me. It was very effective and I highly recommend it should the need arise again.

Advertising

We ran ads on the TTC, which were 100% paid for by CUPE National. We routinely ran sponsored posts on Facebook, which have a good cost-efficiency ratio. Twitter ads are not worth the cost.

Media Relations

Media relations pre-strike involved many requests and meetings with Excalibur, and a press release announcing the strike mandate vote results. Once the strike began, I shifted to reviewing and editing press releases written by CUPE National as needed (averaging about 1/week), who also covered the costs. I also wrote or co-wrote the statements for our three press conferences and prepared speaking points for our spokespeople. We coordinated media requests through a press phone and dispatched available spokespeople as needed. I acted as French-language media spokesperson on a handful of occasions.

Other Media

Over the term, the Communications Committee dealt with three different hires: wrapping up the videos from the previous term, hiring a graphic designer for mobilization materials, and hiring a different videographer for the strike. With the exception of the last project, working with outside



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

hired professionals was often frustrating and time-consuming. The series of short videos during the strike, created by Kami Chisholm (previously a member of CUPE 3903), were quite excellent. We should consider doing more videos like these in future.

Bargaining and Mobilization

I attended almost every bargaining session and wrote the bargaining reports (with input from the bargaining team). I also live-tweeted the bargaining meetings and prepared supporting documents about different proposals, as well as letters for mail-outs.

Tyler Chartrand, from the Communications Committee, prepared an excellent pre-strike communications plan. Certain ideas had to be abandoned for lack of time and capacity, but Tyler deserves full credit for coming up with a good plan to build up our communications leading up to the strike and helping to produce materials that performed well on social media and as posters.

Coordinating with the 8th Line

For the duration of the strike, I received daily emails from the Social Media Team, as well as other messages when questions arose. I also coordinated with the Translation Team, the Hard Media Team, and the Communications Support Team.

Recommendations

Being Communications Officer when we are not on strike is already a lot of work for one person. Holding the position during a strike, especially a long one, strains one's capacity past what is reasonable. One single person cannot be equally good at every aspect of communications. For example, I work best with words. I can handle basics for visuals, but there are many people more suited to that type of work than me. In future, I would suggest splitting the duties between different people, and establishing a clear structure early in the planning process. Perhaps between an Artistic Director (in charge of branding, visuals, videos, etc.) and a Messaging Director (in charge of web posts, email blast, pamphlets, media relations, etc.).

The local's failure to address issues of oppression during the strike, even when they were acknowledged and brought to the proper channels (only to be abandoned for months), impacted my ability to work in our shared spaces and picket on my line post-consolidation. My physical safety was threatened and nothing was done. Letting these things slide weakens our local and limits the kind of people who will feel comfortable taking on leadership roles.

In sum, it's been an honour and a pain in the ass to be your Communications Officer for the last three years and change. I believe in CUPE 3903 with all my heart, and leave my beloved/hated position to the next CO with the utmost confidence that this new chapter in our local's communications and executive will be different but excellent. La lutte continue!



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

Name: Dan O'Hara

Position: Recording Secretary

Date of submission: 15 Aug 2018

Report Period: Feb. 2018-Aug. 2018

Projects, priorities, and tasks for this period:

- Picketed at Sentinel
- Regularly filled in for cheque distribution runs
- Went on supply runs for picket lines and events
- Attended almost all Exec, Exec/BT, and General Membership meetings
- Prepared, printed, stapled all agenda packages for meetings
- Recorded, edited, printed minutes for above meetings
- Picked up and set up food from Et Al at GMMs
- Transported members to and from GMMs
- Communicated with undergrad allies in the Reclamation and YFS
- Performed role mandated in the National constitution facilitating the Trial process
- Went through minutes since July 2015 and recorded all bylaw changes up to July 2018, uploaded them to our website, and sent them the National for final approval

Plans for next month:

- Sort and organize pre-strike, strike, and post-strike minutes for incoming Recording Secretary and general membership
- Review minutes to determine which remain to be edited, approved, and printed
- Make list of all motions passed by the Exec and general membership since Apr. 2017
- Organize Gmail account more effectively
- Inform incoming Recording Secretary of any changes made during transition period

Difficulties and recommendations:

- Adjustment to intensity and regularity of crucial meetings during the strike period was not easy, pacing myself recording over long periods of time during meetings and editing sessions was a learning experience
- Learning to simultaneously capture every word possible and pay attention to the details of meetings to members' satisfaction during long meetings was at times difficult
- Would recommend more breaks during intense meetings (even if shorter), as well as potential clarification of bylaws around distribution of minutes to members

Meeting and event attendance:

- Almost all Exec, Exec/BT, and GMM meetings during the strike

Lastly, I'll be forever impressed by the patience and sheer dedication of, and truly herculean amount of work put in by, my fellow executives, the bargaining team, and all the members who stuck it out for the duration of the last five, surreal, intense months – we'll need to put to use the skills we've honed for the inevitable battles to come with Lenton and beyond!



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

Name: Devin Lefebvre

Position: Chairperson, *pro-tem*

Date of submission: August 15, 2018

Report Period: Feb 21 - Aug 15 2018

Duties of the position:

Chairing Executive Committee and General Membership Meetings. Meeting with members to facilitate union activities. Organizing and conducting the daily activities of the local, including supporting the Treasurer in financial matters. Assisting with the activities of other executive members. Facilitating knowledge of, and adherence to, the by-laws of the local, and the CUPE constitution as it applies to the local. Supervising the work and workplace of CUPE 1281 staff members.

Projects, priorities, and tasks for this period:

Chair weekly Executive Committee, and Joint Executive and Bargaining Team (Exec/BT) meetings as well most weekly Strike General Membership Meetings (SGMMs). Meet and correspond with members and committees on procedural questions. With the Anti-Racism Committee, find and train Co-Chairs for SGMMs.

Work with Strike Committee on finalizing the Strike Policy, and act as one of the links between Strike Committee and the Executive. Find a suitable accessible space for the strike headquarters and help in its organization and setup. With the Executive Committee and Strike Coordinators facilitate and organize the daily activity of the local while on strike. Assist the Vice-Presidents in organizing weekly SGMMs. Work with the Recording-Secretary to prepare the agenda and documents for these weekly SGMMs as well as for Executive Committee and Exec/BT meetings. Assist the Vice-Presidents and 8th Line Meeting support in finding space for committee meetings during the strike.

Consult with staff and legal counsel around bargaining, mediation, unfair labour practice filings, and remediation, as well as on reprisals by the employer. Liaise with CUPE Ontario, National, and the OFL to support strike activities. Support Treasurer and Administrative Coordinator: with the administration of strike pay, in revising strike budget given the length of strike, as well as in working with CUPE Ontario and National staff. Act as one of the spokespeople for the local and work with Communications Officer and CUPE National staff on messaging and media relations.

Difficulties and recommendations:

While SGMMs were often scheduled at least two weeks in advance, difficulties in finding space made it that meeting times, dates and locations would frequently change within the notice period required for General Membership Meetings. This made it difficult to meet many of the requirements needed to make meetings accessible. Beyond scheduling meetings several weeks in advance, I would recommend that we produce a quick sheet outlining the local accommodations policies and the timeframe needed to put these in place.

The lack of documentation around the conduct of previous strikes posed significant challenges to organizing the strike, especially in the first month. While many of our members have been



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

through several strikes and were able to draw on past experience, not having documentation at hand meant we often repeated mistakes made in earlier strikes, and that work done in earlier strikes needed to be redone. To avoid this I would recommend the local produce report on the conduct of 2018 strike.

Plans for next month:

Begin the bargaining process with CUPE 1281. Prepare for Unit 4 bargaining. With the Recording-Secretary begin work on the 2018 strike report. Assist treasurer in beginning to reconcile our Strike Fund with the National Defense Fund. Work with the Executive to support the Bargaining Team in arbitration and in addressing issues arising from remediation. Assist in transition of new Executive Committee members.

Meeting and event attendance:

Executive Committee and Exec/BT meetings: Feb 21, Feb 26, Mar 1, Mar 7, Mar 8, Mar 12, Mar 14, Mar 19, Mar 21, Mar 26, Mar 28, Apr 2, Apr 4, Apr 10, Apr 12, Apr 16, Apr 26, Apr 30, May 2, May 7, May 9, May 14, May 16, May 22, May 23, May 28, Jun 1, Jun 4, Jun 6, Jun 11, Jun 14, Jun 15, Jun 18, Jun 20, Jun 25, Jun 27, Jul 3, Jul 4, Jul 10, Jul 11, Jul 17, Jul 20, Jul 24, Aug 7, and Aug 13.

Strike Committee meetings: Feb 21, Mar 3, Mar 6, Mar 8, Mar 12, Mar 19, Mar 26, Apr 2, Apr 9, Apr 12, Apr 16, Apr 23, Apr 24, Apr 30, May 2, May 14, May 16, May 22, May 28, Jun 11, Jun 14, Jun 18, Jun 20, Jun 28, Jul 9, Jul 17, and Jul 23.

General Membership Meetings: Mar 2, Mar 9, Mar 15, Mar 22, Apr 4, Apr 11, Apr 19, Apr 25, May 3, May 9, May 17, May 23, May 30, Jun 6, Jun 21, Jun 27, Jul 5, Jul 12, Jul 16, and Jul 25.

Bargaining: Feb 23, Feb 26, Feb 27, Feb 28, Mar 20, Apr 15, Apr 17, Apr 23, and Jun 2.



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

Name: Hossein Banitabaei

Date of submission: August 15, 2018

Position: Vice-President Unit 1

Report Period: Apr 2017 to Aug 2018

Duties of the position:

- Arranging the committee election and by-elections, facilitating all the committees work, and sitting on a committee in case it is necessary
- Participating in Exec. Committee meetings and reporting any specific issue within Unit 1
- Attending the working groups meetings as well as any other related meetings within or outside the local
- Attending office hours to help with the ongoing Office affairs, responding to the members through email communications and meetings

Projects, priorities, and tasks for this period:

After a transitional meeting for VPs, the committees were set up immediately after the Exec. took the office. Some of our committees need special attention and together with VP2, we started to get things done. Lack of a training document for our Election Committee has been always an issue for the coming EOs. A detailed manual explaining all their responsibilities before, during, and after the election was prepared and approved by the Exec. This document was also sent to the investigator assigned for Unit 2 ratification vote for further review.

In consultation with some committees, it was decided to prepare online application forms for them (not as a replacement of the paper applications, but in parallel). After consulting with the Chair (Graeme), Treasurer (Suj), and Sharmeen, JotForms subscription was finally purchased which allows us to have 25 different forms including application forms for EHB, W&M, Childcare, and PDF funds. Forms preparation was started before the strike and is still ongoing.

The necessity of having more transparent and comprehensive guidelines was considered especially for those committees that disburse fund to the members (e.g. EHB and W&M committees). This was discussed in a meeting with VP2 as well as in the Exec. Committee. The first draft of guidelines for was prepared for the W&M Committee. This was done mostly to make the adjudication process more consistent over time. A list of potential subjects for a W&M application was populated together with VP2 and sent to the Committee members to give their feedbacks regarding eligible/ineligible expenses and to determine the caps. W&M committee also worked with the Equity Officer and the document needs to be followed up with the next committee members and VPs.

Some of the votes we had before the strike was also conducted by VPs. The strike mandate and the final offer votes need to be done by the Executive Committee and I was mainly involved in both.

Some general stuff that was done regularly including attending office hours to help the staff and advising the members regarding the CA issues, various funds, as well as responding questions on various grounds. Regular email communications with the membership mostly regarding TA contracts, issues they had due to strike and also in the remediation period, following up the applications they had with some committees/late responses. GMM preparation works, weekly SGMMs during the strike, committee elections and by-elections were also among the regular duties which was done.



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

Meetings and events:

Exec Meetings attendance: ~85% including meetings during the strike and joint meetings with the Bargaining Team

GMMs and SGMMs attendance: ~95% including weekly SGMMs during the strike

Some other meetings/events:

- 2-day workshop with CUPE national for the bargaining team and the executive committee, April 24-25th
- LMC meetings with the employer
- Anti-Oppression Union Committee Training
- CUPE Fall school 2017 on November, 2017
- Bargaining meetings with the employer: ~ 50% attendance etc.

Difficulties and Recommendations

- Departmental stewards play a key role in our Local success. They are people that our members in each department usually have a very good level of trust in them and they can communicate with them much more effectively. This became even more clear during this bargaining year. I worked with the CSU1 in introducing stewards for a few departments including ESS, Civil, Mech Eng., and EECS. I think that making sure that we have at least one informed, active, and connected steward in each department is something that we need to emphasize on it more. We need to try to find them, and then try to keep connected to them over time in order to have them ready at the crucial times that we need fast and effective communication with the entire membership, like encouraging them to participate in strike mandate vote, etc.
- I think that our Local feels the importance of moving towards using online material and encouraging more ‘meaningful use’ of web-based discussions parallel to what we have been using. So, I believe that we also need to move towards using eVoting as a very effective alternative methods of practicing democracy in our Local. It should not be perceived in a way that our Local, in any level, is kind of afraid of having eVoting. We should never forget that one of the biggest victories in the history of this Union was achieved through eVoting; the fantastic outcome we had in Forced Ratification Vote on April 9th. However, eVoting is not just simply recruiting a new system of collecting members’ votes and I deeply believe that we need to introduce a comprehensive package where an important part of that is our new communication policies including how we plan to increase the membership engagement and awareness by moving towards using virtual media for discussions etc. How we should make sure that people are encouraged to participate, and whoever wants, they do have easy access to the material etc. Another important part of that package would be regulations. In a very diverse Local with more than 3000 members, how we are going to enforce proper use of the information and participation in discussions, etc. And voting electronically would be the last piece of this chain.
- Currently, we give online access to our membership for some of the material like emailing them the GMMs agenda package, etc. However, it needs to be developed and



we need to have a secure enough medium in which all members can ideally have access to as much information as available to the general membership. We need to argue that although no one wants our info to end up being in employer's hands, but giving online access to the members is not necessarily less secure than distribution of the paper material that we are currently practicing. These all needs to be carefully discussed and considered.

- Effectiveness of the functionality for a few of our committees need to be investigated. International Graduate Students Committee (IGSC) was the first one that we started with. The committee was asked to determine the potential issues that IGS may have faced with and they can seek help from the Union there. Also, the committee members were asked to come up with some suggestions how to spend 5k annual budget of the committee (e.g. specific events, workshops, informative sessions for the international students). I hope these issues have been addressed in the committee report. another committee which needs more attention on this aspect is Advisory Committee on Race and Ethnic Relations.
- Progress of preparing the online applications for (some of) the committees has not been fast enough. Our wonderful committee members have usually enough in their plates and this is not their responsibility to prepare those forms; however, they have voluntarily agreed to do it. The preparation work was ongoing until February 2018, however, the strike made the committees shut down for a long time. In the new term, VPs can again consider asking the committee members to complete the task They can also outsource it by defining that as a small project and hire a couple of our members to accomplish the work.

Acknowledgment

At the end, I would like to express my gratitude to my wonderful colleagues at the Executive Committee and the Bargaining Team whom I witnessed their tireless efforts during the past tough year. I would also like to thank everyone who trusted me and gave me the opportunity of serving them.



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

Name: Cynthia Spring

Position: Chief Steward Unit 3

Date of Submission: August 15, 2018

Report Period: April 20 2018 – August 15 2018

Duties of the position

- Responsible for the mobilization and coordination of all departmental/divisional stewards from all units and for the calling and chairing of stewards' council meetings, and, during the strike, strike committee meetings
- Responsible for reporting to the executive on all business conducted at the stewards council and strike committee meetings
- Work with Chief Stewards 1 and 2 to support and bottom line the day-to-day operations of the strike

Projects, priorities, and tasks for this period

- Regularly performed picket coordinator and truck shifts each week of the strike
- Scheduled and liaised with coordinators weekly
- Regularly called, attended, and co-chaired bi-weekly Strike Committee
- Booked spaces for SC and liaised with 8th line supporting room bookings
- Regularly attended Executive Committee and Exec/BT meetings and shared recommendations from strike committee for executive decision and/or action
- Planned and supported strike related actions including OFL day of action, CUPE-O day of action, and 3903 actions at the legislature
- Planned and supported CUPE Carnival
- Assisted with GMM planning
- Regularly communicated with membership about strike related issues and actions planning via Stewards Council list serve, on the picket lines, and facebook
- Regularly problem solved issues emerging on picket lines and provided strategic and emotional support to picketers, captains, and fellow chief stewards.
- Sat of food committee and coordinated food each week

Plans for next month:

I am not running for Chief Steward position; Mariful Alam has been acclaimed for Chief Steward U3 role

Difficulties and recommendations:

In light of the diminished size of Unit, we need to:

- build a stronger sense of community and belonging amongst Unit 3 members and the Local
- have a discussion about Executive quorum rules regarding Unit representation, especially since VPU3 will now be vacant
- Being a Chief Steward during a strike is a very demanding position and requires at least 40 hours a week, and often more, which may not be feasible for everyone.



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

Meeting and event attendance

- I stepped into the Chief Steward role halfway through the strike and attended as many of the following meetings as possible: Executive Committee Meetings, BT/Exec Meetings, Strike Committee Meetings, and Food Committee Meetings.