



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

Annual Executive Reports

Name: Gizem Çakmak

Position: Recording Secretary

2018 was a very tough year for all of us. Our strike was hard-fought, but our Employer had no intention of bargaining in good faith. In addition to going through the experience of an almost 5-month long strike, my time on the Executive Committee from September 1, 2018 forward has shown me that there is a real change in how our Employer approaches labour relations at York. As one of the five CUPE 3903 members who are being reprised for participating in legal strike actions, I have become much more aware of how important it is for us to continue our efforts as a social justice union.

Consequently, despite our terms being much shorter than the usual Executive positions, the amount of work we collectively had to undertake was quite heavy. After a lengthy strike, we had to hit the ground running, and found ourselves in the remediation mess York willingly created (which unfortunately I am sure all of you are familiar with). In addition to regular duties, September and October were mostly spent helping members sort out remediation and pay discrepancy issues, and collecting information in order to file grievances. The Employer's abandoning of the regular grievance process was clearly geared towards overwhelming the union mentally and financially. To this day, there are still members coming to the union for incorrect pay and being overworked during remediation.

In August and September, I attended orientations in various departments, worked to recruit new stewards and contributed to the outreach efforts in order to communicate with incoming as well as returning members. As I have in the past 5 years, I will continue to do so in the upcoming year.

In my role as Recording Secretary I worked hard to clear the backlog of unapproved minutes, some of which dated back to 2017. As of this meeting (2019 AGM), we will have approved the last set of outstanding minutes, in addition to the minutes from my term as the Recording Secretary. This is true of both the GMM and the Executive Committee minutes.

I have maintained regular and active communication with CUPE Ontario and CUPE National regarding the bylaw amendments that had not been approved by the National Office, and was successfully able to bring our bylaws up to date. The amendments approved by the membership after the 2018 AGM have also been sent to the National Office and are currently awaiting approval.

I supported Unit 4 in their second round of bargaining, and assisted the 3903-1281 LMC when necessary, including being a member of the Hiring Committee for Staff Representative Appointment.



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Overall, it has been an overwhelming and busy year; yet, I am happy to have been a part of the 2018-2019 Executive Committee, and I will continue working for our union in whatever capacity I can.

Exec Meetings: August 3, 13, 21, 29, September 13, 24, October 12, 22, November 7, 16, 29, January 4, 24, February 7, 15, 27, March 13.

AGMs: August 15, March 14.

SGMMs: November 13, 26.

GMMs: September 20, October 30, November 23, December 5, January 8, February 8.

ULP Hearings: August 8, October 25.

Arbitration: November 3.

Welcome Back BBQ: October 3.

OSCR/CSRR: August 9, 17, September 6, 10, 12, 13, 19, 28, October 9, 12, 25, 26, 29, November 1, 2, January 17, 28, February 5, 14, 15, 16, 20, 21, 22, 23, March 12.

Orientations: August 28, 30, 31, September 4, 6, 7, 11.

Facilitation: January 28, February 4.

Unpacking Ableism Workshop: March 4.

Strikeversary: March 5.



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Name: Michael Laurentius

Position: Treasurer

Date of submission: 13 Mar 2019

Report Period: 1 Sept 2018 - 14 Mar 2019

Duties of the position: The Treasurer shall be responsible for keeping all financial accounts of the Local and shall be responsible for maintaining correct and proper accounts of all its members. Maintenance of the financial accounts of the Local shall require that the Treasurer, throughout her term, and on behalf of the Local's membership, be responsible for maintaining, organizing, safeguarding, and keeping on file all supporting documents, authorizations, invoices and/or vouchers for every disbursement made, receipts for all monies sent to CUPE National and any other organization to which the local is affiliated, as well as records and supporting documents for all income received by the Local Union.

Projects, priorities, and tasks for this period:

- Assisted Admin Coordinator with processing invoices, bills, and funds cheques
- Served as the Employers Designate per the 1281 CA, the Local's liaison with CUPE National, and Local's Executive liaison with legal counsel during the Chairperson's leave
- Ongoing reconciliation of strike pay with CUPE National
- Met with or otherwise liaised with working groups, committees, counsels, and caucuses to provide financial insight and advice regarding internal budgets and expenses
- Monitored spending and suggested budget amendments for the membership's approval
- Reduced post-strike budget deficit brought on by depreciated dues and increased legal spending; returned the Local to a budgeted surplus for the 2019-2020 fiscal year
- Maintained updated membership list based on monthly/bi-weekly dues lists
- Sat on 3903-1281 LMC and assisted with the development of Employer-side proposals
- Sat on Hiring Committee for Staff Representative appointment
- Assisted with the filing of grievances related to outstanding CA-covered expenses and missing dues lists
- In consultation with the Admin Coordinator, constructed the 2019-2020 fiscal year's budget for approval by the membership
- In collaboration with the Admin Coordinator, provided Trustees and external auditors with necessary and required documentation
- Held regular office hours including specific ones related to explaining financial matters
- Explored term-deposit and investment opportunities with Banking Officer
- Explored future financial offers for our members facing strike-related hardships with Branch Manager
- Negotiated down per capita arrears from CUPE Ontario and TYRLC
- Performed fiscal year-end 'housekeeping' tasks

Difficulties and recommendations:

- With the lack of a harassment policy within our Bylaws (due to our time under administration) and the initial rejection of recall language by the NPO, the Executive found itself paralyzed and fractured for a number of months during our term. Adequate



training (anti-oppression, anti-sexual/gender-based violence, anti-ableism, etc.) and procedures for these situations must take place and be firmly established within our Bylaws and the culture of the Local. In addition, the future Executive must not be afraid to reach out immediately to trained third-parties when the situation calls for it; even with scheduled training, there will be events and situations that will require greater assistance for the smooth functioning of the Executive and wellbeing of the Local and its members.

- The Local must continue to explore possible digital solutions to issues of accessibility and record-keeping. This includes, but is not limited to: (1) online submission of CA fund applications, (2) digital storage of financial documentation, (3) use of a digital toolkit for maintaining membership lists and tracking grievances, (4) increased web accessibility, and (5) removing barriers to participation in meetings and decision-making.
- Achieving quorum at meetings continues to be an issue, which makes constructing and proposing budget and Bylaw amendments often feel like a futile task

Plans for next month:

- Prepare for Executive Committee transition
- Complete bargaining with 1281 staff members
- Finalize set up of new TFAC account
- Perform fiscal year-end ‘housekeeping’ tasks
- Finalize 2015-2016 external audit and prepare 2016-2017 financial documents for audit

Meeting and event attendance:

- **Exec Meetings:** Aug 21, 29, Sept 13, 24, Oct 12, 22, Nov 7, 16, 29, Jan 24, Feb 7, 15, 27, Mar 13
- **(S)GMMs:** Sept 20, Oct 30, Nov 13, 23, Jan 8, Feb 8, Mar 14
- **Other Events:** Sept 11 (TFAC finances), 20 (8th Line & strike pay), 27 (Stewards Council), Oct 3 (BBQ), Dec 4 (Trustees), Jan 28 (Facilitator), Jan 29 (FNSWG/Trustees), Jan 31 (Hiring), Feb 4 (Facilitator), Mar 4 (Unpacking Ableism)
- **Office Hours:** Aug 15, 20, 22, 27, 29, Sept 12, 26, Oct 3, 10, 17, 24, 31, Nov 7, 14, 21, 28, Dec 21, Jan 9, 15, 16, 22, 23, 29, 30, Feb 5, 6, 26, 27, Mar 5, 6, 12, 13, 14



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Name: Julian Arend

Position: Grievance Officer

Date of submission: 13 March 2019

Report Period: Aug. 2018-Mar. 2019

Duties of the position: Handling and processing of all grievances and for the administration of the collective agreements, in concert with the grievance committee. Educating members about the collective agreements, how they work, and how they should be enforced. Chairing all Grievance Committee meetings.

Projects, priorities, and tasks for this period:

- Supporting the 1/2/3 BT during the remediation and return-to-work period
- Compiling, sorting, and preparing individual, group, and union remediation grievances
- Data collection and canvassing for remediation grievances across units, alongside the Chief Stewards
- Continuously working toward Employer compliance with the CAs
- Supporting and consulting with the LMC
- Finalizing the Unit 4 renewal collective agreement in bargaining.
- Meeting with Faculty Relations and the Dean of LAPS to address remediation problems and employer non-compliance with the terms of the settlement.
- Meeting with YUFA to initiate preliminary discussions on the mediated SRC proposal
- Advising members and consulting with staff on individual grievances, both in person and online
- Working with staff on regular group and union grievances
- Continuing the remediation grievance and arbitration process for Units 1, 2, and 3
- Advising members and consulting with staff on individual arbitration submissions
- Regular office hours to assist members with queries
- Ongoing phone and in-person meetings with legal counsel
- Sitting on the 3903-1281 LMC and developing employer-side proposals for 1281 bargaining

Difficulties and recommendations:

- The Local's ongoing lack of adequate record-keeping, clear lines of communication, and consistent protocols for addressing and communicating about grievances and arbitrations has been a roadblock. I would recommend researching and testing proper grievance tracking software and adequately training staff on its use, much of which is readily available on the market. The lack of centralized records is a barrier to institutional memory and efficient processing of member complaints. I would also recommend developing specific and consistently applied protocols for communication about grievances between the GO and staff that are consistent with the roles and responsibilities laid out in the 3903 by-laws and the 1281 collective agreement.



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Plans for next year:

- See the remediation grievance process through to conclusion
- Close out several pending arbitrations
- Facilitate Executive Committee & Grievance Committee transition and schedule the next set of Grievance Committee meetings
- Prepare for the next round of bargaining and curate a list of items from the CAs that need clarification or tweaking in the next round to reduce the number of unnecessary grievances
- Continue to demand CA compliance from the Employer

Meeting and event attendance:

Exec Meetings: Most executive meetings

GMMs: Most GMMs (dependent on childcare requirements and teaching times)

Office Hours: Weekly Fri. from 11:00-17:00; Tue.-Thu. between 14:30 and 17:00

Other Meetings/Events: Executive Anti Harassment Facilitation, Meeting with YUFA on SRCs; Meeting with Faculty Relations & ADLAPS about remediation;

Name: Fardosa Warsame

Position: Communication Officer

Date of submission: March 14th, 2019 **Report Period:** Sept. 1, 2018 - March 14, 2019

Duties of the position:

- o The Communications Officer shall be responsible for the compilation and publication of the local newspaper and multi-media, and for all such publicity and information as decided by the executive.
- o The Communications Officer shall be responsible for holding monthly meetings with the members of the Communications and Distribution Committees.
- o The Communications Officer shall, upon termination of office, surrender all books, seals and other properties of the Local Union to their successor, upon termination of her term of office, provide a copy of all documents pertaining to her work to the CUPE 3903 Archive.

Projects, priorities, and tasks for this period:

Website

- o Throughout my role as communications officer, I would frequently update the website and send weekly newsletters. I regularly updated the CUPE 3903 website with current information such as meetings and job postings. To be honest, the old way of sending



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newsletters was boring. And so, with the suggestion of the former communication officer and the communication committee, we started to use MailChimp to distribute the weekly newsletter.

Social Media

- o During the strike, there was a heavy 3903 presence on Facebook, Twitter and Instagram. This drastically changed after the strike. The communications committee put more energy on posting important content on Facebook and Twitter. **Big thanks to the communications committee for coming through with the social media stuff!**
 - a) I along with the communications committee were hoping to work on a project in which we illustrate the benefits of being part of CUPE 3903. I will be suggesting this project to the incoming communication officer.

Media Relations

- o At the start of my term, York being York blatantly punished 5 CUPE 3903 members and the 3 undergraduate students. To shed light on this attack, CFS, YUFA and CUPE 3903 issued a press conference. Having never done such work before, the former communications officer took some time to trained me on how to put a message box together for the press conference. I've also received requests from journalist to talk about the strike from time to time.

Meeting and event attendance:

Exec Meetings: Aug. 29 (transition meeting), Sept. 13, 24, Oct. 12, 22, Nov. 7, 16, 29, Feb 27, March 13.

Stewards Council: Aug. 9, 22, Sept. 11, 29, Oct. 24.

AGMs: Aug 15, March 14.

SGMMs: Nov. 13, 26.

GMMs: Sept. 20, Oct. 30, Nov. 23, Jan. 8, Feb. 8.

Communication Committee: Sept. 28, Nov 30.



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Name: Tyler Ball

Position: Chief Steward Unit 1

Date of submission: March 14th, 2019 **Report Period:** August 3rd, 2018-March 14th, 2019

Duties of the position: As CSU1, I am responsible for the mobilisation and coordination of all departmental stewards from all units, and for the calling and chairing of all stewards' council meetings. I report to the executive on all business conducted at the stewards' council meetings, including all recommendations for executive decision or action. I offer assistance to any member of the Executive as directed by the Executive Committee. And I advise members of my unit on issues involving the Unit 1 Collective Agreement.

Accomplishments: After the strike my immediate priorities included helping members navigate the transition back to work during the remediation period and understand their rights and responsibilities under the collective agreement. Shortly thereafter it became necessary to support members in detailing with pay discrepancies and potential grievances, which has been an ongoing process involving over 300 members ever since. In September we began visiting departments to run orientation sessions for incoming members. In total we visited over 50 departments, and helped members enroll in their benefits, and understand their collective agreement. Since then we have been doing outreach to the remaining departments through Stewards Lunches. In October we organized the Annual Welcome Back BBQ, which brought together hundreds of existing and incoming members together. The Stewards Council has also held a number of CUPE Cares tabling sessions, as a means of conducting outreach to members and undergraduate students. We have been organizing to resist the reprisals brought against 8 students, 5 of which are members of CUPE 3903, as well as working with YUGSA/YFS on a number of campaigns, including the Free Speech Policy, and more recent cuts to provincial education funding. There were also a number of solidarity pickets organized to show our support for IATSE 58, CUPW, Unite Here Local 75. More recently we have begun organizing a series of members trainings, to help rank and file members gain the skills needed to engage fully in union spaces; the first of these was Minute Takers training with Maija Duncan, the second is How to Chair a Meeting with Sara Shamdani, and the next one is How to Apply for CUPE Funds with members who have served on a number of fund committees. The Stewards Council also organized a Strikeversary social gathering to commemorate the anniversary of the Strike Vote (March 5th), which was a great success and may turn into a monthly event.

Difficulties and recommendations: Much of the membership is exhausted after giving so much of themselves to the strike for 143 days, and I think that is understandable. It has meant that Stewards Council needed to be more proactive in mobilizing the membership for some of these initiatives. People are burnt out and have had to make up for time lost since FGS did not extend any academic deadlines, many of our members are returning to hostile departments and stressed relationships with faculty, staff and administrators. The Chief Stewards have done our best to support these members and encourage them to continue participating in union activities and we owe a great deal of gratitude for the work that all department stewards have been doing this year.



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Future Plans: The immediate priority is to transition the incoming CSU1 and help ensure that the ongoing projects (Stewards Lunches, We Are the Students YU, CUPE Cares, Members Trainings, Social Events, Earth Strike, etc) are able to be maintained. This will also involve updating them on the status of the ongoing remediation grievance process, and to make sure that staff is properly supported through out the transition as well. There are a number of tasks that are on the horizon, including creating new members manuals once the Collective Agreements are finalized, and an information campaign for members to understand the changes to our CA, and this may involve holding information sessions in departments or all-members townhalls. The CSU2 and former CSU1 have been working on finalizing a Strike Manual, and there is a real need to produce both a Chief Stewards and a Dept Stewards Manual as well.

Meeting and event attendance:

Exec Meetings: Aug. 3, 13, 21, 29, Sept. 13, 24, Oct. 12, 22, Nov. 7, 16, 29, Dec. 13, Jan. 4, 24, Feb 7, 15, 27, March 13.

Stewards Council: Aug. 9, 22, Sept. 11, 29, Oct. 24, Nov. 22, Jan. 17, Feb 6.

AGMMs: Aug 15, March 14.

SGMMs: Nov. 13, 26.

GMMs: Sept. 20, Oct. 30, Nov. 23, Jan. 8, Feb. 8.

ULP Hearings: Aug 8, Oct 25.

Arbitration: Nov. 3.

LMC: Oct 19.

Communication Committee: Nov 30.

Grievance Committee: Oct 4.

Unit 4 Election (Glendon): Nov 27, 29.

Other Meetings/Events:

Welcome Back BBQ: Oct. 3.

YORKU Forum: Oct. 4.

FGS Forum: Oct. 4.

OSCR/CSRR: Aug 9, 17, Sep 6, 10, 12, 13, 19, 28, Oct 9, 12, 25, 26, 29, Nov 1, 2, Jan. 17, 28, Feb 5, 14, 15, 16, 20, 21, 22, 23, March 12.

Orientations: Aug 28, 30, 31, Sep 4, 6, 7, 11.

Free Speech Consultation: Nov 6.

YUGSA: Sept 17, Oct 18, Jan. 28.

Facilitation: Jan 28, Feb 4.

Unpacking Ableism Workshop: March 4.

Strikeversary: March 5.

Members Training: Nov. 22.

Stewards Lunches: Feb. 26 (Law), March 13 (Edu).



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Name: Mike Palamarek

Position: Chief Steward Unit 2

CUPE 3903 Annual Executive Report 2018-19 for Mike Palamarek, Chief Steward Unit 2

Since our last Annual General Meeting in August 2018, I have been truly honoured in my role as Chief Steward Unit 2 to have worked with a whole range of tremendously dedicated, hard-working members on the Executive, Stewards' Council, Grievance Committee, Labour Management Committee, and the Employment Equity 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.

It would certainly be an understatement to say that the past seven months have been among the most challenging that our Local has ever faced. As members know, there have been two equally important issues.

The first issue is our collective disappointment with respect to arbitrator Jim Hayes' Nov. 2018 decision on our Unit 1 and Unit 3 collective agreements (CAs), as well as his decision on the outstanding Unit 2 issues sent to binding arbitration through the positive Unit 2 ratification vote on the June 2018 Unit 2 Memorandum of Settlement. While the decision reinstates the lapsed Special Renewable Contracts (SRCs) provision in our Unit 2 CA – an extremely important gain for our long-serving Unit 2 members – our overall collective gains were minimal and beyond disappointing, despite all of the hard work done by hundreds of our members to advance our interests during the almost five-month long strike. In my view, this has much to do with two things: 1) our sector-leading collective agreements, which constrain arbitrators' margins of manoeuvre, given that they are tasked with comparing collective agreements with sector averages; and 2) the anti-union political climate both administratively at York and provincially, with the June 2018 election of the Doug Ford Progressive Conservative government. Clearly, in the next year and a half our Local needs to redouble its efforts to consult with members to review and hone our bargaining strategies for the next round of negotiations.

Since June 2018, and months before the Hayes' arbitration decision, members of the Executive, including myself, have spent countless hours repeatedly contacting the employer to get clear direction on post-strike remediation issues, dates for retroactive and remediation pay, vacation pay for members with five or more years of service, and updates on the grievance process, among many other concerns. Unfortunately, until Hayes' decision in November, the employer simply refused to respond to almost all of our inquiries, which meant that we were severely limited in giving our members the important clarifications and information they legitimately required. We simply did not receive the information that we needed from the employer, despite our best efforts. Nonetheless, the Chief Stewards worked together to collect and organize members' concerns in the form of an online Pay Discrepancy Survey throughout the fall of 2018. We were finally able to offer some useful clarification on remediation issues in December 2018. As of the writing of this report, many issues are finally working being sorted



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out, especially since the reestablishment of regular Labour Management Committee meetings as of February 2019. In addition, a whole range of individual and collective grievances were submitted in February 2019 to Eli Gelodoff, the disputes arbitrator working under Hayes.

I would like to take this opportunity to greatly thank the members of the Local for their patience with remediation, and especially for bringing to our attention the innumerable problems with this process. Given our highly decentralized workplace, the Executive Committee and other Committee members depend greatly on members bringing their individual and departmental issues to our attention, either directly or through their departmental or hiring unit stewards and Stewards' Council.

The second, tremendously important issue that the Executive faced was our inability to adequately, fairly, and responsibly respond to allegations of sexual harassment brought against our Chairperson, and to put measures and policies in place to address this problem in our Local as a whole. As an Executive member, I take my full share of responsibility and offer my sincere apologies for this situation. While it took more time than it should have, various members of the Executive organized workshops with a third-party, experienced facilitator, began work on revising our Local's 2006 Anti-Harassment Policy, and presented a full apology at the February 2019 General Membership Meeting for our inadequate response.

Again, I want to express my sincere gratitude to all members of the Local who have contributed their advice, thoughts, and work to the extremely important issue of addressing sexual assault and harassment, and especially to the Co-Chairs of the Trans Feminist Action Caucus (TFAC), who were unfairly tasked with most of the responsibility of responding to the harassment allegations. Future Executive officers need to be aware that responses to any and all forms of oppression faced by our members are a collective responsibility.

Accomplishments

In addition to the contributions that I have been able to make to the two issues above, I have had the immense privilege to work productively with the Chief Stewards for Units 1, 3, and 4 to support our members as we advance our collective interests. Please find below a list of the work I have done over the past seven months. 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, Stewards' Council, Labour Management Committee, Grievance Committee, and CUPE 3903/YUFA Joint Employment Equity Committee meetings.
- Attendance at a variety of meetings related to the implementation of post-strike remediation as well as our new collective agreements (meetings with our legal counsel, YUFA, mediation attempts with the employer, and the Nov. 3, 2018, arbitration hearing).
- Support and advice to members throughout the extremely challenging remediation period and its aftermath (still ongoing), including work on and organization of the Pay Discrepancy Survey.



- Organization of and preparation for monthly Stewards' Council meetings (room bookings, minute-taking and preparation, chair duties).
- Event organizing: Welcome Back BBQ (Oct. 2018), Conversions and Career Workshops (Nov. 2018), CUPE Cares, and a December 2018 Unit 2 Townhall.
- Organizational support for monthly General Membership meetings (equipment rental, member sign-in duties, transport of material, etc.).
- Service as a CUPE 3903 representative on Glendon Faculty Council.
- Organization and delivery of fall 2018 CUPE 3903 presentations at departmental orientation sessions, in conjunction with other Chief Stewards, departmental Stewards, and rank and file activists.
- Support for Unit representatives on the Labour Management Committee.
- Contribution to the finalization of remaining paperwork for the 2018 strike.
- Transition work for the CUPE 3903 Forums.
- Over the past seven months, attendance at a total of at least 44 union meetings, events, and as a CUPE 3903 representative.

Difficulties

As outlined at the beginning of this report, the two main difficulties I faced in the past seven months, alongside other members of the Executive and rank and file members, were sorting out post-strike remediation for our members and with the employer, and effectively responding to sexual harassment allegations brought against our Chairperson. These two difficulties hampered the necessary ongoing mobilization and organizing work of the Stewards' Council, even as we were able to hold productive meetings, support members, and organize a series of events (as noted in the list above). The timing of arbitrator Hayes' decision also meant that the practical implementation of the provisions of our new CAs has been delayed. The need to ensure the fair, reasonable implementation of these provisions will thus carry forward to the Chief Steward Unit 2 for 2019-20, to the Executive Committee as a whole, and of course to the Labour Management Committee. Finally, the understandably high volume of member inquiries was at many points overwhelming.

Recommendations

Given the challenges faced by our Local in the past seven months, and the work required by the Chief Stewards to deal with these, there will be a need to rejuvenate and expand the membership of the Stewards' Council in the upcoming year, and to further consult with and reach out to our Unit 2 members. I would also recommend that strategies be planned to educate and consult with our members about our respective collective agreements and our union procedures, with the aim of building interunit solidarity.

My second recommendation would be to underline that it is essential for the incoming Executive Committee to prioritize the issue of sexual harassment and our Local's policies and procedures for responding to it.



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Lastly, it is important that new Executive members make every effort to support, educate, and communicate with each other so that all members are able to contribute effectively. Everyone on the Executive brings a wide range of valuable skills, competencies, and experience to their service on behalf of members. It is thus important that new Exec members are provided with any support that they need to effectively deploy their skills in the work of the Local. To be absolutely clear, it has been an immense pleasure to work respectfully and productively with my colleagues to advance our collective interests and in the service of members. I have very much appreciated and remain grateful for their dedication, insight, and hard work, especially given the challenges of the past seven months.



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Name: Mariful Alam

Position: Chief Steward Unit 3

2018-2019 was an extremely difficult year for Unit 3. Given the decimation of our unit, it's becoming increasingly clear that we need to change our bylaws and policies to address issues of quorum for both executive and general membership meetings.

This also means that the mobilization of Unit 3 must be creatively planned. Given that there is high turnover (MA programs are generally one year), it's been difficult recruiting potential Unit 3 leaders. It's crucial to develop yearly plans on how to recruit Unit 3 members for executive and other union positions.

If Unit 3 specific executive positions are not filled, I would strongly recommend and encourage Unit 1 reps to take on Unit 3 matters. There are not as many members to deal with, and the issues are very similar, sometimes identical to Unit 1.

To move forward, I strongly recommend a sub-committee to form that solely focuses on Unit 3 mobilization. This committee should also be made up of supportive professors and other key allies.



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Name: Stacey Berquist

Position: Vice President Unit 1

Duties of the position: The Vice Presidents shall be responsible for reporting to the executive on all matters of concern or interest within and outside the university. The Vice Presidents shall liaise with other university, union, student and other organisations, both within and outside the university, and help facilitate the activity of all union committees, including the Labour Management Committee. The Vice Presidents shall render assistance to any member of the Executive as directed by the Executive Committee.

Accomplishments: Since taking office in September I have assisted with the CUPE Welcome Back BBQ in Oct 2018; supported the Chief Steward Unit 1 with remediation pay surveys and member queries; followed up with newly elected committees and met with all fund-distributing committees to further the establishment of online applications; ran by-elections as needed; organised monthly GMMs including AV, food, sign-ins, by-elections and bylaw amendment votes; organised invalidated levy vote and subsequent all-unit levy vote; chaired Dec GMM and Feb exec meeting; minuted exec meetings when RecSec was absent; helped update website with nomination and election results as required; organised and help run Unit 4 ratification vote; attended CCA meetings to help organise around Transit campaign and Free Speech policy; held weekly office hours Tuesdays 1-5pm; attended almost all exec meetings and GMMs except during period January 23rd-Feb 26th (bereavement leave); answered member queries and followed up on fund applications; received nominations for committee elections and annual reports, created committee election ballots and materials, and helped organise 2019 AGM.

Difficulties: Joining the executive in the wake of the strike was exhausting and required taking on a lot of new and urgent work while still figuring out the responsibilities of the role. I think learning to communicate effectively as an exec was something that suffered somewhat from how overworked most exec members felt, and the fact that much of our work felt like it was constantly putting out fires rather than being able to develop longer term strategies and capabilities. As to the specifics of the VP role, not having a VP3 meant that VP work could not be spread over as many exec members, and on a personal level my unexpected bereavement leave interrupted my ability to participate in facilitation sessions around addressing sexual violence in the union, which is something I will strive to take up in a committed way.

Plans for the upcoming year: As I have been acclaimed into the position of VP1 again, I would like to further develop on what I have learned over the past term. I would like to start off by giving all committees a strong and clear orientation into their roles; to get all fund distributing committees moved to online applications; to deepen our relationship with and involvement in the CCA; to help organise exec meetings and GMMs to ensure maximum ability to attend; and to ensure anti-sexual violence training for exec members and follow up throughout the year, including seeing through relevant bylaw amendments.



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

Name: Tanya Da Sylva and Siobhán Saravanamuttu

Position: TFAC Co-chairs

Date of submission: March 14, 2019

Report Period: Sep. 1, 2019 - Mar. 14, 2019

Duties of the position: The Chair(s) organise(s) regular caucus meetings during the academic year, represent(s) the Caucus at CUPE National and CUPE Ontario Division Women's Committee sponsored events and liaise with other feminist organisations in an effort to improve the position of all women, trans, gender queer and gender variant people at York University and within the labour movement.

Projects, priorities, and tasks for this period: We took up our roles as TFAC co-chairs on September 1, 2018. For the last seven months TFAC again spent much of its time addressing issues of sexual violence, misogyny, and cissexism. Some highlights of that work include: supporting the transition of the Trans Fund to the purview of TFAC, the Sexual Assault Policy Working Group within TFAC finishing a draft internal CUPE 3903 Sexual Assault Policy and holding consultations with members, bringing concerns about how sexual assault and harassment affect member participation in strike actions to the CUPE-Ontario Women's Convention, drafting resolutions for the next CUPE-Ontario Convention that would further push for survivor-centric sexual assault policies within locals and alternatives to CUPE Trials including a National survivor-centric investigative procedure, and dispersing needed funds to survivors through the Sexual Assault Survivor Support Fund.

We also dedicated ourselves to reestablishing a community of care where members could address the various traumas that they had encountered. Given the collective pain of the 2018 strike this community of care was much needed.

Difficulties and recommendations: We acknowledge that anyone can experience sexual violence, and that many CUPE 3903 members need access to a community of care, not just TFAC members. Yet this is not the first year where the majority of the work in both of those areas has fallen to TFAC. TFAC members make up over 50% of the general membership yet do far more than 50% of the work. As this year ends we acknowledge the disproportionate knowledge and exhaustion that falls on TFAC members.