



## **Chairperson Yearly Report (April 1, 2019 - July 5, 2020)** *by Maija Duncan*

My term as Chairperson started on April 1st, 2019. I've participated in a tremendous amount of grievances, projects, problems, and solutions since then. For the sake of relative brevity, this report highlights those that concern the broadest number of people or the union as a whole.

### **Protecting our Collective Agreements (CAs) & Members**

*Protecting Unit 3 jobs:* The last round of bargaining ended with arbitration due to back-to-work legislation. Part of the arbitrator's decision included an \$80,000 fund to be distributed to Principal Investigators to help hire Graduate Assistants (Unit 3 members). Unit 3 reps and I met with YUFA to discuss our common concerns about how this fund would be distributed. Both unions expressed those concerns to the employer and suggested concrete ways to improve the fund. York rolled it out over our objections. We now have cause to believe that these funds have been used to hire non-union RAs. This was raised with York months ago and they are still dragging their feet in providing us data on who received these funds and what they were used for. Considering this was an issue in bargaining because York eliminated around 800 GA jobs in 2016-17, this is a slap in the face. The lesson here is that we cannot trust York to disburse funds from our CAs.

*Remediation arbitration:* Arbitration on remediation after the 2018 strike is still ongoing. In September 2019, I put together the files for Unit 1 to show a representative sample of the kinds of issues members had with remediation. The Unit 2 files were meant to follow, but the entire process stalled once it was handed over to the lawyers. As we go into bargaining again in the coming year, there's an important lesson to be learned here about the uselessness of arbitration and the fact that back-to-work protocols *must* be airtight in order to protect members. This is why signing agreements in secret is never a good idea, no matter how justified some may feel in the moment.

*Changes to Grant-in-Aid and tax implications:* In spring 2019, the employer announced that there was a "new article 11" for Units 1 and 3, which would move the Grant-in-Aid (GIA) from the paycheque to the student account. The employer claimed to believe that the arbitrator had granted their proposal suggesting just that; however, that proposal was never presented to the arbitrator. After a summer of arguing about reality (including the argument that we can assume the arbitrator *meant* to award this proposal he was never informed of), York announced that Article 11 may not exist but the change to GIA still stands. They claim that our members are at risk of having severe tax implications if the model is not changed. We grieved at Step 4 and filed for arbitration over this unilateral change, but, after consulting with a tax lawyer ourselves, have expressed to the employer that we could consider another position if they provided proof of these tax implications. They have yet to do so.

*Advances in job security for Unit 2:* Congratulations to the 18 Unit 2 members who have now left us to join YUFA as Special Renewable Contracts (SRCs), as well as the two members who were converted to YUFA. While this is well-deserved, there is much work left to do. Based on the cases I've seen, strengthening the CSSP, creating programs so that long-service members can



retire with dignity, and addressing harassment and discrimination are all essential so that we can move from job security for the lucky few towards job security for all.

Good news: The Ontario Divisional Court unanimously ruled that York does not have the power to discipline our members as students for actions taking place during the strike. York appealed this, but we are reasonably confident that the appeal will not succeed, as the original decision was so uncompromisingly on our side.

## **Challenges and Projects within our Union**

Addressing sexual violence in our local: In November 2019, the Local approved its first Sexual Violence Policy. While this is a document that will need more work as we learn from how it's applied, it is a good first step, which took years: first as a committee within TFAC, which did the first drafts and hosted consultations, then it was passed to the executive, where it was workshopped more and given to a specialist for review. I joined the TFAC working group in December 2018 and am very glad to see that the policy now exists. Thank you to all members who worked on drafts, attended consultations and the special general meeting on the subject, provided feedback, and ultimately made this possible.

Addressing systemic racism: Addressing systemic racism is something our union fails at more often than it succeeds. In my six years of active involvement I've seen many attempts that don't stand the test of time. This year was no different, with early conversations about mounting a systemic discrimination case that petered out. We need to be different. We need to take concrete steps to address systemic racism both within our union and at York more broadly. For me, that looks like the following commitments: a) reviving the systemic discrimination case, b) giving space to and amplifying the efforts of rank-and-file groups and committees addressing racism within our local, and c) showing up and doing what I'm asked to do by organizers fighting for racial justice within our union and organizations we support. This needs to be a union-wide conversation, which is something I want to empower as Chair, but not something I believe it is my place to lead.

Hiring a new Staff Rep: Last summer I sat on the hiring committee that hired a new staff rep. The committee worked on the hiring protocol, job posting, interview questions, ranking system, and held two rounds of interviews. I am very pleased with the quality of our hire.

Preparing for bargaining: On December 13th 2019, the Executive held a special meeting to discuss preparing for bargaining. From that point the wheels went into motion, with meetings to work on bargaining surveys and a town hall on bargaining in January. If not for COVID-19, we would have been ready to bargain by now. However, the global pandemic threw us a curveball.

## **Working Outside our Union**

Working in solidarity with other campus groups: This year has seen a growth of positive relations between our union and both the York University Graduate Student Association (YUGSA) and the York Federation of Students (YFS), something that I'm happy to have been a part of. We have worked together on the YFS-led November 6th strike against the Ford government, coordinated a response if the university attacks the YFS's right to pass motions the administration does not approve of following the November 20th protest, as well a response to



the Cromwell Report, and are in discussion with YUGSA about the university's refusal to address how COVID-19 is affecting graduate students. We are made stronger as a union by working together with others on our campus, and I hope we keep it up.

*The big CUPEs:* I attended both the CUPE Ontario convention in May 2019 and the CUPE National convention in October 2019. More detailed reports have been written by the delegates about these conventions. I understand why it is important for our local to have a voice in these spaces; however we need to be realistic about the fact that these bodies cling to the status quo with all of their might and do not hide their dislike of our Local and its democratic practices (while lauding the strength of our CAs as an example for all).

## **COVID-19**

COVID-19 and the transition to remote delivery took up most of our attention and efforts since March 2020. The first meeting we had with the employer regarding the pandemic was on March 12th, at which point we were told the university was not planning to close. The university announced it was closing the very next day. The executive worked on a Letter of Understanding (LOU) to address the demands of remote work, the negotiations of which I took part in. While we were able to secure some extra money for the Ways & Means Fund, equipment purchases, and some limited training, it was not what we were hoping for. The employer refused to acknowledge the kind of overwork involved in moving everything online on short notice, which is as shameful as it is in character. We are already seeing some of the particular challenges of remote delivery, including Zoom bombings and overwork. We are pursuing solutions to these, but if the LOU taught us one thing, it is that there is only so much we can do without active and loud rank-and-file initiative and support. In order to ensure that remote delivery is not a complete disaster for our members, we will need to fight every issue that emerges for the duration of this pandemic.

The pandemic has also caused a number of internal issues, including how to hold meetings, approve the budget, hold elections, etc. Luckily, we had already started doing e-transfers for funds, so the shift to 100% e-transfer payments was relatively smooth. It was due to the hard work of other executive members that we were able to hold the town hall on May 7th and that we are now able to hold an AGM and election. While we have no choice at this time, once we return to whatever the new normal is, we will need to consider what practices we want to keep, reject, or adapt from the decision we had to make quickly.

---



## **Recording Secretary/Research Officer Yearly Report (April 1, 2019 - July 9, 2020)** *by Gizem Çakmak*

As I write this, I realize that it feels like the experience of the last few months outweighs everything I have done since the beginning of my term. But alas, here is my recollection of my activities during my term that started on April 1, 2019.

### **1. Regular duties (as per our bylaws and our past practice)**

***Taking minutes:*** This included the Executive Committee meetings, general membership meetings, meetings with the Employer, and meetings of the Executive Committee subcommittees that worked on specialized tasks.

***Preparing agendas and packages:*** Same as minute-taking, this included the Executive Committee meetings, general membership meetings, meetings with the Employer, and meetings of the Executive Committee subcommittees that worked on specialized tasks.

***Keeping minutes and the local's records:*** I was also responsible for keeping the local's records organized, both in paper (kept in binders in the union office) as well as online (a Google Drive only accessible by the members of the Executive Committee). I have also created folders for important projects and ongoing fights such as the Strike binder, Bargaining Record of 2018, files from Binding Arbitration, and the COVID-19 Letter of Understanding. With the exception of the latest Executive Committee meeting and the last two GMMs with quorum, our records are fully up to date.

***Updating the Policy Manual:*** The Policy Manual is a record of decisions passed by the CUPE 3903 membership that establishes precedence on issues. Every time we had a GMM, I updated the document accordingly with the decisions of the membership.

***Keeping our bylaws up to date:*** As our membership has approved changes to our local's bylaws, I have kept a record of them and communicated them to CUPE National for final approval. With the exception of the latest set of bylaw amendments that is still waiting for approval at the National level, our bylaws are up to date.

***Acting as signing authority:*** Throughout the year, I have acted as one of the three signing authorities of our local, alongside TR and CH.

***Holding regular office hours:*** Like other Executive members, I held office hours in the union office in order to person the office, as well as help members who might have questions or issues to be addressed. This went on regularly until the state of emergency was declared, and York switched to remote teaching.

### **2. Special Projects**

***Remediation arbitration:*** As many of you will remember, remediation after the strike was a complete mess, because of how our employer mishandled the completion of the year. Many members still have not received appropriate pay for the work they have done during remediation, and the arbitration on remediation is still ongoing.

With CH, I worked on putting together files for the union's submissions to the arbitrator in order to illustrate the broad patterns of issues members experienced during remediation, across



different faculties and departments. I would like to emphasize the fact that these files were submitted by our union in September 2019. The fact that this process is still ongoing with no end in sight should be a sharp reminder to us that interest arbitration is neither an effective nor an expedient way to resolve broader collective agreement issues.

**Reviewing the Collective Agreements:** Along with other Executive members, I have reviewed the final copies of the Units 1-3 collective agreements to make sure that the final versions provided by the Employer are in line with the proposals as agreed by our Bargaining Team and the clauses awarded by Arbitrator Hayes.

**CUPE Ontario Convention:** Between May 27 and June 2 2019, I participated in the CUPE Ontario Convention as a delegate for our local. The CUPE Ontario Convention happens annually; and much like our general membership meetings, it is where members vote on resolutions (motions) that determine the direction of CUPE Ontario's actions for the next year, specifically by voting on the aptly named Action Plan. The Executive and caucus elections also happen during the convention.

I attended the meetings of the following caucus of CUPE Ontario: Ontario University Workers Coordinating Committee, Racialized Workers Caucus, Young Workers Caucus, Workers with Disabilities Caucus, and LGBTQ2+ Workers Caucus. In these spaces, I have raised issues that have been raised by our members in GMMs, and tried to gather support for resolutions sent or endorsed by our local.

Of important note was the discussion on one of the resolutions our local submitted, which asked CUPE Ontario to advocate for National Strike Fund Regulations to be changed to accommodate striking workers on the grounds of family status, disability, and sex/gender by assigning strike duties to be performed off-site and/or with flexible hours. Myself, CH and several members who have participated in the 2018 Strike spoke eloquently. The resolution was ruled out of order on the basis of technicalities, which is quite illustrative of how CUPE Ontario works. However, this is certainly a venue we need to keep attending and pushing for issues.

**CUPE National Convention:** I attended the CUPE National Convention (in Montreal) as a delegate for our local between October 7 and 11, 2019. The CUPE National Convention happens every other year; and it is where members vote on resolutions (motions) that determine the direction of CUPE National's actions for the two years, as well as amendments to the CUPE National Convention. The Executive and caucus elections also happen during the convention; as well as the presentation (not approval) of the budget and the committee reports.

Our local had submitted 28 resolutions to the CUPE National Convention, none of which was approved to be brought to the floor. Other delegates and I supported resolutions endorsed by our local and the University Workers' Caucus, such as Cops Out of CUPE (solely relevant to the current political context). Unfortunately, the motion to disaffiliate members of the RCMP from our union has failed.

The highlight of the convention was the changes proposed and passed to the CUPE Trial process. Discussion on this resolution reflected a broad consensus that the existing trial process was not working but that CUPE does need a process in place to resolve internal disputes. There was also a sense that the new process is still inadequate to issues of harassment and violence. As members of a local that has been actively pointing out to the inadequacy of the trial process in terms of dealing with issues of harassment and sexual violence in union spaces, myself and other



delegates have provided extensive feedback and tried to hold CUPE National accountable for the lack of active leadership in addressing these issues.

***CUPE 3903 Internal Sexual Violence Policy:*** With CSU1, CSU4, TFAC2, CO and CH, I worked on finalizing our local's Internal Sexual Violence Policy by incorporating the research that has been done by TFAC in prior years, as well as the reviews provided by the independent reviewer the previous Executive Committee had hired. This policy was approved by our membership in November 2019.

***Confidentiality Appendix for bylaws:*** The members of the Executive Committee, as well as members who sit on fund adjudication committees handle personal information that are private and confidential for our members. In order to formalize the process around handling these sensitive documents, I worked with CH and CO on a bylaw amendment that has become a new appendix in our bylaws.

***Preparing for bargaining, and bargaining surveys:*** As my term as Recording Secretary/Research Officer is ending, I will be transitioning into my new role as a Unit 1 member of the Bargaining Team. To this end, I have taken the lead in formulating our local's online bargaining surveys.

First, I got together with CH, TR and CSU3 (who is a former Bargaining Team member) to go through the bargaining surveys from the previous round. We have identified the areas that worked, as well as areas that might have been left out or not addressed clearly. I have then proceeded to revamp the surveys, work on alternative language on questions that needed improvement, and added new questions. The surveys are just about ready to be released to the membership as a first step of our bargaining mobilization efforts.

***Responding to member inquiries on COVID-related issues:*** Specifically at the beginning of the state of emergency, I have responded to a great deal of member inquiries over email and phone regarding health and safety, Canada Emergency Response Benefit (CERB), Canada Emergency Student Benefit (CESB), Employment Insurance (EI) and rights and entitlements (such as workload issues, leaves and accommodations) as outlined in the Unit 1 Collective Agreement.

***Meetings with the Employer:*** Throughout the year, I have participated in numerous meetings with the Employer (either requested by our local or the Employer themselves) in order to keep a record of the discussions as well as communicate the issues raised by our members. The majority of these meetings took place during the COVID-19 state of emergency. As the situation progressed, we have regularly communicated our concerns to the Employer through these meetings, which culminated in the signing of the LoU (mentioned below). These meetings weren't always as productive as the local hoped they would be; but nonetheless, I hope that they are positive steps in the direction of labour relations where the Employer acknowledges the need to consult the union on issues of significance that concern our members, notably, issues of health and safety.

***COVID-19 Letter of Understanding:*** With other members of the Executive Committee, I participated in the formulation of the LoU our local has signed with the Employer to address the issues that emerged from the sudden transition to remote teaching. This included identifying the major problem areas for our members as well effective ways of addressing them, workshopping language, pushing the Employer to respect the provisions that already exist in our collective agreements, and participating in collective discussions with other members of the Executive.



I would like to acknowledge here that while being significantly better than other LoUs in the sector, this Letter of Understanding was a lot less than what we hoped we could achieve for our members. This was not due to tactical error or lack of effort. Unfortunately, in the thick of a global pandemic and very little leverage in terms of potential job actions, York was not willing to participate in further discussions (a trend which we felt was too similar to the (lack of) bargaining in 2018).

***Working with YUGSA:*** As a graduate student myself, I have been terribly affected by the ongoing issues brought on by the global pandemic, and my experiences are in no way unique. To this end, myself and several other members of the CUPE 3903 Executive have been working with members of the YUGSA Executive in order to push the university on providing more support for graduate students (notably, in the form of program extensions with funding).

***Executive Committee transition binder:*** In continuation of my efforts to codify our local's long-standing practices and make transitions easier, I have started working on a binder for the Executive Committee binder where the basic duties of each position as well as the logistics of Executive Committee work will be outlined. This will be my last project as the Recording Secretary.

### **3. Difficulties and recommendations**

Needless to say, the biggest challenge I have encountered during my term was the pandemic and the issues it brought to the surface. The workload and stress have been tremendous. As someone with a hearing disability, I also struggle with Zoom and online meetings a lot, even though I am aware that this is no one's fault and we are all doing the best we can.

### **4. Plans for next month**

Preparing for our AGM and helping the new Recording Secretary in their transition is my main project for the remainder of the month. I will also be transitioning into my new role as a Bargaining Team member. Despite difficulties at times, it has been a complete honour to serve on the Executive Committee with great colleagues and for an amazing membership. I thank you all for giving me this opportunity.

---



## Secretary-Treasurer Yearly Report (April 1, 2019 - July 5, 2020)

*by Michael Laurentius*

**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 Financial Coordinator with processing invoices, bills, and funds cheques and e-transfers
- Maintained updated membership list based on monthly/bi-weekly dues lists
- Successfully bargained a new Collective Agreement with our staff as a member of the 1281-3903 LMC
- Established a new bank account to ensure the autonomy of TFAC
- Ongoing reconciliation process with National re: National Strike Fund
  - Generated and forwarded reconciliation reports to prove outstanding debt to the Local by National; NSTO continues to stonewall
- Acted as point person between Local and FGS re: issues surround U1 bursaries and assisted CSU1 with issues surrounding UHIP Fund
- Recovered money from old 2012 PayPal account
- Provided documents for and assisted Trustees with 2018-19 trustees' audit; wrote Secretary-Treasurer's response to audit
- Provided documents to external auditors to finalize 2015-16 audited financial statements and 2016-17, 2017-18, 2018-19 notice-to-reader financial statements
  - The Local will return to audited financial statements for the 2019-20 fiscal year. This audit will take begin in June 2020, following the trustees' audit
- Met with some committees, WGs, and caucuses re: accounting procedures and establishing internal budgets
- Implemented online forms for union adjudicated CA funds (via JotForm) and e-transfers (via Plooto)
- Sat on Hiring Committee for term SR position
- Attended CUPE-O convention
- Wrote language for finance related CUPE National convention resolutions
- Liaised with Local 3902's ED to spearhead Joint Sectoral Database (UnionWare)
  - Involvement approved by membership; Zoom-based discovery process occurred
  - Awaiting proposal presentation by UnionWare
  - Spoke with Union Digital CEO about competing product
- Drafted new language for W&M, EHB, and PDF Bylaw appendices
- Contacted Locals and vendors re: strike pay and picket line management



- Contacted President of Local 4222 re: planned use of direct deposit for strike pay
- Contacted Union Marketing re: new StrikeHub system for digital picket line management
- Assisted with bargaining surveys to membership
- Contacted CUPE National and MSPP re: pension and retirement benefits for EO
- Requested that the Local be provided with York's 'Program & Enrolments for Grad Students' report as per Article 22
  - Agreed to by both FR and FGS
- Spoke with OCADFA re: CUPE affiliation
- Meet with Dean, LAPS about ongoing concerns of the Local
- Assisted SR with grievances and research while office is short-staffed
- Planned budgets for 2020-21 Main Operating and Strike budget as per Bylaws
  - Sought to simplify budget through renaming and consolidating lines
  - Attempted to bake-in greater access to accessibility tools for meetings and committees
- Wrote language for proposed bylaw amendment re: Strike Fund and Local Defence Fund
- Worked with staff in selecting and ordering equipment for home offices
- Answer questions from members regarding EI, CERB, CESB, Union funds, FGS bursaries, and other financial support opportunities
- Assist with set-up of Zoom Webinar COVID-19 Town Hall and act as host
- Assist with online AGM and general elections planning; coordinate with EOs
  - Constructed comprehensive contact list for membership, incl. over 99% of emails
- Maintain growing jotform digital infrastructure for fund adjudication

#### **Difficulties and recommendations:**

- Strike Reconciliation with National has been drawn out due to the excessive paperwork the Local was burdened with and the unreasonable expectations held by National
  - Local must push for substantive changes to the National Strike Fund regulations
  - As National continues to renege on debts owed, political options to be considered
- Local should consider forming a Finance Committee to assist Secretary-Treasurer in budget planning and other finance-related tasks

#### **Plans for next month:**

- Implement budget as approved by the membership
- Meet with vendors and CUPE National re: membership management software, strike payroll, digital NSF forms, and digital picket line management
- Assist with transition of new Executive Committee members
- Meet with new committee, WG, and caucus members re: budgeting, fund adjudication, and proper expense paperwork



## Communications Officer Yearly Report (April 1, 2019 - July 5, 2020)

by *Tanya Da Sylva*

Since March 13, 2020, the unprecedented world health crisis of the COVID-19 pandemic has consumed much of our time. Dealing with rapidly arising, and non-stop changes, the logistical issues within the local, addressing member needs, tracking and trying to shape York's response, and so on has made remembering and reflecting on my work earlier in my term almost impossible. So much has changed pre-March 13th doesn't feel real.

My monthly reports will have more detailed lists of tasks, and more information can be found there.

**Duties of the position:** Manage the local's communications, including maintaining and updating the website, sending the weekly newsletter, maintaining a social media presence, and other projects pertaining to communications and media relations.

### Annual Summary, Difficulties and Recommendations:

My term started with editing and publishing the members manual. While I did my best to convert older material into a screen reader accessible pdf that could also be used for physical printing, in the future a website text-based version that meets accessibility standards would be the best format. I also suggest the future comms officer reach out more to other executive members for assistance, I worked on too much of it myself and it was an overwhelming task. Updating sections really should not be, and there have been previous years where it was not, a project the CO does mainly by themselves.

One of the earliest projects I designed was a "GA or Not?" campaign to gather information about misclassified RA positions and to inform graduate students of their options in case their position was misclassified. The campaign consisted of posters, flyers and a website. The posters were put up by some stewards and the flyers went out at orientation. There was talk of more aggressive leafleting by Steward's Council in the future. The campaign was somewhat successful causing several students to speak to staff about potential misclassification. This suggests continuing and more aggressively pushing the campaign could help us grieve some of these positions back into Unit 3.

The "GA or Not?" was followed by many other self-directed campaigns, and changes to the website, newsletter and general communications that I felt were needed to address gaps or issues arising within the membership. It was a busy year but I have enjoyed being CO and I believe I've made a positive impact.

At times it has been a daunting task, especially while having a heavy teaching load. But much of the workload of CO was not CO work. For instance, I worked with other executive members to finish the local's internal sexual assault policy and took on the work of creating plain language, visual guides for the policy that were used at the SGMM and that are available to help with explaining the policy to any who may need it. I'm also a member of the CUPE 3903-1281 LMC and along with regular management tasks, I did things such as organize the on-boarding of



our new staff rep, creating documentation to help us track staff onboarding and training now and in the future.

Members often approached me with communications concerns that were not within my sole purview as CO but such as were concerns about our general GMM structure, the information flow between executive members as a whole and the rank-and-file, and such. Whenever possible I brainstormed solutions and advocated for members with the Executive. Making whatever changes I could, where practical as CO. This led to some major disagreements within the executive.

I decided with these disagreements becoming more aggressive and personal, along with long-standing communications issues within the executive that make the role of CO harder than it needs to be, I could not continue in the role. I no longer felt I could make the positive impact I wanted to for members without sacrificing too much of my own health and wellbeing. I have done my best to continue in the role, forging ahead in this time of upheaval but I am looking forward to being Chief Steward Unit 2 where I will be empowered to more directly organize and assist members.

My main advice to the incoming CO is to be protective of their time and energy. To ask for assistance more often, to recognize that your job is to facilitate communication of messaging not to create it for others. And be mindful of how many other tasks outside your role you take on.

Finally, I would like to request more rank-and-file members attend executive meetings. There are interpersonal dynamics you do not see unless you are in that room, tone and vitriol not reflected in the minutes. Having rank-and-file in the room helps us move forward in a way that reflects what members want to see, and helps prevent certain voices from drowning out others.



## Chief Steward Unit 1 Yearly Report (April 1, 2019 - July 3, 2020)

*by Alison Fisher*

**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. I advise members of my unit on issues involving the Unit 1 Collective Agreement.

**Accomplishments:** This has been a very busy and productive year. I was very excited to take on the role of Chief Steward Unit 1 and assist with the rebuilding efforts post-strike. Throughout last April and May, I was getting up to speed on the various issues that needed to be addressed from the previous year, including hundreds of remediation grievances and the development of a sexual violence policy for the Local. In August and September, the Chief Stewards along with several Exec members and member volunteers participated in over 40 departmental orientations with incoming members, mostly Unit 1 and 3, with one Unit 2 orientation at Glendon organized by Chief Steward Unit 2 Mike Palamarek. In the fall, I set about re-building Stewards Council along with Chief Stewards 2, 3, and 4. I was in continual communication with departmental GSAs to request that a steward be elected or acclaimed to SC. In order to ensure new stewards felt equipped for their role, I worked with CS2 and 3 on a 3 hour Stewards Training module which we ran in November 2019 with great success. Stewards received \$45 as an honoraria for participating. During our monthly Stewards Council meetings, we also made efforts to include a short learning module during our meetings where stewards were faced with a typical member inquiry or problem and worked in small groups to consider solutions with each other. In January of 2020, stewards were also encouraged to set up departmental luncheons. We had five "Lunch and Learn" departmental events – two in "Communications and Culture", as well as Critical Disability Studies, Politics and Faculty of Environmental Studies throughout January, February and March. We had 10 more departmental lunches planned in March alone before COVID-19 hit.

In addition to SC, I was also regularly present at monthly mediations to address member grievance issues, alongside members, staff and legal counsel. Out of my participation in these sessions, I worked with staff and the mediator to initiate a "Round Table on Harassment" with various Employer representatives and other relevant parties (Centre for Human Rights) to address the many problems with harassment procedures at York. Unfortunately, this has had to be rescheduled due to COVID, but I am hopeful that the Round Table will take place in July or August of 2020.

I also regularly attended Labour Management Committee meetings throughout my tenure as Chief Steward Unit 1. I also participated in Employment Equity Committee meetings, scheduled every 2-3 months with the Employer.

Finally, once COVID hit and classes were moved to remote delivery, I worked with CUPE National representatives and staff to get more information on relevant emergency programs that might be available to our members, including the Canada Emergency Response



Benefit and the Canadian Emergency Student Benefit. I answered many member queries about these programs. I also explored our options for holding an AGM online.

**Difficulties and recommendations:** There is always more work to do for this position than hours in the day. Like all Exec members, I juggled my Chief Steward responsibilities with my academic and working duties, such as my Teaching Assistantship and contract faculty work as well as finishing my dissertation and defending in February. The voluntary nature of an Executive position coupled with such modest honoraria and the demands of the position, makes the accomplishment of tasks a challenge.

I think that it might be worthwhile for union members to consider some Executive Committee model that allows for partial book off or reduced teaching/research work loads coupled with increased honoraria for Exec members to allow Exec members to concentrate on their role while also pursuing projects that are more proactive in approach rather than reactive. If such a model were to be considered, I think Executive Committee term limits would also need to be included in the bylaws to avoid the ‘professionalization’ of Executive service and maintain the vibrant activist nature of CUPE 3903. Term limits should also require that CUPE 3903 has proper succession plans in place to encourage new members to become involved in leadership roles on a routine basis.

**Future Plans:** I am working with the incoming Chief Steward Unit 1 on a smooth transition plan. Given the new COVID realities, the new Chief Stewards will need to consider organizing Stewards Council meetings online via Zoom or other similar online platforms and possibly organize departmental “Lunch and Learns” in the new 2020-2021 academic year, with a focus on bargaining. We will need to consider how to mobilize and organize “virtually” within the union over the next several months until a COVID vaccine is developed and also how we might support the bargaining process for the 2020 bargaining round.

---



## Chief Steward Unit 2 Yearly Report (April 1, 2019 - July 5, 2020)

*by Mike Palamarek*

Since our last Annual General Membership Meeting in March 2019, I have been truly honoured in my role as Chief Steward Unit 2 (CSU2) to have worked directly with a whole range of tremendously dedicated, talented, and hard-working members on the Executive, Stewards' Council, Grievance Committee, Labour Management Committee, and the Faculty of Health Committee for the School of Nursing. 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. As always, it has been a pleasure to work with and constantly learn from our Local's full-time staff.

Yet again, it would certainly be an understatement to say that the past four months have been extremely challenging, given the worldwide COVID-19 pandemic and its effects on our Local, our union's relationship with the employer, and all of our work and personal lives. The extra work that all of our members have done to keep classes running, and to create and adapt to remote teaching delivery formats, is unequivocally a testament to the dedication and professionalism of our union's members.

Please find below the main highlights of the work I have done as CSU2 over the past fifteen months (given the delay in holding our 2020 Annual General Meeting, due to the pandemic), in general chronological order:

- ❖ July/August 2019 - hours of work on organizing the **Unit 2 post-strike remediation pay situation**, including collection of information from members, meetings with our lawyer, and an arbitration hearing to map out a timetable going forward, all in conjunction with other Executive members and staff; this situation remains ongoing.
- ❖ August 2019 - With the Communications Officer and other Executive members, contributed to updates and additions to the **2019-2020 Members' Manual**.
- ❖ August/September 2019 - With Alison Fisher, Chief Steward Unit 1 (CSU1), departmental Stewards, and rank and file members, organization, material preparation, scheduling, and delivery of over 40 incoming **Unit 1 member orientations, including at least three Unit 2-specific orientations**, with the help of Unit 2 rank and file members.
- ❖ Since August 2019, and in conjunction with staff, I continually took on a number of **complex Unit 2 member cases** that often take months to resolve. This work involved meetings with members, staff, and support for members at sessions with the employer and a third-party mediator.
- ❖ **Stewards' Council** - With CSU1, Mariful Alam (CSU3), and Stephanie Power (CSU4), organization of monthly Stewards' Council meetings, periodic Stewards' training workshops, organization and execution of the fall 2019 Welcome Back! BBQ, and recruitment of mostly Unit 1 departmental Stewards. There remains a pressing need for more Unit 2 Stewards.
- ❖ **Relations with the employer**
  - I attended all of the Labour Management Committee (LMC) meetings between the union and the employer and provided support to our three Unit-specific representatives on this committee.
  - Meetings with the upper administration. Although it remains to be seen what the results will be, especially with respect to bargaining in 2020, the upper administration reached out to the union



Executive a number of times over the past year to meet with them. These meetings consisted of the upper admins providing updates and information on such things as budget projections, the restructuring of labour relations responsibilities on the employer's side, and COVID-19-related decisions. All of these meetings were attended by at least four, if not more, Executive members, with a general "see what they have to say" approach. These sessions were also an opportunity to express our many concerns directly to President Lenton, Provost Philipps, Assistant Vice President Labour Relations Bradshaw, and Vice President, Equity, People, and Culture Côté-Meeks.

- Faculty of Health Committee (informally, School of Nursing Labour Management Committee). Beginning in the summer of 2019, and throughout 2019-2020, this Committee finally began meeting to sort out the many complexities and difficulties in the organization of Unit 2 Clinical Course Director (CCD) work in the School of Nursing. Regrettably, almost no issues relating to CCD work were resolved by arbitrator Jim Hayes' December 2019 decision on our 2017-20 Collective Agreements, other than to mandate the creation of this Committee. In conjunction with one of our CUPE 3903 Staff Representatives, I attended all of these Nursing meetings and provided support for our two Nursing Stewards.

- In all of these forums above, I persistently and regularly advocated for the best interests of our Unit 2 members, alongside other 3903 representatives, Executive members, and staff.

❖ **March July/August 2019 - COVID-19 crisis**

- Alongside other Executive members, I contributed to responding as best as possible to the effects of the crisis on the operation of the union. Given the immense challenges, everyone on the Executive stepped up to do all of the extra work and thoughtfulness required to make sure that we continued our support for members and ensured the functioning of the Local.

- Not long after the crisis began in mid-March, I and other members of the Executive and staff participated in weekly conference calls or Zoom meetings with AVP Labour Relations Bradshaw and Rob Lawson (Office of Faculty Relations). We were apprised of the university's decisions and had the opportunity to raise our many concerns.

- Towards the end of March, we began drawing up a Letter of Understanding - Remote Agreement (LOU) to formally address especially the extra work required of our members to transition to the remote delivery of courses. After long and drawn-out negotiations, we finally succeeded in May in reaching an agreement on the LOU. Although the employer flat out refused to formally recognize the overwork issue, we did succeed in securing approximately \$400 000 in funding of various types (e.g. paid training, computer equipment purchase, \$140 000 increase to Ways and Means Fund) to help our members manage in the crisis. This is a sector-leading response to the crisis, as other university Locals have had mixed, or, indeed, no success in these kinds of COVID-19-related negotiations with their employers.

❖ **June 2020** - I provided and discussed a **detailed transition document** with Tanya Da Sylva, the incoming Chief Steward Unit 2 for 2020-21. Tanya brings a wealth of experience in CUPE 3903 to the position and has great ideas for advancing CSU2 work and member engagement!

**Meeting attendance record (April 2019-June 2020)**

Executive Committee meetings: 29

Stewards' Council meetings: 10

Grievance Committee meetings: 5



General Membership Meetings: 8  
Labour Management Committee meetings: 5  
Faculty of Health Committee (informally, Nursing Labour Management Subcommittee): 6  
Mediation sessions with members and employer: 7  
Meetings with lawyers, or with lawyer and member: 9  
Meeting with YUFA (SRC negotiations): 2  
Meetings with upper admin (various topics, SRCs, York updates, Glendon community consultation, SHARP budget presentations, employer labour relations reorganization, meet and greet with LAPS Dean): 8  
COVID-19 Conference Call/Meetings with employer: 6  
COVID LOU negotiation meetings: 5  
LOU implementation meeting: 1  
Workshops attended: Anti-Sexual Violence Training, Unpacking Ableism Workshop, Chairs' Training Workshop: 3  
Arbitration hearing (post-strike remediation): 1  
Glendon Faculty Council meetings (one of six CUPE 3903 Representatives): 7  
All-Union Pension Committee: 1  
Bargaining Preparation Town Hall: 1  
CUPE 3903 COVID-19 Town Hall: 1  
CUPE 3903 database project meetings: 2  
Fall 2019 Welcome Back! BBQ

In the past fifteen months, I attended 118 meetings or events in total, not counting numerous meetings with individual Unit 2 members.

Almost all of these meetings or events required background preparation and research, room bookings, preparation and review of agendas and previous meeting minutes, frequent pre-meetings to devise strategy and approach, post-meeting debriefs, and follow-up action items.

### **Difficulties**

- ❖ I was very fortunate to be teaching four courses in each of the fall and winter terms, but this meant that it was regularly exhausting to keep up with the work required for the CSU2 position.
- ❖ We were down one full-time Staff Representative (who had moved on to different opportunities) for July and August 2019, and our long-serving and much appreciated Equity Officer (EO) retired in February 2020. The ongoing work of the EO Hiring Committee has been delayed and hampered by COVID-19. To help out our remaining staff in the above situations, I and other Executive members took on additional member support and other work.
- ❖ COVID-19 crisis. Enough said.
- ❖ All of the above meant that any number of projects that I would have liked to have set up were regularly bumped down my priority list.

### **Recommendations**

- ❖ At many points over the past year, I felt that the CSU2 position was almost like a full-time job, even though Executive members were only paid \$850 month for 10 hours of work a week, as per our Collective Agreements. While I absolutely appreciate the sensitivity of this issue, at



some point in the future I would suggest that the membership have a conversation about whether or not compensation for Executive members should be increased or re-organized in some way. For instance, YUFA Executive positions have anywhere from a 0.5 (3-credit course) to full teaching release (see *YUFA By-Laws*, Article 15).

- ❖ Alternately, consideration might be given to hiring another part-time or full-time Staff Representative.
- ❖ While this is an ongoing challenge for every union, continuing efforts should be made to educate our members on their rights, protections, benefits, and opportunities to participate in our member-driven Local. To be sure, there is always a wealth of excellent information on the CUPE 3903 website, in the weekly Newsletter, and in the Members' Manual, but how do we ensure that especially new members are well-informed and encouraged to participate in the Local's decision-making bodies?

Finally, after almost twenty years as a CUPE 3903 member, I was very fortunate to have received one of the eighteen Special Renewable Contract (SRC) positions that came out of the very long, difficult 2018 strike, and became a York University Faculty Association (YUFA) member on July 1. I will thus definitely miss working with our CUPE 3903 members and staff. Over the past five years of my committee service to the union (Unit 2 Representative on the Labour Management Committee from 2015-17 and Chief Steward Unit 2 from 2017-20), I remain very grateful for all of the activism, enthusiasm, and dedication of the many, many members with whom I have worked. After the 2015 strike, I realized that it was time for me to give back to the Local as an expression of my gratitude for, and recognition of, all the benefits and protections I had enjoyed, as well as for the work of hundreds of previous members over the years. It has been an immense pleasure for me to serve and work with my comrades and colleagues.

While there are always improvements and gains to be made to our Collective Agreements (hence the importance of member participation from the very beginning of the bargaining process), we continue to have the best Agreements in the sector. This is the result of years of collective action and hard work, and I encourage anyone who has taken the time to read this report to make a contribution to *your* union, either by serving on one of our many committees that help out our members, by becoming a departmental or hiring unit Steward, by participating in the bargaining process, or in any other way.

Despite the inevitable challenges, participation in your union provides great political and administrative experience that can be transferred to any kind of organizational work. When everyone makes even a small contribution to the Local, we all collectively benefit!

---



## **Chief Steward Unit 3 Yearly Report (April 1, 2019 - July 5, 2020)**

*by Mariful Alam*

### **Duties of the position:**

- (a) The Chief Stewards shall be responsible for the mobilisation/coordination of all departmental/divisional stewards from all units, and for the calling and chairing of all stewards' council meetings.
- (b) The Chief Stewards shall report to the executive on all business conducted at the stewards' council meetings, including all recommendations for executive decision or action.
- (c) The Chief Stewards shall render assistance to any member of the Executive as directed by the Executive Committee.

### **Tasks and Accomplishments (in no particular order)**

- Increased the frequency of stewards training, introduced and created new workshop ideas such as contract workshops, how to mobilize departments, bargaining Q & A etc with the other chief stewards. This was by far one of the best years for regular stewards meetings and engagement.
- CO and I successfully updated the language, and renegotiated the terms of the Equity Officer job description with CUPE 1281, and we formed a subcommittee to hire a new EO.
- Bottom lined and worked on the first round of the bargaining surveys.
- Successfully bottom lined and created proposals with CSU2 and negotiated a Letter of Understanding (LOU) with York on COVID-19 related.
- Bottom lined and co-organized the COVID-19 town hall with the CO and also provided a presentation on the LOU and other COVID-19 related issues.
- Assisted in drafting and updating the members manual.
- Helped organize a Bargaining Town Hall and provided a presentation on my own experiences.
- Participated and worked with departmental stewards to provide lunch and learns
- Regularly and often successfully advised both Unit 1 and Unit 3 members with a multitude of complex issues.
- Regularly and often successfully assisted both Staff Reps with Unit 1, Unit 2 and Unit 3 member grievances, including representing members during Step 1-4 meetings.
- Began building more communication with YUGSA so that in the future we engage in more coordinated organizing.
- Regularly helped organize GMMs, particularly assisting with sound tech (ie. renting the equipment and setting it up when needed).
- Helped the CO during the COVID-19 crisis with Social Media and other communications.
- Accompanied the chair and RS to represent 3903 at National Convention, and helped submit recommendations
- Took over tasks for CSU1 from June 1st after she resigned and acted both as the U1 and U3.



- Regularly held office hours.
- Helped co-chair several different union meetings.
- Assisted the staff rep to represent and organize the nursing members. Meet with nursing members on a somewhat regular basis to deal with their issues.

**Difficulties and recommendations:**

- It is getting increasingly difficult to recruit Unit 3 members into executive and other union positions.
- I would also strongly recommend that the next exec introduce different quorum and voting measures or consider restructuring the Executive make up so that Unit 3 tasks can be taken up by Unit 1 officials. Otherwise, it might become complicated and more difficult moving forward.
- The new exec should meet with the bargaining team as soon as elected to develop plans on how to move forward - *this should be the priority*.
- The new exec should also consider hiring someone to offer labour relations training to the incoming exec members. This would greatly help our staff reps who are already overworked.
- The training should also include ‘how to be a manager’ as to help deal with complex staff issues.
- My opinion for Unit 3 members of the bargaining team - try to reintroduce albeit in modified forms some of the proposals from the last round (ex: cutting down the costs for PI’s - *this should be a priority in my opinion*) or creatively expand on existing language to help increase the number of members.

**Plans for the remainder of the month:**

- Work with the incoming CSU1 and CSU3 (who are both new to the exec position) to ensure smooth transition.
- Develop a transition report to provide to CSU3 and provide any training as needed.
- I will also make myself available until the end of the summer to assist CSU1 and CSU3 with anything that they need.
- I will also make myself available for CSU4 if Unit 4 members need any help drafting or negotiating COVID-19 related LOU’s.
- Feel extremely bummed out for the next several weeks because I will really, really miss this Executive. It was such a pleasure to work with the 2019-2020 team, especially the Chief Stewards and the CO.



**Chief Steward Unit 4 Yearly Report (April 1, 2019 - July 5, 2020)**  
*by Stephanie Power*

**Duties of the position:** The Chief Steward shall be responsible for:

- The mobilization and/or coordination of all departmental stewards from all units, and for the calling and chairing of all stewards' council meetings;
- Reporting to the executive on all business conducted at the stewards' council meetings, including all recommendations for executive decision or action;
- Rendering assistance to any member of the Executive as directed by the Executive Committee;
- Surrendering, upon termination of office, all books, seals and other properties of the Local Union to their successor, and upon termination of their terms of office, provide a copy of all documents pertaining to their work to the CUPE 3903 Archive.
- Advising unit 4 members on issues involving the Unit 4 Collective Agreement

**Projects, priorities, and tasks for this year:**

*Formation Unit 4 Labour Management Committee*

The formation of the Unit 4 LMC was the biggest project undertaken in the last year. As per our Collective Agreement, Unit 4 maintains its own LMC outside of Units 1, 2, and 3. Due to logistics and multiple interested members, the U4 LMC members were not elected until the 2019 AGM. With the LMC formally in place as of March 2019, we have been able to advocate for our members on several issues including:

- Reviewing updated Unit 4 Collective Agreement for any errors or discrepancies after it was posted online by Faculty Relations; Printing and distribution of new CA
- Remuneration for loss of income due to emergency closures achieved via MOA
- Partnering with YUFA librarians to overcome objections from the employer on Unit 4 members' maximum hours of work per week:
  - As per YUFA's CA, exceeding 50% FTE per week (i.e. beyond 17.5 hours) was considered YUFA - part-time librarians worked with YUFA librarians to come to mutually beneficial agreement that should U4 members exceed 17 hours per week it will not be considered grounds for grievance from YUFA as long as U4 members do not exceed 17 hours per week on average
  - YUFA passed motion in May 2020 in support of part-time librarians and drafted MOU to present to the Employer
  - Further MOU to be signed between the employer and CUPE 3903
- Access to funding for professional expense reimbursement as information literacy instruction moves online and librarians continue to work from home with inadequate resources
- Unit 4 LMC's Annual Report can be read [here](#).

*Orientation & Onboarding*

Unit 4 welcomed several new members over the 2019-2020 year. As Chief Steward, I worked with Exec and LMC members to create onboarding materials for Unit 4 members returning in



September as part of the annual “Welcome Back” sessions that are held annually by YUL. Additionally, as new members continued to be hired through January 2020, I remained in close contact with HR to secure contact information for new members, provide union orientation, and answer questions about union funding, policies, and support available.

### *Policy*

Over the course of the year, I worked with members of the Executive Committee to update and revise 3903’s Sexual Violence Policy and Procedures in accordance with feedback from facilitator Gitanjali Lena. I also assisted in editing and updating the CUPE 3903 Member’s Manual to include relevant U4 gains and provided feedback on usability of Bargaining Surveys.

### *Day-to-day / Operational / Communications*

Throughout the year I conducted routine procedural and day-to-day operations to ensure the membership felt heard and informed. I responded directly to members throughout the year to address concerns and questions via email, office hours, and in-person at Scott Library. I routinely contacted the employer for information regarding membership including updated seniority lists and lists of members from other YUL libraries, as well as kept them accountable for meeting deadlines set out in our CA. I also Co-Chaired the U4 LMC creating agendas, taking meeting minutes, and distributing relevant documentation and updates to the membership.

To ensure that any issues my members had throughout the year would be addressed at LMC or in future rounds of bargaining, I created documentation to preserve institutional memory should/when my role as CSU4 ends. I also tested similar documentation and project management platforms for Exec communication and attended informational meetings on potential software solutions for streamlining 3903 workflows. Finally, as we transition our Executive members to different roles, I have been assisting in communications tasks including the creation and distribution of bi-weekly newsletters.

### *COVID-19 Response*

This year the Executive Committee was faced with an unprecedented situation as COVID-19 altered the way we all work and live. At the start of the outbreak, I was quick to attend emergency meetings with both the CUPE 3903 Exec (March 16) and the Employer (March 17) regarding impact of COVID-19 on services, work from home, building closures, employment status, and health and safety. I was an early advocate for the closure of the libraries to curb the spread of COVID-19 and negotiated with the Employer on a fair work-from-home agreement to ensure the safety of my membership.

As the pandemic progressed, I provided updates on library acquisitions and requests for electronic resources to CUPE membership as courses shifted to remote delivery. When it became clear that we needed to re-think how a union runs during a pandemic, I worked with the Exec to determine protocols and research options for our first ever Virtual Town Hall and Virtual AGM. I collaborated with the TFAC Co-Chair to run the Q&A sections during the Virtual Town Hall, fielding questions from the memberships and tracking queries on CERB, EI, CUPE’s proposed LOU with the Employer, etc.



### **Difficulties and recommendations:**

- Difficulties with U4 LMC: Initial co-chair not cooperative; Logistics, sorting out alternate chairing duties, minuting, etc. was initially difficult; Length of time between meetings was long and Employer seemed unprepared for several meetings
- Difficulties navigating the “new normal” of working during a pandemic, i.e. switch to online environment and all the logistical and communications issues that initially brought
- *Recommendation:* Keep in regular communication and be as transparent as possible to ensure that no information is lost, and union can continue to support its members effectively and compassionately.

### **Plans for next year:**

- Continue to sit on Unit 4 Labour Management Committee and ensure Employer remains accountable to its commitment to part-time archivists and librarians
- Continue to track membership concerns, provide support to members, and advocate for fair and equitable working conditions and transparent communication from the Employer
- Continue to support and advocate for part-time archivists and librarians by:
  - Communicating with members through virtual office hours, email, and phone
  - Writing regular report-backs on Exec Meetings, GMMS, and other relevant events
  - Working directly with Staff Representatives and relevant CUPE employees to ensure that the employer upholds its responsibilities to the membership, e.g. summer job postings, seniority, hours to be worked, etc.
- Continue to work collaboratively with the Executive Committee to ensure the rights and working conditions of CUPE 3903 members are respected

### **Meeting and event attendance**

**Exec Meetings:** March 29, 2019; June 21, 2019; July 21, 2019; August 23, 2019; September 6, 2019; September 20, 2019; October 24, 2019; December 5, 2019; February 12, 2020; March 9, 2020; March 16, 2020; April 9, 2020; April 23, 2020; May 4, 2020; May 20, 2020; June 4, 2020; June 23, 2020

**GMMs:** March 14, 2019 (AGM); January 9, 2020

**SGMMs:** November 15, 2019

**Unit 4 LMC:** April 30, 2019; August 13, 2019; November 26, 2019; December 18, 2019 (Co-Chairs Meeting); January 14, 2020; April 14, 2020; May 5, 2020; June 24, 2020

**Stewards Council:** November 29, 2019; June 4, 2020; June 11, 2020

**Other Meetings:** March 29, 2019 - Consultation on Sexual Violence Policy; April 2, 2019 - Meeting with Staff Rep; May 17, 2019 - Anti-Sexual Violence Training; December 11, 2019 - Meeting with Staff Rep; March 10, 2020 - Meeting w/YUFA; March 17, 2020 - Special Meeting of the LMC w/Employer re: COVID-19; May 6, 2020 - Town Hall runthrough; May 7, 2020 - Town Hall



**Vice President Unit 1 Yearly Report (April 1, 2019 - July 5, 2020)**  
*by Stacey Berquist*

**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.

**Projects, priorities, and tasks for this period:** In conjunction with VPU2 and VPU3, helped organise and run monthly GMMs, including by-elections and bylaw amendment voting; along with Treasurer and Financial Coordinator, helped transition fund-distributing committees to online applications via Jotform; organised committee orientations and helped address any issues with committees as they arose; collected end-of year committee reports and organised committee nominations and elections for 2020/21 term; sat on the hiring committee for the term SR; attended the majority of Executive meetings; held weekly office hours and assisted members via email.

**Plans for next month:** As acclaimed VPU1, key priorities will be assisting with the transition of new exec members; welcoming and providing orientations for new committee members, including organising Anti-Oppression and Anti-Sexual Violence training sessions; trying to help reinstate CCA meetings and activities.

---



## Vice President Unit 2 Yearly Report (April 1, 2019 - July 5, 2020)

*by Vanessa Lehan*

**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.

### **Projects, priorities, and tasks for this period:**

Organizing GMMs with the other VPs; sat on the hiring committee for the staff rep; attended Senate meetings and some faculty council meetings; attended CCA meetings; attended PATAC meetings; sat on Glendon committee on new FYE program; organized info sessions for SRCs & worked with the career advisor on assisting members with conversion apps etc.; and office hours and emails.

### **Plans for next year:**

I think that we might need to continue to work on how to have meetings etc. in a post-Covid university setting. I'm worried that not seeing people in person will make membership involvement in the local more difficult so we might need to get creative about ways to try to foster connections between members. I want to continue having meetings with other groups on campus so that we don't lose sight of one another and what is going on in the university community. I'll work with the CSU2 trying to come up with ways to increase Unit 2 involvement in the local and also the university -- e.g., we have a difficult time finding members to sit on faculty council and council committees etc. (understandably, but it does mean that U2 issues get sidelined sometimes on faculty council).

---



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

---

## Vice President Unit 3 Yearly Report (April 1, 2019 - July 5, 2020)

*by Tai Vo*

**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.

**Projects, priorities, and tasks for this period:** In conjunction with VP1 and VP2, helped organise and run monthly GMMs, including by-elections and bylaw amendment voting; helped organised committee nominations and elections for 2020/21 term; sat on the hiring committee for Equity Officer; attended Anti-Sexual Violence training session, attended executive meetings; held weekly office hours for periods of time to assist members via email and in office; helped recruit LMC Unit 3 representative and Chief Steward Unit 3 representative for 2020/2021.

**Plans for next month:** March 2020 AGM cancelled due to global pandemic. Support exec to address issues arising due to COVID-19.

---



## **TFAC Co-chairs Yearly Report (April 1, 2019 - July 1, 2020)**

*by Kelsey Ioannoni and Susannah Mulvale*

### **Duties of the position:**

(a) The Chairs of the Trans Feminist Action Caucus are responsible for the coordination of that caucus' activities. (b) 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. In the event that two TFAC caucus co-chairs are elected, both shall have a vote, and both shall receive full honoraria. (c) The Chairs shall, upon termination of office, surrender all books, seals and other properties of the Local Union to their successor, upon termination of their terms of office, provide a copy of all documents pertaining to their work to the CUPE 3903 Archive.

### **Projects, priorities, and tasks for this period:**

- Contributed to the completion of the internal Sexual Assault Policy for the local and bringing it to the membership for a vote
- Consulted with TFAC membership on how to improve the SASSF and Trans Fund to better suit member's needs. This resulted in an increase to the annual and lifetime maximums on both funds
- Provided financial support for the Trans Day of Remembrance
- Held a TFAC social / clothing swap
- Met with representatives of the Centre for Sexual Violence Response, Support, and Education (formerly SVRO) to coordinate disbursement of Collective Agreement funds that were awarded to TFAC in conjunction with the Centre. This resulted in an agreement of the Centre to reimburse sexual violence related spending by TFAC, including SASSF disbursements.

### **Difficulties and recommendations:**

The major difficulty experienced by TFAC this year was attendance at the TFAC meetings. We would recommend the new co-chairs continue efforts to recruit more members to TFAC meetings.