

Executive Reports

Name: Hazel Gashoka

Position: Recording Secretary

Duties of the position: Maintain records, by-laws, and policies. Take minutes and prepare meeting packages.

On January 18, 2016, I was pro-termed as Recording Secretary. Transitioning into the role had its challenges since I had to quickly assume the role with very little training. Having said that, the former Recording Secretary was very supportive during my transitional period.

This month, I've assisted the Ways and Means Committee, attended Exec meetings, and helped with the AGM package.

Name: Maija Duncan

Position: Communications Officer

2015-16 Executive Term Report

The past year has been incredibly challenging but ultimately productive. In order to give a full account of the duties I have completed, I have separated this report into different sections, and noted difficulties and recommendations (if applicable) throughout, as well as at the end.

Website

Website maintenance has been a large part of my duties throughout this term. Beyond these day-to-day updates, I have initiated several projects that would improve our website — and I think we could all agree there is a lot of room for improvement.

Accessibility

The accessibility of our website has been a long-standing issue. In cooperation with the Accessibility Committee, who selected a web developer, I supervised the completion of this work. The site is up to AA AODA accessibility standards now. You may be wondering why it doesn't look any different. The work that was done by the web developers affected the code so that individuals accessing our website with assistive technology will find it more accessible. I'm happy to share the report of their work with whomever is interested.

Reorganizing Content

Accessibility is not only technical, however. In order to make our website easier to navigate, I had planned to reorganize its contents with the aid of a static front page. At the time of writing this, I have developed a sitemap and creating the new front page is on my to-do list before the end of the month. If this project turns out to be more labour-intensive than planned, it is one that I suggest should be continued by the incoming Communications Committee.

Members-Only Area

A members-only area for the website would be a password-protected section where the local could store meeting minutes and other documents which do not leave the office, placing undue difficulties on members who may want to consult them. I have initiated discussions with the IT services at CUPE National. While I was not able to secure a projected completion date, they are willing to build this for us.

French Materials

After consultation, it was decided that it would be best to create a Bilingualism Committee who would be responsible for identifying content that should be translated, supervising that work, and working to build relationships between campuses. Notice of motion for such a committee was given at the February GMM. I strongly recommend that it be approved when the motion is brought to a vote. I would happily sit on this committee and am willing to do translations myself if it will see this project come to fruition.

Newsletter

Collecting information, drafting the newsletter, double-checking the code, and finally sending the newsletter has been a huge part of every week for the past year. I've been drafting the newsletter in html and checking it against an online html editor ever since gmail destroyed my formatting one time too many. While this has worked well enough, there has to be a better way. Looking into newsletter formatting options for the future would be worthwhile.

Social Media

Nowhere in our bylaws does it say that the CO is responsible for our social media presence. It may seem like common sense, but doing all the work of the CO and sitting on the executive committee are already very time-consuming. I have been updating our Facebook page as much as possible, but I was not able to keep up with Twitter. Gizem Çakmak (CSU1) was a lifesaver in taking over the local's Twitter account. The only way to be successful on social media is to post often. It would make sense for the Communications Committee to have one or two people dedicated to social media. In any event, it makes no sense for the CO to be the only person responsible for social media: it's simply too much to expect of a single person.

Tuition Indexation

The fight for tuition indexation began anew almost as soon as the current exec took office. In that time, I have always been involved in this fight in different ways. Over the summer, it was producing materials to explain the issue, as well as leafletting. In the Fall, as we ramped up toward arbitration in December, I was part of a team that produced posters and a social media campaign. In the last couple months, I have been part of an exec team (with CSU1 and the Chair) helping our arbitration lead (Sonja Killoran-McKibbin) with the arbitration case itself, going over the employer productions, creating spreadsheets, reviewing arguments, meeting with our lawyer, and helping to draft alternative settlement language. These tasks were especially onerous since our Grievance Officer showed no interest in any of it. Throughout the entire year, I have

helped organize and participated actively in events and protests, including the BBQ-turned-rally and the delivery of the grievance in May, crashing the Board of Governors meeting in December, and the rally in January. I do believe that collective actions, communications, and hard work on our arbitration case are all part of why we now have a settlement to consider. It was a tremendous group effort, including some great work from the rank-and-file, and everyone deserves credit for their part in it.

Unit 4 Bargaining

I have been attending as many of the U4 bargaining meetings as my schedule will allow, and updating the U4 bargaining information on the website in as timely a fashion as possible. I have been in communication with the bargaining team on the subject of their communications needs, but they are content, for now, to see how bargaining goes. Should that change, I have prepared a communications plan that I will happily share with my successor.

Difficulties and recommendations

The Communications Committee is simply inadequate in assisting with the communications of our local. I have spent more time dealing with the unreasonable demands of committee members than I would have doing the small amount of work that came out of the committee. This problem is structural, to a point: the role of the committee needs to be spelled out more clearly. In my opinion, its job is to do communications, not supervise while others do that work (whether the CO or paid contractors). It also would be beneficial to increase the number of people on the committee. The committee's composition has not been updated in years, and as our communications shift more towards the internet in general and social media in particular, the burden of that work increases.

Another reason why I think increasing the number of people on the committee is a good idea is quite simple: the CO's workload is truly unreasonable. Doing this job properly requires that one dedicate large swaths of time every week, and there are no breaks. You can't just decide to not do communications for a few days if something comes up. Other people's unreasonable expectations (that everything be done perfectly and immediately while I balance a full course load) has also played a role in the fact that I have burnt out. If elected to the Communications Committee, I fully intend to take on some of that load so that my successor won't face the same fate. I would entreat whoever is on the committee to take their jobs seriously. Our local's communications are too important to fall on the shoulders of a single person.

2015-2016 Executive Report

Name: Mohamed Banda

Position: Vice President Unit II

Date of Submission: March 15, 2016

Report Period: April 2015 – March, 2016

Duties of Position:

External Liaison Work.

Unions and Ally Groups

Committees

Projects, priorities, and tasks for this period:

The 2015-2016 year started with a transitional meeting between outgoing and incoming executives to switch over keys, binders and email addresses, and a discussion on a range of issues. For this year, I organized and participated in all Anti-Racism task force group and Unit II town hall meetings, where I booked rooms, and ordered food/snacks for meetings, prepared materials/agendas and chaired all Unit II town-hall meetings. For the course of the year, I took on the task of booking room locations for all GMMs/SGMMs and AGM. Besides booking locations, I also arranged for audio/visual equipment setups. Besides regular executive meetings, I attended Cross Campus Alliance and Labour Management Committee meetings. Mostly, I signed members in at GMMs/SGMMs, and AGM, and aided in organizing committee elections. I responded to countless emails, and had in person meetings with some members to discuss concerns. I maintained regular office hours, 2-3 hours per week, where I engaged members who came to the office for services. Also, on regular basis for the year, I undertook the task to stock the office/kitchen with food/snack and supplies. With fellow executive members, I helped to organize and made placards for Contract Faculty day. I also worked with fellow executive members to organize a meeting to get members involved in e-voting working group. Along with other members of the executive I participated in conference calls with CUPE National, and sat in a meeting (with CS2 and a rank-and-file member) to discuss the best way to facilitate/moderate unit 2 list-serve moving forward. Along with other members of the executive and some rank-and-file members, I was involved in a meeting organized by York IT department to discuss e-vote functionality, - this is part of an ongoing discussion (information gathering) regarding online voting in the local.

Plans for Next Year:

I am committed on bringing people together to form a group to research the viability of e-voting at the local. The last meeting held on this was on February 26, 2016 at OISE, and interested members are asked to contact me or the Chair. I am also looking forward to working with the new executive to continue work for the local and complete unfinished business of this executive. Anti-Racism work is important and will continue as we find ways to ensure equitable practices in the local and the University. Therefore, I will continue to organize and mobilize other stakeholders around this project.

Name: Maria Wallis

Position: Grievance Officer

Date of submission: March 12, 2016 Report Period: Both Feb.-March, 2016, and the 2015-2016 Executive term

Since last GMM (Feb. 23) and March 16 (AGM)

Meetings and event attendance: Feb. 23: GMM; Feb. 24: Employment Equity Committee meeting cancelled-snowstorm; Feb. 25: TFAC meeting; Feb. 26: U4 Bargaining; March 1: Exec. meeting; March 2: Last Hiring Committee meeting-cancelled as 2 members called in with regrets that day; March 3: Grievance Committee meeting; March 16: AGM

This 2015-2016 Term: As the elected Grievance Officer, I helped members address individual grievances, and as a member of the Grievance Committee, we filed five Policy Grievances. I also helped with documentation gathering for the DFR before the Labour Relations Board, and worked with the LMC to address issues around our PER disbursements, and the CSS Program among other issues. I am also an Executive member that is involved in the Unit 4 Collective Bargaining.

As an Active member of the Task Force on Anti-Racism, worked to ensure our local 3903's practices were also equitable, while we continued to organize and mobilize other stakeholders around this project. We are hoping to hold our first public forum at York in the new academic year 2016-2017.

As a member of the Executive, I was also part of decision-making on all our initiatives including the Employer's interpretations around the offset for International students, the legal cases around sexual assaults, the policies sent to CUPE National, and the on-going issues of lack of quorum at our GMMs.

Along with other members of the Executive, ensured our GMMS were conducted--helped with photocopying, minuting, clean-up, etc. I also communicated with outside groups with regards to CUPE 3903 donations. This was a key way our local supports broader social movements in the city, and on campus.

In addition to the Task Force on Anti-Racism, I am also sitting as a member of the Center for Human Rights' Anti-Racism Committee to participate in that forum on my interest in issues of equity and anti-racism.

There are important issues of anti-racism and equity that are emerging in this local (and have been over the years). I will do my part to address them, and work with all interested local members to do the same. Together we are stronger.

Name: Megan Hillman

Position: TFAC Co-Chair

Since my last report I have attended all scheduled meetings:

Feb 23: GMM

Feb 25: TFAC meeting

March 1: exec meeting

March 8: exec meeting (skyped in)

In addition to supporting and advocating for TFAC members and working on various projects: drafting by laws regarding future strikes (e.g. making sure the strike headquarters is fully accessible, making sure members are paid weekly etc), organizing a TFAC and Trans Caucus social (to take place in April), and finalizing a draft set of recommendations regarding future hires in the local, I have also been helping the Childcare Committee both advertize the existence of the fund and work through various issues that have arisen, and I have been helping with the continued fight for international tuition indexation. I have also been meeting with other locals and unions to discuss collective ways to address sexual assault.

The past year has been a busy one for TFAC. We sent a number of resolutions to CUPE Ontario and CUPE National demanding sexual assault policies be put in place. We supported members of CUPE 3902 when threats were made against feminists on the campus. We hosted a successful pancake breakfast in the office and invited members to share their strike stories so we can improve our policies and procedures in future strikes. Members helped support Mandi Gray as her court case began. Members also provided court support for members who had been threatened on the picket line and had pressed charges. We also started the Sexual Assault Support Fund.

Other initiatives – such as a poster campaign to respond to threats of violence on campus, further pancake breakfasts, visiting departments to discuss TFAC concerns etc fell through due to a lack of capacity. While attendance at TFAC meetings continues to improve we still need to build much greater involvement amongst the members.