

## **2017-2018 Committee Reports**

### Accessibility Committee

Dear members of CUPE 3903,

My name is Shila Khayambashi, and I first join the Accessibility Committee in May 2017. As the members of this committee, we met every few weeks to discuss York's accessibility issues and to make sure that the union facilities and union-related meetings were accessible to every member of the union, with respect to their special abilities. After the strike started and during the strike, we worked closely with CUPE 3903's Equity Officer, Sheila Wilmot, to attend to the appeals of the CUPE members whose applications for joining the 8<sup>th</sup> line was rejected by the CUPE National.

Before the strike, the members with accessibility issues applied to support the strike and to be involved in the strike through the alternative duties. However, CUPE National rejected a number of these applications. In total we received 31 appeals, and for each we decided if the member should receive accessibility privileges and to what point. As the members of this committee, we, individually, received each appeal from Sheila. Sheila concealed the appeal applicant's personal information, and each application came to us as an anonymous case. Then, each member of the Accessibility Committee attended each appeal and examined the nature and the circumstances surrounding its case. We later communicated with each other, either in person or electronically, and decided about each case as a group. Through these communications, we discussed our personal decisions with the other members and heard their reasonings. Finally, we offered Sheila our final decisions, which she would then communicated them to the members who appealed.

Please contact me in case of further questions or concerns via [shilakh7@gmail.com](mailto:shilakh7@gmail.com)

All the best,  
Shila Khayambashi  
PhD Candidate, Communication and Culture  
Accessibility Committee member

## Archive Committee

Chris Vogel and Adam Kingsmith

In 2017-2018 the archive committee achieved a number of tasks. Unsurprisingly, these tasks were largely related to the CUPE 3903 strike of 2018.

During the strike, we assisted members of the communications team in the production of audio-visual materials designed to document picket lines, collect testimonials from members of the local and promote collective bargaining. The work of the archive committee included tracking down past promotional materials to help with the framing of videos.

At a number of rallies on campus and at Queen's Park, the archive committee also worked to document the events of the strike in film and digital video formats for future memorialization projects. Currently, we are also helping facilitate the production of a strike-related zine as a way to directly involve members of the local in the collective process of sharing, documenting, and learning from the strike.

There are many projects awaiting the next archive committee:

As the previous archive committee report points out, the 2015-2016 archive committee produced a digital media strategy that has yet to be implemented but could be used as a way to expand the local's social media presence. Over the past few months we have undoubtedly seen a proliferation of social media outreach and engagement directed towards the wider public — from rank and file members, CUPE allies, and the 3903 executive. It would be advantageous to look back at this digital media strategy during your 2018-2019 contract campaign so as to integrate best practices during from the strike and further strengthen the local's utilization of digital communication moving forward.

Another project is to contract local media outlets and collect materials on CUPE 3903. Like the previous archives committee of 2016-2017 points out in their report, outside of the influx of great production videos during the 2018 strike, there is a seriously lack of video materials documenting CUPE's history from outside the local. As 2018 has reminded us all: a local that strikes as effectively as we do is bound to gain the media's attention. The next committee might want to seek out footage in the archives of media companies. A way to do so moving forward would be to contact media librarians in Toronto to seek this information out.

One final project would be to work with staff in order to historically analyze grievance patterns and other 2018 strike data. This information would tell us where the bulk of grievances are concentrated, demographic information on who grieves and on what the nature of the grievances are in order to more proactively target departments that routinely violate the collective agreement in the future.

## Bilingualism Committee

Devin Lefebvre (and Farah Tasneem)

Sub-committees (for Exec members only):

Tasks required by by-laws: The Bilingualism Committee is composed of two members from any unit. The committee is responsible for assessing and responding to the needs of the local in terms of translation and French language content and promoting outreach and inclusion for our francophone members. It also coordinates translation of important documents and resources as well as any other translation projects that may arise. This committee meets with the communications officer at least once a month and coordinates with the Communications committee.

Tasks performed during the period and their result (state if they are finished or a projected completion date):

With the Communication Officer, the Committee conducted a survey of francophone members of the local to identify what needs would need to be addressed by a bilingualism policy as well as what documents ought to be given priority in translation. From the survey translating the collective agreements seems to be the top priority. York is committed in the CA to covering half the cost of translating the CA into French (up to \$5,000) as well as printing and distributing 100 copies. Once the current CA is finalized the local should move forward with a French translation. Translating the CA would also have the benefit of making a French version of the blanket applications available to members submitting applications to French speaking positions.

Statistics and/or finances (applications received, applications approved, types of events held, money disbursed, etc.). Attach table if appropriate.

Respondents by unit: Unit 1 14%, Unit 2 71%, Unit 3 14%, Unit 4 0%

Ranked translation priorities (highest to lowest): Collective Agreement, Members Manual, by-laws and policies, benefit plan guide, and committee descriptions.

Total approximate hours worked: Meeting Nov 2 (2 hours), conducting survey (3 hours).

Difficulties in performing the tasks:

The committee members had a hard time setting up formal meeting times, and mobilization work and the strike took precedent over much of the follow-up on the survey.

## Distribution Committee

Dear all,

My name is Shila Khayambashi, and I was re-elected to be a member of Distribution Committee since last election in 2017. This has been the third year that I acted as the representative member of this committee for the zone 1. This zone contains the following areas: Dance department, Music department, Film department, Cinema and Media Studies, Theatre department, and Visual Art and Art History department, as well as, the rest of the Accolade East and West, and the Center of Film and Theatre Studies. Throughout the year, in occasions, I also distributed posters in the Equity Studies, School of Disaster and Emergency Management, Communication and Culture, Information and System technology departments, as well as, the rest of the Atkinson and DB (former TEL) buildings. This distribution usually took 2 to 3 hours each diem. As members of this committee, we posted posters in the appointed areas separately after picking up the posters and materials from the CUPE local office.

I acted as a distribution member in the following dates and for the following posters:

September 11 & 13, 2017 Bargaining GMM posters  
September 14, 2017 TFAC posters  
October 2, 2017 TFAC posters  
October 7, 2017 SGMM posters  
October 19, 2017 GMM posters  
October 26, 2017 TFAC posters  
November 10, 2017 GMM posters  
November 18, 2017 GMM posters (re-posting)  
December 9, 2017 Bargaining members meeting posters  
January 9, 2018 Vote Yes posters  
January 11, 2018 Vote Yes posters (re-posting)  
February 2, 2018 Red Line posters  
March 1, 2018 GMM Final Offer posters

Please let me know in case of any further question via [shilakh7@gmail.com](mailto:shilakh7@gmail.com) .

All the best,  
Shila Khayambashi  
PhD Candidate, Communication and Culture  
Distribution Committee Representative

## First Nations Solidarity Working Group

### Year in Review

#### Ongoing Support for Darlene Necan (Bimaadiziwin)

Darlene Necan is the spokesperson for off-reserve members of the Ojibway Nation of Saugeen No. 258. Since November 2012, FNSWG has been supporting her struggles to address the lack of housing for off-reserve members and her own homelessness. In the summer of 2013, members of FNSWG fundraised to cover the costs of traveling to and building a log cabin on Darlene's trapline (ancestral hunting grounds) and a plywood house on her family's land in Savant Lake, ON. FNSWG has been part of a larger network of supporters and organizations (including No More Silence, Muskrat Magazine, and the Anti-Colonial Law Union of Ontario) in providing support for Darlene in the face of harassment, cease work orders and steep fines from the Ministry of Natural Resources over the construction of her home on her family's land.

In the past year, Darlene continues in her capacity as off-reserve spokeswoman and one of seven clan mothers to play a crucial role in advocating for the members of the community for fair distribution of resources and representation in consultations on resource development and industry partnerships regarding mining, transmission lines, and forestry.

Some of FNSWG's activities in 2017-2018 in supporting Darlene Necan and Bimaadiziwin have included:

- Supported and helped fund the Saugeen Legal Defense Fund Conference hosted in Kenora. This multi-day conference brought together on and off-reserve members of Saugeen to discuss the future of political organizing for their community.
- Supported and helped fund the Second Wind Residential School Walk from Kenora to Thunder Bay protesting the way lawyers have benefited from the TRC and stolen victims' settlement monies.
- Summer 2017 Union delegation to Savant Lake and Saugeen.
- Call-in Campaign against the MNR for spraying aerial herbicide on traditional barrie picking territories.
- Hosted Darlene Necan and Geri Gray to speak at the Internal League of People's Struggles conference.
- Supported Darlene in her work with Greenpeace around conservation of traditional trapline territories.

## No More Silence

In the past year FNSWG continued to work with No More Silence, a grassroots organization that aims to develop an inter/national network to support the work being done by activists, academics, researchers, agencies and communities to stop the murders and disappearances of Indigenous women. Members volunteered to help staff a documentary film showing and panel event about MMIW. We also supported the annual February 14th Strawberry Ceremony.

## Kanonhstaton and the Six Nations Blockade

Since FNSWG's inception in 2006, the working group has built long standing relationships with grassroots activists in Six Nations. Initially, this meant on the ground support for the 2006 blockade and reclamation of territory by members of the traditional Haudenosaunee confederacy to defend against settler encroachment on Six Nations territory. To end the conflict, the Ontario government agreed to purchase the land in question and return it to the traditional government of Six Nations. However, in August of 2017, the Ontario government handed over control of the contested territory to the Band Council government and not the traditional Confederacy. In response, Haudenosaunee community members renewed their blockade of Argyle street and other roads and railroads to pressure the government to return to negotiations with the Confederacy. FNSWG sent a delegation to visit the site and helped support these actions with material donations.

## Stop Line 10 Pipeline Talk

In October, FNSWG partnered with Six Nations Elder Donna Powless to host a panel on anti-Line 10 pipeline organizing. Enbridge intends to expand the carrying capacity of Line 10 by widening the pipeline, which runs from the Hamilton area to a refinery near Buffalo passing through traditional Haudenosaunee territory. This event brought together Indigenous land defenders and environmentalist groups to discuss future organizing against the project. Speakers included Donna Powless, Todd Williams of Six Nations of the Grand River, Vanessa Gray from Aamjiwnaang First Nation, and Don McLean from the Hamilton 350 committee.

## Other Solidarity Donations

Through the relationships built by supporting the projects and delegations described above, our ability and resolve to make sure union resources directly reach grassroots Onkwehonwe and Anishinaabe organizers (primarily women) is strengthened every year. Additionally, organizations we support via solidarity donations include:

- Women's Coordinating Committee for a Free Wallmapu
- Walking With Our Sisters commemorative art installation

## 2018 Budget

- Transportation (to Six Nations, hosting guests, organizing events, etc.) 4,000
- Honorarium for Speakers (for educational, fundraising events, etc.) 2,000
- Bimaadiziwin and Support for Darlene Necan 6,000
- Six Nations Haudenosaunee Confederacy Blockade support 4,000
- Travel to Savant Lake 2,000
- Food for events 2,000
- Solidarity donations 2,000

Budgeted - 22,000 initial budget + 5,000 top-up due to strike delay in budget turnover

Actual - 25,745.87

## Accountability to Union Membership

FNSWG remains committed to being accountable to CUPE 3903 membership. Our annual budget and all our initiatives are reported back to and voted on at the AGM and GMMs. Any initiative requiring the use of our funds is voted on internally only if quorum is met. All expenses are submitted to the union as receipts, and have corresponding documentation in our bi-weekly minutes. All cheques made out to reimburse FNSWG members are signed by a member of the Executive. Our meetings and initiatives are open to all members, and we encourage you to get involved!

## Quorum

Our quorum is 5 union members in good standing. Financial decisions and any major decisions cannot be made without quorum. JOIN US!

As a volunteer, membership driven working group, FNSWG is always looking to include more members and to expand our capacity to support Indigenous sovereignty movements. We especially hope to build up greater capacity in the 2018-2019 year as many long-time members leave York or focus on other commitments. If you are interested in getting involved or have ideas about how FNSWG can expand its support for grassroots action, please reach out to us and get involved!

Contact [cupe3903fnswg@gmail.com](mailto:cupe3903fnswg@gmail.com).

## Postings Committee

David Ravensbergen & Tracy Mack

As a result of the strike and the terms of the Unit 2 Memorandum of Settlement, postings for Fall 2018 are deemed to fall outside of the process outlined in the Collective Agreement.

Nevertheless, the committee continues to contest those postings that contain provisions that violate our collective agreement.

### Ongoing postings issues

- The employer continues to raise qualifications requirements for positions across departments. In some cases, Tutor 1 positions have a completed PhD listed as a required qualification, despite those same positions being held by Unit 1 members who have not completed their PhD. There has been a new provision appearing in Anthropology postings (possibly other departments as well) requiring Course Directors to prove an “ongoing research agenda” for courses that did not previously list this requirement. The overall trend of shifting from ABD to PhD as a requirement for Course Directorships continues across departments. We have had limited success in contesting these instances of qualifications inflation, and await the results of arbitration to see if there will be any improvement in the latest collective agreement.
- There are recurrent issues around technology requirements. Some postings continue to require Course Directors to use Moodle, email correspondence or other online course management software. We have asked the employer to instruct departments to remove technology requirements for courses that are not classified as online or blended courses.
- We continue to notice instances of excessive qualifications requirements that appear tailored to a specific individual. We have asked the employer to instruct departments to keep their qualifications requirements in line with similar courses with more reasonable requirements to avoid providing preferential treatment for individual employees.
- The employer continues to violate the collective agreement on postings dates. The committee was preparing to file a grievance around late postings just before the strike began, and we were advised to wait until after the strike. While postings dates cannot be enforced for Fall 2018 work, we recommend returning to this issue for subsequent rounds of postings.

### Recommendations

- The issue of the job board and the need for a better database for managing postings has come up every year for the past few years and has yet to be addressed. As a result of the strike and the disruption of committee work this past year it was not taken up. The committee recommends that it be directly taken up in the coming year. A rudimentary database should be established that tracks key aspects of postings such as the



qualifications required, projected enrolment, etc. Qualitative data could be tracked using a simple coding system (e.g. 1 = PhD, 2 = ABD, 3 = MA; 1 = degree from within the field of study, 2 = degree related to the field of study, 3 = no preference; etc.). The initial effort required to set this up would be time-consuming to say the least, but the ability to statistically track, for example, whether or not requirements are going up or down, by course, by department, or by the university as a whole, would constitute a powerful source of information for the union (carried over from 2013-14 recommendations).

- Postings Officers should seek better integration with the Grievance Committee, as well as improved coordination with the Grievance Officer, union staff and the executive. Given the volume of postings, more coordination will assist the Postings Committee with selecting departments and issues to focus on. Given the unwieldiness of the job board, more targeted investigation of specific departments would be effective.
- The Postings Committee has repeatedly asked the LMC to add an additional column to the CUPE jobs board that would allow us to sort postings according to the date they were posted. Currently, there is only a column for the application deadline, but not one for the date the posting went up. Having this new column would also make it easier for us to collect data on the number of postings that appear after the deadline. This modification of the ARMS software does not appear particularly complicated and the POs recommend that the Union continue to request this modification from the employer at LMC meetings and through other channels. This extremely simple request has been put forward multiple times over the past three years and should be made an urgent issue this year.

## Ways and Means Committee

Dear members of CUPE 3903,

My name is Shila Khayambashi, and I first was elected as a member of Ways and Means Committee from May to September 2017. I was re-elected to perform as a member of this committee in September 2017. The members of this committee met regularly every two weeks until the beginning of the Strike. These meetings were halted for the duration of the strike, and we were hoping to reinstate our committee activities right after the strike was over.

This committee's responsibility is to review and adjudicate the received Ways and Means applications and to distribute the allocated fund to them. During our meetings, we attended every Ways and Means application, which was filed since the previous meeting, carefully and with respect to the member's unique circumstances. We, as a committee, were dedicated to ensure that the eligible applicants would receive their funds in a timely manner. We reviewed every application separately and discussed their eligibilities based on Ways and Means guidelines, as well as, the nature of the application. We specifically examined each application based on the following characteristics: the emergency nature of the application, the applicant's unexpected financial distress, and the applicant's hardship, harm, and anguish.

We, as committee, met with CUPE 3903's Equity Officer, Sheila Wilmot, time to time regarding the more challenging cases, which were beyond our judgements. We, then, applied Sheila's guidance to the challenging application, as well as to other cases and applications with similar nature.

There were an average of five applications filed for each meeting, many of which lacked sufficient documents to be approved for fund. In case of missing documentation, we emailed the members and asked them to provide us with necessary paperwork, such as receipts, notes, or any documents which strengthen their application. However, some applicants complied with these requests while others did not.

The applicants who were approved to receive the fund usually were approved for the amount up to \$1000, depending on their receipts. However, due to unique nature of each application, a number of applications were approved for amounts higher than the Ways and Means fund limit. Yet, these applicant's hardship and financial loss have usually been greater than the awarded Ways and Means fund.

The Ways and Means fund has an email account which every member of this committee has an access to. We make sure to attend the incoming emails and respond to these emails in a timely manner. While we email every applicant whose application needs additional information and documentation, we, also, email the members whose applications were approved and rejected at the end of each meeting to inform them about the progress of their applications.

Furthermore, we, as the Ways and Means committee, introduced a series of guidelines for the Ways and Means Fund decision making to make the adjudication process more consistent over

time. However, these guidelines had to be put on hold for the duration of the strike, but we plan to continue on working on them upon our return back to duty.

Please contact me in case of further questions or concerns via [shilakh7@gmail.com](mailto:shilakh7@gmail.com)

All the best,  
Shila Khayambashi  
PhD Candidate, Communication and Culture  
Ways and Means Committee member