



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
and Part-Time Librarians and Archivists @York University, Toronto

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

EXECUTIVE REPORTS

Name: Maija Duncan

Position: Chairperson

Date of submission: December 18th, 2020

Report Period: Nov 26th - Dec 18th

Duties of the position: Organizing the day-to-day operations of the local, including supervising staff, ensuring the smooth running of the executive committee, chairing meetings, acting as a signing authority, liaising with CUPE National, and acting as main contact with legal counsel.

Projects, priorities, and tasks for this period:

- Assisted with bargaining (hosting meetings with the employer, suggesting changes to proposal language, helping to work on TFAC proposals, worked on costing of the Albertyn model, etc.).
- Attended mediation on the misappropriation of the GAT fund from the Unit 3 collective agreement. We are moving to arbitration on this file as the employer refuses to admit that giving \$74,000 that was meant to incentivize hiring GAs to faculty members who used it for their own personal purposes (including buying a new computer in one case!) is their fault.
- Supported members with information, potential grievances, and preparing for an upcoming mediation
- Assisted the union side of both the Faculty of Health Nursing Working Group and the Employment Equity Committee

Plans for next month:

Bargaining!!! And continuing to support members/grievances/mediations as needed.

Meeting and event attendance:

Exec Meetings: Nov 26, Nov 27 (joint w/ BT)

(S)GMMs: Dec 4

Other Meetings/Events: Employment Equity Committee (Nov 26), TFAC (Nov 30 & Dec 10), mediation on GATF grievance (Dec 3), Bargaining (Dec 9, 14 & 17), Faculty of Health Nursing Working Group (Dec 10), exec anti-o (Dec 11), BT meetings (Dec 15 & 18)



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Name: Emilie Hurst

Position: Recording Secretary/Research Officer

Date of submission: December 18th, 2020 **Report Period:** Nov 25th- Dec 18th

Duties of the position: Taking minutes at all meetings of the local and keeping their records. Compiling and maintaining a policy book of the various policies passed by both GMMs and the Executive. Ensuring that the local's funds are used only as authorized or directed by the National Constitution, Local Union bylaws, or vote of the membership. Performing or arranging specific research tasks required by the Executive and/or the membership. Fulfilling other administrative duties as directed by the Executive Committee. Keeping a record of all correspondence received and sent out.

Projects, priorities, and tasks for this period:

- Prepared agenda for December GMM and November 26 GMM
- Coordinated with other minute takers in GMM to collate minutes from the various break-out rooms
- Kept up to date list of summary of motions
- Corresponded with CUPE National to urge them to express solidarity with Belarusian workers
- Attended bargaining sessions

Difficulties and recommendations:

Plans for next month:

- More bargaining

Meeting and event attendance:

Exec Meetings: Nov 26

(S)GMMs: Dec 4

Other Meetings/Events: Dec 9, 14, 17 (Bargaining), Dec 11 (Anti-O Training)



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Name: Michael Laurentius

Position: Secretary-Treasurer

Date of submission: 17 December 2020

Report Period: 26 November - 18 December 2020

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:

- Maintained updated membership list based on monthly/bi-weekly dues lists; maintained a contact list for current and political members based on various (incomplete) Employer-provided lists
- Liaised with Union Digital representatives multiple times and exchanged emails re: the setup of Union1 for the Local
- Contacted members re: results of policy grievance re: Unjust Enrichment and SunLife Benefits extension
 - Assisted members with financial assistance applications
- Assisted Staff with general workload and members' questions
- Assisted BT with questions re: membership numbers, funds status, info requests, etc.
- Contacted Alterna rep re: organizational credit card application
- Contacted 3906 Treasurer re: experience of Local's transition to e-transfers
- Attended as many bargaining sessions as feasible

Plans for next month:

- Continue to help with Union1 startup
- Meet with 4600 Exec re: staff bargaining
- Begin preliminary planning for 2020-21 budget
- Assist BT with any costing of CA and/or finance proposals

Meeting and event attendance:

Exec Meetings: Nov 26

(S)GMMs: Dec 4

Other Meetings/Events: Dec 9, 14, 17 (Bargaining), Dec 11 (Anti-O Training)



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Name: Parbattie Ramsarran

Position: Grievance Officer

Date of submission:

Report Period:

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

Projects, priorities, and tasks for this period:

Working on the bargaining team

Assisting with unit 2 proposal

Making sure that all emails and queries are answered in a timely manner

Try to complete weekly check in with staff - but due to the season and

Number of grievances, this was a challenge

Difficulties and recommendations:

Hope to resume weekly check in with staff

Plans for next month:

Hope to be in attendance at all meetings

Meeting and event attendance:

Bargaining meeting

Meeting with staff

Exec Meetings: I think that I missed one

(S)GMMs: I attended but departed early

Other Meetings/Events: Bargaining meeting, etc.



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Name: Firoza Elavia

Position: Communications Officer

Date of submission:

Dec. 18, 2020

Report Period:

Nov. 26–Dec.18, 2020

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.

Projects, priorities, and tasks for this period:

Website news and information updates, including daily bargaining updates;

Correspondance with BT;

Weekly newsletters and special announcements -- compiled and edited;

Maintained 3903 Calendar;

Maintained social media: Facebook and Twitter;

Organizing Communications Committee Meeting;

Writing up the anti-racism survey, will need to finalize the draft;

Organizing and planning for bargaining -- specifically related to anti-racism and equity issues;

Email correspondence (daily): Executive, BT and membership;

Updating listservs for new subscribers to CUPE Newsletter & ARC.

Difficulties and recommendations:

Two members from Comms. Ctte. have decided to step down due to their schedules, which is a blow especially since one of them is a long-term member familiar with the local and its issues. Hoping that someone with equal knowledge steps up and joins the committee.

The number of meetings has taken a toll. The last 2 months have been taken up by meetings, especially bargaining-related meetings, leaving significantly less time for work on comms. I will need to make adjustments to balance this ratio.

Meeting and event attendance:

Exec Meetings: Nov. 26; Joint BT-Exec.: Nov. 27

(S)GMMs: Dec. 4

Other Meetings/Events:

EEC Nov. 26;

Equity Proposals w BT: Dec. 1; Dec. 3;

BT meetings: Dec. 10; Dec. 15; Dec. 18;

B. w Employer: Dec. 2; Dec. 9; Dec. 14; Dec. 17;

Anti-Oppression Training.: Dec. 11.



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Name: Alie Hermanutz

Position: Chief Steward Unit 1

Date of submission: December 14

Report Period: November 25-December 14

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.

Projects, priorities, and tasks for this period:

- Circulated mask mail out survey, bargaining/general info mailing insert.
 - Have had a great response! Almost all masks will be shipped out.
 - This was done alone by asking stewards to circulate the memo in their departments
 - Learned how to use Survey Monkey :)
- Continued meetings with individual incoming stewards (who have just been elected)
- Several meetings with members who have queries about workload/leaves/etc.

Difficulties and recommendations:

- Still having difficulty identifying general direction and targets for Bargaining Mobilization Committee in pandemic bargaining
- Slowly moving into one-on-ones with stewards but am having difficulty connecting over Zoom from screen fatigue
- Not sure how to help with bargaining mobilization but I think circulating the participatory surveys is a good approach

Plans for next month:

- Circulate surveys to members about how they want to get involved in bargaining and then working on one-on-ones with everyone. I think splitting the one-on-ones between the four stewards would help reach this goal.
- Organizing bargaining class talks in January 2021 as undergrad outreach strategy
- Developing better plans and approaches for digital BMC meetings including scenario and workshops
- Figuring out an organizer from WAC to come talk to Stewards at a January meeting about organizing during a pandemic and do a mini training

Meeting and event attendance:



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Exec Meetings: November 26; Bargaining Team-Exec joint meeting (November 27)

(S)GMMs: December 4

Other Meetings/Events: Employment Equity Committee Meeting with Employer (November 26); Presentation at GPSSA Special Meeting on Bargaining (November 26); Exec Committee Anti-Oppression Training (December 11); Bargaining Meeting with Employer (December 14)

Stewards Council: December 16



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Name: Elena Chou

Position: Chief Steward Unit 2

Date of submission: December 18

Report Period: November 26 - December 18

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.

Projects, priorities and tasks for this period:

- Liaised with 3903 Staffperson Baolinh Dang and the Nursing stewards and helped to bring Nursing-related issues/concerns to the Exec and the Unit 2 BT
- Assisted with bargaining (helped Baolinh Dang and the Nursing stewards on Nursing proposals, as well as assisted the Unit 2 BT with the Unit 2 proposal package)

Difficulties and recommendations:

- Continuing challenges in identifying existing Unit 2 stewards as well as recruiting new Unit 2 stewards, and especially new and/or additional stewards in Nursing

Plans for next month:

- Organizing a Nursing information session on CSSP with the Vice President Unit 2 for January 7, 2021 during one of the Nursing CCD orientation sessions
- Attending the Employment Equity Committee (EEC) meeting with the Employer in January (exact date tbd), and working with the EEC to identify issues in the current Employment Equity Plan for discussion with the Employer
- Attending the School of Nursing monthly meeting in January (exact date tbd)
- Continuing work on the departmental mapping project with other Chief Stewards and departmental stewards

Meeting and event attendance:

Exec meetings: Exec - November 26; Joint BT-Exec - November 27

Stewards' Council: December 16

(S)GMMs: December 4

Grievance Committee:

Other Meetings/Events: Employment Equity Committee Meeting with Employer - November 26; Meeting with Unit 2 BT on Nursing proposals - December 2; Meeting with Unit 2 BT on



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Nursing proposals - December 3; School of Nursing Pre-Meeting with Baolinh Dang and
Nursing stewards - December 9; School of Nursing Monthly Meeting with Employer - December
10; Exec Anti-Oppression training - December 11; Meeting with Unit 2 BT and Baolinh Dang on
Nursing proposals - December 13



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Name: Jessica Ireland

Date of submission: December 18

Position: Chief Steward Unit 3

Report Period: November 26-December 25

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.

Difficulties and recommendations:

- Still having difficulty finding Unit 3 members to fill the available BT positions.
- I spoke with 2 RA's whose wages would be reduced if their positions were switched to GAships so Unit 3 and the local as a whole will have to decide the best way to approach this issue. This is also a bargaining issue since we are asking the employer for a LOU to establish the difference between RAs and GAs so we will have to see where we are with bargaining to decide what to do next to rebuild Unit 3.
- The GATF mediation went nowhere. The employer refused to acknowledge any wrongdoing or negligence and would not agree to a joint oversight committee so the grievance has been referred to arbitration.

Plans for next month:

- Unit 3 strategizing meeting planned for sometime in early 2021
- Working with the communications committee on an educational campaign about the differences between RAs and GAs or a 'tip line' campaign to identify more misclassified RAs.
- Moving the RA/GA postings grievance along. We were hoping to mediate that issue alongside the GATF grievance but we barely made any progress with the GATF grievance which is now going to arbitration so the postings grievance will have to be pursued separately.

Meeting and event attendance:

Exec meetings: November 26,

Stewards' Council: December 16

Other Meetings/Events: GATF grievance mediation December 3, GATF grievance meeting December 10, Anti-oppression training December 11



Name: Stephanie Power

Position: Chief Steward, Unit 4

Date of submission: December 18, 2020

Report Period: November 25, 2020 - December 18, 2020

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

- 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 Exec Committee
- Surrendering, upon termination of office, all books, seals and other properties of the Local Union to her 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 period:

- Met with employer for LMC, main items for discussion included MOU regarding maximum hours of work and options for working through York "closure"
 - Co-chair suggested scrapping the MOU we've been working on in favour of a "pilot project" with the same parameters, i.e. U4 members' hours do not exceed 17 hours per week *on average*.
 - She points to the section of YUFA's CA that says anything over 50% FTE is considered YUFA. We brought this same section to the employer's attention more than a year ago and were explicitly told we needed YUFA's permission, thus the idea of the MOU was born. It seems they have changed their position on this.
- Attended executive anti-oppression training
- Assisted with scheduling and running the SC/BMC; Running breakout rooms to practice working through grievance-related scenarios with departmental stewards.
- Began work on a departmental mapping project to determine where potential gaps in coverage and opportunities for mobilization exist.
- Worked with members to resolve/discuss issues related to hiring, benefits, etc.

Difficulties and recommendations:

- Unit 4 is compensated on an hourly basis and has been told by the employer in years past that we are ineligible for compensation over the break like our colleagues and fellow CUPE members, meaning we lose an entire pay period. This year, we proposed giving U4 the option to work through the end of our contracts (December 31) to ensure financial stability but are still awaiting permission from the employer.
- The Co-chair's suggestion to scrap the MOU was frustrating, as much work has been put into it by myself, our staff, and our YUFA collaborators.

Plans for next month:

- Work with CSs and departmental stewards to gather info for departmental mapping project.
- Track any issues or queries that could be relevant for future rounds of bargaining or LMC and provide support for members via email, phone, and virtual conference.
- Provide regular updates to the membership on any changes in protocol or procedures due to COVID-19.

Meeting and event attendance:

Executive Committee: November 26

Stewards' Council: December 16

GMM: December 4

Other: Meet w/Staff Rep Dec 4; Anti-oppression training Dec 11; U4 LMC Dec 14



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Name: Stacey Berquist

Position: Vice President Unit 1

Date of submission: Dec 18th

Report Period: Nov 25-Dec 18

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: Helped plan December GMM and chaired Unit 1 caucus; organised opening of nominations for various vacant positions with Comms Officer; helped members via email, attended exec anti-oppression session.

Difficulties and recommendations:

Plans for next month: Help plan Jan GMM including byelections for committees; attend more bargaining sessions.

Meeting and event attendance:

Exec Meetings: Nov 26th; BT-Exec Nov 27th

GMMs: Dec 4th

Other Meetings/Events: VP meeting Dec 1st; Exec Anti-O session Dec 11th



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Name: Vanessa Lehan-Streisel

Position: Vice President Unit 2

Date of submission: Dec 16, 2020

Report Period: Nov 25-Dec 25, 2020

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:

Helped organize and run the Dec GMM, took over an accommodation file, misc. Bargaining assistance.

Difficulties and recommendations:

Plans for next month:

Plan January GMM, and plan another Unit 2 townhall.

Meeting and event attendance:

Exec meetings: Nov 26, BT/Exec: Nov 27

(S)GMMs: Dec 4

Other Meetings/Events: Bargaining: Nov 25, Dec 2, Dec 3, Dec 9, and Dec 14; VPs, Dec 1; Meeting with EO, Dec 1; Meeting with member about their accommodation, Dec 1; LAPS faculty council, Dec 10; Anti-Oppression Training, Dec 11.



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Name: Rawan Abdelbaki

Position: Vice President Unit 3

Date of submission:

Report Period:

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:

- I spent more of this month working with staff and exec members on unit 3 grievances and the mediation session for the GAT Fund, which has not been referred to arbitration
- Bargaining support and signing off on unit 3 proposals
- GMM support

Difficulties and recommendations:

Plans for Next month:

- Plan for unit 3 GATF arbitration

Meeting and event attendance:

Exec meetings: Nov 26th; BT-Exec - Nov 27th;

(S)GMMs: Dec 4th

Other Meetings/Events: Unit 3 mediation prep - Dec 1st; mediation session - Dec 3rd; mediation discussions - Dec 10th; OUWCC meeting - Dec 9th; anti-oppression training - Dec 11th



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Name: Navi Dhanota and Bridget Liang

Position: TFAC Co-Chairs

Date of submission: December 15 2020

Report Period: December 1- Dec 24

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:

TFAC BT Proposals

TFAC BT Proposal Membership Meeting

Event Planning

Submitted Pronoun email to York (after membership edits)

Difficulties and recommendations:

TFAC worked with Chairperson and BT to create a time sensitive timeline to submit TFAC proposals.

In two weeks TFAC consulted with past co-chairs, sub-committees to create a draft of BT proposals

TFAC membership worked tirelessly to finish /edit/add to document and it was submitted to BT ahead of schedule.

Pronoun documents will hopefully be published in January. More prodding may be required.

TFAC GMM is being postponed to early Jan, as holidays are cutting into regular scheduled meeting date

Plans for Next month:

TFAC GMM (Dec/Jan)

Event Planning for the new year

Working on engagement with TFAC membership

Ways to get people to apply to the services they need



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Meeting and event attendance:

Exec meetings: Bridget x2

(S)GMMs:

Other Meetings/Events: TFAC BT Proposal Meeting with membership (Navi and Bridget)

Anti-O Training (Navi and Bridget)