



EXECUTIVE REPORTS

Name: Maija Duncan

Position: Chairperson

Date of submission: March 16th, 2021

Report Period: August 2020 – March 2021

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.

The role of the Chairperson includes a lot of smaller or routine tasks, which do not make for a good report. As such, I've highlighted specific areas that might be of interest.

Functioning of the Executive Committee

Training

As per the bylaws, I arranged for the executive to receive anti-oppression training; we chose to focus on taking concrete steps towards anti-racism. I also prepared and delivered confidentiality training and bylaw training.

Anti-racism initiatives

A stated priority of this executive was concrete steps to further anti-racism. Honestly, this has met with a few bumps in the road, despite the best of intentions. Part of the problem is in identifying how to tackle such a large and pervasive problem as systemic racism. Several members of the executive took the initiative to hold an anti-racism townhall in August, the feedback from which was that talking is fine, but there needs to be action. We then conceived of a survey to document racialized members' experiences. This survey is almost ready, but ran into several technical difficulties that delayed its release. In the end, the most concrete way to tackle systemic racism was found at the bargaining table, with specific proposals meant to increase representation of BIPOC people at York. It's been all hands on deck with the exec and BT to work on these proposals, with my contribution especially on the communications side of things. I'm cautiously optimistic that the results of the survey will help guide the next executive in taking ever increasing concrete steps



Bargaining

The Bargaining Team for Units 1, 2, and 3 met with the employer for the first time on October 30th. Accordingly, a large part of my work this year has been supporting bargaining. I've helped with proposal language (especially for Unit 3), acted as the Zoom host for the bargaining sessions with the employer, helped edit reports and draft materials for the website, provided direction on media relations, done preliminary costings on specific proposals, and brought no-nonsense chairing to difficult bargaining discussions.

Dealing with York

I stepped in as needed to help staff and exec deal with York in grievance cases (individual and policy) and joint committees. Below are some examples that are both publicly available and apply to a broader subset of the union.

Unit 3

The attack on Unit 3 has been intense this year. First, we found out that York misappropriated at least \$74,000 out of a fund meant to incentivize the hiring of Graduate Assistants. It took months for York to admit to this, and once they did, they tried to argue that the employer is not responsible for making sure our CA funds aren't turned into a faculty slush fund. Considering they placed exactly zero mechanisms in place to ensure the proper disbursements of funds, yes, it is absolutely their fault. This policy grievance is heading to arbitration in August 2021.

We've also seen an influx of "RA postings". This makes no sense, as an RA is a grant to further a member's own research, not a job title that could be posted outside of Unit 3. At the Step 4 grievance meeting, faculty relations admitted as much; yet the grievance is still heading to mediation on March 18th. Considering that the employer has said at the bargaining table that they do not want to address this problem, it is safe to assume this will also end up in arbitration. This should be interesting, as a positive ruling should help bolster the definition of a GA, which York has been steadily and intentionally trying to erode since 2016.

Unit 4

August and September were difficult times for the part-time librarians and archivists of Unit 4, who faced serious cuts. The Chief Steward Unit 4 and I worked with CUPE National to get some



attention and hopefully pressure on the Dean of Libraries to reverse the cuts. Success was only partial. Unit 4 is a small unit, and they need the support and solidarity of the other units.

Employment Equity Committee

The Employment Equity Committee (EEC) is a joint committee with York which meets five times a year to discuss equity data and (allegedly) discuss implementing equity policies. I was asked to step in to assist the EEC when we did not have an Equity Officer. I attended three such meetings since August, at which we pushed the employer to attach some concrete deliverables to the employment equity plan. This process is still ongoing. The complete lack of power of this joint committee, as well as the employer's resistance to committing to any concrete steps, make for a very frustrating experience.

Nursing

The union (usually represented by two stewards from Nursing, the Chief Steward Unit 2, and staff) meets with the Faculty of Health working group on Nursing roughly once a month. I was drafted to take minutes for these meetings, and very occasionally speak when the hammer needs to come down. Like with EEC, these meetings are very frustrating. The employer reps in Nursing are openly hostile to the union in general and their Clinical Course Directors in particular. Some very slow progress is happening through a deluge of grievances, but the complete dysfunction of both the School of Nursing and this joint Working Group is why solutions need to come from bargaining.

Difficulties and recommendation

There is always too much to do to ever catch up. This means triaging what is most urgent, which makes it incredibly difficult for the executive to focus on things like deep organizing. York does this on purpose, forcing us to play whack-a-mole with an ever multiplying list of issues. We need stewards, and rank and file members in general, to take on more of an active role in organizing and determining the political direction of the union. Obviously, the pandemic has heavily reduced everyone's capacity and made organizing more difficult; these are circumstances we have to work with, for which there is no easy solution.

I am tired; we all are. Please be kind to the people who give everything they have – and then some – to keeping this union afloat.



Name: Emilie Hurst

Position: Recording Secretary/Research Officer

Date of submission: March 13th, 2021

Report Period: August 2020- March 2021

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 agendas and minutes for 36 separate meetings
- With shift online, made concerted effort to improve the accessibility of minutes with better heading structure and other best practices. This involved creating word templates, to streamline formatting process
- Completed a reformatting of the bylaws, to improve accessibility and make formatting consistent. As with minutes, created a word template to facilitate their upkeep, as word is much better suited to created accessible PDFs
- Hiring: In the fall term, stepped in as a member of the Equity Officer Hiring. I am now serving on as well on the committee for hiring of both the Assistant staff representative and staff representative as well
- Collected and uploaded to website monthly executive committee reports
- Keep track of monetary motions to forward to Treasurer and Financial officer
- Created spreadsheets to document all motions passed as well bylaw amendments
- Helped members and exec member with language for motions and bylaw amendments, including assisting member with pushing through affiliation with Coalition for Student Employee Unions
- Served on the 1281 LMC committee
- Began project of mapping union google drive
- Developed a naming standard for documents in Google Drive
- Continued work of previous Recording Secretary in pushing for the creation of comprehension Executive transition binder, contributing extra documents to explain use of internal google calendar, as well as guidance on submitting motions
- Helped with anti-racism communication sub-committee
- When possible, attended bargaining session with employer, as well as some of the bargaining team meetings



Difficulties and recommendations:

- Editing minutes is by far the most time-intensive part of this job. Because this is a bargaining year, the number of meetings has generally been higher. This made it difficult to concentrate on other projects throughout the year
- National has been slow to approve bylaw amendments, which has meant that we still have bylaws dated from 2019 which have yet to be approved. Bylaw document on the website is thus now over a year old and does not reflect all the changes that have been passed by the membership since then. I have continued the practice implemented by the previous Recording Secretary of maintaining a separate document that lists all the bylaw changes passed by membership, but not approved by National, but it has now grown to over 50 pages in length.
- Shift online meant that it was difficult to engage with membership, especially on issues of bargaining
- Zoom fatigue is real
- On the plus side, online meetings have generally led to higher member attendance overall: we did not have a single meeting that lacked quorum. This generally allowed for the timely clearing of agenda items throughout the year and no backlog of minutes to approve. With the return to campus, it might be worth considering whether the union wants to host some (though by no means all!) of its meeting online, which does improve accessibility for some.
- With return to campus, recommend finding ways to maintain some degree of online accessibility of minutes to membership
- There are still significant gaps in our google drive, with files spread across multiple people. Recommend taking the time to implement consistent file names across drive, as well as completing mapping projects to better identify gaps.



Name: Michael Laurentius

Position: Secretary-Treasurer

Date of submission: 16 March 2021

Report Period: August 2020 - March 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:

- Assisted Financial Coordinator with processing invoices, bills, and funds e-transfers
- 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
- Meet with vendor re: membership management software, strike payroll, digital NSF forms, and digital picket line management
- Meet with new committee, WG, and caucus members re: budgeting, fund adjudication, and proper expense (digital) paperwork
- Assisted with the setup of Union1 for the Local by providing Union Digital with member information and workflow descriptions
 - Private features including membership management, grievance/case module, and members portal are expected to go live in May; new external website will be a project for the new Communications Committee
- Assisted Staff with policy grievance re: Unjust Enrichment and SunLife Benefits extension, including collecting cases of hardship
 - Contacted members re: results of policy grievance re: Unjust Enrichment and SunLife Benefits extension
 - Assisted members with financial assistance applications
- Assisted BT with questions re: membership numbers, funds status, info requests, etc.
- Assisted TFAC co-chairs with TFAC Ways and Means pilot
- Followed up with Alterna rep re: organizational credit card application
- Continued work on 2021-22 Main Operating budget
 - Met with staff re: forecasting legal expenses
- Met with 4600 Exec re: staff bargaining
- Liaised with 3902 re: Strike payroll
- Met with 4600 Business Agent re: 3903's experience with Union Digital
- Contacted 3906 Treasurer re: experience of Local's transition to e-transfers



- Met with Executive Committee and Staff member from 3904 to discuss 3903's system of online fund forms and direct deposit
- Attend meetings re: grassroots grad student organizing around issues of bargaining, international students, and COVID
- Sat on Hiring Committee for new Equity Officer and assisted with onboarding
- Regularly spoke with FGS to clarify York's position on Fall TAships and members outside of Canada
 - Pressure from the Local helped to secure a more coherent position by the Employer on these issues
- Spoke with external parties re: York's approach to international students, employment, and COVID
- Secured Collective Agreement Funds (including for on-campus childcare facilities) for 2020-21 year with initial push-back from Employer due to expiration of CA
- Transitioned meeting logistics re: Executive Committee meetings, GMMs, and town halls over to the VPs
 - From the beginning of the pandemic until September, I acted as host for most of the Local's meetings
- Answer questions from members regarding EI, CERB, CESB, Union funds, FGS bursaries, and other financial support opportunities
- Proposed and wrote language for several Bylaw amendments

Difficulties and recommendations:

- The pandemic and lack of access to the Union Office on campus has emphasized the need to upgrade some of the antiquated workflow the Local has relied on for years
 - The move to online forms for CA funds and expenses, as well as the adoption of electronic fund transfers, occurred just prior to the pandemic and made it possible for payments to go uninterrupted. Unfortunately, it has led to a piecemeal digital workflow for Accounts Payable and oversight that I developed largely on-the-fly. This financial workflow continues to be functional, but is ultimately unsustainable. If the Local wishes to maintain a largely paperless workflow, a proper system will need to be designed and implemented
 - Staff traditionally have relied heavily on their desktops to work and store digital files, which lead to logistics issues when the Union Office is closed for long periods of time or if a hybrid model of split time between the Office and working from home becomes increasingly common. I would recommend that the Local look into laptop/dock solutions for each staff member, ideally technology rotation leases that would allow reasonable upgrades
 - A great deal of paper files remain housed within the Union office, as well as on-site and off-site storage. While grievance tracking software will assist with grievance related paperwork going forward, much of the Local's institutional history has yet to be digitized and is largely inaccessible. I would recommend that



the Local's Archive Committee prioritize the digitization of the Local's files when access to them resumes

- The use of QuickBooks desktop has led to an increased workload for the Financial Coordinator, since with one workbook, I've been unable to assist with various bookkeeping duties. I would recommend the Local transition to an online platform which maintains all of the key features that the Financial Coordinator deems essential
- Local should consider forming a Finance Committee to assist Secretary-Treasurer in budget planning and other finance-related tasks
- General burnout amongst Executive members, Staff, and the general membership is an ongoing concern, which has only been exacerbated by the pandemic. Organizing, mobilizing, and the various political aims of the Local require greater engagement and leadership from the membership, otherwise we risk moving towards a servicing model of unionism.
- Due to the results from forced arbitration after the previous round of bargaining and the limitations from Bill 124, the dues base risks stagnation. In light of York's poor handling of employee and student concerns during the pandemic, previous efforts to organize new bargaining units on campus should be renewed/pursued. Attempts to strengthen and rebuild Unit 3 should be prioritized as well.



Name: Parbattie Ramsarran

Position: Grievance Officer

Annual Grievance Report – 2020/21

This last year has seen the Union, due to the pandemic, expeditiously, and efficiently moving from in person to online services. While a great challenge, this movement to online services appears to be effective.

Throughout the 2020/21 term, several types of grievances are recurring. Speculatively, this year, these recurring grievances will increase.

In regard to the numerous violations of the Unit 2 Collective Agreement that are filed via members of the School of Nursing, this department remains one of the most challenging to negotiate, and/or mediate, arbitrate grievances.

Below the types of grievances that are recurring in the Local is categorized.

Failure to Recommend.

These are the most common types of Grievances that the local responds to these are recurring, ongoing, and customary in faculties and departments across the university. Issues include qualification, incumbency, seniority, and equity.

Accommodation

Accommodation Grievances are recurring and increasing. As well, the employer's reluctance to resolve these in a timely manner is having an adverse impact on members' ability to undertake and complete their job responsibilities.

Moreover, the employer's limited articulation of disability and accommodation results in increased stress and anxiety for members. As well, the employer's request for documentation appears to be an onerous process that can be avoided, e.g. multiple requests for medical notes - financially stressful on members. That is, members beginning the process of requesting accommodation provide medical documentation to departments and this documentation can be shared with the Employee Wellbeing office.

As members' file progress through the accommodation process, the Employee Wellbeing Office appears as a bureaucratic gatekeeper, in their numerous request for documentation from the members. However, that documentation is available at the departmental level, and precipitates the request for accommodation. Employee Wellbeing, requesting documentation a



second time, is onerous on members and appears to be frivolous, (given that the information is already on file).

The employer's articulation of disability appears to be restrictive and not all encompassing. However, according to the WHO:

Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An *impairment* is a problem in body function or structure; an *activity limitation* is a difficulty encountered by an individual in executing a task or action; while a *participation restriction* is a problem experienced by an individual in involvement in life situations.

Thus, the employer failure to accept a broad spectrum of disability negates the experiences of many of the members of the local, and add to their stress.

Harassment and Discrimination

Increasingly there are harassment and discrimination grievances, sexual, racial, etc., – these are becoming numerous, and apparent in the many departments of the University. The difficulties of these cases, are underpin by the fear members experience when filing such a grievances and this add to the complexity of the grievance process. However, the fact that members are filing these grievances, speaks to their wanting change in the workplace, and the need for change in the workplace.

Anti-Black Racism

There are also anti-black racism grievances that are being filed. Again, there are several of these that the Local is trying to resolve.

Family Status Workplace Accommodation

One of the new areas of challenge for the Local is the need for family status workplace accommodation. Again, given the pandemic situation that members of the Local are undertaking their job responsibilities in, and the fact that it is being done at home creates many challenges.

One of the biggest challenges is that schools are on lockdown as well. Members with school age children needs to be accommodated, so that they can complete their job responsibilities, and also support their children at home with their learning. The employer is, once again taking a very narrow approach to this situation and also displaying a reluctance to be flexible.



Return To Work Protocol

Another area of challenge to members is that of the return-to-work protocol. Once again, the ambiguities surrounding return to work protocol is creating stress for members. One of the areas of contention is that of when to notify the employee wellbeing office of the member's return to work date. That is, there is no standardized length of time that members need to notify the employer of their return to work date.

So that members of the local adhere to the requirements, it is important that this information be communicated in a timely and accurate manner. This is, so that there will be no interruption of members' pay.

However, for all intent and purpose, it appears that the Employee Well Being office is deliberating obfuscating this situation by being evasive, and thereby increasing the anxiety and stress of members.

This situation can easily be remedied via a written notice on their website; and/or a letter accompanying correspondence to members'.

Benefits

There are grievances on benefits, e.g. compressed term, how does a compressed term impact members access to benefits – the local is trying to work on this for member.

The School of Nursing (SoN)

The School of Nursing, due to the ongoing violations of the Unit 2 Collective Agreement continues to present a challenging for the Local. Certainly, the pandemic has impacted members in the SoN at two levels, as practicing nurses at the frontline of the pandemic, and are simultaneously clinical course directors (CCD).

Ongoingly, and within the context of a pandemic, the delivery of course material and content have changed. For the nurses, one important aspect of practice is that of placement. During the pandemic – the placement (clinical) course - 4525) is replaced with Virtual Simulation (V-sim). As is expected the introduction of Virtual simulation has resulted in many challenges for members.

The V-sim was introduced in the fall of 2020, almost immediately, clinical related issues with the program emerged. However, members, despite informing the SoN, were not provided with guidance on how to monitor the virtual placements of student.



Several issues including: no assigned activities, via the V-sim, expectations from the SoN differs from the students learning expectations and needs.

As a result, CCDs were creating and assigning clinical related activities to meet the learning needs and expectations of students. This initiative commenced in the fall and moving into the winter term.

However, CCDs were not being paid for this additional work, so there was a group grievance that went to mediation – this was settled with the Employer remunerating the CCDs for both the fall and winter terms.

The grievance on this issue was sent to mediation and settled on March 10th, 2021 via remuneration to the members who filed and the request to strike a committee to review the implementation of the 4525 – Clinical Placement course.

In addition to the above issues with V-sim, one of the major issue is that of increase class size. In introducing the V-sim as a placement tool, the employer increased class sizes from 4-6 student to 16 students per CCD. This is a direct violation of the Unit 2 CA. There is a group grievance on this that is moving through the process.

One of the most pressing and important issue facing CCDs in the SoN is that of the *Proof of Practice* (PoP) requirements of the SoN. This is clearly outline in the Memorandum of Understanding (MoU), effective January 1st, 2013. There are grievances emerging from this ongoing request from the SoN that appears to contravene the MoU.

There are several individual and groups grievances in the SoN, one of the frequent responses to these grievances is the employer reluctance to engage in the grievance process. In fact, for many of these grievances “there is limited movement from the employer.

The local is seeking support from National; moreover, as the staff representative who is most responsible for these grievances is moving on, until a new staff representative is hired, members of the executive are going to undertake this file.

Mediation and Arbitration

The local was and is involved in many grievances that are in mediation and arbitration. While many grievances are resolved at the mediation level, despite the local submission, regularly the employer choose to “without prejudice or precedent basis,” settle these grievances. As a result, members are austerey remunerated by the employer.

The local will continue with the numerous mediation and arbitration.



Representing Contract Faculty, Teaching Assistants, Graduate Assistants,
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Canadian Union of Public Employees/Syndicat canadien de la fonction publique local/section locale 3903

Name: Firoza Elavia

Position: Communications Officer

Date of submission:

March 12, 2021

Report Period:

August 1, 2020 – March 15, 2021

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;
Correspondence with bargaining team for updates, report backs and official documents;
uploading all bargaining documents on website;
Weekly newsletters and special announcements -- compiled and edited;
Maintained 3903 Calendar;
Maintained social media: Facebook and Twitter;
Organizing and planning for bargaining proposals--specifically related to anti-racism and equity;
Created and edited the anti-racism survey;
Employment Equity Committee: prepared and organized committee work;
Organized and edited Members' Manual;
Email correspondence (daily): Executive, BT and membership;
Updating listservs for new subscribers to CUPE Newsletter & ARC;
Coordinating with CSs & VPs in Units 1, 2 & 3 re: advertising posters for bargaining;
Setting up monthly & weekly meetings and agenda for comms. committee;
organization and planning for membership outreach, bargaining campaign and ad. creation,
submission, coordination and distribution;
Coordination and information session with CUPE National communications staff member re:
campaign funding and other communication information;
Follow up for hiring graphic artist for website and posters, and campaign strategy;
Creating adverts. – designing, graphics and text;
Posting ads on social media, including Facebook and Twitter;
Creating budget for CUPE National's Cost Share;
Attending Bargaining Team meetings, meetings with Employer, bargaining meetings with Chris
Albetyn in February;
Attending CALM workshops on advertising and Facebook;
Created bargaining tabs on website; edited and uploaded the bargaining FAQ landing page on
website.

Current projects: Work with Nursing sub-committee to start a media campaign for clinical
course directors (in progress): editing and uploading the FAQ page; coordinating with CUPE
National on starting a media campaign, creating, managing and uploading advertising; starting a
petition. Work on membership video outreach for April.



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For upcoming year: I would like to see a BoG campaign started, and work on the senate report on workload issues; continue to work on the media campaign for clinical course directors (Nursing); continue to work on membership video outreach for summer; media strategies and campaign for bargaining issues.

Difficulties and recommendations:

The amount of work is extraordinary. I have sought help from Maija Duncan and Gizem Cakmak for the newsletter and website updates as of February 26th. During bargaining years, I would recommend that there be two Communications Officers, one specifically to attend to bargaining issues, updates, and meetings, and the other to handle all regular communications, newsletters, website maintenance, and to create bargaining campaign advertising. Bargaining meetings from September–February have swallowed up huge chunks of my time, leaving little to no time for anything else. As of February 26th, I have cut down on attending bargaining meetings.

Meeting and event attendance: February 26–March 16, 2021

Exec Meeting: March 5;

Joint BT -Exec: February 26;

AGM: March 16;

Other Meetings/Events:

Mediation with Chris Albertyn: March 13 & 14;

Comms. Committee: March 2 & 9;

Nursing sub-committee: March 5.



Alie Hermanutz
2020-2021 Chief Steward Unit 1
CUPE 3903 Annual Report

Summer 2020

- Φ The 2020 Annual General Membership meeting was delayed from March 15, 2020 until July 9, 2020. As such, my term did not begin until after the AGM at the beginning of August 2020 meaning my term has only been 7 months long.
- Φ Began attending Executive Committee meetings and continued attending General Membership meetings throughout my term.
- Φ First project was organizing departmental orientations for all new graduate students and specifically Unit 1 members. The CSU1 is usually responsible for organizing these orientations and there are 45 departments with graduate programs at York (I believe) so this consumes the whole of the beginning of the semester.
 - o Transitioned all relevant documents to a digital format with the former CSU2, created an [important link pamphlets](#), new [Zoom-specific speaker sheets](#), and a [new-member orientation video](#).
 - o Also [created a form for outreach and organizing purposes](#), outlining in what ways new members would be interested in becoming involved.
 - o Attempted to reach out to all 45 GPAs/GPDs, having to search for new addresses when lacking and updated our [existing orientation sheet](#), and ended up presenting at 9 of them myself.
- Φ Took on the role of crafting and sending out all of our Stewards' Council emails via Mailchimp.
- Φ Helped in editing the 2020-2021 Members' Manual.

Fall 2020

- Φ In tandem with new-student orientation season, I began fielding member queries about contracts, placements, and workloads which come in quickly at the beginning of the academic year.
- Φ Began working with our Staff Representative, Baolinhang Dang, on a number of Unit 1 member issues, some of which eventually became filed grievances.
 - o Organized members in EDU to sign onto a group grievance and presented this as my first grievance (!) to FR in Winter 2021.
- Φ Organized two, three-hour long, department steward trainings with other Chief Stewards. Created a slide
- Φ As our local's bargaining began, Stewards' Council transitioned into the Bargaining Mobilization Committee and our meetings shifted to organizing strategy and outreach.
- Φ Created a Discord Server (my first one!) for department stewards but this has had trouble finding traction.



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- Φ Designed an initial [logo for 3903 masks](#), along with a coordinating a [mailing insert](#), creating a Survey to collect member data, organizing the production with the printer, and the organizing the mail out with a mailing house.
- Φ Attended one YUGSA Council meeting to speak about Unit 1 bargaining issues and planned to attend more but have failed to.

Winter 2021

- Φ I began working with our new Equity Officer, Nadia Kanani, on various advocacy cases stemming from harassment of Unit 1 members.
- Φ I've been systematically reaching out department stewards over the last two weeks, filling in holes in our overall department stewardship and figuring out upcoming transitions based on DGSA election timelines. Thus far, I've had one-on-one conversations with stewards from EUC, Music, History, GFWS, Health, EECS, POLS, SOC, English, EDU, & SLST. I will continue to work on this project through my new term.
- Φ I began making and distributing informational bits & bobs for departmental stewards to circulate within their departments including an infographic on our [collective bargaining process](#), a how-to on [departmental mapping](#), and an adapted version of the 6 steps to a [structured organizing conversation](#).
- Φ I [redesigned the 3903 logo](#) for another round of masks to be sent out. Personally, I think it's pretty sick.
- Φ This was a hard year. Organizing digitally is not something I care to do nor was it. The various meetings I've attended are outlined in the previous 7 months Executive Committee monthly reports if anyone is interested ☺



Name: Elena Chou

Position: Chief Steward Unit 2

Date of submission: March 12, 2021 **Report Period:** October 8, 2020 - March 12, 2021

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:

- Assisted members with general inquiries about Unit 2 issues, but especially on benefits, the CA, blanket applications
- Helped to train new departmental stewards along with the other Chief Stewards on October 21, 2020 (along with Mariful Alam) and November 18, 2020
- Strategized with the other Chief Stewards, SC/BMC, and rank and file members on how to improve organizing and outreach to members in SC/BMC during the pandemic, especially with Zoom fatigue
- Became immersed in supporting the Nursing Stewards by:
 - Attending the School of Nursing monthly meeting and taking minutes
 - Attending various meetings organized by the Nursing Stewards and 3903 Staffperson Baolinh Dang to support their various grievances
 - Acting as a liaison between Baolinh/the Nursing Stewards and the Unit 2 Bargaining Team
 - Helping to provide bargaining research and other support for Nursing proposals and nursing-related issues
- Assisted the Unit 2 Bargaining Team with the Unit 2 proposal package, especially with nursing proposals, and providing other bargaining support as needed
- Assisted 3903 Baolinh and the Grievance Officer on grievances related to Nursing CCDs from between December 24 and January 10 when Baolinh was away
- Organized a Nursing CCD information session on CSSP with the Vice President Unit 2 on January 7, 2021 during one of the Nursing CCD winter term orientation sessions
- Commenced work on the departmental mapping project with other Chief Stewards and departmental stewards

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:

- Finalizing the Unit 2 Transition document and helping to onboard the incoming Chief Steward Unit 2, especially with Nursing issues
- Assisting the Hiring Committee with the Assistant Staff Representative and the Staff Representative hires

Meeting and event attendance:

Exec meetings: October 16, 2020; October 27, 2020; November 10, 2020; November 26, 2020; January 13, 2021; January 21, 2021; February 5, 2021; February 24, 2021; March 5, 2021

Stewards' Council: November 18, 2020; December 16, 2020; January 20, 2021; February 16, 2021; March 18, 2021

GMMs: October 23, 2020; November 16, 2020; December 4, 2020; January 26, 2021; February 11, 2021; March 16, 2021 (AGM)

Other Meetings/Events: Meeting with Chief Stewards - October 16, 2020; Meeting with Chief Stewards - October 20, 2020; Stewards' Training, October 21, 2020; Joint BT-Exec Meeting - October 26, 2020; Chief Stewards and Bargaining Research and Preparation Committee (BRPC) Meeting - October 27, 2020; School of Nursing Pre-Meeting with Baolinh and Nursing Stewards - October 28, 2020; School of Nursing monthly Working Group Meeting - October 29, 2020; Meeting with Chief Stewards - October 29, 2020; Bargaining Survey Meeting with Unit 2 BT - November 6, 2020; Meeting with Unit 2 BT - November 11, 2020; Meeting with Chief Stewards - November 12, 2020; BRPC meeting with Baolinh to discuss nursing research - November 13, 2020; Nursing Group Grievance Pre-Meeting with Baolinh - November 16, 2020; Stewards' Training - November 19, 2020; Unit 2 Townhall - November 24, 2020; Employment Equity Committee Pre-Meeting - November 25, 2020; Employment Equity Committee Meeting with Employer - November 26, 2020; Meeting with Unit 2 BT on Nursing proposals - December 2, 2020; Meeting with Unit 2 BT on Nursing proposals - December 3, 2020; School of Nursing Pre-Meeting with Baolinh and Nursing stewards - December 9, 2020; School of Nursing Monthly Meeting with Employer - December 10, 2020; Exec Anti-Oppression training - December 11, 2020; Meeting with Unit 2 BT and Baolinh on Nursing proposals - December 13, 2020; Nursing CCD information session on CSSP organized with the Vice President Unit 2 - January 7, 2021; Joint BT-Exec Meeting - January 21, 2021; Employment Equity Committee prep meeting - January 27, 2021; School of Nursing February Townhall - February 1, 2021; Employment Equity Committee meeting - February 3, 2021; Meeting with Chief Stewards - February 3, 2021; Unit 2 Caucus with Bargaining Team - February 12, 2021; School of Nursing prep meeting - February 15, 2021; School of Nursing monthly meeting - February 17, 2021; Unit 2 Caucus with Bargaining Team - February 19, 2021; Joint BT-Exec Meeting - February 26, 2021; Nursing Meeting with School of Nursing, Baolinh Dang, and Nursing stewards - March 5, 2021; BT Subcommittee on Nursing - March 5, 2021; 3903 Exec Election Candidate Meet and Greet - March 15, 2021; Exec Transition Meeting - March 31, 2021



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

Name: Jessica Ireland

Position: Chief Steward Unit 3

Date of submission: March 12, 2021 **Annual Report Period:** July 25, 2020 - March 12, 2021

Duties of the position:

- 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.
- 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.
- The Chief Stewards shall render assistance to any member of the Executive as directed by the Executive Committee.

Bargaining Mobilization Committee/Stewards' Council

Last year's AGM was postponed so I felt a bit on the backfoot coming into the exec in August 2020. I spent most of August and September adjusting to the role and getting caught up with outstanding issues facing Unit 3. In September and October we hosted virtual orientations introducing members to the local and made efforts to educate incoming members about the differences between GAs and RAs to hopefully encourage as many misclassified RAs as possible to reach out to us. In September 2020, I prepared a budget that the BMC approved at our October 2020 meeting. I also attended Jane McAlevey's strike school training which lasted four weeks in October. The training was insightful however most of her organizing methods rely on face-to-face communication and transferring these methods to strictly online organizing has been challenging. In October and November 2020, we held stewards training and offered a \$50 honorarium for departmental stewards as an incentive. The Chief Stewards have included role-playing and learning exercises at most of the monthly BMC meetings to familiarize stewards with the CA and their role as a steward. The CSU1 facilitated an order of branded CUPE 3903 masks in the fall and I am in the process of ordering another round of masks that members will soon be able to sign up to receive in the mail. Since we weren't able to use the BMC budget for the usual in-person events and outreach materials, the BMC voted to spend most of the remaining budget on another order of face masks which I am currently ordering. In November, the CSU1 and CSU4 worked with some of the departmental stewards to create a spreadsheet for stewards to map their departments. This project has been a bit slow going in the early stages, but it is vital for us to organize and mobilize effectively. Motivating and organizing members while social distancing has been a challenge for the BMC this year.

Unit 3 Issues

In September, the VPU3 and Chairperson and myself met with the employer regarding the Graduate Assistant Training Fund (GATF) grievance. This fund is intended to incentivize the hiring of GAs and through the LMC last year (which I was on) it was uncovered that York had misappropriated the money from the fund with only 3 of the 40 recipients having actually hired a GA. The grievance was pushed to mediation which went nowhere since the Employer refuses to



acknowledge any wrongdoing or negligence with its administration of the fund. That issue was pushed to arbitration which will take place in August 2021 and we are currently seeking joint oversight of the GATF in bargaining.

After orientations, I worked with staff reps to convert some RAs to GAs. In instances where the RA themselves files a grievance to be reclassified, the Employer is more amenable to flipping the position. However, we have accumulated several RA job postings that should be GAs based on the job description, qualifications, and the scope clause of the U3 CA, and we have filed a policy grievance on the issue of misclassification of GAs as RAs. We will meet with the Employer to mediate this grievance on March 18, 2021. It will likely also go to arbitration. This is also a bargaining issue since we are asking the Employer to adopt a procedure for ensuring GAs are not misclassified and they continue to wrongly insist this is outside the scope of our CA. I have two main concerns here: first, the timeline of the legal/institutional responses to such blatant violations of our CA makes it difficult for us to organize or mobilize around these issues. Second, U3's numbers are very low and it is difficult to engage members from U3, many of whom are master's students and are only here for one or two years. My political membership is ending in April 2021 and the staff rep who was handling these grievances will be leaving by the end of March. I have outlined ways to institutionalize an ongoing engagement with U3 issues in my recommendations section.

The VPU3, U3 BT rep, Chairperson and myself have met several times to strategize and brainstorm ways to rebuild Unit 3. I also worked with them to identify issues and proposals that Unit 3 should focus on in bargaining. We met with U1s that were also interested in organizing around this issue. We concluded that the best proposal would be to organize a 5th bargaining unit that would encompass all of the areas currently not included in the U3 CA: part-time students with an RAship, students working on their own research as an RA, and post-docs. However, I spoke with several RAs this year whose wages would in fact be reduced if their positions were flipped to unionized GAs. Any future bargaining unit for RAs will have to take into account the variety of uses of RAs by the Employer and by members. We did not take up this campaign because we felt mobilization efforts would be absorbed by bargaining this year and, as I mentioned above, mobilizing during the pandemic has proved to be a challenge.

Difficulties and Recommendations

Since there are only a small number of U3s and many of us are only in U3 (or at York) for a limited amount of time, recruiting U3s to run for exec positions continues to be a challenge. We had only one U3 BT member this year and we were not able to find more candidates to fill the remaining two positions. I also was not able to find someone to fill my position. With respect to misclassifying GAs as RAs, I spoke with several U1s that have non-unionized RAs to supplement inadequate wages/funding packages. Additionally, some RAs provide higher wages than GAs so, in more than one instance, RAs who initially wanted to flip their position to a GA changed their mind once we deduced that their pay would go down as a result of this. These issues will need to be addressed if U3 is to be rebuilt and the membership



and executive will have to decide what their stance is with respect to misclassified RAships across the board in order for a coherent strategy and organizing effort to take place in the future.

I recommend that the union hire a staff organizer. This will be a challenge since one of our current staff reps is leaving so the priority right now is to replace them. The membership approved the hiring of an additional part-time staff person but, since our staff are overworked as it is, I am not sure how much time either of these staff reps will be able to devote to organizing. There needs to be continuity in order to mobilize membership and maintain campaigns such as the effort to rebuild U3. I would also recommend creating a unionization or rebuilding committee so that efforts to rebuild U3 can be institutionalized, members from other units who want to broaden the membership can do so, and this work and progress can be tracked.

Plans for the upcoming month

I am working on a transition document to keep on the Google Drive for the incoming CSU3 if and when there is one. I am also working on compiling the U3 organizing documents that have been worked on this year into one place. The RA/GA postings grievance mediation is next week so I'm preparing for that. Finally, I am finishing up the most recent mask order for the BMC.

Meeting and event attendance:

Exec meetings: August 4, 2020 (Joint BT-Exec); August 14, 2020; August 27, 2020; September 15, 2020; September 22, 2020; October 27, 2020; November 10, 2020; November 26, 2020; January 13, 2021; February 5, 2021

Stewards' Council: August 24, 2020; September 30, 2020; November 18, 2020; December 16, 2020; January 20, 2021

(S)GMMs: August 18, 2020; August 28, 2020; September 29, 2020; January 26, 2021; February 11, 2021

Other Meetings/Events: Grievance committee - September 3, 2020; BT - September 11, 2020; Unit 3 planning meeting - Sept 3, 2020; Chief Stewards meeting - Sept 18, 2020; Grievance meeting - Sept 8, 2020; Grievance committee - October 6, 2020; Comms committee - October 14, 2020; RA/GA brainstorming - October 14, 2020; Chief Stewards planning meeting - November 12, 2020; Equity Officer Meet and Greet - November 17, 2020; RA/GA planning meeting - November 17, 2020; RA/GA postings grievance meeting - November 18, 2020; Stewards training - November 19, 2020; GATF grievance mediation - December 3, 2020; GATF grievance meeting - December 10, 2020; Anti-oppression training - December 11, 2020; Joint BT-Exec meeting - January 21, 2021; Joint BT-Exec meeting - February 26, 2021; Chief Stewards' meeting - February 3, 2021



Name: Stephanie Power

Position: Chief Steward, Unit 4

Date of submission: March 12, 2021

Report Period: July 5, 2020 - March 12, 2021

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:

Unit 4-Specific Projects

- Worked with Chairperson to create an advocacy campaign on behalf of U4 members. Unit 4 jobs were reduced by ~70% for the 2020/2021 academic year. Initially, 13 positions were slated to start between May and September but this number was reduced to four over the summer, forcing U4 members to re-apply for a very limited number of contracts. Campaign was boosted by our contacts in CUPE-Ontario who created an "e-blast" template to enable wider distribution of advocacy materials. Our library colleagues in YUFA also contributed to advocacy efforts.
- 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 holiday 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. After some back-and-forth, the Employer agreed to let U4 members work through the break,
- Unit 4 Labour Management Committee
 - Main focus of the LMC this year was getting our MOU on maximum hours of work in place. Initially created since the Employer pointed to YUFA's description of its members as "any member who works 50% or greater FTE", we collaborated with YUFA librarians to ensure this language would not prevent us from exceeding 17 hours per week.
 - Progress has been stalled many times due to high turnover of Employer Co-Chair (three different Co-Chairs in 8 months), the Employer's insistence on wanting to review but then not providing us with their feedback, and other similar bureaucratic red tape.



- As of December 2020, we have been appointed another new Co-Chair, who claimed the inclusion of YUFA in the MOU, which the Employer had initially required, was no longer needed. A new MOU between CUPE 3903-4 and the employer has been created and signed by the union. We await the Employer's response.
- Unit 4 LMC's Annual Report can be read [here](#).

Stewards' Council

- Worked collaboratively with other Chief Stewards to determine a budget for Stewards Council. The budget this year looked significantly different than previous years due to the online-only nature of our various positions. We were able to make significant contributions to various justice organizations due to the budget for in-person events being non-existent.
- Collaborated with Chief Stewards (and guest speaker/former CSU3, Mariful Alam) to plan, create/revise materials, and conduct training for departmental stewards. The goal of these sessions was to provide departmental stewards with the skills and strategies they need to serve their members (e.g. how to file a grievance, understanding the bargaining process, etc.). Sessions were held on October 21 and November 19.
- Began a departmental mapping project gathering as many members' emails as we have access to and created a confidentiality agreement that departmental stewards must sign in order to receive this information. The goal of the project is to create connection between members, identify opportunities for mobilization, and gain a better understanding of any gaps in membership where a departmental steward may be required.
- Scheduled SC/BMC Meetings using Doodle Polls.
- Shared Chairing duties with the other Chief Stewards and worked together to run through practice scenarios related to grievance, bargaining, etc. during meetings.

Policy

- Contributed updates to the U4-specific items in the 2020-2021 Members' Manual.
- Met with Anti-Racism Survey Subcommittee (ARSSC) to discuss logistics, deadlines, and possible questions for forthcoming membership survey on anti/racism at York. Also collaborated with ARSSC on editing/clarifying questions and formatting them for an online survey. Survey forthcoming.
- Attended Anti-Oppression Training to better understand the unique concerns of racialized members of the local.

Day-to-day / Operational / Communications

- Responded to member queries by email, phone, or virtual conference.
- Regularly attended Executive Committee and Stewards' Council/Bargaining Mobilization Committee meetings.
- Tracked any issues or queries that could be relevant for future rounds of bargaining/LMC



- Provided regular updates to the membership on status of our MOU, changes in protocol or procedures due to COVID-19, or other operational issues that would impact U4 members.
- Met with our Staff Representative many times to discuss solutions to U4 issues.

Difficulties and recommendations:

- Difficulties with U4 LMC:
 - Turnover of the Employer Co-Chair was an ongoing problem. Over the course of the year we had three different Co-Chairs. This made it difficult to make progress on Unit 4 issues as we had to bring three different people up to speed.
 - Infrequency of scheduling. Could be somewhat attributed to COVID and the constant turnover of Co-Chair, but we did not have as many LMC meetings as we would have in a normal year.
- Difficulties navigating the “new normal” of working during a pandemic.
 - Work-from-home was not initially extended to U4 members, but a WFH agreement was established in March 2020.
 - Received pushback from the Employer on working through the end of our contracts (December 31) because of the university “closure”. Given that we all work from home, the issue of the university being “closed” did not/does not impact our ability to work.
- As I have been acclaimed as Chief Steward, Unit 4, I recommend that we continue to push for U4 to have the same benefits and protections as other contract faculty.

Plans for next year:

- Unit 4 will be negotiating a new Collective Agreement in 2021, so my priorities for next year are to:
 - Gather membership feedback on any language/articles they would like to see in our 2021-2024 Collective Agreement.
 - Have ongoing issues related to maximum hours of work, planned university closures, and contract length addressed formally in the CA. I have kept a log of issues reported to me by members that will also help establish new priorities for the 2021-2024 Collective Agreement.
 - Collaborate with YUFA librarians on issues impacting all York librarians, as our CAs both expire at the same time. This could give us added leverage if YUFA is willing to work together on shared concerns of library faculty.
- Continue to sit on Unit 4 Labour Management Committee and ensure the 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: July 24, 2020; August 14, 2020; August 27, 2020; September 15, 2020; September 22, 2020; October 16, 2020; October 27, 2020; November 10, 2020; November 26, 2020; January 13, 2021; January 21, 2021; February 5, 2021; March 5, 2021

GMMs: August 18, 2020; September 29, 2020; October 23, 2020; November 16, 2020; December 4, 2020; January 26, 2021; February 11, 2021

Unit 4 LMC: October 19, 2020; December 14, 2020; February 8, 2021 (Co-Chairs' Meeting)

Stewards Council: August 24, 2020; September 30, 2020; November 18, 2020; December 16, 2020; January 20, 2021; February 16, 2021

Other Meetings: Bylaw Training, August 10, 2020; Anti-Racism Town Hall, August 11, 2020; Meet w/Staff Rep, September 25, 2020; Pro-tem Meeting, October 8, 2020; Chief Stewards' Meeting, October 16, 2020; Anti-Racism Survey Working Group, October 20, 2020; Chief Stewards' Meeting, October 20, 2020; Stewards' Training, October 21, 2020; Chief Stewards' Meeting, October 29, 2020; Chief Stewards' Meeting, November 12, 2020; Stewards' Training, November 19, 2020; Meet w/Staff Rep, December 4, 2020; Anti-Oppression Training, December 11, 2020; OHFA/YUFA/CUPE 3903 Budget Consultation, January 19, 2021; Meet w/Staff Rep, January 21, 2021; Chief Stewards' Meeting, February 3, 2021; Meet w/Staff Rep, February 19, 2021



Name: Stacey Berquist

Position: Vice President Unit 1

Date of submission: March 12th 2021

Report Period: April 2020-April 2021

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 tried to assist with transitioning the operations of the local to online systems, and together with the VP2 and VP3 took over helping to set up and run online GMMs from the Treasurer when it became apparent Zoom meetings would be our reality for the foreseeable future. I have spent considerable time managing the various committees of the local; communicating with committees in the context of the sudden postponement of our AGM; trying to support members who continued to do work for an extended period to make sure essential work was continuing, and then organising to ensure they were compensated for those efforts; organising elections when we finally were able to hold the AGM and then connecting new committees with the previous committees for orientation, and registration with outside bodies as necessary; organising by-elections throughout the year; finding a provider for the newly mandated committee anti-oppression training, coordinating with all committee members to offer dates for trainings and then get them registered, attending trainings to provide confidentiality training, recording attendance and following up to collect confidentiality forms. I have also been putting time into creating and organising documents for the next VP1 as I felt quite unprepared for the amount of work required of staying on top of committee facilitation when I first took on this role in 2018. This is my last term on the executive, and the past 3 years have been wonderful, challenging, at times frustrating, and incredibly rewarding. I have learned so much from my role on the executive, and it has been a privilege to have worked with amazing people from the executive and our staff, to get to know more members of the local, and to have helped support the incredible amount of work that this local does, and the members who make it what it is.

Difficulties and recommendations: The past year has obviously been very unusual and difficult. Figuring out how to continue the operations of the local in the midst of the sudden shut-down of in-person operations was a steep task for a local that did so much of its work in -person. Although the work of the whole executive has helped get us to a place where meetings are happening regularly online, and communication and operations are being maintained, the lack of personal contact between exec members, and not being able to interact with members face-to-face has been difficult and somewhat distancing. The amount of screen time required can also be very tiring, and I think we have all been feeling very worn down, given we have also



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been trying to do all this in the context of the pandemic, and when executive members have been subject to the same kinds of additional teaching demands that rank and file members have been, in addition to trying to support bargaining and work with the BT, which has also been working incredibly intensively.

Plans for next month: Make sure all committee-related items are finalised for AGM; connect all new committees with previous committees for orientation and register new members as required; update all committee documents for incoming VP1; finalise general VP transition docs and tidy up emails and Google drive

Meeting and event attendance:

Exec Meetings: Feb 26th (joint exec-BT); March 5th; March 31st (exec transition)

GMMs: March 16th (AGM)

Other Meetings/Events:



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Name: Vanessa Lehan-Streisel

Position: Vice President Unit 2

Date of submission: March 7, 2021

Report Period: April 2020-April 2021

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:

- Meeting planning -- worked with the other VPs and the Treasurer to figure out how best to run meetings through Zoom. Planned monthly GMMs, SGMMs and some Unit 2 Townhalls.
- Started up the Cross-Campus Alliance again so that we are now meeting (mostly) monthly.
- Sat on Senate until January, Sat on LAPS faculty council throughout my term.
- Career Advisor -- had three sessions for members to get advice etc. from the career advisor and had regular meetings with the career advisor to get updates on her work.
- Anti-oppression Training -- worked with the other VPs to get anti-O training for committee members.
- Misc -- Sat on PATAC and YCEC. General bargaining related and ARC support. Sat on hiring committee for the new staff rep.

Difficulties and recommendations:

Misc. recommendations in transition doc. mostly about increasing member involvement and increasing unit 2 representation on York's governing bodies.

Meeting and event attendance (last month of term only):

Exec meetings: Feb 24, BT/Exec Feb 26, Mar 5, Transition meeting Mar 31st

(S)GMMs: AGM Mar 16, SGMM Mar 26

Other Meetings/Events: Hiring Committee Mar 8, Candidate meeting Mar 15



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Name: Rawan Abdelbaki

Position: Vice President Unit 3

Date of submission: March 12, 2021

Report Period: Aug 2020–Mar 2021

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 my first month on the exec, I spent most of my time liaising with other experienced VPs and the chairperson, attend training sessions (VP training, bylaw training/review), and connecting with rank-and-file members on issues pertaining to Unit 3.

In September 2020, I liaised with leaders and rank-and-file members graduate worker union locals to sort out ongoing issues with access to work for international students and those currently residing outside of Canada. I've also utilized this broad network to facilitate conversations regarding bargaining and the coordination of bargaining. This included conversations with locals in other provinces as well. This remains an issue for many members abroad.

In September 2020, we also filed a grievance regarding the [misappropriation of \\$74,000 of the Graduate Assistant Training \(GAT\) fund](#) and held a grievance meeting with Rob Lawson of Faculty Relations. A mediation session was held with Chris Albertyn in December, during which York refused to resolve the issue amicably; the grievance has not been referred to arbitration. In addition to this grievance, the misclassification of GAs as RAs remains a key problem for unit 3. To understand the scope the problem, I, alongside Bargaining Team (U3) member Tai Vo and Chief Steward (U3), Jessica Ireland, have worked closely with some departmental stewards and rank-and-file members to identify these postings for a policy grievance. Both of these outstanding grievances have yet to be resolved.

In addition to unit 3 specific issues, I spend some time working with other exec members to build the Anti-Racism Working Group (ARWG). These efforts have not been successful *yet* given the



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challenges posed by the pandemic and its confluence with bargaining. Over the next term, I hope to revisit this project to formally convert the ARWG into a caucus within exec.

Another set of my responsibilities as VP is liaising with other unions within campus and broader networks within the labour movement. VPU2 and I have worked with the Cross-Campus Alliance (CCA) to coordinate responses to Bill 124, as well as the university's antiracism responses. I also represent CUPE 3903 on the Labour for Palestine network to coordinate a collective struggle against Bill 169 and the adoption of the IHRA definition of anti-Semitism. Our local has been vocal about its [rejection of the IHRA definition of antisemitism](#). Finally, I have worked with grassroots organizations in the labour movement to enhance calls for [paid sick days for all, bringing this to our local](#), as well as to the CCA.

Difficulties and recommendations:

Winning the unit 3 fight remains a challenge, but can be done with a concerted effort and strong coordination and deep organizing.

Plans for Next month:

Work with YFS, YUGSA, and YUFA to build a strong unit 3 campaigns. [YUFA's arbitration victory](#) regarding the loss of research support (in the form of GAs) offers an opportunity for strong collaborations.

Meeting and event attendance:

Exec meetings: Exec Transition (Jul 24); Joint Exec-BT (Aug 4); Exec meeting (Aug 14); Aug 27, Sep 15; Sep 22; Oct 27th; Nov 10, Nov 26; BT-Exec - Nov 27th; Jan 13 (Exec); Feb 5th, Feb 24th; Feb 26 (Exec-BT); Mar 5 (Exec)

(S)GMMs: Aug 28; Oct 9; Oct 23; Nov16; Dec 4; Jan 26th; Feb 11th;

Other Meetings/Events: Informal VP training (Jul 30); Bylaw review (Aug 10); Anti-racism townhall (Aug 11); CCA meeting (Aug 25); GATF grievance meeting (Sep 8); VP meeting (Sep 11); Unit 3 brainstorm with CSU3, Chair, and Staff Rep (Sep 3); ARWG meeting (Oct 5); Unit 3 organizing meeting with rank-and-file members at EUC (Oct 14); Meeting to craft unit 3 proposals (Nov 10th); prep for Step 4 GATF (Nov 17th); Step 4 grievance meeting with employer (Nov 18th); Unit 3 mediation prep - Dec 1st; mediation session - Dec 3rd; mediation discussions -



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Dec 10th; OUWCC meeting - Dec 9th; anti-oppression training - Dec 11th; [Budget consultation meeting](#) with admin/YUFA/OHFA (Jan 19); CCA (Feb 22nd)



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Name: Navi Dhanota and Bridget Liang

Position: TFAC Co-Chairs

Date of submission: March 12, 2021
2021

Report Period: July 2020-March

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:

Moodle Pronouns

TFAC sat as stakeholders on a York committee to discuss adding pronouns to Moodle/eClass. They distributed a document through Y-File that detailed how students (and faculty) can add pronouns in their names. For next year, IT is working on giving students the ability to create a designated pronoun field, so students can give themselves a preferred name and a space specifically for pronouns.

Bargaining Proposals

We were able to create a list of proposals to be presented to the employer which included more gender inclusive language in the Collective Agreement.

SASSF

Bargaining Team led TFAC to win our proposal of having the SASSF's \$50 000 given directly to TFAC, as opposed to the SVRO.



We met with the SVRO this year to discuss the use of the funds. The SVRO indicated that that they would support us however we decided to spend it. They reimbursed us for all of the SASSF money adjudicated this year.

SVRO has proposed helping to fund TFAC workshops in an effort to build a partnership between our communities. They're working on developing instructions on how to access survivor services on campus and what to expect from the services.

Sex Gen

(There is overlap between SVRO and the pronouns sub-group with Sex Gen). We worked with them in putting on TDOR. This year, Sex Gen, Enable York, and RISE are facing dissolution by President Lenton in money-saving initiatives. Lenton has created an DEI (Diversity, Equity, Inclusion) committee that is supposed to replace all of them using intersectionality as the reason. The issue with the DEI committee is that only selected people are invited to to join the committee while Sex Gen, Enable York, and RISE allow participation from all stakeholders interested. The three interest groups are trying to justify their existence. This is important to TFAC because these interest groups are the driving force behind initiatives important to TFAC like gender neutral bathrooms (2007), trans housing, pronouns, consent and sexual violence, anti-black racism on campus, the lack of accessibility on campus, etc.

TFAC Financial Assistance Fund

TFAC membership voted to create a financial fund to assist members in need. The goal is to offer applicants up to \$200 one time to cover incidental costs during this pandemic. There have been some setbacks in setting up this fund, but it has been launched as of this AGM.

TFAC Participation Honoraria

TFAC membership voted to offer \$15 to folks participating in TFAC meetings. Since we aren't doing any meetings face to face, we thought to use the money devoted to food and tokens to support TFAC members who attend meetings. This initiative aimed to acknowledge the labour in doing this and to encourage more marginalized folks to participate more actively in TFAC. Unfortunately, it turns out that this goes against CUPE National's policies with precedence of others trying to do the same thing. Alternative ways to encourage engagement with TFAC are being looked into.

Trans Day of Remembrance



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

TFAC created a week of workshops which featured personal training, cooking and creative writing by all trans presenters. TFAC also joined Sex Gen and other interest groups in the TDOR vigil.

Maggies Donation/Event

TFAC donated \$500 to Strapped TO that was putting on an event to fundraise for Maggie in support of Black Sex Workers. Attendees of the event watched performances by black queer sex workers and voted on the best ones.

Disability Day of Mourning

TFAC donated \$700 to the Disability Day of Mourning hosted by Autistics United Canada. This event was put on to name the murder of disabled people every year by parents and caregivers. It parallels TDOR as both a site of mourning and as a call to address violence against our communities.

Difficulties and recommendations:

TFAC Membership and Participation

We've been trying different tactics to advertise and get people involved with TFAC with some success. More initiatives to get people, especially from BIPOC, disabled, queer, and trans communities, involved would be appreciated for the upcoming year.

Plans for Next month:

Transition to new Co-Chairs
Complete final honorariums for committees

Meeting and event attendance:

Exec meetings: March 5

(S)GMMs:

Other Meetings/Events: Sex Gen, Staff Hiring Committee