

**AGENDA**

1. Approval of Agenda
2. Reading and Approval of Past Minutes (April 2014 AGM)
3. Trustees' Audit Report
4. Treasurer's Report
5. Executive Board Report
6. Nominations and Elections
7. New Business
8. Adjournment

## EXECUTIVE BOARD REPORTS

### PRESIDENT

Ana Vialard Hart

Over the past year, the Local has been extremely busy. We have expended considerable time and energy bringing attention to the role of the Union and our membership's contribution to the University on campus and on both counts we have had good results. There has been an increase in calls to the Union from members looking for advice or help resolving a labour issue and there has been a similar increase in requests from the University community to participate in committees and events.

**1. Unit 2 Bargaining.** Because the process of bargaining the Unit 2 Collective Agreement was so intense and long-lasting, we were able to gain a much greater understanding of how departments, faculties, and the administration see Sessionals and their role on campus. We were also able to come into contact with many Unit 2 members and learn from them about their working conditions. While the new collective agreement contains several improvements, we are constantly gathering information that will help us face bargaining again in 2015.

**2. I have participated in two University Advisory Committees.** The **Mental Health Strategy Advisory Committee** created an exhaustive strategic document for the University to deal with the growing number of mental health issues facing students and staff. I am proud to say that there is special attention paid to the difficult position Student Academic Workers find themselves in their dual roles as students and employees of their departments and to the precarious and often isolated condition of Sessional Academic Workers. This Strategy was accepted by the President's Office. I have also sat, with George Buri, on the **Arts Strategic Planning Advisory Committee**. As Arts is currently dealing with budget strictures, these meetings were not pleasant, but it was heartening to have UMFA members and Department Heads echo our concerns over the effects of budget cuts on Sessional Instructors.

**3. University Committees:** I am currently a "Unit 1 worker" representative for the **Arts LASH Committee** (local area safety and health) along with Gwen Suprovich, the Unit 1 representative. Our role has been to remind the employer that students and employees who work evening also have a right to safety and that housekeeping issues can become safety issues. Karen Naylor (VP Unit 2) and I attend and have voting rights in **Faculty of Arts Council**

and attend all meetings to ensure the Sessional voice is heard when debates take place.

**4. The Staff Benefits Sub Committee to Review Seasonal/Sessional/Part Time Benefits** is a working group that is reviewing the challenges faced by employees who do not have full-time employment. CUPE 3909 is working to alter the plan to allow more members eligibility, to allow our members to get benefits sooner, and to make it more difficult to lose benefits. The committee is investigating various possibilities and will eventually make a recommendation to the Staff Benefits Committee.

**5.** I continue to attend **All Unions** meetings. All of the unions (CUPE 3909, CUPE 1482, UNIFOR, AESES, and UMFA) meet periodically when we have a common concern. The February 13 2013 "It's Our University Too" Rally was an All Unions event and as a follow-up in June 2013, President Barnard met with representatives from the unions as well as GSA and UMSU to hear our concerns. Then VP 1, Rachel Ten Bruggencate and I took our members' concerns about budget cuts affecting the most vulnerable labour group, the prioritizing of stadium events over staff and student needs, and the contracting out of education to ICM. This past year, CUPE 3909 convened a meeting with AESES and UNIFOR to come up with a strategy for support during a possible UMFA strike.

**6.** I have also recently become a **GSA Council (non-voting) Member**. There are many grad students among our membership and it will be important for us to work together, particularly now as we focus on Unit 1 negotiations.

**VICE PRESIDENT UNIT 1 - STUDENT ACADEMIC WORKERS**

Gwen Suprovich

The role and responsibility of the position of Vice-President Unit 1 is to deal with any issues or concerns raised by CUPE Student Academic Workers. This portfolio includes collective bargaining, grievance handling and addressing general issues that may impact these members as well as responsibilities as a member of the Local Executive.

**1. Member Issues:** Since taking on the position of VP Unit 1 in December, I have been involved in many different aspects of the local. I have been working with a Unit 1 member who filed a grievance earlier in the academic year and with the help of other executive members we have reached an agreement with the University. The grievance will be closed shortly. I have also looked into some issues surrounding the distinction between a level 1 and a level 2 grader/marker. As collective bargaining approaches, I have been preparing by going through the current collective agreement for Unit 1.

**2. University Committees:** I have also taken on other responsibilities outside of my duties related strictly to Unit 1. I am a member of the Arts Local Area Health and Safety (LASH) Committee, which regularly performs health and safety inspections in the Faculty of Arts. We meet to discuss how the issues we have identified can be addressed and discuss any other concerns we have. I am also the CUPE representative for the Occupational Safety and Health Advisory Committee (OSHAC) which oversees the LASH Committees. Here we discuss the health and safety policies of the University and how the different LASH committees are functioning. I have also attended meetings on behalf of CUPE when other members are unavailable. For example, I attended a meeting to discuss recent changes to the workload of UMFA instructors.

**3. Off-campus Activities:** The opportunity to attend some conferences held by other organizations which discuss issues related to our membership have come up and I have been able to attend as a CUPE 3909 representative. The Youth Un(der)employment Forum examined the difficulties youth face when looking for meaningful and skilled employment related to their educational background. The Mel Myers Labour Conference was held this past week and I was able to sit in on sessions about social media in the workplace and how to get young workers involved in the labour movement. Both of these conferences helped me gain better understanding about issues important to our local membership. Overall I feel as though I have taken on multiple roles within the local in the short time I have been a member of the executive. I look forward to doing more work for CUPE 3909.

**VICE PRESIDENT UNIT 2 - SESSIONAL ACADEMIC WORKERS**

Karen Naylor

The role and responsibility of the position of Vice-President Unit 2 to deal with issues or concerns raised by CUPE Sessional Academic Workers. This portfolio includes collective bargaining, grievance handling and addressing general issues that may impact these members as well as responsibilities as a member of the Local Executive.

**1. Collective Bargaining:** This year my work for the Local was dominated by collective bargaining. Negotiations were very protracted. The Unit 2 Bargaining Committee (myself, Ana Vialard Hart and George Buri) had hoped to have a new agreement in place by September 2013. This was not to be. A number of complexities arose including having the University terminate their lead negotiator in the middle of negotiations. They appointed a new lead negotiator who had to be brought up to speed which slowed things down. Finally in November 2013 a tentative settlement was reached with the University that we were able to take back to the membership for ratification. The Local held seven ratification meetings over several days and provided a full explanation of the new agreement. The Memorandum of Settlement was ratified by 100% of the members who attended the meetings. Subsequent to this ratification, the new lead negotiator for the employer was terminated by the University, which created a further delay in the finalization (proofreading and signing) of the new agreement. I am pleased to report that the process is now finished and the new agreement will be up on the website and available in print very shortly.

**2. Right of First Refusal:** Some of the significant changes in the Unit 2 Agreement were improvements in job security for Sessional Instructors that included a new concept (Right of First Refusal 2). Following the ratification vote, much work was done by the Bargaining Committee to put a system in place to ensure that our members understood their rights and that the University properly implemented this system. Information on this issue can be found on the CUPE 3909 website.

**3. Staff Benefits Committee:** Collective Bargaining was not able to resolve the issue of lack of or insufficient benefits for our Unit 2 members. The University benefit plans are not administered unilaterally by the University administration but rather, by a Staff Benefits Committee. I sit on this Committee on behalf of CUPE 3909. Last year a motion was passed to establish a sub-committee to look at options for a better benefit plan for part-time, seasonal and sessional employees. Ana Vialard Hart is a member of that sub-

committee on behalf of the Local. They are currently working on a proposal to bring back to the main committee for approval. As we know, "the wheels of justice turn slowly" but we hope to have a progress report available for the membership in the near future.

**4. Grievances and concerns:** There have been a number of issues concerning Unit 2 members that were dealt with over the past year. Several of these concerned incidents wherein our members were not treated in a respectful manner, were improperly denied postings and/or received inappropriate evaluations. The Union provided support for these members and most issues were resolved in favour of the member. Due to a vacancy in the VP Unit 1 position I also advocated for the Unit 1 Student Worker members. There were several disciplinary matters that have been resolved. With the appointment of Gwen Suprovich to this position I have been able to turn the files over to her.

**5. Other work and responsibilities:** As a member of the Executive I sit on a number of committees both inside and outside the Local. These include the Arts Faculty Council and its sub committees, the All Unions Committee and I have specific responsibilities within the Local Personnel Committee and the Local By-law Committee. I am currently working with the Executive to prepare for Unit 1 bargaining which should begin in the late Spring.

This has been a very busy and gratifying year. The harder we work the more our profile grows and more members bring their problems to us for assistance and guidance. This is good thing. The place of Sessional and Student workers within the University hierarchy leads to many problems. Our members deserve proper recognition, respect and compensation for the services they provide. This struggle is far from over.

**VP SOCIAL POLICY**

Karl Koth

After relocating and becoming familiar with a new, efficiently organized office, we spent the summer months preparing for the new academic year.

**Communications:** We continue to develop communications material that is focused on educating our membership about their rights but also on educating the University community about our role on campus. We have done this by:

1. Revising and updating existing propaganda material. We have tried to update our material each year while keeping a recognizable theme. We would be happy to hear ideas for the next update from the membership.
2. Surveying and analyzing the results of the University generated membership reports. Tracking hiring patterns allows us to direct our educational materials in more efficient ways.
3. Put the finishing touches on the campaign "I don't work for free" in order to execute the mail-out at the beginning of the semester and in subsequent months with high numbers of new hires.
4. Refined the posters for the new campaign "Recognition and Respect." The new campaign has been a resounding success since the university obviously took note of us, especially the Unit 2 folks, who continue to contribute significantly to the academic versatility of the university. We were invited subsequently to sit on various university and faculty committees, eg. The Arts Strategic Planning Committee, OSHAC and LASH as well as others.

**Member Outreach:** In order to ensure the involvement of more members with the Union, we have started a Liaisons' Committee, and held the first meeting March 12<sup>th</sup>. It was attended by a good number of members who were able to provide us with feedback on their various departments as well as suggestions for expanding the scope of our activities. Problems of various kinds were also revealed, in particular how certain departments function, which give us more insight in how to serve our community more effectively.

As this academic year draws to a close we are still working actively to ascertain how better to serve our community and involve more members in our on-going activities. If anyone is interested in any level of participation, please speak to an executive member after the meeting.

**RECORDING SECRETARY**

Brianne Goertzen

**1. Recording Secretary Responsibilities:** Over the reporting period I have issued a number of newsletters on behalf of the local. We schedule newsletters to go out once per month to coincide with meetings and/or other important dates for the membership. The newsletters highlighted upcoming events, bargaining updates and getting to know the union. The newsletters are created and released through mailchimp and emailed to our members on their UM accounts or to a personal account provided by the member. In addition to the newsletter, I also took minutes of executive meetings and kept track of all incoming mail for the local.

**2. Off-Campus Activities:** I also organized and attended a 'Youth Un(der)employment Forum'. The event was sponsored by a number of organizations including CUPE 3909, CFS-MB, MFL, CLC, CCPA, Errol Black Chair, MGEU, and UFCW. In addition to organizing the event I was also a featured panelist on, 'Young People and the Labour Movement' sitting as an executive member of CUPE3909.

Throughout the year I attended a number of rallies and community events, including: May Day, Labour Day and a Raise your voice for choice rally. I will also be attending the United Way Living on the Edges poverty simulation event that gives participants a closer look into the realities of living in poverty.

**3. CUPE National Involvement:** Additionally, I was recently appointed to the 2014-2015 CUPE National Post-Secondary Task Force and will be attending my first all committees meeting on April 1 - 4. I look forward to actively participating and making meaningful contributions to this committee.