



**CUPE 3909**  
**ANNUAL GENERAL MEETING**  
Cross Common Room, St. John's College

May 21, 2015  
12:00 pm

AGENDA

1. Approval of Agenda
2. Reading and Approval of Past Minutes (November 2014 GMM)
3. Executive Board Report
4. Trustees' Audit and Recommendations
5. Secretary-Treasurer's Response to the Trustees' Recommendations
6. Nominations and Elections
7. New Business
8. Adjournment



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**EXECUTIVE BOARD REPORTS**

**PRESIDENT**

Ana Vialard Hart

The Local has again had a busy year. The Unit 1 Bargaining Committee spent a significant number of hours bargaining with the University in order to arrive at a new Collective Agreement for Student Academic Workers. The recent improvements to the Unit 2 Collective Agreement have occasioned an increase in calls for information as well as calls that have resulted in grievances as the University has not fully implemented the changes. As a result, the Local Executive has had greater contact with individual members as well as groups from particular departments. We have held a number of small group meetings which have strengthened our understanding of the issues specific to that department or faculty and they have also provided us with a stronger organizational basis to deal with problems.

As president I have sat on a number of University committees in order to include in the discussion issues that are specific to our membership. The most significant of these committees is the Staff Benefits Sub Committee to Review Sessional/Seasonal/Part Time Benefits. This committee was struck as a result of discussions during Unit 2 Bargaining and its intention is to recommend to the Staff Benefits Committee ways in which the current plan could be amended to respond to the growing number of Sessional, Seasonal, and Part Time staff who are mostly excluded from the benefits package. I have recently been voted in as the Worker Co-Chair of the Occupational Safety and Health Advisory Committee tasked with recognizing H&S issues on campus recommending action to the University. At the faculty level, I am the Unit 2 representative of the Local Area Safety and Health Committee. Since we successfully lobbied Arts for representation at Arts Faculty Council Karen Naylor and I continue to attend, along with a few other Sessionals, (George Buri represents CUPE 3909 on the Arts Equity, Diversity and Human Rights Committee). I was attending but have ceded my non-voting representation on the Grad Students' Association Council to VP Unit 1 Jen Black, who is a better voice as she is a Grad Student.

The Local continues to work with other campus unions on issues that concern us all. The All Unions Committee (CUPE 3909, CUPE 1482, Unifor, AESES, UMFA) met in Winter 2015 to discuss in general terms growing concerns about the direction taken by Administration (strategic plans, budgets) and relations with Human Resources (bargaining, discipline). The other collaborative effort has been the Stop the Cuts Campaign (CUPE 3909, AESES, Unifor, UMFA, GSA, UMSU, CFS) in support of the Student Action Network that has been raising awareness and demonstrating against this University's determination to run this public institution on a business model. Our Local has supported and participated in this struggle, our main contribution being an event we called "The Struggle Against the Neoliberal University" (more in VP Social Policy).



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The struggle of students and workers at the University against the cuts and to provide quality education on the basis of universal access is just beginning. This is the most important fight we have ahead of us. We have had very positive feedback and contributions from the membership and I am confident that our Local Union and its executive and members will continue to rise to the occasion and will play a significant role.

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

Jennifer Black

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.

**Bargaining:**

- In cooperation with the bargaining committee, I reviewed the Unit 1 collective agreement and offered feedback and guidance throughout the bargaining process and participated in the series of meetings where the membership ratified the agreement.

**UMGSA:**

- I have attended the regular monthly council meetings of the UMGSA, keeping them up to date on the business of the Union and reporting to the CUPE 3909 executive on GSA initiatives that impact our members. We hope to increase collaboration with the GSA as approximately 75% of our student members are graduate students and members of both organizations.

**Stop the Cuts:**

- I attend the weekly meetings of the Student Action Network (SAN), which is coordinating the Stop the Cuts campaign. I have worked closely with the SAN in planning several anti-cuts events and actions including the April 1<sup>st</sup> Stop the Cuts Rally; the April 30<sup>th</sup> meeting between students and Executive Administrators; and the May 19<sup>th</sup> Funeral for Education.
- I have been active on the Stop the Cuts Campaign Committee, made up of representatives from all of the campus unions, which meets regularly. The committee keeps all parties updated on the way that cuts are/will be impacting each local and helps to coordinate logistical support for the anti-cuts events planned by the Student Action Network.



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

Karen Naylor

The role and responsibility of the position of Vice-President Unit 2 is 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. **Unit 1 Collective Bargaining:** As a member of the Local Executive, I was part of the Unit 1 Bargaining Committee (myself, Ana Vialard Hart, George Buri and Jennifer Black). Negotiations were very intense and took the better part of the year. It was a very difficult time to be bargaining as the University announced its 4% budget cut during negotiations. We were successful in achieving a collective agreement that contained important gains both monetarily and with respect to basic rights of members. The Collective Agreement was ratified on April 23<sup>rd</sup> by Unit #1 members. The new agreement will be available on the website and in print shortly.
2. **Unit 2 Issues:** One of the main issues facing Unit 2 members over the last year was the slowness and in some cases, reluctance of various faculties and the Human Resources Department to properly implement Right of First Refusal. In many cases, letters of confirmation were not sent to members, the Union was not copied as required in the agreement, positions were posted in error and in some case the wrong applicant was hired. This was a constant issue with the University and has reached the point that these cases are now being individually processed through the grievance procedure.

This problem has a secondary aspect in that members, who are paid the minimum stipend and who have successfully taught the same course in the same department for a minimum of three (3) times in different terms are supposed to receive a performance adjustment. Our concern is that if a faculty is not properly implementing Right of First Refusal, they may not be paying the performance adjustment properly. The Union is also following up on this issue.

3. **Grievances and concerns:** There have been a number of issues concerning both Unit 1 and Unit 2 members that were dealt with over the past year. Several of these concern incidents wherein our members were not treated in a respectful manner, were improperly denied appointments, received inappropriate evaluations and/or had issues with receiving leaves of absence including maternity leave. We have also seen an increase in disciplinary matters. The Union provided support for these members and most issues have been resolved in favour of the member.



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4. **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 and the Staff Benefits Committee and I have specific responsibilities within the Local Personnel Committee and the Local By-law Committee.

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. We are currently preparing for Unit 2 negotiations and will need your support.

#### **VP SOCIAL POLICY**

Karl Koth

Building on last year's campaign of "Recognition & Respect" we decided to concentrate this year on raising the consciousness of members regarding the deteriorating position of job security resultant from the renewal of "neo-liberal" attacks by the university administration.

To do so I furnished links to the articles published by the renowned Research Chair for Education at McMaster University, Professor Henry Giroux. He publishes articles on-line, and distributes these through Counterpunch and Truthout. Since September we have included some of these in our regular monthly issue of The Spark, with my own commentaries. Professor Giroux is one of the founding theorists of critical pedagogy in the United States, and a former collaborator of the Brazilian educator Paulo Freire.

Since the issue of "neoliberalism" is reflected directly in the way which our administration handles the university's financing, I participated in the campaign "Stop the Cuts," by attending various on-campus demonstrations. We also hosted an event on campus designed to highlight our on-going struggles with the University. On February 25<sup>th</sup>, Dr. Henry Heller of the Department of History gave a talk about his new book, a history of the neo-liberal attack on universities in general. That event was held in the Marshal McLuhan room in University Centre and turned out to be highly successful. The room was packed to overflowing, as many students, our members, and members of staff attended. The ensuing question and answer period was long and intense and many people stayed around afterwards to continue private discussions, as we all enjoyed the presence of food, wine, and beer, which added to the conviviality of the *Symposium*.



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As a further attempt at consciousness raising I also suggested to the executive that we raise the ante by planning a high-level analysis of the problems affecting our workplace and invite a prominent international scholar to come to the campus next Fall to speak to us. The Executive took me up on it, and we are presently seeking the funding to be able to bring a renowned scholar here. Such an event should also be highly successful as we continue to combat the effects of neo-liberalism on our education system in general and on post-secondary education in particular. In addition, such a meeting will conflate directly with the on-campus Stop-the-Cuts campaign.

As VP of Social Policy and a member of the By-Laws committee I also undertook a draft revision of the By-Laws last year. Our by-laws have not been revised in a long time and need to be rethought. That committee will be meeting later this month to further look at them and attempt to bring them up to date.

**RECORDING SECRETARY**

Brianne Goertzen

During this reporting period I continued in my capacity as Recording Secretary with CUPE 3909. I attended, actively participated and maintained the minutes of regular executive meetings of the Union. I also regularly organized and created the monthly newsletter using our newly designed logo and distributed through Mailchimp. The newsletter provided the membership with regular updates of what the Union was doing as well as events being hosted or supported by the Union, among other topics. In addition to administrative and operational duties associated with my position, I also actively participated and attended special events and aided the local by delivering our initial, 'Stop the Cuts' speech.

In early November, I attended ChildCare 2020 Conference in Winnipeg, MB. The conference was the first national child care policy conference in a decade and only the fourth in Canada's history. The main goal of the conference was renewing action on early learning and child care for Canadians. As many of our members can attest, locating child care spaces is near impossible and more needs to be done on our campus to aid those with children. During the conference, I actively brought forward the concerns of inadequate child care services located on university and college campuses, more specifically at the University of Manitoba. If you are interested in learning more about my time at the conference please refer to our website where my full report has been posted.

In addition to my roles and responsibilities associated with being an executive member, I also serve as Manitoba Representative on CUPE National's Post-Secondary Education Task Force. In this particular role I meet with representatives from across Canada who work in the post-secondary



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sector. In early December the group met again to discuss possible future actions regarding the state of post-secondary education and those who work within the sector and sharing what was occurring on campuses across Canada. Sadly, much like the University of Manitoba campuses across Canada are facing austerity measures that are compromising the quality of education. Again, if you would like to know more regarding this meeting please refer to my report located on our website.

Moving forward, I will continue my roles and responsibilities and ensure the Union is working harder and better for our membership. It is imperative that we continue our activities to ensure our membership's interests are well served through representation and action on our campus.