**AGENDA**

1. Approval of Agenda

2. Reading and Approval of Past Minutes (April 2014 AGM)

3. Treasurer's Report / call for a Trustee

3. Executive Board Report

4. Unit 1 Bargaining Survey Draw

5. New Business

6. Adjournment

**EXECUTIVE BOARD REPORTS**

**PRESIDENT**

Ana Vialard Hart

We continue to work toward increasing our profile on campus and greater communication with the membership. This year we have committed to holding more events, especially those of an informal basis. This has resulted in more calls coming to the office with questions and to resolve workplace issues. Efforts to educate members on the conditions negotiated into the new Sessional Academic Worker (Unit 2) collective agreement and the current negotiation of the Student Academic Workers (Unit 1) agreement and the bargaining survey that led up to it has resulted in increased awareness of rights, again, resulting in more calls. Our posters are still prominent in most departments and this too has meant more people know to call us with issues.

We advertised once again in the GSA's handbook and have started getting our events into their newsletter. The executive has had conversations with members of the other campus unions around responses to the University's strategic plan and related budget. While we have not had a formal All-Unions meeting in some time, we continue finding ways to express solidarity. A Public Student Assembly on effects of budget cuts on students will be held on November 26, and we will help advertise.

We have representation on various University committees, including the Staff Benefits Committee and Sub-Committee to review the Sessional, Part-Time, and Seasonal Benefits Plan; the Occupational Safety and Health Advisory Committee and Local Area Safety and Health Committees; Arts Faculty Council; and we are included in orientation events put on by faculties. At all of these events, we ensure that issues specific to our membership are brought forward.

We have several projects planned for the Winter Term. We will be launching new radio ads on CJUM FM campus radio as well as creating new solidarity posters. We will also be developing some new orientation material including a revamp of the "I don't work for free" booklet. We are planning a campus-wide event to keep the discussion around the corporatized university and the neo-liberal attack on education lively. The Annual General Meeting will be held late in the Winter Term but we expect to hold another, more social event at this campus as well as one at the Bannatyne Campus.

**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. The Unit 1 Collective Agreement is currently being negotiated by the Bargaining Committee made up of Karen Naylor, George Buri, and Ana Vialard Hart.

I am getting settled into my role as the Unit 1 representative and have done some work to assist in the promotion of CUPE 3909 campus events such as the Units' Welcome Back events and the GMM.  On Sept 29th I attended the Unit 1 Welcome Back event.  I have agreed to sit on the Faculty of Arts Local Area Safety & Health Committee, and will be representing CUPE 3909 on the board of the University of Manitoba Graduate Students' Association.

**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. Collective Bargaining: As you are all aware the current Unit 2 Collective Agreement finally came into full force and effect last November. Since that time one of the main problems facing this unit is the failure of the University to ensure that negotiated changes were properly implemented. The Agreement provided for a new type of job security (RFR2) that required the University to provide each of the eligible Sessional Instructors with a letter confirming that they met the qualifications for RFR2. For our members this would mean that they were given preference for specific positions that would not be subject to posting procedures. For many this could also result in their being eligible for a Performance Increment in their stipend. To date, the University has only sent out a small percentage of the required letters.

It is important for our members to know that the failure of the University to provide a letter confirming that you have RFR2 does not mean you do not have this right. You have the right, you just don’t have the paperwork. If you think you have RFR2 and have not received a letter or the position over which you have RFR2 has been improperly posted, please contact the Union and we will attempt to correct the situation.

2. Unit 1 and Unit 2 Concerns, Questions and Grievances: One of the primary responsibilities of the Union is to ensure that the Collective Agreement as well as the rights of our members within the workplace are respected by the employer. In the last year we have had numerous issues and problems brought to our attention. These include disciplinary issues, questions concerning improper performance evaluation, members being denied positions, failure to recognize Right of First Refusal, pay issues, human rights concerns, etc. We have been successful in resolving many of these concerns in favour of our members; however, there are some that we have been unable to resolve. Some of the unresolved issues identify areas in the Collective Agreements that need to be strengthened and we present those issues at the bargaining table in an effort to ensure the problem does not reoccur. There are currently a number of issues still outstanding as the process of resolving the concerns with University can be time consuming.

3. Unit 1 Bargaining: I am currently on the Unit 1 (Student Academic Workers) Bargaining Committee due to the recent turnover in the position of Unit 1 Vice-Present as well as the fact that the Local Executive would like to have more commonality between the two CUPE 3909/U of M agreements. The previous Unit 1 agreement expired at the end of August and we are now actively bargaining for a new agreement. The process is slow but we are making some progress. Please be patient as the Union has tabled numerous proposals. Change in an institution like the University does not happen quickly.

**VP SOCIAL POLICY**

Karl Koth

This summer we worked on preparation for the coming year, following up on activities from the past year. We continued to place members on the various committees the University had afforded us access to. In addition we prepared for the coming academic year by finalising plans to increase our profile among members.

In that regard we have been quite successful. We succeeded in attracting an increased number of members to our welcome back gatherings, both with Unit 1 and Unit 2 members. The welcome back for Unit 2 coincided with Fair Employment week and our guest speaker was Brenda Austin Smith who is also the CAUT representative at U of M and one of our founding members. Karen and Ana also attended a Fair Employment Week lunch on October 30 held by the English, Film and Theatre Department.

This year too, we have seen a jump in the number of grievances. These stem, no doubt, from the university’s increased efforts to change our modus operandi to the business model. This is apparent in its new Strategic Plan.  In that regard we decided to step up the information campaign regarding this neo-liberal attack on our membership at the U of M by initiating an information campaign. Beginning with the last issue of our Newsletter we will now include discussions on how that neo-liberal attack is proceeding, so as to keep members abreast of developments.

We will also continue to keep in mind that our By-Laws need an overhaul. I tabled some suggestions to that end last year. However, we are all extremely busy, what with bargaining as well as new grievances, the By-Law deliberations may have to wait for calmer days.

**RECORDING SECRETARY**

Brianne Goertzen

During the reporting period I continued to create and distribute the CUPE 3909 newsletter for the membership. In addition I attended executive meetings and recorded the minutes for said meetings. I also oversaw contacting a graphic designer to redesign the local logo which can be located on the most recent newsletter distributions. I also serve on the National Post-Secondary Task Force, as part of my participation on this committee I attend meetings in Ottawa, ON to discuss current issues in post-secondary education and bring voice to the issues facing our membership. I will be attending another meeting this upcoming December and will again present a report via the newsletter and website updating the membership. I have reported on said meetings in previous newsletters. I will be attending the ChildCare2020 conference on behalf of Local 3909, this national conference will discuss the issue of child care in Canada. It is important to attend this conference because our membership currently does not have adequate access to child care on campus which impacts the ability to take employment opportunities. I will be writing a report regarding the impact on this event on our membership and steps moving forward.