



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

November 18, 2015
1:30 pm

AGENDA

1. Approval of Agenda
2. Reading and Approval of Past Minutes (May 2015 AGM)
3. Executive Board Report
4. Presentation of Budget
5. Nominations and Elections
6. Unit 2 Bargaining Survey Draw
7. New Business
8. Adjournment



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EXECUTIVE BOARD REPORTS

PRESIDENT

Ana Vialard Hart

I am pleased to report that the Local has had a very busy year.

The Local's profile continues to rise: we have sought out opportunities to meet with the membership beyond formal membership meetings. We have held a number of small meetings with Unit 2 focus groups and continue working on creating liaison committees of common interest. We participated in two well-attended orientations for Unit 1 workers held by the Faculty of Arts and the Faculty of Engineering and met several new members there. As a follow-up, we held a very well attended event for Student Academic Workers and at that meeting we were able to identify members who were willing to volunteer their voices for the new round of public service announcements which will air soon on UMF 101.5. Whenever we meet with our Unit 1 members, we hand out "I don't work for free" hours tracking booklets, which have recently been redesigned, and encourage members to carefully record the work that they do. We also have plans to hold a special event for Unit 2 Sessional Academic Workers in the Winter term and we hope to have a new Collective Agreement soon. Our monthly newsletters are always more widely read and as a result our website receives more visitors and we are receive daily calls and/or email messages from the membership.

To continue raising our profile and improving the Executive's ability to respond to the members' concerns, we have applied to CUPE National for a Cost Share: a program that would help us finance campaigns during Winter 2016 and the following two terms. We have also applied for membership to the Canadian Association of University Teachers (CAUT), an organization that is at the forefront of some of the most effective advocacy work in the PSE sector at the national level. In response to interest from the Labour Studies program, we currently have a student doing a placement with our Local office and her course work will result in the completion of a research project designed by the Executive.

Our collaborative work with other campus organizations continues. We have representation on the Stop The Cuts Team and we are preparing to meet soon with an All Unions group that is made up of all of the labour unions on campus (CUPE 3909, CUPE 2482, Unifor, ASES, and UMFA). We participated in a consultation meeting with University representatives who presented us with proposed changes to Behaviour Policies and Procedures and the Executive will submit a formal response. We make sure to have representation on any committee that has a voting position for CUPE 3909 members including: Faculty of Arts Council, Faculty of Arts Equity, Diversity, and Human Rights (see report attached at the end of this document), and the 21 existing Local Area Safety and Health committees. I am the worker co-chair on the Occupational Safety and Health Advisory Committee, a



CUPE 3909
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November 18, 2015
1:30 pm

committee that exists to recognize organization-wide H&S issues and make recommendations to the University. We are currently finalizing the first ever terms of reference for that committee and are formalizing the procedures around recommendations. I also represent CUPE 3909 on the Staff Benefits Sub Committee that is tasked with reviewing the policy's treatment of sessional employees. After a long hiatus, that committee reconvened and we had a productive meeting early this month.

We are working on having a finalized version of the new Unit 1 Collective Agreement. This agreement was ratified by the Unit 1 membership at the end of last spring and, as always seems to be the case, the Local has had to make some efforts to ensure that the University properly educates departments to implement the changes. I am on the Unit 2 Bargaining Committee with Karen Naylor and George Buri, and we are all looking forward to finalizing those negotiations.

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.

1. Through the Fall 2015 term, I have continued my work as liaison between CUPE 3909 and both the Stop the Cuts Campaign Team as well as the Student Action Network, the student organization at the core of the Stop the Cuts movement.
 - a) The Stop the Cuts Campaign Team, made up of representatives from the campus labour unions, the Canadian Federation of Students, and the SAN, has been meeting regularly to keep all campus worker unions updated on the impact of the cuts on their members. The Campaign Team is partnering with the Manitoba Organization of Faculty Associations and LAHRK Consulting Worker Cooperative on the Alternative Budget Project--through which alternative participatory budgets will be developed at four major Manitoba Universities. As a project central to the work of this year's Stop the Cuts efforts, I am representing CUPE 3909 on the U of M Alternative Budget Working Group to ensure that sessional and student academic staff are not overlooked in the process.
 - b) The Student Action Network has been busy this term with internal restructuring to ensure that the group is democratically organized and accessible for new members and has been assisting faculty and departmental organizations with hosting general assemblies and developing anti-cuts campaigns that address their particular departmental concerns. I continue to assist the Student Action Network with internal restructuring, campaign development and implementation, student outreach, and event planning.



CUPE 3909
ANNUAL GENERAL MEETING
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November 18, 2015
1:30 pm

2. I am on the Grad Students Association Council as a non-voting member representing CUPE 3909. The GSA can be an important liaison because we share membership.
3. I have also been busy reviewing the proposed amendments to the University's student behaviour and discipline bylaws, including the new sexual assault protocol, and am working with the executive to draft a feedback report.
4. I participated in the preparations for, and initial steps of Unit 2 bargaining in order to gain experience in the collective bargaining process and to provide a student perspective when necessary and/or appropriate.
5. Additionally, I have continued to provide guidance and support on Unit 1 grievance matters which include issues in the hiring process and errors in the application of continuance rights.

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 2 Collective Bargaining:** Ana Vialard Hart, George Buri and I comprise the Unit 2 Bargaining Committee. We began negotiations at the end of August and bargaining is ongoing. At the beginning there were a number of issues between the parties that had to be resolved before we could proceed. These matters have been dealt with in a positive manner. We are hoping to conclude negotiations in the near future and bring a tentative agreement to the membership for a vote very soon.

As we reported earlier one of the main issues that we had to deal with was the failure of the University to properly implement the new Right of First Refusal protocols as well as provide the resulting performance adjustments for our members who are paid at the rate of the minimum stipend. A tremendous amount of work was done on these issues over the summer and we are now close to having a full resolve to this matter. This was one of the main reasons for some minor delays in Collective Bargaining.

2. **Grievances and concerns:** There have been a number of issues concerning Unit 2 members that were dealt with since our last meeting. Aside from the many calls and issues around



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November 18, 2015
1:30 pm

Right of First Refusal and concerns about the rates of pay, there have also been issues regarding failure to award positions properly, disciplinary matters, inappropriate or lack of performance evaluations, concerns about pay, work load, right to grader markers, etc. within Extended Education as well as issues with the benefit plan. The Union resolved most of these issues in favour of our members however, it often took many emails, letters, discussions, meetings, etc. In a number of cases we needed to file grievances and this was done. One grievance filed on behalf of a member who had their ROFR removed is pending a potential arbitration hearing.

3. **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.

Spring, Summer, and early Fall has been very busy for the Local Union. It was a good busy. We had a team working all summer on ROFR which allowed us to make a lot of headway on this issue. As our members bring forward more issues and information we are able to deal with the problems in a professional manner. This raises our profile with our members and with the University administration. Thank you for your continued support and patience. We hope to have the Unit 1 Collective Agreement available soon as well as a new Unit 2 Collective Agreement to be ratified.

VP SOCIAL POLICY

Karl Koth

Since the last general meeting, Social Policy has concentrated again on identifying areas of interest to the members of the Union and supplying links to various articles addressing these areas. Such links are regularly posted in our newsletter and our website, with a short blurb identifying the nature of, and the main ideas, contained in such articles. In general these have dealt with the neo-liberal attacks on higher education, how this affects Sessional workers as well as Student Academic Workers who are Teaching Assistants, Grader/Markers and Lecturer/Instructors. All of us are targeted by the neo-liberal thrust which envisions universities and colleges through a "business" lens, and which sees education, in general, as an activity designed to support and enhance the existing economic paradigm.

I helped draft a Cost Share proposal which was recently submitted to CUPE National for consideration. If approved, this Cost Share would allow the Local to continue to direct the University community's attention to the issues outlined above through advertising and events with CUPE National matching our expenses.



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

November 18, 2015
1:30 pm

During the year we had applied for admission to CAUT (Canadian Association of University Teachers). I was given the task of vetting the CAUT By-Laws so as to ensure that they did not compromise our Local in any way. That process of admission is now underway.

In addition, I attended the meeting with representatives from the University's Human Rights and Conflict Management office, Legal Counsel, and Human Resources in October to the end of receiving the draft of the amended Behaviour Policies and Procedures addressing Work Place, Health and Safety Regulations and Human Rights Code of the university. Subsequently I reviewed and vetted the sections covering Respectful Work and Learning Environment as well as the Sexual Assault Protocol, Violent and Threatening Behaviour, Student Discipline, Student Academic Misconduct, and Student Non-Academic Misconduct and Concerning Behaviour. I submitted a report with suggestions, queries and emendations and the Executive will submit a formal response to the Working Group that drafted the amendments.

On October 22 I also attended our Unit 1 Welcome back event in the Cross Common Room, St. John's, met many of our TAs, Grader/Markers, and Lecturer/Instructors and had a chance to discuss matters concerning work place issues and other concerns.

RECORDING SECRETARY

Brianne Goertzen

During this reporting period I continued in my capacity as Recording Secretary with the Local. I attended, actively participated and maintained the minutes of regular executive meetings of the Union. I also continued to organize, produce and send monthly newsletters through MailChimp. The newsletter provides regular updates on special events, important dates and updates on collective bargaining, among other topics. I also worked extensively on the draft of the Cost Share proposal for the campaigns we hope to run during the next three academic terms.

In addition to the administrative and operational duties of my position I actively participate on a number of coalition groups on and off campus for the local. For example I am actively a part of the 'Stop the Cuts' coalition, which is a coalition of groups on campus who are seeking to stop the administration from imposing unnecessary budget cuts which have adversely affected students and our members.

I also ensured CUPE 3909's input and participation in the alternative university budget project. The alternative university budget seeks to examine the budgets of the University of Manitoba, University of Winnipeg and Université de Saint-Boniface and seek input from key stakeholders at each campus to investigate what students, staff and others want to prioritize in university spending.



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

November 18, 2015
1:30 pm

I represent the Local on the Child Care Working Group at the University of Manitoba. This working group is seeking to secure additional funding for the expansion of the Child Care Centre on campus. The expansion project is currently awaiting approval for government funding but will require additional outside funders to make the expansion a reality.

At the end of September 2015, I represented CUPE 3909 at the CUPE Manitoba Solidarity Sector Conference which brought together Local representatives to discuss issues related to the Municipal, Health Care, Long Term Care, Social Services, Child Care, Provincially Regulated, and Education sectors.

Additionally, I also serve as Manitoba Representative on CUPE National's Post-Secondary Education Task Force. This task force assembles CUPE representatives from across the country that are employed in post-secondary sector. The group discusses national trends across the country in PSE, has developed resource materials to highlight the state of post-secondary and continues to lobby key stakeholders to ensure post-secondary education remains a public good.

Moving forward, I will continue my roles and responsibilities to ensure the Local is working harder and better for our membership.

CUPE NATIONAL CONVENTION

Brianne Goertzen – Report

The 2015 CUPE National Convention was held at the Vancouver convention centre from November 02-November 06, with sector meetings occurring on November 01. CUPE National conventions are held every two years and rotate locations across the country for host cities. The sector meetings held on November 01, 2015 served as an opportunity to not only officially register but also be provided with an update on activities within your sector. The post-secondary sector meeting was held in the afternoon and provided an overview of the state of pensions in PSE, the issues with the rise in precarious employment and the inadequate funding that is being distributed to universities. Additionally, the sector meeting served as an opportunity for the group of delegates to prioritize which resolutions were put forward to make it to plenary. The group prioritized two resolutions, resolution 286 (calling for a federal election campaign that among other things would call for free tuition and the creation of a National Post-Secondary Education Act) and resolution 285 (dealt with precarious employment in post-secondary).



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

November 18, 2015
1:30 pm

Convention officially began on November 02 and the week proceeded with a considerable amount of work and official business of the union. This National convention was also different from past conventions because for the first time in over a decade Paul Moist (President of CUPE) announced his retirement prior to convention. The absence of Brother Moist in the presidential race allowed for fresh candidates to put their names forward, Fred Hahn (President, CUPE Ontario) and Mark Hancock (President, CUPE BC).

In addition to hearing and accepting reports, hearing from and voting on candidates and resolutions convention delegates had the honour of hearing from the following speakers, Hassan Yussuff (CLC President), Naomi Klein (renowned author and activist), Justice Murray Sinclair, Lee Saunders (President of American Federation of State, County and Municipal Employees) and Tom Mulcair (Leader of NDP). The speakers all spoke to different social justice topics, including the state of union, the need for environmental action, the truth and reconciliation commission and political activism.

In regards to resolutions both resolution 286 and 285 unanimously passed on plenary floor. I am proud of the work of the National Post-Secondary Education Task Force and its members by wearing t-shirts promoting the resolutions and talking to delegates to ensure people were aware of the state of post-secondary and the necessity of passing these resolutions. I also served as a key speaker for this resolution.

And finally, the elections were held and among a new trustee, diversity representatives and regional executive representatives a new national president was elected. The new national president in an approximately 200 vote difference was Mark Hancock from CUPE BC. Overall, the convention was a success and delegates left feeling rejuvenated and energized to continue the fight in their locals and in the labour movement.

REPORT FROM FACULTY OF ARTS EQUITY, DIVERSITY AND HUMAN RIGHTS COMMITTEE

Lisa Bednar

The EDHR committee met in October 2015 and is scheduled meet again in December 2015. At the October meeting, there was some discussion regarding the differences between the different teaching positions: Sessional Instructor, Lecturer/Instructor (CUPE), and Instructor (UMFA) and the differences in expectations and teaching loads for different positions at the U of M. The committee plans to review figures regarding the ratio of male to female workers in these positions at a future meeting to discuss a concern that women are over represented in contract teaching and Instructor positions in Arts.