



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

December 2, 2016
3:30 pm

AGENDA

1. Approval of Agenda
2. Reading and Approval of Past Minutes (March 2016 AGM)
3. Budget
4. Executive Board Report
5. Reports of Committees and Delegates
6. Nominations and Elections
 - a) Trustee
7. New Business
 - a) UMFA strike
8. Good of Union
9. Adjournment



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EXECUTIVE BOARD REPORTS

PRESIDENT

Ana Vialard Hart

Since our last membership meeting in April 2016, the Local has remained active. The most significant event has been the UMFA strike. During this intense period, the Executive and the Local Union Office have had to respond to the many questions you have had regarding your rights and responsibilities while our colleagues were on strike. As you'll hear, we are still taking calls and working towards ensuring our members are not disadvantaged by the strike and the new schedule. Throughout the strike we sent out a series of emails that answered concerns that you forwarded to the office and tried to anticipate difficult situations. We have also shown our support for the UMFA workers' right to a fair contract. We showed solidarity with UMFA on the picket lines along with other campus unions and student groups. We anticipate that the need for Unions to work in solidarity will continue throughout the Winter 2017 term and an All-Unions meeting will take place in the near future.

We have reinstated regular meetings with the Labour Relations Office and are resolving many of your issues as well as administrative issues relating to postings, job offers and hiring at these meetings. We have CUPE 3909 representation on the Staff Benefits Committee (KNaylor) and I have just been re-elected the Worker Co-Chair of the Occupational Safety and Health Advisory Committee. This committee is responsible for recommending action to the University on health and safety issues that affect the University as a whole. One important issue is that of H&S orientation for all new hires as paid hours. We also have the right to Unit 1 and Unit 2 representation on Local Area Safety and Health Committees. We currently have representation on some of those LASH committees but we need to fill those committees. In the Faculty of Arts, we have representation on Arts Faculty Council (AVialardHart, KNaylor) and we have representation on the Arts Equity, Diversity, and Human Rights Committee.

As President, I am responsible for the Local Union Office. We have an employee (BJablonskyArmstrong) who is responsible, among other things, for reviewing postings and hiring reports. This has allowed us to continue to send hours tracking booklets (I don't work for free) to new hires and to Continued Unit 1 employees. We have also sent a collective agreement to all Unit 2 members who have had appointments this academic year. Most importantly, our office is able to flag posting/hiring issues immediately so that we can deal with them in timely manner.

Finally, we have lost Jennifer Black as VP Unit 1 (see report). It was a pleasure to work with her, but she is no longer able to give the time that an executive position demands. The Executive Board appointed Abdulrazaki Abu, to the VP1 position and we are looking forward to working with him.



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Thank you for all of the support you've shown the Union over these past few months and for all of the information you continue to provide.

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.

As part of this position, I continued to work as liaison between CUPE 3909 and the Stop the Cuts Campaign Team and as the CUPE 3909 representative to the University of Manitoba Graduate Students' Association. I also attended the 2016 Coalition of Graduate Employees Union Convention (report at the end of this document) on behalf of the Local.

I would like to express to the membership that I was sorry to submit my resignation as Vice President Unit 1 in early November 2016. I have accepted full-time work off-campus and have found that I do not have enough time to devote to my work with CUPE.

I am grateful for the time I was able to spend on the executive, for the opportunities offered to me through this work, and for the faith put in me by the membership.

Thank you.

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. As part of the Executive I also assist with Unit 1 Collective Agreement bargaining and grievances.

Life since our AGM in March has been very interesting. The implementation of the new Unit #2 Collective Agreement brought many issues to the fore. In March we reported that in order to properly implement the new and simpler process for RFR the Union had to file scores of individual



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grievances to ensure that all of our members who were already entitled to RFR were getting it and were also receiving the new higher RFR rate of pay. President Ana Vialard Hart handled the massive amount of paperwork involved and we are now happy to report that the University is finally accepting and implementing the system and almost all of our members with RFR are being offered appointments and paid appropriately.

With respect to RFR, it is important to note that while a Sessional Instructor can only use RFR to accept an appointment to one (1) section of the a course in one (1) particular term, they can still apply for other sections of that course and compete based on their qualifications and seniority. If they are the successful applicant for more than one (1) section, the RFR rate of pay will apply to all sections to which they have been appointed.

At the March meeting we raised a concern that there may be more disciplinary issues arising as RFR is conditional on satisfactory performance, We did have a couple of significant discipline cases which required formal grievances. We are happy to report that all disciplinary matters have now been resolved to the members' satisfaction.

We still have a number of outstanding matters that we are dealing with such as the lack of information and transparency regarding job descriptions, workload and postings in the Libraries, a pay issue at the Asper School and other questions and concerns that our members have put forward.

The main issue this term was the UMFA strike and the new Winter Term 2017 Academic Schedule. Many of our Unit 1 and Unit 2 members called us with numerous different questions and concerns. All of these concerns have been presented to the University and we are trying ensure that none of our members are disadvantaged as a result of the UMFA strike or the new schedule. These efforts are still ongoing at the time of writing this report. When we reach an agreement with the University we will ensure that we get this information to all of our members.

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

Thank you for your continuing support.



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VICE PRESIDENT SOCIAL POLICY

Karl Koth

This last half year my activities have seen a continuation of activities started in the Spring. In particular I have continued to supply articles and links for the Spark, which reflect ongoing discussions on the current attack on universities by neo-liberal forces. As these continue unabated there is much to research and ponder about. But our main task is to keep out membership informed as we continue to devise strategies designed to mitigate or avoid such threats to our membership and the University Community as a whole.

One such example was the recent negotiations between the University of Manitoba and the Faculty Association. In that regard I spent much of the three weeks of the strike as a volunteer, driving picket captains to their respective posts, picking up groceries and supplies and ferrying coffee etc. to the pickets. This effort of solidarity was much appreciated.

In addition I have assisted the other members of the Executive in our planning and running of activities such as the AGM, and the Welcome Back fete for our Unit 1 members.

Respectfully submitted.

CONVENTION REPORT: The Coalition of Graduate Employee Unions

Jennifer Black

VP Unit 1

The 2016 Coalition of Graduate Employee Unions (CGEU) Convention was held at the University of California Los Angeles from August 14-16th. CGEU conventions are held annually, with the location rotating between affiliated campuses in the United States and Canada and attempting to occur alternately at American and Canadian campuses. The convention hosts workshops on common issues for student academic workers across North America, caucuses for the Canadian and American delegates to discuss national issues, and a plenary where resolutions are passed on the positions and actions of the coalition.

I attended four workshops: "Collective Action Gets the Goods," "Creative Mobilization Tactics," "Struggling Against Privatization of Higher Education," and "Mobilizing an Active Base of Stewards and Members" and presented at the workshop "Our Working Conditions are Their Learning Conditions: common struggles with student movements." I learned of several interesting ideas and



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organizational tactics through these workshops, which I have passed on to the CUPE Local 3909 executive.

The CGEU Canadian Caucus is planning to host a CGEU Canada meeting in 2017 at the University of Western Ontario, leading up to the binational convention. I recommend that we send a delegate to this national meeting to draft recommendations for structural changes for the binational convention to consider. While I've identified several issues with the organization, I found the convention overall to be educational and inspiring. I think it is important to continue to build movements of solidarity between academic workers, particularly nationally.

CONVENTION REPORT: 2016 CUPE Manitoba Convention

Brianne Goertzen
Recording Secretary

I attended the CUPE Manitoba 2016 Convention from May 4 -7 at the RBC Convention Centre. The convention was well attended with delegates from across Manitoba in attendance. There were a number of resolutions to discuss and we were also honoured to have incredible speakers throughout the event to bring messages of solidarity and strength of the labour movement. Featured speakers of the event included the current CUPE National President Mark Hancock, Secretary-Treasurer Charles Fleury and former CUPE National President Paul Moist. The convention dealt with a number of resolutions, which focused on pension benefits, health and safety concerns and political engagement. Although, there were no resolutions directly dealing with the post-secondary sector, the themes of anti-austerity and standing united against cuts are both themes that our membership is directly immersed in at the University of Manitoba. It is imperative that we stand united with our fellow Sisters and Brothers in the fight for worker rights, and to work together to ensure we do not lose any hard fought victories.