



**CUPE 3909**  
**ANNUAL GENERAL MEETING**  
GSA Lounge, University Centre

March 29, 2016  
12:00 pm

**AGENDA**

1. Approval of Agenda
2. Reading and Approval of Past Minutes (November 2014 GMM)
3. Treasurer's Report
4. Trustees' Audit and Recommendations
5. Executive Board Report
6. Reports of Committees and Delegates
7. Nominations and Elections
  - a) Executive Board
  - b) Trustee
8. New Business
  - a) Bylaws amendments
9. Good of Union
10. Adjournment



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**EXECUTIVE BOARD REPORTS**

**PRESIDENT**

Ana Vialard Hart

The Local continues to be very active and our profile has grown in several arenas. We continue to send a representative to the CUPE National Convention and to CUPE Regional Meetings such as the CUPE Manitoba Solidarity Conference. We have also affiliated with the Canadian Association of University Teachers (CAUT) and had a representative at the most recent CAUT Council to present our application (see Secretary report). We have since met in person with an Assistant Executive Director and look forward to further involvement in that association. Sessionals have started receiving the CAUT Bulletin publication in their UM mailing address.

Our relationships with our allies on campus have remained solid. We participate in an All Unions Committee that meets once per term to discuss issues that affect all of the unionized workers as well as other developments of interest. We continue to participate with the Stop the Cuts campaign (see VP Unit 1 report). Karen Naylor represents us on the Staff Benefits Committee which has recently taken the first step towards making the benefits plan more equitable for our members. We have convinced the University that our members should have a more formal orientation process and there will be a working group to review and revise existing practice. I am the Worker Co Chair of the Occupational Safety and Health Advisory Committee. We have recently written the first ever terms of reference for this committee and now have a process for receiving concerns and for recommending actions to the University. One of the concerns currently under review is the University's record on Health and Safety training for new employees. At the most recent OSHAC meeting, the University's Environmental Health and Safety Office (EHSO) requested approval from the Unions to apply for a reduction in Local Area Safety and Health Committees as well as a reduction in the number of required inspections per year. On a related note, we are actively seeking to ensure that the LASH committees have CUPE 3909 representation. In the Faculty of Arts we have CUPE 3909 representation at the Arts Faculty Council and the Arts Equity, Diversity, and Human Rights Committee (see report at the end of this document).

The Local has successfully applied for a Cost Share from the CUPE National Office. This means that CUPE National will match payment on advertising, publications, events, and hours of work costs incurred in our campaign against the neo liberal university (see VP Social Policy and Secretary reports). We have recently finished bargaining the Unit 2 Collective Agreement and are adjusting to invigilating the new articles/clauses. As President, I have been involved in a number of grievances and issues that could result in grievances (see VP 1 and VP 2 reports). We are receiving increasing numbers of calls with issues or with information regarding the working conditions in various areas of the University. This has led to a series of meetings with individuals or groups of members with



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similar issues and our understanding of the various faculties and departments is growing and improving our ability to respond to issues and to bargain successfully. We have held two large social events to this year to give the membership a chance to meet or to get together. We hosted a Welcome (Back) event for Student Academic Workers which was reported at the November Membership Meeting and a Dinner for Sessional Academic Workers which was held 2 weeks ago.

This year, I have had the pleasant task of supervising a number of projects that required additional staff. During the summer we hired two students to help us research and file Right of First Refusal grievances to right a long standing wrong and to put us in a better position to bargain the Unit 2 agreement (see VP 2 report). I have also been supervising a student who is fulfilling a course requirement by doing a placement with our Local Office. The student has researched Interest Based Bargaining (see VP 2 report), developed a survey that seeks to determine the number of unions in post secondary education that have been asked to enter into IBB, who have agreed to do so, and what their outcomes have been. The student has developed a database of locals, has made first contact with most, and has survey results from some of these locals. Finally, the Personnel Committee hired a new staff member to work in the office. The new staff is sorting through and filing postings and hiring reports. This allows us to recognize areas of concern in a timely manner and deal with them immediately. It has also allowed the Local to mail hours tracking booklets to Unit 1 members closer to the start of their employment. We have recently tasked the new staff to compile information on hiring practices that will help us identify if there are any areas of special concern in terms of cuts to hours. This work will be partially covered by the previously mentioned Cost Share.

In conclusion, the Local is busy and that is a positive sign.

**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.

Through the winter term, I have continued my work as liaison between CUPE 3909 and the Stop the Cuts Campaign Team. The Campaign Team has been meeting regularly to keep all campus worker unions updated on the impact of the cuts on their members and 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



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representing the Local on the U of M Alternative Budget Working Group to ensure that sessional instructors and student academic staff are not overlooked in the process. The Stop the Cuts Campaign Team has spent the winter term developing a broad based campaign to address the deterioration and corporatization of public education. The campaign is intended to draw the anti-cuts movement under the umbrella of “Restoring the Roots of Public Education”. Students from the Campaign Team, in collaboration with the Canadian Federation of Students Manitoba, are taking the lead on implementing this campaign.

I continue to serve as the CUPE 3909 representative to the University of Manitoba Graduate Students’ Association, regularly attending UMGSA meetings and liaising between the two organizations.

Over the winter term, I completed a review of the proposed amendments to the University’s student behaviour and discipline bylaws, including the new sexual assault protocol, and worked with the Executive to draft and submit a thorough and comprehensive feedback report. Additionally, I have continued to provide guidance and support on issues arising from the implementation of the Unit 1 Collective agreement. This term we continued to deal with grievances arising from mistakes in the hiring procedures, the misinterpretation of the Continuance article, as well as issues related to mistakes in wage rates.

**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.

This year was all about Unit 2. We reached an agreement with the University for Unit 1 in April 2015 and immediately started to prepare for Unit 2 Bargaining. One of the main problems we faced was the reluctance/refusal of the University to properly implement Right of First Refusal (RFR). We needed to fix this problem before we could start negotiations. The Local Union undertook the task of researching the work histories of all of our Unit 2 members and file individual grievances for each one. The Local hired two students who were or had been Local Executive members and they worked with President Ana Vialard Hart to clear up this matter. Almost all of the members who were entitled to RFR now have it confirmed with letters in the works. There are still a few outstanding grievances/cases in this regard.



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We surveyed the membership, put together proposals and commenced bargaining in August 2015. The University made efforts to convince the Bargaining Committee to try Interest Based Bargaining. As we were aware of the pitfalls of this method of bargaining, we engaged in discussion with them but in the end firmly said no to this collaborationist form of contract negotiations. This played a role in slowing down the process but we were able to reach an agreement by the end of December. It was ratified by the membership in the first week of January 2016.

The new Collective Agreement provides for a new, transparent and easy to implement form of RFR. Basically, it is “3 times and you got it” provided that you have taught the course satisfactorily. The agreement also creates a higher stipend for Instructors who have RFR and this amount increases in each year of the agreement. Improvements were made in how Distant Education Instructors are paid, Summer Session now counts towards benefits and there were other improvements/wage increases for all classifications in the unit.

There are a number of other issues that we are dealing with in Unit 2. We have a grievance in the system with respect to the use of SEEQs in revoking RFR. This case is pending arbitration. We receive many emails and calls from our members with issues and questions that keep us busy. We continue to make efforts to reach out to all of our members by having individual and group meetings around common interests/concerns and hold social events such as the Session dinner.

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 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. We look forward to the coming year as we will not have any collective bargaining on our plate. This will allow us more time to pay attention to some of the important projects and issues that face our membership. Thank you for your continuing support.

**VICE PRESIDENT SOCIAL POLICY**

Karl Koth

This past year has seen considerable activity within this department of CUPE 3909, including a proposed change of name to more actually reflect our activity. The proposed name is VP of General Affairs. No doubt there will be some hilarity regarding this choice of nomenclature, but the title does reflect, as close as possible, this VP’s role on the Executive.

As part of my activities, I spent some time helping to craft an application to CUPE National for a Cost Sharing Plan, (More on this in other reports). In effect, this means having some of our monies



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returned to us in the form of a cost-sharing grant. This Cost Share will enable us to continue to expand our internal advertising mechanisms to reach more of our members so as to show you more of what we do on a daily basis to ensure harmonious and beneficial working conditions for our members within the broader university community.

I drafted a letter from our Local to the University in support of the Fossil Fuel Divestment campaign to be sent shortly.

I also spent considerable time with the By-Laws committee addressing the important question of revising our By-Laws. These are so old that in one section they refer to contacting members by telegraph. Under the able leadership of Karen Naylor we spent literally hours poring over the abstruse wording of the By-Laws and have attempted to update them in terms of our Constitution and also to reflect changes in recent bargaining results. These changes will be presented for your approval during this meeting.

Keeping you up to date on changes in the education and postsecondary area has been one of my major activities. As many of you have noticed I continue to research and submit articles of interest and relevance to our membership regarding the changing nature of the North American university scene. There, the onslaught of the Neo-liberal model proceeds relentlessly, as can be seen with the policies of our present administration, and the attempts of students, faculty and staff to oppose these through the Stop the Cuts Campaign.

I shall continue to provide you with updates and discussions of these highly important issues. Two new links to articles are going to be presented in our next issue, one dealing with the “business model” approach to education by the infamous Walton (WalMart) family, and the other, an angry resume of the current general international situation through which , of course, higher education and our jobs are affected.

**RECORDING SECRETARY**

Brianne Goertzen

Over the reporting period, I continued in my regular duties as recording secretary. I have regularly created and distributed the newsletter that is received to members. Newsletters provide updates of the activities of the Union, upcoming events and current affairs as they relate to post-secondary and the labour movement, more generally. In addition to the newsletter, I am responsible for recording the minutes of meetings of the CUPE Executive where I provide updates on incoming mail and upcoming events.

During this reporting period, I attended the Canadian Association of University Teachers (CAUT) council meeting. At this meeting, I served as the CUPE 3909 representative to formally put forward our membership with the organization. The meeting served as an excellent introduction to the



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organization and I established networks with other post-secondary locals including, sessional units within CAUT. The ability for our Union to network with similar locals will serve to benefit the collective interests of the Local and the post-secondary sector. The meeting included an overview of their recent campaigns and activities of the organization.

I have also been selected to serve as the Manitoba representative for CUPE National Post-Secondary Task Force. This will be my second term serving in this capacity. During my first term we were able to successfully put through two motions at National Convention in Vancouver. The motions that were passed directs CUPE National to launch a comprehensive campaign for the next federal election and among other things, ‘...advocate for the adoption of a Post-Secondary Act that provides tuition fee free post-secondary education with dedicated adequate predictable multi-year funding’ in addition, to precarious employment. I look forward to fighting to ensure the betterment and preservation of a fully funded, public post-secondary sector.

I will also highlight my participation in securing CUPE National Cost Share funding for an anti-corporatization campaign on campus highlighting the detrimental effects of neo-liberal policy on our members’ job security, the quality of education and the overall status of the post-secondary sector. At a time where unnecessary budget cuts are threatening the quality of post-secondary education the additional funding will provide for the necessary resources to launch the campaign.

I also attend meetings for the University of Manitoba Child Care Committee on behalf of the Union. The University of Manitoba will be expanding their child care spaces on campus with the addition of 54 new spaces. Although, this expansion does not meet the required child care needs of our members, it will hopefully lead to future expansions.

The past year has been busy and I anticipate the upcoming year will be no exception but I am dedicated to the work of this union and serving our members to the best of my abilities.

**TREASURER**

George Buri

I am pleased to report that the Local’s finances are in excellent shape. The 2014-2015 fiscal year report which was presented at the fall general member’s meeting showed us with a surplus of just under \$28 000 for that fiscal year. Even with the anticipation of slightly lower revenue for this fiscal year as the result of a small drop in dues paid due to University cutbacks, I still anticipate a surplus for this year as well. The Local currently has over \$200 000 in the bank and thus we are in an excellent position to handle any “rainy day” contingencies should they arise in the future. I have read



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the recent trustees audit and want to thank the trustees for their time and effort. Their recommendations will be followed going forward.

In addition to my role as Treasurer I served on the Unit 2 Bargaining Committee that successfully concluded a round of bargaining. In addition to bargaining I served on the local's Budget and Personnel Committees. I was heavily involved in proposing the project undertaken by our Labour Studies student placement. I also helped with a number of other executive initiatives including our affiliation with Canadian Association of University Teachers (CAUT). This is a partnership that I think will be very beneficial to our members going forward.

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**FACULTY OF ARTS EQUITY, DIVERSITY AND HUMAN RIGHTS COMMITTEE**

Lisa Bednar

The Equity, Diversity and Human Rights (EDHR) Committee is a standing committee for the Faculty of Arts Faculty Council. The Committee will be working on promoting diversity and inclusion in the Faculty of Arts, as well as investigating possible differentials among staff of various rank within the Faculty of Arts. I am currently chairing this Committee. If you work within the Faculty of Arts and have ideas or concerns that could be discussed at one of our upcoming meetings please let me know.