



SEPTEMBER 2025 NEWSLETTER

IN THIS ISSUE:

Welcome and Welcome Back!	2
CUPE 3904 at this year's Labour Day Parade	3
Unit 3 Academic Assistant Equity Awards	4
CUPE Ontario Convention Report	4
CUPE 3904 Bargaining Update	6
Your Executive	6

WELCOME AND WELCOME BACK

I hope you enjoyed opportunities for some down time with family and friends over the summer and are feeling invigorated as we move into a new school year. I know that both Kelly Train (Unit 1 VP) and Rob Denning (Unit 2 VP) have already sent out welcome messages. I encourage you to read all emails from your respective Unit VPs, as they contain important information about wages, benefits, and other news. Information can always be found on [our website](#). Additionally, the Union office, in KHW 373, is now open on Tuesdays from 9-5 with our new Staff Rep, Sarah, available to direct your concerns. Please drop by!

We look forward to engaging with members throughout the school year. The Fall Social is scheduled for September 25 from 3-6 at Oakham House. This is an opportunity for informal discussion with colleagues, as well as Executive members. And there will be food, drink, and swag! The CUPE Coffee Club is set to resume in an in-person format with informal monthly drop-ins at our KHW 373 office this Fall. Stay tuned for further information.

In terms of business meetings, we're firming up dates for the online GMM late in the Fall term. We will also be holding a Bylaw ratification meeting for members to vote on revisions that make Union processes clearer and include a new appendix mandated by CUPE National. These are important meetings, as they give members a voice in how the local operates. Details are forthcoming.

Best wishes for a fantastic school year! Please know that your CUPE 3904 Executive is always available to address any concerns you may have. The Union office, in KHW 373, is now open on Tuesdays from 10-6.

Catherine Jenkins, President of CUPE 3904
On behalf of the Executive and Staff



UPCOMING EVENTS

FALL SOCIAL

**Oakham House
September 25th
3-6PM**

COFFEE CLUB

**KHW 373
Starting back this fall
Stay tuned for details**

ONLINE GMM

**To be held in late fall
Details coming soon**

CUPE 3904 AT THIS YEAR'S LABOUR DAY PARADE

On Labour Day, September 1, President Catherine Jenkins and VP Campaigns & Equity Michael Lapointe represented CUPE 3904 at the Toronto and York Region's 154th Labour Day Parade. We were one of dozens of unions representing thousands of members from all levels of education, healthcare, building, transit, the arts, and more. In response to tariff threats from south of the border, this year's theme was: A Canada for Workers: Made Here, Paid Here.



Photos Clockwise from Left: President Catherine Jenkins with Bao Lin from 1281 at York; walking in the parade; Catherine Jenkins and VP Campaigns-Equity Michael Lapointe; Catherine Jenkins with Kristen Skinner from 1281 at York.



UNIT 3 ACADEMIC ASSISTANT EQUITY AND INCLUSION AWARDS

The Unit 3 Academic Assistant Equity and Inclusion Awards recognize and promote Academic Assistants who exhibit excellence through effective teaching strategies and student engagement. Evidence of teaching excellence might include use of effective feedback and the incorporation of equity, diversity, and inclusion in teaching. Additionally, the nomination package must include a teaching philosophy, and letters of support from a supervising instructor and two students.

Five prizes of \$1000 each are awarded in both the Fall and Winter terms. Fall nominations will open soon! [Click here for details.](#) Unit 3 members should look for emails from their Unit 3 VP.

2024-25 WINNERS

Sina Rahimi

Behzad Sardroud

Armaghan Khosravi

James de Oliveria

Eslam Mohammed

Bryant Serre

Maryam Servatanmiandoab

Aman Yadav

Zaid Shahid

Yu Wei Ye

CUPE ONTARIO CONVENTION

Catherine Jenkins (President, CUPE 3904) and Michael Lapointe (VP Campaigns & Equity) attended the CUPE Ontario Convention in Toronto along with about 1,000 other CUPE Ontario members from all sectors from May 27-31. The convention began with our attending the University Workers Caucus, which provided an opportunity for members in our sector to discuss and prioritize resolutions for the general convention.

At the convention, speeches were given by officers from CUPE Ontario and CUPE National as well as other keynotes, awards were given, and Union wins were celebrated. The CUPE Ontario Convention provides an opportunity for members to voice their (sometimes differing) opinions for resolutions to call for changes at the Ontario or National level. There are concerns that with current threats to workers in Ontario and Canada, CUPE should focus on labour at home, rather than splitting time and energy with divisive international politics and environmental concerns. Although these issues are important, CUPE is a labour union that should primarily be concerned with labour issues.



Some of the +1,000 CUPE Ontario members at this year's convention

This year, as in previous years, members expressed their desire to spend more time discussing and voting on resolutions; many of us feel this should be the core of the Convention. Once again, we were unable to review, discuss, and vote on all +90 presented resolutions. A resolution demanding a full day of the convention be devoted to resolutions was passed at last year's CUPE Ontario Convention; however, it was overruled at the National level as it doesn't appear in the National Constitution. It will be interesting to see how this repeated call at the provincial level will be reflected at the upcoming National Convention.

It is through resolutions that CUPE can effect real change and apply political pressure, moving the Union beyond rhetoric and towards action. Although some resolutions evoked heated debate, many passed rapidly and unanimously. Of significance to the post-secondary sector was the passing of Resolution 41, requesting allocation of a full-time Sector Coordinator and a full-time Sector Researcher for the Ontario University Workers Coordinating Committee. Additionally, Resolution 63 was passed, calling for greater transparency around job and program cuts, as well as budgets

and funding allocations, in a bid to improve job security in the post-secondary sector.

Other resolutions passed included calls to reduce workplace violence especially in educational and healthcare settings, improve wage protections for workers in early childcare education and for personal support works, support education and healthcare against privatization, improve support for social services and sector workers, start-up funding for new locals negotiating their first collective agreement, support for a low-cost online voting system for union elections, and advocacy for Northern Ontario and Francophone locals.

During the Convention, CUPE Ontario called for support for three striking locals: CUPE 1750 workers at the Ontario Compensation Employees Union, part of WSIB; CUPE 2073 workers at Canadian Hearing Services; and CUPE 5525 workers at Villa Colombo Homes for the Aged. Our local, CUPE 3904, subsequently made donations to support these striking workers.

In light of current fiscal and political challenges, CUPE Ontario has adopted the theme Rise, Resist, Reclaim, recognizing that together we have great power and impact for positive change. CUPE Ontario brings together over 290,000 people who support each other and the public through their work in education, healthcare, libraries, transportation, community services, facilities and outside workers, and more. CUPE Ontario has added 5000 new members this year and consequently increased their staff by 17 to support new programs and services. This year, the CUPE National Convention is being held in Toronto, October 6-12. Look for our report in the next CUPE 3904 newsletter.

CUPE LOCAL 3904 BARGAINING

Bargaining has been completed and ratified for both **Unit 1** and **Unit 3** with an **11% wage gain over three years for both Units**, as well as **additional benefit and non-monetary gains**. Thank you to all our members who completed Unit-specific bargaining surveys as these shape the bargaining team proposals to prioritize member concerns. The new collective agreements have been posted on the CUPE 3904 website. The Unit 3 collective agreement runs until August 31, 2027 and the Unit 1 collective agreement runs until August 15, 2027. Thank you to all bargaining team members for your time and effort.

Negotiations for Unit 2, representing Chang School Continuing Education Contract Lecturers, have been completed. Special thanks to the bargaining team of Rob Denning (Unit 2 VP), Anne Moorhouse, and Claude Sam-Foh. In alignment with CUPE National principles, we consistently negotiate improvements to our collective agreements for the benefit of all our members.

The Summary of Settlement has been emailed to all Unit 2 members and ratification meetings are scheduled for September 18 from 4-6 and September 20 from 2-4. Voting will take place online using the Simply Voting platform and will be open to all Unit 2 members from September 18-21. Watch your email for meeting and ballot links.



**JOIN US AT THE
CUPE 3904
SOCIAL**

**THURSDAY,
SEPT 25
3-6PM
OAKHAM HOUSE
55 GOULD ST**



**Open to CUPE 3904
members only with
your ONECARD**

YOUR CUPE LOCAL 3904 EXECUTIVE

President: Catherine Jenkins

Unit 1 VP: Kelly Train

Unit 2 VP: Rob Denning

Unit 3 VP: Rebecca Scenna

Treasurer: Richard Deklerk

VP Communications: Alexandra Perlin

VP Campaigns & Equity: Michael Lapointe

president@cupe3904.ca

unit1vp@cupe3904.ca

unit2vp@cupe3904.ca

unit3vp@cupe3904.ca

treasurer@cupe3904.ca

communications@cupe3904.ca

campaigns@cupe3904.ca

YOUR CUPE 3904

All TMU Contract Lecturers and Academic Assistants
automatically become dues-paying members of CUPE 3904.

Our local is divided into three Units:

UNIT 1
Represents
TMU day
school
Contract
Lecturers

UNIT 2
Represents
Chang School
Continuing
Education
Lecturers

UNIT 3
Represents
Academic
Assistants



Curious to find out more? Need information?
Check out our website:

CUPE3904.CA

The website includes details about:

- Unit-specific Collective Agreements and Executive Member information
- Online forms for Health Benefits and Professional Development/Assistance Funds
- Important Dates
- Stewards Lists
- FAQs and other Unit-specific information
- Access to CUPE 3904's Bylaws and Policies
- Monthly meeting minutes (login required)
- The local's latest news and newsletters
- A brief history of the local and Unions in Canada
- Links to Union Affiliates and Partners and the CUPE National Constitution
- Step-by-step details on what to include in your Academic application

KHW 373 CUPE 3904 Office
is now open every Tuesday from 10-6