



Newsletter | Issue 2



SEPTEMBER 2015

Dear MEMBERS,

We hope you all had a wonderful and productive summer.

As many of you know, last year was very tense and challenging as we negotiated three new collective agreements for each unit for the period of August 2014 to August 2017. In each of these bargaining sessions, we stood strong against the university and management's attempt to destroy our livelihoods and interfere with our commitment to provide the best possible educational and workplace environments for not only ourselves, but also for our students.

Nonetheless, as precarious and temporary contract academics, we continue to face challenges ahead as austerity measures and cutbacks to higher education continue to be aimed at universities, and especially at us as the contingent nature of our jobs make us some of the most tenuous and vulnerable workers on campus.

It is more important than ever before that we remain strong and united within CUPE Local 3904 and with other unions across the university sector. United, we are a symbol of solidarity that will never be defeated.

**In solidarity,
CUPE Local 3904 Executive**

- Joseph Zboralski, President**
- Kelly Train, VP Campaigns**
- Mary Green, VP Communications**
- Richard Deklerk, Treasurer**
- John Girardo, Unit 1 Chief Steward**
- Amir Kiumarsi, Unit 2 Chief Steward**
- Aneesa Khan, Unit 3 Chief Steward**



Stay in the know

cupe3904.ca



Look for your **MEMBERSHIP PACKAGE** in the mail!

Important information about your Local including your members portal access credentials are included. Contact the local if you haven't received your package.



CUPE Ontario
CONVENTION

May 26-30, 2015, Joe, Kelly, Richard, Amir, and Mary attended CUPE ONTARIO's 52nd

Annual Convention held at the Sheraton Centre. An issue that we ourselves have experienced at Ryerson was the theme of the conference: Austerity, defined as an ideology that promotes cutting public services, wages, and benefits as a response to the economic crisis; a form of "hyper-neoliberalism" that became popular after the 2008 economic collapse. The need for solidarity against austerity, and for solidarity in the labour movement was a running motif reiterated by many speakers, such as Toronto &

York Region Labour Council President John Cartwright, Ontario Federation of Labour (OFL) President Sid Ryan, CUPE Ontario President Fred Hahn, and CUPE National President Paul Moist.



On the evening of Tuesday, May 26, Joe, Kelly, and Mary participated in the University Workers Caucus. Representatives from several

Ontario universities, including Brock, Guelph, McMaster, Queen's, Toronto, Waterloo, Western, Windsor, York, and of course Ryerson gathered together to discuss resolutions pertaining to university workers, many of which were subsequently passed by CUPE Ontario delegates on the final day of the conference.



VIP
MEMBERS, YOU ARE INVITED...

Refreshments will be provided
Visit cupe3904.ca for more information
BACK TO SCHOOL SOCIAL
Meet & Greet
55 Gould Street
Tecumseh Auditorium
Join your CUPE Local 3904 Executive & meet your fellow colleagues.
OCTOBER 5TH
2pm - 5pm



An update for CUPE LOCAL 3904

On Thursday, May 28, CUPE Ontario, OPSEU, Unifor, other unions, and various community groups and members joined together at Queen’s Park to protest the sale of Hydro 1. Representing our local were Joe and Amir.

On Friday, May 29, NDP leader Tom Mulcair began his speech asserting that the NDP is the only party that shares CUPE’s values, and that “public assets belong in public hands.” Mulcair declared that half of the jobs in Ontario are “not stable” and without pensions. He called for: 1) a minimum wage increase to \$15 an hour; 2) better childcare; 3) collaboration with urban centres to improve infrastructure and transit; 4) the need to guarantee labour rights. Mulcair concluded his speech passionately saying, “replace fear and division with hope and optimism,” adding, “give our children and grandchildren the Canada they deserve.”

Canadian Labour Congress (CLC) President Hassan Yousuff spoke about voting for a new government where workers have secure jobs;

where child care is a priority; and where the Canada Pension plan will be expanded so that all Canadians can enjoy retirement security. Noteworthy were his comments: “we did not create the crisis in 2008, and we should stop paying for it,” and “if you can’t start in universities, where do you start?” Yousuff also spoke against Bill C51, which is taking away fundamental human rights under our constitution. In closing, he urged delegates to support candidates who support our union goals.

Many booths representing various groups were set up outside the conference room. Of special interest to us: Where’s the Funding? (WTF) – A Practical Guide (cupe.on.ca/wtf); Stop the Violence at York University (silenceisviolenceat york.wordpress.com); Income Splitting vs. Child Care (rethinkchildcare.ca); The Raise the Rates campaign against poverty (RaiseTheRates.ca); Racial Justice and Fairness (cupe.on.ca/racialjustice); Health and Safety (cupe.ca/health-and-safety.ca); and Retirees Network, for those of us

retired or lucky enough to be retiring soon (cupe.on.ca/RetireesNetwork).

Saturday, May 30 – Conclusions on Conference: Some of the important **Resolutions** passed unanimously during the conference included opposition to: 1) the privatization of Hydro 1; 2) Bill C51; and 3) the East/West pipeline. CUPE Ontario supported: 1) postal workers against the implementation of community post boxes; 2) raising the minimum wage to \$15 an hour; 3) a better pension plan; 4) public child care; 5) health care resolutions that protect and improve health services.

An **Action Plan** was passed. Here are some of the highlights in general: 1) solidarity against austerity, against the privatization and corporatization of the public sector; 2) push for fair taxation; 3) demand that all levels of government support accessible and properly funded health care for all; 4) increase funding to social services; 5) fight against school closures.

Local 3904
EXECUTIVE

Linda Barnett
Staff Representative

Michael Cassibo
Admin & Finance Officer

Joseph Zboralski
President

Kelly Train
VP Campaigns

Mary Green
VP Communications

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Treasurer

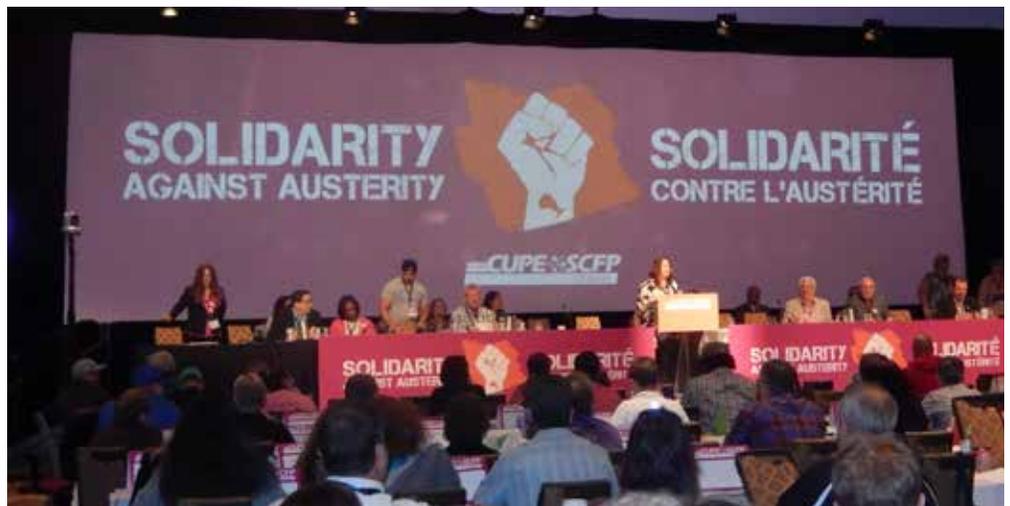
John Girardo
Unit 1 Chief Steward

Amir Kiumarsi
Unit 2 Chief Steward

Aneesa Khan
Unit 3 Chief Steward

Below is a summary of **Action Plan proposals pertaining to universities that were passed:**

- 1) mount a comprehensive campaign and develop a sector-wide strategy for coordinated bargaining on job security, workload protection, and fair compensation;
- 2) develop a comprehensive government strategy that demands adequate and reliable public funding to universities;
- 3) demand the creation of a post-secondary education act that calls on the federal government to dedicate funding to post-secondary education with clear provisions for accountability;
- 4) support the Where's the Funding (WTF) campaign;
- 5) create and implement a campaign for sessional/contract faculty that exposes the precariousness of their work and offers strategies to the government and at the bargaining table;
- 6) obtain a pension plan accessible to sessional and part-time faculty;
- 7) enhance our coalition work with the Canadian Confederation of Students (CFS) and Ontario Confederation of University Faculty Associations (OCUFA);
- 8) ascertain the value of post-secondary education as a social good that must be accessible to all!



- CUPE 3904 will participate in the **5th Annual Social Justice Week**, with the theme: **Social Justice and Democracy: Arts, Activism and the Academy,** Ryerson, October 5-9. Stay tuned.
- On **October 19, 2015**, let your voice be heard and **VOTE!**
- Coming soon, more details on the **WTF campaign**, and the **Fall GGM**.
- Next Newsletter will cover the **CUPE National Convention**, Nov. 2-6.
- See you all at the **Meet and Greet**, Back to School Social at 55 Gould Street on October 5th, 2-5 pm. Groovy!

Upcoming
EVENTS

350 Victoria Street, POD 156B, Ryerson University, Toronto, ON M5B 2K3