



June 2024 Newsletter

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Celebrating CUPE Members

On April 30, TMU held the **Toronto Met Awards Gala** to honour community members from all employment units, including CUPE 3904. CUPE President, Catherine Jenkins, Unit 1 VP Kelly Train, and Unit 2 VP Rob Denning were all in attendance to support our Unit 1 and 2 members.



During the awards ceremony, the inaugural **Joseph Zboralski Teaching and Community Engagement Award** was presented. Some of you may recall that Joe was the long-serving President of CUPE 3904. This award goes to Unit 1 or Unit 2 members who exhibit leadership in both their teaching and in the larger community.



Ross Fair pictured with Provost and VP Academic Roberta Iannacito-Provenzano and Joseph Zboralski's sons, Alexander Zboralski and Nicholas Zboralski. Photo courtesy of Alyssa K. Foaro.

Ross Fair, a Unit 1 and Unit 2 member of the History Department in the Faculty of Arts, was awarded the first Joseph Zboralski Teaching and Community Engagement Award for his work in both teaching and mentoring at TMU, and also with various community-based historical and cultural organizations. Congratulations, Ross!

Ryan Wilock received the Dean's Teaching Award for his work in Entrepreneurship & Strategy for his innovative work in digital media and music. Congratulations, Ryan!

Numerous Long Service Milestone awards were presented to CUPE members. Of particular note were **Anne Balon** from the Daphne Cockwell School of Nursing and **Peter Fleming** from the School of Performance, each of whom have served the TMU community for **40 years**. Other CUPE recipients of TMU's Long Service Milestone award included:

CUPE 35 Year Long Service Milestone Recipients

Gary Gould (RTA Media & Journalism)

Charlotte Youngson (Chemistry & Biology)

CUPE 30 Year Long Service Milestone Recipients

Edward Blinder (TRSM Finance & CE Business)

Michael Jolly (Economics)

Marianne McIsaac (Performance)

CUPE 25 Year Long Service Milestone Recipients

Douglas Bower (CE Engineering Architectural Sciences & Business)

John Burry (Professional Communication)

Vince Cappelli (CE Business)

Pui Yee Chau (Fashion)

David Copeland (English)

John Currie (CE Business)

Janet Deacon (Nutrition)

Emily Fountas (CE Arts)

Colman Hogan (English)

Susan Howson (Early Childhood Studies)

Joan A. Lobo (CE Business)

Usman J. Malik (CE Business)

Robert Marshall (Politics & Public Administration)

Myriam Martel (Languages, Literature & Cultures)

Anne J. Moorhouse (CE Arts)

Heriberto Pages (Languages, Literature & Cultures)

Linda K. Schofield (Professional Communication)

Joel Shapiro (Accounting & Finance)

Alex Stirling (CE Creative School)

John Edward Stowe (Languages, Literature & Cultures)

Steve I. Tissenbaum (Entrepreneurship & Strategy; Mechanical & Industrial Engineering)

CUPE Members at TMU Conferences

Currency, including publications and conference presentations, is an important aspect of CUPE applications for retaining our precarious work. Annual TMU conferences offer an opportunity to build currency for both CUPE Currency Reports and CVs without spending time or money on an out-of-town conference.

Learning & Teaching Conference

The Centre for Excellence in Learning and Teaching (CELT) Learning & Teaching Conference took place on campus on May 16, and several CUPE members presented their innovative approaches to teaching and student engagement.

Emilia Barbu (Economics, CE) explored Teaching and Engaging Mature Indigenous Students Online based on the experience of teaching an introductory Economics course to this cohort. Based on student feedback, this research showed the promise of online learning for remote areas, while also acknowledging the challenges of accessibility due to lack of infrastructure and computer literacy.

Ginette Boudreau (Psychology, CE) examined Cognitive Control applied to a real-life experience exploring notions of metacognition and agency for students. This approach enabled students to reflect on their experiences and critically consider deliberative agency toward their goals.

Kristin Force (Philosophy & Music) co-presented Singing It is Hearing It: Experiential Learning in the Teaching of Fundamental Musical Skills to Non-Music Majors. This paper supported the idea that experiential learning in music can support student development in other academic programs.

Catherine Jenkins (Professional Communication) presented Experiential Learning: Simulations from Live-Actor to Asynchronous Online, tracking the development of experiential learning in a risk communication course as modes of delivery evolved through and after the pandemic.

Nagina Parmar (Biology, Microbiology, Life Sciences for Clinical Practice) co-presented on the Implications of Internationalization of Higher Education for TMU, acknowledging that instructors need to consider the needs of international students when designing their courses.

Miranda Salem (Electrical, Computer and Biomedical Engineering) presented Beyond the Walls: A Proposal for Expanding Learning Horizons Beyond the Classroom. Here, the focus was on environmental stewardship through a variety of experiential Green Symposium workshops.

Sahar Tehrani (Languages, Literature, and Culture) presented on Designing Inclusive Pedagogy: Digital approaches for Global Epistemologies, considering the intersections of learning, student empowerment, and inclusive environments while critically looking at Western pedagogies.

Caterina Valentino (School of Health Services Management) examined The Anatomy of a Discussion Question to improve student engagement, using a workshop model to pull participants into their own evolving questions through actively listening to their students.

Several Unit 3 Graduate Teaching Assistants also co-presented.

TMU IT Conference

This year's TMU IT Conference offered three days of in-person and virtual presentations from University and industry IT experts. Although several presenters were from TMU's CCS, Library, and CELT offices, as well as TRSM, others joined from Rogers, Google, Palo Alto Networks, HPE Aruba, and the Cyber Security Centre of Excellence. Presentations ranged from IT uses in administration to cybersecurity, as well as projects and teaching demonstrations.

Dianne Nubla (Professional Communication) facilitated an interactive workshop on Using Video Tutorials to Enhance Technical Instructions. This session considered Uses of Instructional Video Tutorials, Content Creation Considerations, and Presentation Tips to help convey assignment instructions and, thereby, improve student performance.

CUPE Ontario 60th Annual Convention 2024



Wednesday, May 29 to Saturday, June 1, 2024

CUPE Ontario Convention Report

This spring, CUPE 3904 President Catherine Jenkins and VP Campaigns & Equity Michael Lapointe attended the CUPE Ontario Convention at the Sheraton Centre in downtown Toronto.

Pre-Convention:

We attended the University Workers' Caucus on Tuesday afternoon prior to the actual conference. During this session, attended by about 50 university sector workers from both teaching and facilities management, the primary activity was to present, discuss, and agree upon specific resolutions. Of the seven resolutions presented, five were selected to present during the main Convention. These were:

- Resolution 24 to oppose the provincial government's plan allowing high school students to leave school as early as Grade 11 for an apprenticeship program, rather than completing their high school education
- Resolution 38 assuring the availability of onsite childcare at CUPE Ontario events
- Resolution 41 committing to the creation of a National Trades Committee within CUPE
- Resolution 51 increasing CUPE staffing levels and advocating to avoid moving National Reps during active bargaining as well as ensuring bilingual staff where appropriate
- Resolution 57 supporting coordinated bargaining among locals with the same employer

All five resolutions were carried by CUPE Ontario members along with 25 others over the course of the Convention. These included advocating for affordable housing, disabled workers, young workers, retired workers, and equity seeking groups, across all levels of the education sector, the trades, social services, libraries, and hospitals.

Resolution 50, which focused on Convention resolutions and action plan amendments, was also handily passed with loud applause and cheering. Each year, most resolutions go unheard; of this year's 76 resolutions, only 30 were voted on. The action plan amendments were fully discussed and approved. A recurring theme of this year's Convention was the need for CUPE Ontario Executive to be more respectful of delegates' time to ensure the actual business of the Union is achieved.

At its peak on Friday, the Convention had 1564 people in attendance, with 1063 voting delegates, according to the Credentials Committee.



CUPE Ontario Convention at the Sheraton Centre
Photo by Catherine Jenkins

Day 1 Highlights:

Because this was CUPE Ontario's 60th anniversary, the entire first morning was dedicated to greetings from various labour representatives as well as Mayor Olivia Chow. The afternoon included the report from the Secretary-Treasurer and other financial updates as well as award presentations.

Day 2 Highlights:

Day 2 included elections to the CUPE Ontario Executive. Although Fred Hahn was re-elected as President, he was not acclaimed as he has been in past years. Three other candidates also ran for the position, and all received a solid number of votes. Yolanda McClean was acclaimed as Secretary-Treasurer. Owing to too much time spent on various speeches and other activities, the Convention schedule had to be reorganized, evoking anger from some healthcare and social services delegates who felt that their resolutions were not being heard or respected.

At noon, we joined the Ontario Health Coalition Rally at Queen's Park.

Day 3 Highlights:

Day 3 included elections of other CUPE Ontario positions, including board members, members-at-large, and a trustee. All members of the Executive were sworn in. The schedule was reworked to ensure that groups whose resolutions were not heard on Day 2 were heard on Day 3. University worker resolutions were presented as well as other general resolutions. Additional awards were presented.

Day 4 Highlights:

As usual, the final morning was spent catching up on business that had not been attended to. This included the final presentation of the action plan as well as several more resolutions. By 11 am, quorum was lost, and the convention ended.

Key Takeaways:

As is usually the case, we left the CUPE Ontario Convention feeling that CUPE 3904 is better organized and more functional than many of our sister unions. We also have a more positive relationship with our employer, leading to our ability to negotiate consistent improvements with each round of collective bargaining.

CUPE 3904 Preparing to Bargain

All three Units are preparing to bargain in 2024, and the bargaining teams were fully elected at the Unit Stewards' Winter Council meetings and during the CUPE 3904 AGM on May 2.

Unit 3, representing our Graduate Assistants and Teaching Assistants, will begin to bargain first. The existing Collective Agreement (CA) has been reviewed by the Unit 3 bargaining team. The Unit 3 VP has filed the Notice to Bargain with the Office of the VPFA and that office has provided the requested documents. The Unit 3 survey to members, helping the bargaining team determine member priorities, has just closed. Negotiation meetings will begin in July.

Unit 1, representing TMU Contract Lecturers, has also filed its Notice to Bargain with the Office of the VPFA and expects to begin negotiations with management in the Fall. The bargaining team has reviewed the existing CA in preparation. The Unit 1 bargaining survey was available for two weeks, but closed on June 9.

Unit 2, representing Chang School Continuing Education Contract Lecturers, is not expected to begin bargaining until late Fall.

Your Executive

President: Catherine Jenkins

Unit 1 VP: Kelly Train

Unit 2 VP: Rob Denning

Unit 3 VP: Rebecca Scenna

Treasurer: Richard Deklerk

VP Communications: Michael Dick

VP Campaigns & Equity: Michael Lapointe

For more, check our Executive page on the CUPE 3904 website: cupe3904.ca



President Catherine Jenkins at CUPE Ontario Rally.
Photo by Lori-Ann Richards.