



## June 2025 Newsletter

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### Celebrating CUPE Members

On May 8, 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 acknowledge our Unit 1 and 2 members.

During the awards ceremony, the [Joseph Zboralski Teaching and Community Engagement Award](#) was presented to **Scott Sørli**, a Unit 1 member in Architectural Sciences (see the [January 2025 Newsletter](#) for full details). This award goes to Unit 1 or Unit 2 members who exhibit leadership in both their teaching and in the larger community.

### Dean's Teaching Awards

**Krystal Batelaan** - Dean's Teaching Award - CUPE 1 - Arts (Sociology)

**Sally Goldberg Powell** - Dean's Teaching Award - CUPE 1 - The Creative School (Journalism)

**Philip LeMoyne** - Dean's Teaching Award - CUPE 1 - The Creative School (Image Arts)

**Matthew Hinton** - Dean's Teaching Award - CUPE 1 - TRSM (Accounting)

**Nerissa Inniss-Boston** - Dean's Teaching Award - CUPE 1 - Community Services (CYC)

**Melissa Moos** - Dean's Teaching Award - CUPE 1 - Community Services (Occupational & Public Health)  
**Alexander Ufkes** - Dean's Teaching Award - CUPE 1 - Sciences (Computer Science)  
**Alexander Ruvuza** - Dean's Teaching Award - CUPE 2 - The G. Raymond Chang School of Continuing Education (Spanning the Gaps)

Numerous **Long Service Milestone awards** were presented to CUPE members.

### 35 Year Long Service Milestone Recipients

Wendy Garcia - CUPE 1 Nursing  
Jane Harrison - CUPE 1 Nursing  
Nancy Latimer - CUPE 1 Nursing

### 30 Year Long Service Milestone Recipients

Vince J. Cappelli - CUPE 2 Accounting  
Mo Meziti - CUPE 2 Languages, Literatures and Cultures

### 25 Year Long Service Milestone Recipients

Rhonda Abrams - CUPE 2 Image Arts  
Luisa Barton - CUPE 1 Nursing  
Robert Davidson - CUPE 2 Image Arts  
Jill A. Dempsey - CUPE 1 Journalism  
Abbas Gnamo - CUPE 1 Politics and Public Administration  
Manir Hossain - CUPE 2 Economics  
Shawn McFadden - CUPE 2 Chemistry  
Steven Solomon - CUPE 1 Social Work  
James Warrack - CUPE 1 Film

**Congratulations to all CUPE award winners!**

## Matthieu da Costa Award

At the **Ontario Black History's Society's** 2025 annual brunch in January CUPE Unit 1 and 2 member, **Cyrus Sundar Singh** (RTA) was the recipient of the Matthieu da Costa Award for his research on Black Canadian history. Congratulations Cyrus!



## CUPE 3904 Winter Social

The Winter Social was a great success, despite a sudden change of plans due to the weather. Originally scheduled for February 13, we had to hurriedly rebook due to a blizzard. Although the TMU campus remained open, travel was treacherous and some schools were closed, meaning some members might have had unexpected childcare responsibilities.

Fortunately, we were able to rebook for Thursday, March 6, and it proved to be a great success with +100 members from all three bargaining Units enjoying great food and drink. Raffle prizes were won by Unit 1 members Kevin Konarzewski, Lisa Peña Sabanal, and Alison Wong, and Unit 2 members Joan Lobo and Lester Hiraki.

While the AGM and GMM are required for Union business, the Socials provide a more relaxed and informal atmosphere, allowing members to chat with colleagues as well the Executive Committee, providing a valuable opportunity for members to express concerns and feedback directly to the Executive.

**Stay tuned for information on the CUPE 3904 FALL SOCIAL, 2025!**

### CUPE 3904 Winter Social, 2025

**Photos by Aiden Milroy**



Argang Kazemzadeh



Kamilah Clayton & Steven Solomon



Lisa Pena Sabanal & Richard Deklerk (Treasurer)



Catherine Jenkins (President) & Nagina Parmar

## Ontario University Workers Coordinating Committee (OUWCC) Conference

The annual OUWCC Conference provides an opportunity for 30,000+ university sector CUPE members to discuss our collective concerns. OUWCC is open to 39 CUPE locals at 17 different Ontario universities, from contract lecturers and academic assistants to food and facilities workers. This year's conference was held from February 28 to March 2 in Richmond Hill, and **President Catherine Jenkins** and **Unit 1 VP Kelly Train** attended on behalf of CUPE 3904.



Acting OUWCC Chair, Colleen Ferreira, spoke of challenges in the sector, including underfunding, cuts and closures. Despite the Provincial Government's own 2024 Blue Ribbon report's call for increased funding to the sector, little has changed. Although the Blue Ribbon panel requested an infusion of at least \$6.4-billion, the Provincial government has only allocated \$167.4-million with a further \$750-million recently announced for STEM-specific teaching. CUPE Ontario continues to collaborate with other unions to apply pressure to the government and raise public awareness.

Across the university sector, courses and departments are being consolidated and reduced in a move towards greater operational efficiency. Thus far, TMU is not consolidating departments.

Sector research was presented by CUPE National's Katie Winstanley. Again, Ontario has the lowest post-secondary funding among the provinces, at only 57% of the national average and would require an additional \$7.1-billion per year to reach the national funding average. The funding models used focus on quantifiable trends, such as number and speed, rather than qualitative trends like humanities and Indigenous approaches. Ontario's post-secondary system is the most efficient, but that doesn't necessarily equate to the most pedagogically successful. Sector-wide, as well as at TMU, we see a trend towards more micro-credentials and away from traditional scholarship.

Abram Lutes, another CUPE National sector researcher, discussed Artificial Intelligence (AI) as something to consider in future bargaining. Research suggests that about 31% of Canadian jobs will be impacted by AI in the coming years; however, the teaching sector may have slightly lower exposure. We're already seeing the impact in the classroom of increased student use of AI. We're also seeing suggestions of AI being used for course and lesson prep, as well as grading. These trends also complicate questions of intellectual property around teaching materials. CUPE National is signalling a need for improved governance to protect data rights, noting that regulation is far behind the available technology.

[Understanding artificial intelligence: A guide for CUPE members](#) provides greater detail on this issue.

Once again, I left this conference feeling that CUPE 3904 at TMU doesn't experience some of the issues of other universities. For instance, we have never been locked out nor have we ever been forced to take a pay cut, things we heard reported at OUWCC. Although we have taken strike votes, and remind management that we *can* strike, we have been able to negotiate sector-setting gains for our members without this measure.

## 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's 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 just concluded. The Unit 2 bargaining team is very happy with the results and is in the process of drafting the Summary of Settlement to be distributed to Unit 2 members by email in late August. Ratification meetings and voting will take place in September, 2025, ensuring that the majority of Unit 2 members can attend and ask any clarifying questions before voting. Special thanks to the bargaining team of Rob Denning (Unit 2 VP), Anne Moorhouse, and Claude Sam-Foh.

## Your CUPE Local 3904 Executive

[Welcome to CUPE Local 3904 | CUPE Local 3904](#)

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