

CUPE 2081 President's Annual Report March 15, 2016

It seems a bit odd me writing this report as this is my last one as your president.

I started out in my term as President with the distinct goal of trying to “professionalize” the business of the Local as well as its dealings with the employer and with the other bargaining units at the College. For the most part, I believe I have been successful with the help of your Chief Shop Steward, Dawn Svendsen and the rest of the Executive.

We made significant bylaw changes that not only builds succession planning into our bylaws, but provide incentive for members to become more involved, especially at the steward level.

These bylaw changes provide for increased opportunity for members to participate they also address some inequities in the system, both from within the local and from our employer. I commend the Executive and the membership for undertaking this much needed capacity building exercise. There were some tough discussions along the way. That is not a bad thing because we grow stronger as a Union through respectful discourse and a coming together of ideas. The Union is only as strong as its engagement of its membership and CUPE Local 2081 rises to the challenge!

I wish to acknowledge the table officers for their assistance with this incredibly difficult and at times mind-numbingly frustrating task. They are a dynamic group and they each bring experience, attention to detail, and a willingness to work together to create a workplace environment that is fair and equitable.

On the labour relations front, we continue to push back against the employer on any number of issues. The big fights I see the Local going to arbitration over will

be to clearly definition the one Article in our Collective Agreement that the employer always pretends is not there – Article 28. I predict that we will be before an arbitrator with the next 2-3 years on this issue.

We also must constantly be on guard against the contracting out of our work. The membership is the best defense in this regard as most often it is through you that the office hears about Dave's Drywall doing work on campus.

In closing I would like to thank everyone of you for supporting me during my time as President, for standing up for yourselves when you had to, and never being afraid to walk a picket line when it came down to it! I of course want to thank the executive for all their support over the last 24 months. It was a steep learning curve but one that I enjoyed immensely.

Thanks to you all Sisters and Brothers. Until our paths cross again. It has been an honour and a privilege to work for you and with you.

In Solidarity,

Tony Nelson, Outgoing President

As for recommendations, I have a few:

- 1) Continue with initiatives that are member based and provide real benefits to our members.**
- 2) Continue to celebrate our commitment to our communities and balance a new member's based approach while still committing resources to those agencies and associations that promote our union values. Also, CUPE Local 2081 should start planning now and setting aside funds for its 50th Anniversary. Celebrations are just as important as planning for bargaining.**
- 3) That CUPE 2081 prepare a strike up a Bargaining Committee now in preparation for the negotiations in 2019.**