

ONTARIO REGIONAL OFFICE

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QUESTIONS REGARDING CUPE LOCAL 3651'S ADMINISTRATION

What is an administration? Who is an Administrator and what do they do?

Effective April 6, the National President's Office (**NPO**) put, your local under Administration. This means that for a temporary period your local is run by an Administrator instead of elected officers.

As set out in Article 7.8 of the CUPE National Constitution as **Administrator**, I have full authority to conduct the affairs of the local and carry out the duties that would normally be performed by the officers of the local. I report regularly to CUPE's National President and CUPE's National Executive Board, and I am subject to their authority.

When does an administration end?

To end your Local's administration, I will submit a report to the National President's Office saying that your local is ready to come out of administration and asking the National President to lift the administration.

The local will be ready to come out of administration when three things have happened:

- Your Local's membership have voted in favour of updated by-laws and the NPO has confirmed they are compliant with the constitution;
- Your Local's trustees reports on your finances are up to date;
- Your Local will have held an election for all your officers that follows your new by-laws and any complaints have been addressed.

Once those tasks are completed, I will apply to have the administration lifted. If approved, then your newly elected Local officers will be sworn in and begin their terms. The Local will be back to operating normally.

All Members in Good Standing are eligible to run for office. The administration has not changed anyone's status as a Member in Good Standing.

For your Local to come out of administration, the process could take six to eight months, or possibly longer. If more than 12 months are necessary to complete those requirements, then I will need to request that CUPE National submit to have the administration extended.

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MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, JUDY HENLEY, SHERRY HILLIER, LEE-ANN KALEN

General Vice-Presidents/Vice-présidences générales

What will happen during the Administration?

While I am your Local's Administrator, I need to make sure that the regular work of your union carries on as normally as possible. This means making sure that union members have somewhere to go for support, and that bargaining continues, grievances are processed, membership meetings happen, etc.

I can't do all of that alone, so I will be looking for members like you to step up into roles to support and advocate for your co-workers. I will provide you with the training and support you need to do that.

Although I have the authority to make decisions on behalf of your local, I need to have lots of communication with the membership through committees and membership meetings to make certain that decisions are being made in the best interest of the membership.

During my time as Administrator, it is also my mandate to:

- Improve the tools the Local has to communicate with members. A priority for your Local includes developing a contact list that doesn't rely on the employer —a list of personal email addresses and phone numbers, which will be used for union purposes only.
[CLICK HERE TO SIGN UP](#)
- Make training opportunities available to increase the skills and confidence of members to take on leadership roles within your local
- Reduce your Local's reliance on external lawyers, and move instead to rely on membership skillset and internal resources from your CUPE National Servicing Representative for advice, and representation in arbitrations and bargaining.
- Support the membership to address any conflicts that are undermining the work and strength of your union.
- Support and advocate for membership participation in important campaigns to improve your wages and working conditions like the “Enough is Enough” campaign, and support the social wellbeing of your union.

What leads to an Administration?

An Administration can happen for a variety of reasons, and it should not be understood as punitive.

The National President can place a local under administration in cases of emergency or if members of the local have provided substantive evidence that administration would be in the best interests of the chartered organization.

In your case, the following events lead to the National President's Office deciding to place your local under administration:

- Your local held elections for its executive positions in Spring of 2022.
- Numerous members made complaints about those elections to the National President's Office (NPO).
- The NPO looked into these complaints.
- The NPO did not make a determination on the complaints themselves, but did find that the by-laws your local were using had not been properly approved and adopted by the membership.
- Elections need to be carried out based on by-laws that are compliant with the CUPE National Constitution.
- As a result, the NPO directed your Local to update its by-laws and seek approval for them at a membership meeting to bring them into compliance with the CUPE Constitution.
- The NPO directed your local to then hold new elections in accordance with the new compliant by-laws.
- Your local took steps in that direction, but to date it has not completed the first step in the National Presidents Office direction.
- As a result, the National President decided it is in the best interest of your local to put it under administration until those steps are complete.
- Aside from your Local's Trustee reports-not being up to date, financial issues were not a factor in the NPO's decision.

In any union local there is often conflict between groups of members, and often an administration can be seen as a vindication of one side or another. It is not.

The National President's decision to put a local under administration doesn't indicate anything about whose 'fault' it is, or what caused the issues that lead to the administration.

If there is conflict in your local I will support your Local's membership to address it – but it is not my role to take sides or assign blame.

Who should I contact from when I need a union representative?

You first point of contact should be a Steward. If you are unable to contact a Steward, you can contact the Administrator directly. The list of current stewards is below. I will send updates if this list changes. My direct contact details are at the end of the steward list.

If you are using email to contact your union representative, please use your personal email, not your work email, and please copy me on the email.

Stewards:

Bon Calayage

bccalayag@gmail.com

Jeromie Mcadam

Mcadamjeromie@gmail.com

Colin Smallwood

colins1019@hotmail.com

Kristina Brown

kristinabrown13@yahoo.com

Lesley Sullivan

lesley_sullivan@hotmail.com

Cindy Abric

cinforsyth6@gmail.com

905-439-5564

Hollis Kent

holtony2@gmail.com

416-726-6599

Marilen Barreda

marilen01@gmail.com

Shelly Pollard

spollard.cupe3651@gmail.com

Wayne Stevenson

chueps.2014@gmail.com

Christine Trias

c.trias@me.com

Mamta Saija

mvsaija026@gmail.com

204-590-7339

Ashley Czop

ash.czop@gmail.com

Sabrina Malfara

sabrina.malfara@gmail.com

647-409-7787

Administrator's Contact Information:

Orion Keresztesi

okeresztesi@cupe.ca

Phone: 705-712-0157 (voice calls only; no text messages)

CUPE National Servicing Representative:

Leslie Bremner