

Notice to All Members of CUPE Local 3651



Dear Members:

Re: Administration / Trusteeship

TAKE NOTICE that CUPE is applying to the Ontario Labour Relations Board (OLRB) for consent to an extension of the administration (referred to in the *Ontario Labour Relations Act* as a trusteeship) over Local 3651 for a further period of twelve (12) months. A copy of CUPE's plans with a tentative timeline, should the extension be granted, is attached.

If you wish to support or oppose this application, please direct your comments, referring to File No. Case No: 0409-23-T and copying CUPE (okeresztesi@cupe.ca), to OLRB Registrar Catherine Gilbert electronically, by **March 8, 2024**, with form A108. Comments can be submitted by:

- 1) **Clicking on this link:** <https://olrb.gov.on.ca/FormsByNumber-EN.asp>
- 2) **Selecting Form A-108 from the list.** The form will open in your web browser, as long as your Adobe Reader is up to date. Updating Adobe can be accessed, for free, by clicking the link in the form.
- 3) **Fill in the form.**

In solidarity,

Orion Keresztesi
Administrator, CUPE Local 3651

Request for Extension of the Trusteeship

Plans with Timeline

CUPE is recognized by the Markham Stouffville Hospital (“Employer”) as the bargaining agent for approximately 814 members of Local 3651. The local was put under trusteeship on April 5, 2023, after the former executive failed to adhere to governance requirements set out in CUPE’s Constitution.

Although CUPE observes marked improvements in the functioning of the local, additional work and time is required to restore the local to a strong and effective voice for its members.

Despite efforts by CUPE to educate the local on governance matters, a trusteeship was required due to the local's failure to keep current bylaws, hold a timely executive election, engage in meaningful membership communication and offer financial transparency. CUPE grew increasingly concerned when the former executive refused to work with the assigned CUPE National Representative to address member dissatisfaction that included decertification threats from a group of members.

Upon securing the trusteeship, the Administrator learned from members that he needed to support them by strengthening the local's capacity to take on grievance handling, representation, leadership and union governance. Over the past year, the Administrator worked to:

- recruit and support a new by-law committee and their intensive review and update of the by-laws. After much committee consideration, the by-laws were debated and passed by the membership and then approved by CUPE.
- start addressing members’ concerns about financial transparency by:
 - o circulating financial reports at membership meetings.
 - o ensuring members apply record keeping best practices by learning and using CUPE’s voucher and receipt system.
 - o recruiting, training and supporting three Local Trustees tasked with reporting on the local’s finances and governance for 2018 to 2023.
 - o executing the membership’s direction to hire an external professional auditor to review the local’s finances and governance practices from 2018 to March 2023.
- start improving communication with members by:
 - o updating the local’s membership contact list and sending mass e-mails and text blasts concerning current events involving the local
 - o setting up union email accounts for union officers.
 - o recruiting members to update the local’s website.
 - o recruiting a minute-taker for membership meetings and ensuring minutes are circulated to members and approved at subsequent meetings.

- recruiting members to conduct member outreach.
- strengthen grievance handling and consultations with the employer on behalf of the local.
- increase member engagement by:
 - recruiting and training stewards to handle grievances and engage in labour relations consultations.
 - holding hybrid virtual and in-person membership meetings.
 - sending as many first-time delegates to CUPE conferences and conventions as possible.

Despite improvements in union engagement and internal local matters, building trust with members to rebuild a local takes time. Outstanding work on financial reporting, executive elections, strategic planning and labour relations mentorship is needed. More time is required to ensure the local returns to good governance.

Below is a tentative outline of CUPE's plans with a timeline to conclude the trusteeship and transition to independent operation of the local in an orderly and appropriate fashion. Should the following steps be met earlier than anticipated, the Administrator will recommend that CUPE lift the trusteeship.

Timeline

Present – March 2025:

- Discussions between the Administrator and the Employer concerning labour relations matters.
- Continued recruitment and education of local activists.

March 2024:

- Share auditor's report to the membership at Special General Membership Meeting.
- Hold bargaining unit meetings to elect bargaining committees.
- Member outreach: Member in Good Standing and personal email collection drive.

April 2024:

- Conduct bargaining preparations, including bargaining team training, preparing and distributing bargaining survey, attending healthcare sector convention and training with CUPE's Ontario Council of Hospital Unions (OCHU).
- Hold trustee meetings.
- Hold membership meetings to discuss trustee report, review election process, seek executive nominations and seek delegates for upcoming conferences and conventions.

May 2024:

- Attend OCHU steward training.
- Hold stewards and bargaining team meetings.
- Hold local officer election.

June – August 2024:

- Officer training, transition and experience– Following the election, training and coaching is needed for the new executive and leaders to support them as they take on leadership positions.
- Hold membership meeting to discuss ongoing local matters.
- Delegates attend CUPE Ontario Convention and OCHU Health and Safety training.
- Hold stewards committee meetings to address grievance backlog.
- Trustee training and work on 2023 Trustee Audit.
- Executive Board Strategic Planning Meetings.
- Budget development.

September – November 2024:

- Member outreach: Member in Good Standing and personal email collection drive.
- Membership Meeting: Approval of Budget.
- Recruit and train the following committees: Social, Health and Safety, Equity, Equality and Diversity, Stewards and Pay Equity.
- Hold membership meeting to discuss ongoing local matters.

November 2024 – March 2025:

- Member representation experience – the new Executive and Stewards will work closely with the Assigned National Representative and Administrator to ensure member issues are heard and addressed internally and with the employer. The Executive will receive coaching from the National Representative to take on labour relation matters including grievance handling, attending labour-management meetings, working with the Joint Occupational Health and Safety Committee, and Working on Job Evaluation and Pay Equity.
- Hold membership meeting to discuss ongoing local matters.
- Continued improvement and development of local's internal infrastructure and skills for effective member communications, record keeping, financial reporting, and grievance tracking.
- Member outreach: Member in Good Standing and personal email collection drive.