



# APRIL NEWSLETTER

## President's Message:

Hi Everyone,

We hope the start of spring finds you able to enjoy outside time a bit more, even as “Raincouver” shows up in its full glory. My message this month is focused on safety in the workplace. Since summer 2025, there has been concerning engagement on campus that has negatively impacted union representatives and other SFU community members. Harassment and violence in the workplace is unacceptable. Political and social activism is not only important—it is necessary. The way we engage matters. Advocacy must be carried out with respect, accountability, and a shared commitment to maintaining a safe and constructive environment for all SFU community members.

The CUPE National Equality Statement is included below as a reminder of the standards we should uphold in our work and study spaces:

**Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.**

**As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.**

**Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.**

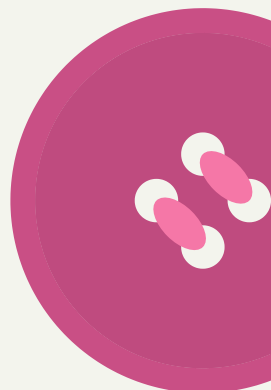
**Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.**

**Discrimination and harassment focus on characteristics that make us different and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions and justice in the workplace, society and our union.**

**CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.**

In solidarity and with deep commitment to union advocacy,

Shaneza Bacchus



## Important Updates from our Units:

**Unit 1/SFU:** Collective Agreement expired March 31, 2025. The existing CA continues to be in effect until a new agreement is signed.

- March 31: National rep and bargaining committee met.
- April 9: most recent bargaining date.
- May 6: next bargaining date.
- Discussions were productive. We made initial progress on basic housekeeping items we needed addressed in our contract and started tackling some monetary issues such as vacation leave, benefits and wages. Some discussions have been difficult without the Parties being able to agree but your bargaining committee remains clear with the employer that we are committed to advancing the key priorities of our members. Specifically, we are pushing for improvements for our lowest-paid members and clarifying how the living wage is reflected in our collective agreement. We need to address these issues if we are to reach a fair deal that benefits all our members.

### Unit 5/SFSS:

Bargaining Update

- Collective Agreement expired August 31, 2024. The existing CA continues to be in effect until a new agreement is signed.
- CUPE National Representative is preparing to request another date with the Labour Relations Board regarding the SFSS tabling a 0% wage increase tabled by the employer during bargaining.

Workplace Concerns

- Addressing increasing workload and migrating CUPE work as a result of the 2025 layoffs and unfilled vacancies.
- The Local has settled two grievances and continues to move forward ongoing grievances.
- A new SFSS Council starts in May. Labour management meetings will continue as normal.

### Unit 7/SFPIRG:

- February 18<sup>th</sup> unit meeting to check-in. This is another smaller unit of 3 members with a collaborative and progressive relationship with the employer.

### Unit 4/Best:

Collective Agreements for pick up: a unit email will be sent for union office times to pick up the printed CAs.

Bargaining Update

- Collective Agreement expired April 30, 2026. The existing CA will continue to be in effect until a new agreement is signed.
- March 26: bargaining committee met for the first time. Initial discussions were focused on the bargaining process and primary improvement areas within the Collective Agreement.
- April 16: Next bargaining committee meeting.

Workplace Concerns

- Health and safety: the union continues to address concerns like working alone and physical impacts of elevators not working. These concerns are often unnecessarily complicated due to the administrative gray area of a contracted out custodial service while SFU is responsible for the campus.
- Workload: a primary area of concern since the 2024 layoffs. The campus size has not decreased and as such, more work is expected with fewer workers. This leads to members being overworked.
- The Union continues to address individual matters it is aware of and also to push SFU to end contracted-out services.

### Unit 6/GSS:

Bargaining Update

- Collective Agreement expired August 31, 2025. The existing CA continues to be in effect until a new agreement is signed.
- April 15: tentative unit meeting to discussing bargaining steps.

Workplace Tone

- This smaller unit of 4 works collaboratively together and with the employer. The Local is grateful to see progressive relationships between the employer and members.

## Executive Board Updates

There have been a number of unexpected illnesses impacting both the President and Vice President 1-Lead Steward at the same time and a new Secretary Treasurer started in early March. As a result, responses to members have been delayed. We thank you for your patience as we dealt with the high priorities amidst reduced union officers and we are catching up on outstanding matters. The executive board continues to meet twice per month to ensure Local functionality, as well as to address areas of improvement.

The annual CUPE BC Convention is happening April 29 to May 2 in Victoria. This is where the democracy of the union happens, and our Local is sending six delegates:

Vice President 1-Lead Steward – Bridget Barker  
Vice President 2-Equity & Inclusion – Ranjit Takhar  
Recording Secretary – Suze Shore  
Unit 1-SFU Representative – Sarp Yalcin  
Unit 4-BEST Representative – Surinder Dhaliwal  
Membership Officer-Young Worker – Khushpreet Kaur

## Upcoming Events and Community Engagement Opportunities:

### Committee Call-Outs:

- Social
- Education
- Pension

Please email [info@cupe3338.ca](mailto:info@cupe3338.ca) if you're interested!

**David Kloepfer, Secretary Treasurer** will be working in Harbour Centre (Room HC7300) on Tuesday, April 14, 2026 (9am – 5pm) in HC 7300 Drop by to ask general questions about your local. Email [treasurer@cupe3338.ca](mailto:treasurer@cupe3338.ca) to book an individual appointment.

**Spring Social:** Stay tuned for details on an upcoming CUPE 3338 social in May. Snacks and beverages will be provided. RSVP required and we hope you'll stop by to say hi!

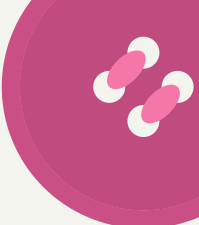
### March Wellness Wednesdays continue:

Wellness Wednesdays: @ 12pm on the 2nd and 4th weeks month. April 22 is the next one!

- Burnaby: meet at Convocation mall.
- Surrey and Vancouver: looking for a steward to lead this.



CUPE recognises April 28 as the **National Day of Mourning for Workers Killed or Injured at the Workplace**. We hope that you will join us and other workers around the world in reaffirming our commitment to demanding healthier and safer workplaces.



**Like Strikes?  
Join us for Bowling!**



**Join us for a Young Worker  
social hosted by the  
CUPE Metro District Council**




**Saturday May 23rd at 5:15PM  
Zone Bowling  
Coquitlam**



**Scan the QR code to  
sign up and find  
out more**

Join other young union activists for a night of bowling, food, and connection!

**May 23rd 5:15 PM**

Zone Bowling - Coquitlam  
(228 Schoolhouse St, Coquitlam, BC)

What's included?

- FREE bowling
- Food + non-alcoholic drinks

A chance to meet and connect with young workers from across unions

Who can come?

ANY young worker from ANY union - everyone is welcome!

Got questions or want to connect ahead of time? Email: [contactcupemetro@gmail.com](mailto:contactcupemetro@gmail.com)

**Summer Time Ahead**

As spring begins and summer will quickly approach, your Local will look at outside, pop-up activities to connect with you. Stay tuned for when the punch cards for draw prizes will be available for pick up!



**WE HAVE TO BE  
CAREFUL WITH  
EACH OTHER, SO WE  
CAN BE DANGEROUS  
TOGETHER.**



Reach out. Safer Union Spaces Office.  
[cupe.ca/SUSO](http://cupe.ca/SUSO)

**CUPE**

To keep up with our most recent news, please visit <https://cupe3338.ca> for union updates. Have content to share with the CUPE 3338 community? Submit it to this newsletter by emailing [communications@cupe3338.ca](mailto:communications@cupe3338.ca).

CUPE Local 3338 is a non-profit union organization. We represent nearly 1000 members in six bargaining units each with their own employer across all three campuses of Simon Fraser University. Our vision is to advocate for just and diverse workplaces and communities, and to foster respect, dignity, and equity for our members, and for all working people.

