

CUPE 4163 Paid Stewards Pilot Project

The Project:

Paying CUPE 4163 stewards up to \$500 per year

Purpose:

To help attract more stewards in order to increase member engagement, build an activist base, and provide a source of more executive members.

Duration of Project:

2 years

Cost:

- 1st year Approximately 70 stewards (maximum) at \$500 each = \$35,000
- 2nd year – allow for another 10 stewards should tweaks to the program call for it. \$40,000

How it will work:

Component 1

- The approach would be to recruit Faculty-wide stewards.
- Promoted during orientations followed by on-line elections the first week of October.
- *Compensation based on:* attending a steward training session and at least 3 steward meetings.

Component 2

- *Residence Life*
 - One steward for each neighbourhood not already represented by an executive member.
 - *Compensation based on:* attending steward training session and at least two steward meetings.
- *English Language Centre*
 - The ELC has traditionally had up to 3 stewards from the teachers, with one preferably being a Term instructor. The Cultural Assistants (CAs) have had one steward.
 - *Compensation based on:* ELC teacher stewards already attend regular Labour-Management Committee meetings, as well as represent members in meetings. This would remain the same.
 - *Compensation based on:* ELC CA stewards would attend steward training session and at least two steward meetings.

Component 3

- Component 3 stewards would be referred to as “Departmental Contacts” (DCs) so as to reduce any possible blowback from departments.
- The approach would be to recruit Faculty-wide DCs.
- Representation would be based on 1 DC per 20 members.
- *Compensation based on:* attending at least 2 meetings of either the wider Component 3 workload committee or contract committee and at least one Comp 3 steward meeting.