



Special Membership Meeting
Monday, July 27, 2026

INFORMATION MEETING FOR MEMBERS
REGARDING ADMINISTRATION

What is Administration?

- It is a constitutional authority given to the National Union to place a local under direct supervision and control of an administrator, effectively replacing all elected officers of the local” (Article 7.8 of the CUPE Constitution)
- It occurs in cases of emergency and with substantive evidence that it would be in the best interests of the local and its members
- It rebuilds governance and structures to best service members

Administration Process

1. The National President's Office (NPO) places local under administration
 - i. Notice is provided to the President and Secretary-Treasurer of the local
 - ii. Local Administrator immediately exercises authority over the local union and its affairs

2. The National Executive Board (NEB) will review the decision within 21 days
 - i. If approved, administration continues
 - ii. If turned down, the union's affairs are turned back over to the local within 2 days

Administration Process - Continued

3. The Board will review the decision at their next meeting
 - i. 7 days notice of time & place of meeting will be given to the union
 - ii. Any officer or member of the executive board of the local can speak at the Board meeting
 - iii. The Board will review and decide to continue or to lift the administration
 - iv. The Board will communicate the decision to the President and Secretary-Treasurer of the local
4. Administration lasts for 12 months unless the Board approves an extension by two-thirds majority voting (66.7%)

Administration Mandate and Responsibilities

- Administrator is appointed by CUPE National and reports to CUPE National President's Office (NPO).
- Administrator given full authority to continue members' representation and responsible for running the local office
- Ensures the business of the local remains paramount and continues to function
- Conducts thorough audit and implements sound structures and practical protocols to ensure accountability and transparency

Why was CUPE 5441 Put Under Administration?

- Growing dysfunction and conflict amongst local elected officials
- Multiple complaints of feeling unsafe in meeting spaces
- Union processes (such as grievances, finances, and committees) not functioning as required
- Numerous complaints and conflicts brought to attention of Safer Union Spaces Office (SUSO) and via the Trial Procedure, as per the CUPE Constitution
- Conflict resolution and attempted de-escalation measures have been slow to materialize impacting the work of the local

Administration Update

- Bank accounts and assets have been reassigned to the administrator
- Laptops and cell phones from elected officials with files have not been fully turned over to the Administrator
- Each Bargaining Unit's Collective Agreement remains in full effect; workers remain fully protected with full rights
- Executive Board, most local committees, trustees, and stewards will be disbanded at this time in order for the Administrator to assess what additional supports are needed to continue the work of the local

Administration Update - Continued

- Local 5441 will continue to comply and abide by the Constitution of the National Union
- Membership representation will continue without interruption
- All cases scheduled for mediation/arbitration will continue as scheduled
- Grievances will continue to be properly assessed and filed

Administration Update - Continued

- Some members were asked to continue in a steward capacity; consideration was given to members who have an understanding of existing grievances, representational, and workplace issues
- Individuals from both sides of the conflict were selected to remain and assist with the administration process
- Their role is to assist with a smooth transition and ensure continued representation for members
- This process remains under ongoing review, the structure of representation moving forward will be reassessed as the administration progresses

Upcoming Administration Actions

- Audit of local finances from July-December 2025
- Review local bylaws and recommend amendments
- Audit of local's practices and policies; implement new tools and/or protocols where appropriate
- Regular, ongoing communication with membership
- Regular, comprehensive reports to CUPE National Executive Board (NEB)
- Training for members in various areas such as finances, representation, etc.
- Continue working with auditor for local forensic audit

How can you help the local regain their autonomy?

- Be engaged and support your union!
- Keep up-to-date with all official communications
- Get the facts! Avoid rumours or speculation; these detract from our shared mission to support each other and get the local to a better place
- Contact the Administrator or National Rep if you have questions
- Encourage members to reach out if they have concerns or issues that require the local to handle

What is required to return the local's autonomy?

- Updated bylaws approved by membership then NPO
- Elections held to fill local roles; these are held before administration ends
- Full financial audit, including external forensic audit, completed
- Two-thirds (66.7%) of the National Executive Board (NEB) vote to return local autonomy

*This process usually takes 12-18 months

Administration Update – Contact Information

➤ Providence (PHC) Site Steward: Demetri Klerides

- Email: PHCSiteSteward@cupe5441.ca
- Cell: 647-619-0157

➤ St. Mike's (SMH) Site Steward: Scott Vargas

- Email: SMHSiteSteward@cupe5441.ca
- Cell: 647-617-0392

➤ St. Joe's (SJHC) Site Steward: Isabel Sociedade

- Email: SJHCSiteSteward@cupe5441.ca
- Cell: 647-619-0139



Administration Update – Contact Information

- Spiritual Care Unit Steward: Perry So
 - Email: SpiritualCareUnitSteward@cupe5441.ca
 - Cell: 647-619-0126
- GDI Unit Steward: Gabriel Lopez
 - Email: GDIUnitSteward@cupe5441.ca
 - Cell: 647-619-0133
- For Return-to-Work (RTW) and Equality matters, please contact Robynn Clarke (email on next slide)

Administration Update – Contact Information

- Administrator: Robynnn Clarke
 - Email: rclarke@cupe.ca
- CUPE National Rep: Charlie Wryland
 - Email: cwryland@cupe.ca