

This year has most definitely had its challenges and its blessings – and once again I've been lucky enough to work with an incredibly dedicated executive and volunteers. All that we've accomplished this year is because of them, and because they consistently put each of you first.

Anesa, Denise, Emily, Marina our standing committee members, our committee volunteers and the numerous volunteers who have come forward to dedicate your time and experience in support of CPM employees – thank you. It is you who have assured us another successful year.

This past year:

- As an executive we continued to focus our efforts on engaging members and providing meaningful professional development and networking opportunities.
- HR Orientations are attended every two weeks for approximately 45 minutes, by either a member of the Executive or of the Member Relations & Programming Committee. As you know, the purpose is to welcome new members of our employee group with a friendly face outside of their own unit – a point of contact where they can access institutional knowledge and history.
- A big thank you to both of our standing committees – Member Relations & Programming and Employment Policy & Advisory. I recognize how little time some of you have to dedicate to executing CPM events and undertaking employment policy work on behalf of our employee group – I speak on behalf of the membership when I thank you.
- This is our third year of 'leaning' our schedule for membership wide events. As you know, we're trying to focus having more time to network, while also ensuring that time spent away from our offices is valuable. This has seen a compressed time schedule for events such as these – note that with this reduced time commitment we have seen approximately a 20% increase in participation. Coming for the new year our plan is to add an additional membership breakfast – we'll look to you, our membership to let us know when you think the most appropriate time of year would be.
- The Member Relations & Programming Committee had planned to host 5 lunch and learns this year, but in light of the Labour Disruption we have lost speakers for the two most recently scheduled events. We'll continue to leverage talent on our campuses to deliver topics that CPMs request, and look forward to bringing more quality development sessions to CPMs in the coming year. Sessions we offered include:
 - The Power of an Effective No – Turning down your boss and your team with panache!
 - LEAN @ York

- LinkedIN: Insights & Outsights
- Networking PAYS – Membership Breakfast
- We're looking forward to offering a Business Continuity Planning session over the summer.

- The Employment Policy & Advisory Committee continued their work on the flextime initiative. A proposal was researched, drafted and received support from David Coward, AVP, HR. Onboarding of our Interim AVP to that initiative is forthcoming; the Executive will work with outgoing committee members to support continuation of that work.

- The Executive has seen a great deal of support from the Vice-President Finance & Administration in support of the CPM Wellness Initiative – which offers free yoga/pilates classes to CPMs on both Glendon and Keele campuses. As you have no doubt seen, we have been able to increase our offerings, and look forward to sustaining those over the next three years.

- Finally, the CPM Executive engaged David Coward, AVP, HR (former) in a review of the CPM External Fund. Talking points included: the current amount per year is \$500, with other employee groups receiving \$750; the process by which the fund is disbursed. With the change in leadership in HR, I look forward to onboarding our Interim AVP HR to the discussions and am sure we will work together towards a resolution.

Thank you again for engaging in CPMEA. It's been an absolute pleasure to support you these last four years.

