

# **CUPE 3906** / Canadian Union of Public Employees

## Summary

- (1) **Sharoni** elected as president.
- (2) **Shirleen** elected as VP external.
- (3) **Kyle** elected as three-year trustee.
- (4) **Kseniya** elected as two-year trustee.
- (5) **Graham, Brock, and Fernando** claims the three HDLC positions.
- (6) **Motion passed:** to approve 2020-2021 budget.
- (7) **Motion passed:** U2 Bargaining Support Cost Share
- (8) **Motion passed:** Authorizing budget for purchasing new Staff Laptops
- (9) **Motion passed:** to endorse MacGreenInvest.
- (10) **Motion passed:** CUPE 3906 will send a letter of solidarity to the hotel workers in Bahamas.

### **GMM Minutes**

Tuesday, October 8<sup>th</sup> , 2020

02:00 PM (EDT)

|                              |                              |
|------------------------------|------------------------------|
| Interim President:           | <b>Sharoni Mitra</b>         |
| Vice President:              | <b>Mollie McGuire</b>        |
| Vice President External:     | <b>Vacant</b>                |
| Secretary Treasurer:         | <b>Chris Fairweather</b>     |
| Recording Secretary:         | <b>Rohit Gupta</b>           |
| Chief Steward Unit I:        | <b>Nishant Kashyap</b>       |
| Chief Steward Unit II:       | <b>Sylvia Nickerson</b>      |
| Chief Steward Unit III:      | <b>Kezhuan Gu</b>            |
| Health and Safety Officer:   | <b>Arghyadeep Sarkar</b>     |
| Benefits & Advocacy Officer: | <b>Zobia Jawed</b>           |
| Equity Officer:              | <b>Laurie Sherry-Kirk</b>    |
| International Officer:       | <b>Avijit Mallick</b>        |
| Undergraduate Officer:       | <b>Alannah De Angelis</b>    |
| PAC Chair:                   | <b>Leah McGrath-Reynolds</b> |
| Trustees: (exp. 2020)        | <b>Tuoyu Wu</b>              |
| (exp. 2021)                  | <b>Vacant</b>                |
| (exp. 2022)                  | <b>Vacant</b>                |
| Staff Representative:        | <b>Brad Walchuk</b>          |
| Staff Representative:        | <b>Mary Ellen Campbell</b>   |
| Administrator Coordinator:   | <b>Francesca Brugnano</b>    |

Regrets: \_\_\_\_\_

## A. Agenda

1. Roll call of Officers
  - I. Land Acknowledgement
    - i. **Sharoni** and **Mollie** reads.
  - II. Introductions
  - III. Approval of the Agenda
    - i. **Sharoni** Moves.
    - ii. **Rohit** seconds.
    - iii. All in favor.
    - iv. Motion carries.
2. Reading of the Equity Statement
  - I. **Sharoni** reads.
- ~~3. Voting of new members and initiation (when applicable)~~
4. Reading of the Minutes
5. Matters Arising from the Previous Minutes
  - I. Approval of the Previous Minutes
    - i. **Sharoni** moves.
    - ii. **Nishant** seconds.
    - iii. All in favor.
    - iv. Motion carries.
6. Secretary-Treasurer's Report
  - I. **Chris:** No report for this year yet. Our benefits take up half of our budget. Benefits committee made some changes. Ww don't want to accumulate money from our members. Moving into general direction. We made a few donations in Aug: 1492 landback lane, warehouse workers. We planned for 60k deficit. We're pretty far from what we aimed for. Now CUPE national covers strike pay for day 1.
  - II. **Sharoni:** Any questions?
  - III. **Sarah:** How are the donation funds distributed? Like how are causes chosen?
  - IV. **Chris:** It is dependent based different committees.
  - V. **Jacob:** How does the GMM donation decision process work? In a bit more detail?
  - VI. **Chris:** Any member of the union is free to make motions @ GMM. It can be Pre-written motions or just motions on the floor.
- ~~7. Communications and bills~~
8. Executive Committee Report
  - I. Highlights of Benefits Report
9. Reports of committees and delegates
  - I. Steward Networks
  - II. LMC
  - III. Bylaws
  - IV. Committee Updates
    - i. Equity Action Committee

- ii. International Committee
  - iii. Communications Committee
  - iv. Women's Committee
  - v. Indigenous Solidarity Working Group (IWSG)
  - vi. Political Action Committee (PAC)
  - vii. Bargaining Team
  - viii. Bargaining Support Team
  - ix. Organizing Committee
  - x. Prison Workers Solidarity Working Group (PWSWG)
  - xi. Hamilton & district labour council (HDLC)
  - xii. Ontario University Workers Coordinating Committee (OUWCC)
  - xiii. CUPE council
10. Nomination, elections, or installations
- I. Election: President
    - i. **Nathan** nominates **Sharoni Mitra**.
    - ii. **Wouter Van den Berg** self nominates.
    - iii. Voting for the president's position.
    - iv. **Sharoni** takes in the position of President.
  - II. Election: VP external
    - i. **Nathan** nominates **Shirleen Datt** for VP external position.
    - ii. Brad: **Angshuman Podder** has sent his self-nomination.
    - iii. **Sharoni** and **Nathan** endorses Shirleen's candidacy.
    - iv. Voting for the VP external position.
    - v. **Shirleen** takes in the position of VP external.
  - III. Election: Two trustees
    - i. **Chris**: An honoraria of \$250 per audit will be provided. The audit for 2019-20 financial year will be happening sometime during October. It will a two consecutive days audit.
    - ii. **Kyle** self-nominates for the three-year trustee position
    - iii. **Kyle** claims the position for three-year trustee.
    - iv. **Jacob DeVries** self-nominates for the two-year trustee position.
    - v. **Kseniya Gladkikh** self-nominates for the two-year trustee position.
    - vi. **Nishant** endorses **Kseniya**'s candidacy.
    - vii. Voting for the two-year trustee position.
    - viii. **Kseniya Gladkikh** takes the position of the two year trustee.
  - IV. Election: Three HDLC members
    - i. **Brad**: There are three vacancies.
    - ii. **Graham Coulter, Brock Bodo, Fernando Lennertz** self-nominates.
    - iii. **Graham Coulter, Brock Bodo, Fernando Lennertz** claims the three HDLC positions.
11. Unfinished business
12. New business
- I. Motion to Approve the 2020-2021 Budget (Chris)
    - i. **Chris** moves.

- ii. **Rohit** seconds
  - iii. All in favour.
  - iv. Motions carries.
  - v. **Rohit:** Will executives get separate honoraria if they are chairing a committee?
  - vi. **Chris:** Well, it is a responsibility of their portfolios then they will not get. But if the roles are completely different then they will get honoraria for both the positions.
- II. Motion to Approve the Unit 2 Bargaining Support Cost Share (Mollie)
- i. **Sylvia:** We will have SGMM October 14 and strike vote October 14-Oct 16. There will be a 50/50 cost sharing between our local and national for the U2 bargaining expenditure.
  - ii. **Jacob:** Could you please clarify the cost share in a detailed manner.
  - iii. **Sylvia:** This will be used for campaigning. The budget is at par with what we had earlier during U1 bargaining. People from CUPE national have also approved it.
  - iv. **Mollie** moves.
  - v. **Chris** seconds.
  - vi. All in favour.
  - vii. Motion carries.
- III. Motion to Authorize the Purchase of New Staff Laptops (Sharoni).
- i. **Sharoni** moves.
  - ii. **Rohit** seconds.
  - iii. **Kathrine:** We're spending 1800 per computer. Is it for a laptop or a desktop? Will these laptops be left with the union or do they belong to the persons you're buying for?
  - iv. **Chris:** These will be left with the union.
  - v. All in favor.
  - vi. Motion carries.
- IV. Giving notice of proposed changes to the CUPE 3906 Bylaws, per the Bylaws Committee (Mollie)
- i. **Mollie:** The proposed changes will be presented at the November GMM.
- V. Motion to endorse MacGreenInvest (Savannah Kilpatrick).
- i. **Savannah:** We're a Sustainability group. We are also pressuring the president to endorse this. This endorsement will be good in media. MGI is faculty oriented.
  - ii. **Savannah** moves.
  - iii. **Nishant** seconds.
  - iv. All in favour.
  - v. Motions carries.
- VI. Motion to send a message of solidarity and financial donation to the hotel workers (Tony Leah).
- i. **Brock:** She lives in Bahamas. Workers over there has been laid off over there. During 6 months. The donation will be done through PAC.
  - ii. **Brock** moves that CUPE 3906 will send a letter of solidarity to the hotel workers in Bahamas.
  - iii. **Chris** seconds.

iv. All in favour.

v. Motion carries.

## 13. Other business

- I. **Sarah:** I have submitted the steward application one month ago. However, did not receive any confirmation email. Should I be expecting one?
- II. **Nishant:** Usually there is no such emails that we send out. You will receive an email regarding orientation shortly.
- III. **Mary Ellen:** Sylvia was talking about the cost share. Urgency is there. The unit is very small and it needs support from other units. We are trying to gather U2 members by calling them. Our mobilizer Sylvia is giving out \$25 grocery gift cards.
- IV. **Graham:** What is union doing for out of province members?
- V. **Chris:** If you are doing work as a teaching assistant @ mac, and you don't get benefits, we should file individual grievance and bombard university with those. Employer will be not giving your name to the insurance company. We should put names of all out of province TAs.
- VI. **Jacob:** Is there general list of TAs?
- VII. **Sharoni:** GSA might be a good unit to grab that list from. Although there will be names who are not TAs
- VIII. **Nishant:** Maybe we can formalize the language across different departments when they are rolling out the offer letter.
- IX. **Nathan:** I will give an update on the board of governors meeting. It took up 4 days. Some key topics are: (1) out of province TA, (2) U2 bargaining, and (3) police out of campus. Mac will be extremely stubborn on this. We need to rally around the local. I would encourage you all to show up during the board of governors meeting.

## 14. Good of the Union

## 15. Adjournment

I. **Sharoni** moves.

II. **Rohit** seconds.

III. All in favour.

IV. Motion carries.

## **B. Pre-written Motions**

### 1. **Budget authorization motion (Chris)**

CUPE 3906 will:

- Accept the proposed budget for the September 2020-August 2021 Fiscal Year as presented,
- Authorize all Standing Committees and Working Groups of the union to spend at their discretion by majority vote the funds allocated to them in this budget,
- Authorize the Bargaining Support Team and the Strike Committee to spend at their discretion by majority vote the funds allocated to related activities under lines 8100-8202 of this budget,
- Authorize the Strike Committee to spend at its discretion by majority vote the funds allocated in the strike budget,

# **CUPE 3906** / *Canadian Union of Public Employees*

- Authorize the union to send to Conventions and Conferences the numbers of delegates proposed in this budget and to cover all associated costs,
- And, authorize an honorarium for the Chair(s) of the Women's Committee and the Organizing Committee consistent with the amounts provided for the Chairs of other Standing Committees of the union.

Moved by: Chris  
Seconded by: Rohit

## **2. Motion to Approve the Unit 2 Bargaining Support Cost Share (Molie)**

CUPE 3906 will:

- Approve the Unit 2 Bargaining Cost Share proposal as presented, at a total upfront cost of \$28,300, half of which will be reimbursed by CUPE National.

Because:

- Unit 2 is facing a particularly difficult round of negotiations with McMaster, and
- Having a cost sharing arrangement with CUPE National will reduce the overall cost to the Local of supporting the current round of Unit 2 bargaining.

Moved by: Mollie  
Seconded by: Chris

## **3. Motion to Authorize the Purchase of New Staff Laptops (Sharoni)**

CUPE 3906 will:

- Spend up to \$5500 to purchase new laptops for staff to use.

Because:

- Our laptops are getting very old and constant technical problems are impeding the ability of our staff to do their jobs effectively from home,
- And, the new laptops, while expensive, are a necessary long-term investment in the ability of the union to function remotely.

Moved by: Sharoni  
Seconded by: Chris

## **4. Motion to endorse MacGreenInvest (Savannah Kilpatrick)**

**A RESOLUTION ENDORSING MACGREENINVEST (MGI), THE PROPONENT OF FOSSIL FUEL DIVESTMENT CAMPAIGN, BEFORE THE CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) 3906 GENERAL MEMBERSHIP MEETING (GMM).**

# **CUPE 3906** / *Canadian Union of Public Employees*

**WHEREAS** a request for a proposal was presented to the CUPE 3906 GMM on the 6th of October, and presented to CUPE for approval.

**WHEREAS** MacGreenInvest (MGI) is an environmentally conscious campaign originating from a student-grassroots movement, *Fossil Free McMaster*, to ensure environmentally sustainable and ethical investments within the university's endowment fund.

**WHEREAS** Canadian union of public employees (CUPE) consists of ethically minded graduate students with highly influential leadership in the university community.

**WHEREAS** MGI will propose the endorsement of its campaign by CUPE, and reciprocate this endorsement in similar environmental/social justice matters.

**THEREFORE, BE IT RESOLVED THAT CUPE:**

- 1) Endorse MGI in general meetings and in public interactions.
- 2) Inform MGI of similar environmental and social justice movements fronted by CUPE for reciprocal endorsement.