

## GMM Agenda

**Thursday, February 25<sup>th</sup>, 2021**

**12:00 noon (EDT)**

President:	Sharoni Mitra
Vice President:	<b>Vacant</b>
Vice President External:	Shirleen Datt
Secretary Treasurer:	Chris Fairweather
Recording Secretary:	Rohit Gupta
Chief Steward Unit I:	Nishant Kashyap
Chief Steward Unit II:	Sylvia Nickerson
Chief Steward Unit III:	Kezhuan Gu
Health and Safety Officer:	Arghyadeep Sarkar
Benefits & Advocacy Officer:	Kyle Morrison
Equity Officer:	Laurie Sherry-Kirk
International Officer:	Sarah Elshahat
Undergraduate Officer:	Alannah De Angelis
PAC Chair:	Leah McGrath-Reynolds Brock Bodo
Trustees: (exp. 2020)	Tuoyu Wu
(exp. 2021)	Kseniya Hladkikh
(exp. 2022)	<b>Vacant</b>
Staff Representative:	Brad Walchuk
Staff Representative:	Mary Ellen Campbell
Administrator Coordinator:	Francesca Brugnano
Regrets: _____	Nishant_____

## **A. Agenda**

1. Roll call of Officers
  - I. Land Acknowledgement
  - II. Introductions
  - III. Approval of the Agenda
  - IV. Motion to approve guests from PSAC 901
2. Reading of the Equity Statement
- ~~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
6. Secretary-Treasurer's Report
- ~~7. Communications and bills~~
8. Executive Committee Report
  - I. Highlights of Benefits Report
9. Reports of committees and delegates
  - I. Steward Networks (**Chaired by: Nishant Kashyap, Sylvia Nickerson, and Kezhuan Gu**)
  - II. LMC
  - III. Bylaws (**Chaired by: Mollie McGuire**)
    - i. Voting on remaining bylaws proposals (Mollie) (Refer to Appendix D)
  - IV. Committee Updates
    - i. Equity Action Committee (**Chaired by: Laurie Sherry-Kirk**)
    - ii. International Committee (**Chaired by: Sarah Elshahat**)
    - iii. Communications Committee (**Chaired by: Mollie McGuire**)
    - iv. Women's Committee (**Chaired by: Ashley Cole**)
    - v. Indigenous Solidarity Working Group (IWSG) (**Chaired by: Sonia Hill**)
    - vi. Political Action Committee (PAC) (**Co-chaired by: Leah McGrath-Reynolds and Brock Bodo**)
    - vii. Bargaining Team
    - viii. Bargaining Support Team (**Chaired by: Sylvia Nickerson**)
    - ix. Organizing Committee (**Co-chaired by: Wouter van den Berg and Rachel Reo**)
    - x. Prison Workers Solidarity Working Group (PWSWG) (**co-Chaired by: Leah McGrath-Reynolds and Erin**)
    - xi. Hamilton & district labour council (HDLC)
    - xii. Ontario University Workers Coordinating Committee (OUWCC)
    - xiii. CUPE council
10. Nomination, elections, or installations
  - I. Election: Vice president
  - II. Election: MDCL Joint Health and Safety Committee
11. Unfinished business
  - I. Co-hosting CSEU 2021 conference (Fernando)
12. New business

- I. Motion: Student Workers Will Not Pay for the Housing Crisis (Brad) (refer to pre-written motions)
  - II. Motion to amend the FY20-21 budget (Chris) (refer to pre-written motions)
  - III. McMaster WISE 2021/2022 Sponsorship Request (recommended by execs)
  - IV. Motion to donate \$2000 to the Malton People's Movement, in support of two survivors of Peel Police violence (Mollie) (refer to pre-written motions)
  - V. Black History Month Donation/ Ocama Collective
13. Other business
  14. Good of the Union
  15. Adjournment

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

### **1. Motion to co-host CSEU'S 2021 online annual conference (Fernando)**

WHEREAS the Coalition of Student Employee Unions's (CSEU) annual conference is a great opportunity to meet other student employees from all North-America and beyond.

WHEREAS the event centers on discussing how student employee unions can collaborate to promote better working conditions, justice and stronger labor movements.

WHEREAS co-hosting the event would provide us a good opportunity to connect with other unions and build movements to further our goals.

WHEREAS the current pandemic will most likely impossibilitate an in-person conference and only an online conference will be possible.

BIRT CUPE 3906 commits to co-host CSEU's 2021 online conference in July or August 2021.

### **2. Motion to amend the FY20-21 budget**

BIRT that CUPE 3906 amend the 20-21 budget in the following ways:

- Change the amount budgeted for 1281 Bargaining Bonus from \$1,500 to \$3,000.
- Change the amount authorized for Indigenous Solidarity Working Group co-chair honorariums from \$300/month to \$600/month.
- Change the amount budgeted for the Indigenous Solidarity Working Group from \$20,000 to \$22,100.
- Add a new line for the Mike Skinner Award and allocate \$1,000.00 for the year.\*\*

Because:

- The amount originally budgeted for 1281 Bargaining Bonus was not consistent with the amounts required by the 1281-3906 collective agreement.
- The ISWG has become a massive responsibility to chair, especially with frequent trips to 1492 Landback Lane.
- The increased honorarium shouldn't take away from the ISWG's budget for other things like the Community Impact Fund, supplies and equipment for 1492, etc.

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

- The Mike Skinner Award has been given out yearly for a very long time but has never been properly or consistently tracked in our budgets. Usually the award is \$500, but we've fallen a year behind and want to give the award twice this year.

***\*\*These changes will increase the budgeted deficit for the year from \$48,747.71 to \$52,847.71.***

### **3. Motion to sign the following letter**

Be it resolved be endorse and sign on as a supporter to the following letter.

#### **Student Workers Will Not Pay for the Housing Crisis!**

##### **Statement of Unity**

**By: CUPE 4600, CUPE 2626 and PSAC 901**

The COVID-19 pandemic has exacerbated the Ontario housing crisis at alarming rates. Decades of austerity and for-profit planning have created an untenable situation, where tenants are often forced to pay more than 30 percent of their monthly income on housing costs. Thousands of tenants are currently struggling to pay rent, have been evicted, or are in the process of being evicted. Homelessness is on the rise, and encampments are popping up in cities and towns across the province. Governments, at all levels, have not only failed to provide adequate permanent social housing, but continue to push corporate, market-based solutions - painfully visible in legislation such as Bill 184 which has weakened tenants' rights by favoring landlords. In response, the fightback has been growing steadily: workers and tenants across the province have been fighting evictions and the corporate agenda of landlords and their government allies. [Many Labour Councils in Ontario have also passed a resolution to end evictions and demand affordable housing for all.](#)

Across Ontario, student workers have also been confronted with the housing affordability crisis, especially international students, BIPOC, gender-oppressed, disabled and other marginalized communities. As most of us are tenants, we are struggling to keep up not only with higher rent prices, but also increasing tuition fees imposed by the Neoliberal University –another public sector who, like housing, has been impacted by decades of austerity and for-profit planning.

As our employer, the University also imposes work conditions on student workers which are well-known for insecurity and overwork: we are isolated, stressed out, chained to a series of short-term contracts and working around the clock on our paid and unpaid academic work. The pandemic has only intensified our already unsustainable work conditions while the University has been able to benefit by downloading costs onto workers now working from home. With high tuition costs and few tenured jobs on the horizon, our future—when left in the hands of the logic of profit—is increasingly bleak.

Only by unionizing and joining the larger labour movement over the past few decades did student workers learn important lessons about the power of organizing collectively. Our struggle has gained us dignity, improved health and safety measures, recognition for the value of our work, and better wages from the University. As students, we have also witnessed and experienced important, successful mass struggles to stop tuition hikes and bring back the fundamental demand for free education.

It is now time we apply these lessons learned to the fight for better housing conditions from our employer and different levels of government. Student workers recognize the need to organize

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

within our unions, communities, towns, cities, and the province to advance our collective interests. We understand that housing policy is controlled by different levels of government, which demands engagement locally, provincially, and federally. Organizing for affordable and adequate housing and education for all will unequivocally improve our objective position.

As student workers, we DEMAND:

- Concrete provincial tenant-friendly government policies:
  - 1) Repeal Bill 184, or the “Eviction Bill,” which forces tenants into coercive agreements that allow the landlord to evict without mediation;
  - 2) Introduce a ban on COVID evictions;
  - 3) Place all units, including vacant ones, under rent control to eliminate the two-tier system;
  - 4) Eliminate “renoviction” loopholes;
  - 5) Implement a system of rent-rollback so that tenants only pay 20 percent of their monthly household income on rent.
  - 6) Reverse policy on vacancy decontrol, which incentivizes landlords to kick out tenants and hike up rent prices.
- An immediate comprehensive plan at the municipal, provincial, and federal level to fund and build permanent rent-geared-to-income social and public housing (where rent is based on 20 percent of household income) to meet the needs of all.
- Free education AND Affordable Housing For All: Put Education and Housing under public and democratic control - Not in the hands of private, for-profit corporations.
- A better future for all, where society is socially organized according to working people’s interests and needs.

As student workers, we WILL:

- Mobilize our local unions, area councils, and district labour councils and their members to prevent evictions of tenants.
  - Develop demands at the bargaining table related to housing
  - Work in solidarity with tenant groups and integrate their perspectives into our unions and workplaces—through educationals, workshops, etc.—to better understand the housing crisis from the point of view of a working class tenant.
  - Support—through donations, activism, etc.—and work with groups who are organizing with tenants, and will engage within these organizations to push for tenant rights and the demands listed above.
  - Research the role of the University in gentrification and the displacement of local tenants
- 4. Motion to donate \$2000 to the Malton People’s Movement’s fundraiser in support of two survivors of Peel Police brutality, Chantelle Krupka and Michael Headley. (Mollie)**

BACKGROUND:

On May 10, 2020, Mother’s Day, Chantelle and Michael -- who were both unarmed and several feet away -- were tasered outside of their home by Officer Tyler Bell-Morena. Chantelle was then shot in the stomach by ex-Officer Valerie Briffa and underwent two major surgeries. In the days following this violent attack by Peel police, healthcare professionals supposedly responsible for

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

Chantelle neglected her care and chose to instead follow the narrative and assumptions about her from Peel police. She continues to experience chronic medical issues as a result of the police attack.

Chantelle's story is not unique, and we know our healthcare system not only fails to provide the adequate care that is needed after such a traumatic experience, but is also actively complicit in the policing of Black, Indigenous and racialized people.

Since the traumatic experience, Chantelle and Mike have dedicated their lives to fighting for justice for all victims of police abuse, including those who were not fortunate enough to survive encounters with killer cops: Jamal Francique, D'Andre Campbell, Regis Korchinski-Paquet, and Ejaz Choudry. However, the fight has come at great personal cost. Chantelle and Michael have endured immense physical, mental, and financial hardship as a result of their police attack, which they've put aside to fight for justice for others.

**Now, with a baby on the way — and after being permanently disabled and then robbed of thousands of dollars by Peel Police — they're facing eviction.**

Chantelle and Michael's situation is critical, and we need to urgently raise funds so that they can leave the house they were attacked in, have their baby in a safe, new home, and continue fighting for justice and systemic change.

\* \* \*

## **MOTION:**

*WHEREAS* CUPE 3906 [has been vocal](#) for the call to support Black folks in the fight against police and systemic racism,

*WHEREAS* we are now presented with the chance to follow these calls for support with the sharing of real material resources,

***BIRT* CUPE 3906 will donate \$2000 to the Malton People's Movement's fundraiser in support of survivors of Peel Police brutality, Chantelle Krupka and Michael Headley.**

## **C. Appendix: Candidate Statements**

### **Election: MDCL Joint Health and Safety Committee**

Nickolas Serniuck, MSc Student, Chemical Biology, McMaster University

## **D. Appendix: Bylaws amendment (presented on January GMM for February vote)**

### 4. (d) Secret Ballots

- i. A ~~(50%+1)~~ majority of votes cast shall be required before any candidate can be declared elected, and second and subsequent ballots shall be taken, if necessary, to obtain a ~~(50%+1)~~ majority. On the second and subsequent ballots the candidate receiving the

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

lowest number of votes in the previous ballot shall be dropped. In the case of a tie in the final vote, the remaining candidates shall be invited to address the meeting and a new election will be held. Elections shall continue until a ~~(50%+1)~~ majority vote is accomplished.

## 8. (d) Stewardship Awards

The Chief Stewards will award up to three (3) awards to members of Stewards Council for their activities during the preceding academic year. These awards will include a certificate and a monetary sum **of \$100 each** provided for in the annual budget by the Budget Committee.

Winners to be selected by all the three Chief Stewards jointly, based on the following criteria:

1. Length of term: Awardee must have been a steward for the entire academic year (Fall, Winter, and Spring/Summer).
2. Meeting attendance and involvement in member mobilization.
3. Term reports (3 total) highlighting the awardee's leadership at the department level and their contributions to the goals of the Union.
4. Communications to members on behalf of the Union, for better member engagement at the department level and beyond.

## 11. Collective Agreement

- (i) All amendments to the collective agreements shall be ratified by a majority ~~(50%+1)~~.

## 12. Strikes

A Strike Vote, if called by the Bargaining Committee, shall be commenced at a General Membership Meeting, or a Special General Membership Meeting. Voting by secret ballot of union members shall be held on at least two (2) consecutive days, and strike action is authorized if the majority ~~[50%+1]~~ of those voting vote in favor of a strike.