

## **Summary:**

1. **Sarah Elshahat** elected as the international officer.
2. **Kyle Morrison** elected as the benefits and advocacy officer.
3. **Kyle** and **Fernando** elected as delegates for OUWCC conference.
4. Motion to approve cost-share (U2) with CUPE National in spring of 2021: **Approved.**
5. Motion to spend \$5000 to create post-secondary worker themed comic: **Approved.**
6. Motion to Donate \$1000 to the Worker's Art and Heritage Centre (WAHC) in Hamilton for the 25th Anniversary: **Approved.**
7. Motion to co-host CSEU 2021 conference: **Will be re-presented during next GMM.**
8. Motion to donate \$2000 to Solidarity Across Borders, as part of the Solidarity with Detained Migrants Initiative: **Approved.**
9. Motion to call on the provincial government to strengthen protections for both those in precarious work situations and those who are accessing their legal right to organize: **Approved.**
10. Motion to legislate paid sick days for all: **Approved.**
11. Motion to call on the City of Hamilton to pay its student workers a Living Wage of \$16.45 per hour: **Approved.**
12. Motion to approve costs for 5 delegates for the human rights conference: **Approved.**
13. Motion to endorse the May Day 2021 Rally and donate \$100 to the Labour May Day Committee: **Approved.**

## **GMM Agenda**

**Wednesday, January 27<sup>th</sup>, 2021**

**12:00 noon (EDT)**

President:	Sharoni Mitra
Vice President:	Mollie McGuire
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:	<b>Vacant</b>
Equity Officer:	Laurie Sherry-Kirk
International Officer:	<b>Vacant</b>
Undergraduate Officer:	Alannah De Angelis
PAC Chair:	Leah McGrath-Reynolds Brock Bodo

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

Trustees: (exp. 2020)  
(exp. 2021)  
(exp. 2022)

Tuoyu Wu  
Kseniya Hladkikh  
Kyle Morrison

Staff Representative:  
Staff Representative:  
Administrator Coordinator:

Brad Walchuk  
Mary Ellen Campbell  
Francesca Brugnano

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

## A. Agenda

1. Roll call of Officers
  - I. Land Acknowledgement
    - i. Sharoni reads.
  - II. Introductions
  - III. Approval of the Agenda
    - i. Max moves to amend the agenda (Elections, unfinished business, and new business before exec and committee chair reports).
    - ii. Shirleen seconds
    - iii. All in favour.
    - iv. Motion Carries.
2. Reading of the Equity Statement
  - I. Mollie, Nishant, Arghyadeep reads.
3. ~~Voting of new members and initiation (when applicable)~~
4. Reading of the Minutes
  - I. Max moves.
  - II. Rohit seconds.
  - III. All in favour.
  - IV. Motion carries.
5. Matters Arising from the Previous Minutes
  - I. Approval of the Previous Minutes
    - i. Mollie moves.
    - ii. Rohit seconds.
    - iii. All in favour.
    - iv. Motion carries.
6. Secretary-Treasurer's Report
  - I. Chris: Union is still in healthy financial position. Strike fund is close to 800k threshold. Benefits money is coming through the employer.
7. Nomination, elections, or installations
  - I. Election: International officer
    - i. Sharoni nominates Sarah Elshahat.
    - ii. Wouter van den berg self nominates.
    - iii. Angshuman podder self nominates.
    - iv. Sarah wins the election for International officer
  - II. Election: Benefits and advocacy officer
    - i. Rohit nominates Angshuman Podder.
    - ii. Maxwell self nominates.
    - iii. Kyle self nominates.
    - iv. Kyle wins the election for benefits and advocacy officer.
  - III. Election: Bylaws committee (x2)
    - i. These two positions remain vacant.

- IV. Election: OUWCC delegates (x5)
  - i. Kyle and Fernando elected. Three positions remain vacant.
8. ~~Communications and bills~~
9. Executive Committee Report
  - I. Highlights of Benefits Report
10. 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**)
  - IV. Committee Updates
    - i. Equity Action Committee (**Chaired by: Laurie Sherry-Kirk**)
    - ii. International Committee (**Chaired by:** )
    - 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: Kyle Morrison 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
11. Unfinished business
  - I. Motion to approve cost-share with CUPE National in spring of 2021 (Sylvia) (Refer to Appendix F)
    - i. Sylvia moves.
    - ii. Chris seconds.
    - iii. Majority in favour.
    - iv. Motion carries.
  - II. Motion to spend \$5000 to create post-secondary worker themed comic (Chris)
    - i. Chris moves.
    - ii. Kyle seconds.
    - iii. Majority in favour.
    - iv. Motion carries.
  - III. Motion to Donate \$1000 to the Worker's Art and Heritage Centre (WAHC) in Hamilton for the 25th Anniversary (Shirleen)
    - i. Mollie moves.
    - ii. Arghyadeep seconds.
    - iii. All in favour.
    - iv. Motion carries.
  - IV. Co-hosting CSEU 2021 conference (Fernando) (see pre-written motion)

- i. Fernando moves.
- ii. Rohit seconds.
- iii. Voting did not take place.
- iv. Unfinished business.

## 12. New business

- I. Motion to donate \$2000 to Solidarity Across Borders, as part of the Solidarity with Detained Migrants Initiative (Chris)
  - i. Chris moves.
  - ii. Rohit seconds.
  - iii. All in favour.
  - iv. Motion carries.
- II. Notification of proposed changes (Brad/Mollie) (Refer to Appendix E)
  - i. Mollie discussed the notice on bylaws amendment
- III. Motion by Maxwell Lightstone
  - i. Max moves.
  - ii. Fernando seconds.
  - iii. All in favour.
  - iv. Motion carries.
- IV. Legislate paid sick days for all (Nishant)
  - i. Nishant moves.
  - ii. Rohit seconds.
  - iii. All in favour.
  - iv. Motion carries.
- V. Be it resolved: CUPE 3906 calls on the City of Hamilton to pay its student workers a Living Wage of \$16.45 per hour (Brock)
  - i. Brock moves.
  - ii. Nishant seconds.
  - iii. All in favour.
  - iv. Motion carries.
- VI. CUPE Onatrio 57<sup>th</sup> Annual convention (Brad)
  - i. Brad discusses details about the conference.
- VII. Human rights conference (Brad)
  - i. Chris moves to approve costs for 5 delegates
  - ii. Further, Chris moves that execs appoint people for this conference based on who shows interest.
  - iii. Nishant seconds.
  - iv. All in favour.
- VIII. CUPE 3906 endorse the May Day Rally 2021 organized by the Labour May Day Committee (Evan)
  - i. Evan moves that CUPE 3906 endorse the May Day 2021 Rally and donate \$100 to the Labour May Day Committee.
  - ii. Eric seconds.
  - iii. All in favour.

## 13. Other business

14. Good of the Union

15. Adjournment

i. Mollie moves.

ii. Nishant seconds.

iii. Approved via consensus.

## **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 by Maxwell Lightstone**

Whereas food delivery workers have been essential during the COVID19 pandemic, and over the course of their jobs have been exposing themselves to risk

and Whereas food delivery app providers such as foodora, doordash, and ubereats deliberately mischaracterize employees as independent contractors to avoid fair wages and benefits

and Whereas those businesses, upon their employees legally associating into a union, have fired those employees in a manner that appears to be retribution (foodora, instacart)

It is moved by Lightstone that CUPE 3906 call on the provincial government to strengthen protections for both those in precarious work situations and those who are accessing their legal right to organize.

### **3. Motion: Legislate paid sick days for all (Nishant)**

Whereas eleven months into a global pandemic that has killed thousands, no government in Canada has legislated adequate, employer-paid sick days; and

Whereas the Canada Recovery Sickness Benefit is temporary, inaccessible and not of use for the crucial first few days of an illness;

Whereas had paid sick day legislation been in place before the global pandemic, lives would have been saved because infection rates would have been reduced; and

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Whereas the lack of legislated paid sick days has especially hurt Black, Indigenous, workers of colour and women workers who are over-represented in frontline jobs, with low pay, few benefits, and without the ability to work from home;

Be it resolved that the CUPE 3906 supports the Decent Work and Health Network call for seven (7) permanent, paid sick days for all workers and an additional fourteen (14) days during public health outbreaks;

BIRT the CUPE 3906 endorse the principles outlined by the Decent Work and Health Network:

- **Universal:** Available to all workers regardless of workplace size, type of work, or immigration status. Legislated, with no exemptions.
- **Paid:** Fully paid to ensure workers are not financially penalized for following public health advice.
- **Adequate:** At least seven (7) paid sick days provided on a permanent basis, with an additional 14 paid sick days during public health emergencies.
- **Permanent:** Available during the COVID-19 pandemic and beyond.
- **Accessible:** No barriers to access. Prohibit employers from requiring sick notes; ensure no disruption of income or unnecessary applications; and provide sufficiently flexible leave that reflects the reality of workers' lives, healthcare needs, and caregiving responsibilities.

BIRT the CUPE 3906 oppose further public subsidies for corporations like Amazon, Walmart, and Loblaws that are profiting from the pandemic and who should be implementing employer-paid sick days and raising wages;

BIRT the CUPE 3906 actively lobby provincial and federal government representatives to introduce and pass paid sick days legislation;

BIRT the CUPE 3906 host a phone zap event and other similar events that encourage members to be involved in campaign for paid sick days.

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

### **1. Benefits and advocacy officer**

**Candidate 1: Kyle Morrison, Ph.D. student, Department of Anthropology**

**Candidate 2: Sarah Elshahat, Ph.D. student, Department of Anthropology**

**Candidate 2: Angshuman Podder,**

**Candidate 3: Maxwell Lightstone, M.A.Sc student, Department of Mechanical Engg.**

Dear fellow academic workers at McMaster,

My name is Maxwell Lightstone, and I would like to nominate myself to serve as your Benefits and Advocacy officer. During my time with the Union I have served as a Steward and as a member of

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the Bylaws and Finance committees. I am proud to be a member of this local and to work with it to bring the best experience possible to our community.

If elected as your Benefits and Advocacy Officer, I will:

- Proactively work with Departmental Stewards to share Benefits information both ways

Our collective agreement gives us certain benefits (Health Spending Account, Gender Affirmation Fund, etc), and we have other benefits as employees of McMaster. I will work proactively with Departmental Stewards to make sure that they have the information they need to advise their colleagues, and also feel comfortable bringing back any issues they run into. One recent example is key deposits for work obligations, where some members were told that since their department hadn't generated an account code yet, those members would have to pay for their own keys. By making sure those Steward relationships are in place early, issues like that can be addressed effectively.

- Invest surpluses back into our membership

Our local has been fortunate to have surpluses over the past few years, including in our benefits budgets. I will work with the Benefits committee and any interested members to see what that money could be used for in a sustainable, long term way that increases the benefits our members can access and reaches underserved communities. I also intend to work with our Equity Officer to ensure that any searches or consultation campaigns are done within an equitable and inclusive framework.

- Advocate with an eye towards the future

Our members in Unit 2 and Unit 3 are often working towards tenure track positions in academia, and joining their faculties as Professors. Unfortunately, currently there is no way to opt in to the University's Pension Plan, despite the years of work put in at McMaster. I will start the conversation around pension plan access with stakeholders in Units 2 and 3, and with a communally appropriate plan begin laying the groundwork for this to become a reality in the future. For the future to happen, we must begin now. I will also work to make sure that everyone who qualifies as a Union member under the collective agreement is considered on with all the benefits that entails. Currently, full time contracted Research Assistants who are not enrolled as graduate students are not considered CUPE or UNIFOR members, and as such lack all the benefits that go along with Union membership, from workplace support to Dental insurance. I will work with these Research Assistants to ensure that they are counted if they should be, or have the opportunity to organize and join the Union.

I hope you are all staying safe during this unprecedented time, and thank you so much for the opportunity to be your Benefits and Advocacy Officer.

## **2. International officer**

**Candidate 1: Sarah Elshahat, Ph.D. student, Department of Anthropology**

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Hello CUPE 3906 Members,

I am Sarah Elshahat, PhD student in Social Sciences. It would be my pleasure to serve you as International Officer. I have run for this position last Summer and received a high vote and had a run-off with Avijit.

I have been involved in CUPE in different capacities, where I collaborated with Avijit before and am currently working with Nishant as Steward. I also work with Sharoni, Mollie and Nishant on collaborative events with the GSA as I am the Faculty of Social Science Representative at the GSA council. For example, I am currently organizing a “Faculty Steward Meet & Greet” collaborative event to introduce students to their rights, encourage them to speak up, share some beneficial resources, and inform graduate students about opportunities to enhance their engagement in both CUPE and the GSA.

As Faculty Representative at the GSA, I sit on significant GSA committees, including the Event Planning Committee and, the Student Issues Action Committee, where I have been advocating for international and domestic students’ rights, including affordable and accessible housing for All without discrimination.

Beyond Mac, I served both international and domestic students in various roles during my previous studies in the UK and Europe. So, I am aware of different cultural backgrounds and students’ issues.

As an international student myself, from the minority groups, I have experienced many issues, and I can feel you. In these times, I realize the size of the problems from housing issues, job insecurity, inaccessible services, to name a few. Therefore, if elected, I will work to tackle your problems, escalate them in CUPE and GSA committees and the university to help you All work in an inclusive and safe environment. I will also consult you about developing initiatives and programs that address your needs. As well, I will further develop the effective services developed by our previous International Officers that Mac international students found helpful. I will also work on more collaborations between CUPE and GSA to maximize their support to you All through effective communication and sharing resources.

I would appreciate your support by voting for me to enable me to serve you and achieve my vision for CUPE, which is a “more inclusive CUPE that not only addresses All students’ needs but also empowers them to speak and bring a positive change to Mac community and beyond”.

In solidarity,

Sarah Elshahat

## **Candidate 2: Wouter van den Berg, Ph.D. student, Department of Biology**

"Hello CUPE 3906. I would like to participate in this election as a candidate for the position of International Officer, first and foremost because I care about the rights of workers. Without us workers, nothing gets done.

Secondly, as a fellow international student I will seek to represent the wealth of nationalities and cultural backgrounds present within the Union. I come from a place of empathy, knowing firsthand

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the difficulties and insecurity that an international student faces. From actually getting your paperwork from the IRCC to dealing with differences in cultural norms like employer-employee relations (should I call my supervisor by their first or last name?). I want to help you. I want to represent you. I want to fight for you. Vote for me and I will do my best to do just that."

## **Candidate 3: Angshuman Podder, Ph.D. student, Department of Materials Science and Engg.**

My name is Angshuman Podder and I am a PhD candidate in Materials Science Engineering. I started working for CUPE 3906 as a Steward in 2019 and my interest in the Union started with the kind of activities, spirit and responsibilities shared by all of the members. Throughout my previous studies, I have served students in various roles, addressing their needs, and helping them get their voice heard. Being an international student, I often come across different issues and try to understand whether the current system has a solution for the problem. It is important to function as a liaison with the international members in the Local for communication to be transparent and learn about the needs and rights as working individuals.

One of the key responsibilities of the International Officer is identifying the needs of the international members and their families and passing the relevant information to the executive team and general members. With my previous experience from undergraduate outreach involvements, I am confident in communicating with people, understanding their needs, and helping with diverse problems. Furthermore, with the new reality of COVID 19, different scenarios have emerged for our international group members, which needs sensitive handling. Having recognized these responsibilities, I would like to nominate myself for this executive position for 2020-21.

Finally, I want you to give me the opportunity to demonstrate my commitment to the Local and working for the union in my best capability. I am looking forward to each one of you for your support and help in allowing me to serve you as your International Officer.

## **D. Appendix: Vacant Health Safety and Safety Building Committee Seats**

- Arts- Unit 2 and Unit 3
- Communications Research Lab- 1, 2, and 3
- Braley Health Sciences Centre- Unit 1, 2 and 3
- DeGroote Business- Unit 1, Unit 2, and Unit 3
- Engineering- Unit 2, and Unit 3
- Health Sciences- Unit 1
- Ivor Wynne/Braley Athletic- Unit 1, Unit 2, and Unit 3
- Libraries (incl. MacPherson)- Unit 1, Unit 2, Unit 3
- MARC- Unit 2
- McIARS (Radiation Science)- Unit 1
- MDCL- Unit 2 and Unit 3
- Ron Joyce Centre- Unit 1, Unit 2, and Unit 3
- Science- Unit 2, and Unit 3

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

4. (d) Secret Ballots

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- 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 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.

## **F. Appendix: cost-share with CUPE National in spring of 2021**

\$5000 - Creation of a 10 page comic (writing and illustrating) Petroglyph Studios

\$5000 - Printing and distribution 1000 copies of mobilization comic, on campus and in Hamilton

\$11,572 - Member Mobilizer position for 6 months (\$44.51/hour at 10 hours/week for 26 weeks)

\$7100 - Social media and print advertising (FB, Instagram / Spotify, the Silhouette)

\$1500 - Printing and mailing postcards to Unit 2 members

\$200 Button-making materials to provide buttons coordinated with comic/U2 media campaign

\$2,500 Food, drinks, napkins, cups, plates and BBQ rental for U2 mobilization event (launch of comic by Petroglyph studios)

**GRAND TOTAL: \$32,872**