# **GMM Agenda**

**Tuesday, August 31st, 2021**

**12:00 noon (EDT)**

President: Sharoni Mitra

Vice President: Fernando Lennertz

Vice President External: Shirleen Datt

Secretary Treasurer: Chris Fairweather

Recording Secretary: Rohit Gupta

Chief Steward Unit I: Brock Bodo

Chief Steward Unit II: Carolyn Capretta

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 (Interim): Rod Isaac Stephen Uy

PAC Chair: Leah McGrath-Reynolds

Trustees: (exp. 2021) Shekhar Rammohan Singh Tandel

(exp. 2022) Maxwell Lightstone

(exp. 2023) Wouter van der Berg

Staff Representative: Brad Walchuk

Staff Representative: Mary Ellen Campbell

Administrator Coordinator: Francesca Brugnano

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

## **Agenda**

1. Roll call of Officers
   1. Land Acknowledgement
   2. Introductions
   3. Approval of the Agenda
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
   1. Approval of the Previous Minutes
6. Secretary-Treasurer’s Report
7. ~~Communications and bills~~
8. Executive Committee Report
   1. Highlights of Benefits Report (Sent by Kyle)
9. Reports of committees and delegates
   1. Steward Networks **(Chaired by: Brock Bodo, Carolyn Capretta, and Kezhuan Gu)**
   2. LMC
   3. Bylaws **(Chaired by: Maxwell Lightstone)**
10. Voting on proposed bylaw changes (see Appendix 1)
    1. Committee Updates
       1. Equity Action Committee **(Chaired by: Laurie Sherry-Kirk)**
       2. International Committee **(Chaired by: Sarah Elshahat)**
       3. Communications Committee **(Chaired by: Fernando Lennertz)**
       4. Women’s Committee **(Chaired by: Ashley Cole)**
       5. Indigenous Solidarity Working Group (IWSG) **(Chaired by: Sonia Hill)**
       6. Political Action Committee (PAC) **(Co-chaired by: Leah McGrath-Reynolds)**
       7. Bargaining Team
       8. Bargaining Support Team
       9. Organizing Committee **(Co-chaired by: Wouter van den Berg and Rachel Yeo)**
       10. Prison Workers Solidarity Working Group (PWSWG) **(Chaired by: Erin)**
       11. Hamilton & district labour council (HDLC)
       12. Ontario University Workers Coordinating Committee (OUWCC)
       13. CUPE council
11. Nomination, elections, or installations
12. Unit 2 Bargaining Team Member (Alternate)
13. Delegates for CUPE National Convention (×4)
14. Unfinished business
15. 2021 Stewards Awards (Sharoni)
16. Unit 1- Jayoti Edington Roy Unit 1 (TA/RA) Steward Award- Melissa Montanari
17. New business
18. Young Workers Convention (Brad)
19. Other business
20. Good of the Union
21. Adjournment

## **Pre-written Motions**

## **Appendix 1: Bylaws amendment**

10. MEMBERSHIP DUES

 (a) i. For Units 1 and 2 the monthly dues shall be 2.5% of gross biweekly or monthly income.

ii. For Unit 3, the monthly dues shall be 2.5% of gross bi-weekly or monthly income.

**iii. An initiation fee of $1 shall be a requirement for membership in good standing, in accordance with the CUPE Constitution.**

 (b) The regular monthly dues shall be established or altered by the Local Union only at a General or Special Membership Meeting provided that at least seven (7) days notice at a previous meeting or at least sixty (60) days written notice has been given.

 (c) The Local may levy a special assessment in cases of emergency or when income from dues and initiation fees inadequate to finance necessary expenses of the Local. Special assessments cannot last longer than six months.

 (d) Before the Local may levy a special assessment it shall:

 i. Give the reason for the assessment to its members;

 ii. Obtain approval by a majority vote of the members in good standing voting at a general or special membership meeting provided that at least seven (7) days notice at a previous meeting or at least sixty (60) days written notice has been given. The vote shall be by secret ballot if so ordered by the members;

 iii. Obtain approval from the CUPE National President.

 \*this change will allow the union to collect a $1 initiation fee as a requirement of full membership in the union.

14. MEMBERSHIP

 (a) Any member whose employment terminates may maintain his/her membership until the beginning of the third academic term after the term in which she/he was last employed, and shall be considered a member in good standing, with all rights and

privileges except those restricted by Ontario Labour Law.

 (b) Any member **who has signed an application for membership, paid the initiation fee set out in these by-laws, and** whose dues are paid to the Union shall be considered a member in good standing.

**(i) Membership in good standing shall be retroactive to the beginning of the academic year upon the payment of the initiation fee.**

 (c) No person otherwise eligible for membership in the Union shall be admitted to membership if she/he has been fined, suspended, or expelled by the Union, or a Local in this Union, until she/he has complied with the terms of such fine, suspension or expulsion.

 (d) No person otherwise eligible for membership in this Union shall be excluded from membership, or discriminated against in any way.

 \*this change will allow the union to prohibit those who have not agreed to pay the initiation fee and signed a union card from everything not guaranteed by the Ontario Labour Relations Act and ensure that those who have signed cards will continue to be members if the Rand formula is abolished.

16. VOTING OF FUNDS

**Committees and working groups (including the Executive Committee) may spend at their discretion by majority vote sums totalling no more than $500 (five hundred dollars) up to the yearly maximum approved in the budget.** Any sum exceeding $500.00 ~~(five hundred dollars) shall be voted on at a GMM for the~~ purpose of a grant or contribution to any member, or any cause outside the local **shall be voted on at a GMM**. ~~Except for:~~

**For greater clarity, discretionary spending includes donations, grants, contributions, and support, both monetary and in-kind. The limit of $500 does not apply to:**

 a) Ordinary expenses associated with the operation of the Local ~~3906 office'~~**, per the Executive Committee’s obligations as outlined by section 3(b)(v), which are provided for in the approved budget.**

b) ~~Bills or vouchers,~~

~~c)~~ Expenses through the benefits plans administered by the local.

**(i)** Sums exceeding $500 administered through the benefits plan shall be approved by the **Benefits** ~~Executive~~ Committee following an in camera session.

**c) Expenses approved by a majority vote of the Bargaining Support Team or Strike Committee that are necessary for safe and effective mobilizations or strikes, which are provided for in the approved budget.**