

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

**General Member Meeting Agenda**

**Tuesday, September 20, 2022**

**1pm (EDT)**

President:	Chris Fairweather
Vice President:	Shalen Prado
Vice President External:	Leah McGrath-Reynolds
Secretary Treasurer:	Eric MacPherson
Recording Secretary:	Sarah Szymanski
Chief Steward Unit I:	William Foley
Chief Steward Unit II:	Carolyn Capretta
Chief Steward Unit III:	Muhammad Nabeel
Health and Safety Officer:	Anastasia Soukhov
Benefits & Advocacy Officer:	Kyle Morrison
Equity Officer:	Conroy Christie
International Officer:	Sarah Elshahat
Undergraduate Officer:	Simi Jayeoba
PAC Chair:	Morgan Jaques
Trustees: (exp. 2022)	Annilee Baron
(exp. 2022-2023)	Wouter van der Berg
(exp. 2022-2024)	Belinda Tam
Staff Representative:	Brad Walchuk
Staff Representative:	Mary Ellen Campbell
Administrator Coordinator:	Francesca Brugnano

Regrets: Carolyn Capretta, Kyle Morrison

## Summary:

- 1) **The local's funds are in good standing and we have a new 2022-2023 budget with some changes/increases to committees and working groups, as well as an increased travel and social budget. We also have nearly \$1mil in our strike fund and because CUPE National now gives strike pay from the start, our strike fund can go towards other and extra supports. The 2022-2023 budget was approved by the membership.**
- 2) **We had bargained with the employer over the summer for units 1 and 3's new contracts, however the employer did not have a monetary mandate and was not able to fully discuss many things we've brought to the table. They did say they would not agree to fifth year funding for grad students or pensions for postdocs, however. We have filed for conciliation and are looking to bargain in the near future with a mediator. We are also considering a strike vote.**
- 3) **Members were elected to the positions of Unit 3 Bargaining Team Alternate, the Grievance Committee, and HDLC Delegates. The Bylaws Committee still has three vacant spots.**
- 4) **Members voted to spend \$2500 on CUPE t-shirts and flags, activate the Inspiring International Student of the Year Award, and donated funds to Migrant Students United.**

## A. Agenda

1. Roll call of Officers
  - I. Land Acknowledgement
  - II. Introductions
  - III. Approval of the Agenda
    - Conroy motioned to approve the agenda, seconded by Eric
    - The agenda has been approved
2. Reading of the Equity Statement
3. Voting of new members and initiation (when applicable)
  - All members have been voted in
4. Reading of the Minutes
5. Matters Arising from the Previous Minutes
  - I. Approval of the Previous Minutes
    - Vic motioned to approve the previous minutes, seconded by Shalen
    - The previous minutes have been approved
6. Secretary-Treasurer's Report (**Eric**)
  - In August the local remains in good financial standing. Our operating account dropped about \$100K which is to be expected since fewer members are working and not paying dues. We still have 338,000 in our chequing account. We also have a savings account which is our strike fund. For the last two months the money from that account has been put into a chequing account in case of a strike for unit 2. Given how bargaining with units 1 and 3 have been going, we have left the money in the chequing account in case of a strike. Our largest cheque was to Prosure Group to

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add money into our healthcare accounts. All in all we remain in good financial standing.

- Have gone above budget for some honorarium and member book offs, but this is to be expected given the amount of work that has been done regarding mobilizing. We still have a surplus which will be deposited into our strike fund and we'll have close to \$1mil in our strike fund.

- We've saved a lot of money over the last couple years as there have been fewer in person activities and this will add to our surplus, and for a very politically active fall. I encourage members to join the bargaining support team.

- Our payroll costs increased and went over budget due to cost of living agreements, extra pay due to staff leaves, and increased member book offs due to the potential strike and bargaining. We remain within budget as a whole.

- Our professional fees will remain the same but I propose we remove the Union Ware line because our union has provided us with similar software for free.

- Our committees will remain about the same but I propose we raise the International Committee's budget to reflect the work they do, as well as our GMM budget since we are returning to in-person. I also propose an increased travel budget as we may be sending more members to conferences. I propose we renew the ISWG budget to what we have raised it to based on the actions they are taking. I also propose that we strike a new Raise the Floor Working Group.

- In other expenses we went over in late payments often due to changing offices and my own errors as I am new to the position.

- I also propose we double our social budget so we can provide stewards with aid to have department socials.

- We are planning a deficit as we are planning to have a politically active year and want to use up our money for our goals.

- The budget is a living document and it is not tied for 12 months. It can be adjusted throughout the year so if there is a proposal put forward now or in the future, please do so.

## i. Motion to Approve the 2022-2023 Budget

1. Accept the proposed budget for the 2022-2023 Fiscal Year (September to August) as presented,
2. Authorize the creation of a Raise the Floor Working Group (RFWG) including a Book-off position to organize the campaign.
3. 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
4. Authorize the Bargaining Support Committee 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, and,
5. Authorize the union to send to Conventions and Conferences the numbers of delegates proposed in this budget and to cover all associated costs.

The motion has been moved by Eric and seconded by Fernando

- Aly: Could we include postdoctoral funding in the Raise the Floor Campaign?

-Eric: I don't see why not, it could fit within the current campaign.

-Vic: I think the proposal is amendable. It says for all "full time grad students" so we could add "postdoctoral fellows" to that.

Vic and Ayla have accepted this amendment as the co-chairs of the Raise the Floor Campaign

-Evan: Asking about the rent line, is this for the strike office?

-Chris: This is our on-campus office in KTH, it is a similar rent to the strike office, and we

will reflect on our decision on which offices to keep.

-Eric: As of now we are planning on just keeping our strike office until December.

The motion to pass this year's budget has been approved.

## 7. Communications and Bills Executive Committee Report

- Chris: All our bills are paid, we have communications from CUPE, as well as some newspapers. We have communications from conferences coming up soon such as the Women's Conference, the Young Workers conference, a health and safety conference. If you're interested in any of these conferences, reach out to me and we can see how to move forward on that.

## I. Highlights of Benefits Report (Kyle)

### 9. Reports of committees and delegates

#### . Steward Networks (**Chaired by: Will Foley and Carolyn Capretta and Muhammad Nabeel**)

##### I. LMC

##### II. Bylaws (**Chaired by: Shalen Prado**)

##### III. Committee Updates

#### . Equity Action Committee (**Chaired by: Conroy Christie**)

##### i. International Committee (**Chaired by: Sarah Elshahat**)

##### ii. Communications Committee (**Chaired by: Shalen Prado**)

##### iii. Women's Committee (**Chaired by: Ashley Cole**)

##### iv. Indigenous Solidarity Working Group (IWSG) (**Chaired by: Sonia Hill & Shalen Prado**)

##### v. Political Action Committee (PAC) (**Chaired by: Morgan Jaques**)

##### vi. Bargaining Team

-Chris: Stuff on the mandate (write in)

- Mary Ellen: Just to underscore the ridiculousness of bargaining without a mandate- the employer knew we were going into negotiation. We represent over 3000 at this workplace and for them to come to bargaining without being able to talk about how to spend money is disrespectful and disorganized. This makes it difficult for us to continue negotiating. The employer did give some clear answers to a few things. Notably for postdocs they said postdocs are too young to save for retirement since they're just starting their careers. The proposal we make for pension has no liability for the university. It seems ridiculous they won't work with us on this.

-They've also said they don't believe there is a problem for overwork with postdocs, which is not true. They used to mainly be doing research but there is now more need for student supervision and other responsibilities but this is not acknowledged.

-For TAs they've given a clear answer on fifth year funding and said it won't happen. We have made some progress in minor points, but it's mostly just been frustrating.

-Brad: What does this mean now? It means we've filed for conciliation with the ministry of labour. It's a mediation, we're at an impasse and can't bargain with an employer who has no money at the table. We're trying to arrange dates between ourselves, the employer and the mediator. We don't have dates yet. The board of governors meets on the 22<sup>nd</sup> and the remuneration meets on the 26<sup>th</sup>. So

in theory they should be able to get a mandate soon, but we'll believe it when we see it. In the meantime we're just continuing to organize and mobilize with our working groups, such as Raise the Floor and continuing to be in touch with members.

-Chris: We're now in a position to return to bargaining about our pay which has remained at 1% despite the rising cost of living, so it's important to do work around this through working with the bargaining team or even just talking to your coworkers.

-Amanda: Over the summer we did phone banking and leafletting. We are planning to do door knocking, the more people we can reach the better. Especially in the event of a strike vote. We meet every other Friday at 1 pm.

-Vic: What is a strike vote for those that might be unfamiliar?

-Chris: In order to see the best offer of the employer you typically have to call a strike vote, unfortunately. If you try to get a strike vote but are voted down, the ball is essentially in the employer's court. A strike is our main and only power, but if the employer knows we won't do that, we've lost already and will have to more or less accept what the employer has for us, which at this point is nothing. Voting yes in a strike vote doesn't mean a strike is imminent. We often have strike votes and very seldom have strikes. But I think if we're going to take a strike vote over these issues over recent years, we should be prepared to use it. The more credible threat that we can use it, the less likely we will have to. It's a scary prospect. Everyone can vote in it. The best thing to be able to say to the employer is that the majority of the membership came out and voted and 99% voted yes.

-Muhammad: How would a strike affect international students and work permits?

-Chris: Everyone has the right to participate in a legal strike, not just citizens and there shouldn't be reprisals from the university or state.

-Amanda: How would a strike affect someone as a unit 1 and 2 member?

-Chris: You strike as a unit 1 member and continue your unit 2 work, and try to support the strike as much as possible. You have the right to not do struck work.

-Thomas: If we go on strike and our labs get cancelled, coming back, do we get back pay for the labs or do we need to run the labs as make up time?

-Chris: You won't run the labs, and instead of getting paid by the university you'll get strike pay from the union. If there are labs they need you to run when you return you'll get paid for those, and if there aren't you won't get paid as there will be no work. This will be discussed in return to work negotiations.

- vii. Bargaining Support Team
- viii. Organizing Committee (**Co-chaired by: Gayoin He and Amy Huang**)
- ix. Prison Workers Solidarity Working Group (PWSWG) (**Chaired by:**)
  - x. Hamilton & district labour council (HDLC)
- xi. Ontario University Workers Coordinating Committee (OUWCC)
- xii. CUPE council

## 10. Nomination, elections, or installations

- i. Unit 3 Bargaining Team Alternate (1)
  - Muhammad nominated Aly Bailey
  - Aly accepts her nomination and is acclaimed

- ii. Grievance Committee (1)
  - Aidan McNally self-nominates
  - Aidan McNally is acclaimed
- iii. Bylaws Committee (3)
  - Nominations have been closed
- iv. Hamilton and District Labour Council Delegate (3)
  - Conroy Christie self-nominates
  - Yasaman Heshmatzadeh self-nominates
  - Vic Wojciechowska self-nominates
  - Sonia Hill self-nominates
  - Vic withdraws
  - Conroy, Yasaman and Sonia are acclaimed.

## 11. Unfinished business

## 12. New business

- i. Mobilization and Outreach Supplies (Kyle)
  - I move that CUPE 3906 spend up to \$2,500 replenishing t-shirts and \$2,500 ordering new flags and poles.
  - Moved by Eric, seconded by Fernando
  - The motion carries
- ii. Motion to activate the Inspiring International Student of the Year award program (Sarah E)

Whereas the Inspiring International Student of the Year award Program was developed and started last year towards international student solidarity and showed success.

I move that CUPE 3906 activate the Inspiring International Student of the Year award. Two awards each worth \$300 will be offered to two international students to show solidarity with international students and contribute to improving their conditions.

-Moved by Sarah E, seconded by Josh  
-The motion carries

- iii. Motion to Donate to Migrant Students United
  - I move that we donate \$1,000 to Migrant Students United, in solidarity with the fight for Status for All
  - Conroy moves this, Eric seconds.
  - Motion carries

## 13. Other business

## 14. Good of the Union

- Fernando: I just want to put on everyone's radar that we're going to have a movie marathon on September 28<sup>th</sup> from 4-9:30 PM and the location is TBA, but we will post it in our communications and facebook posts. There will be refreshments. If you have any questions send an email to [organizingchair@cupe3906.org](mailto:organizingchair@cupe3906.org).

The movies we'll be watching are Norma Rae, Parasite, and Harlan County, USA.

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-Conroy: Equity Action Committee meeting over zoom on Thursday September 29 at 4PM to discuss equity issues for the following year.

## 15. Adjournment

### **Pre-Written Motions**

#### (A) Budget

I move that CUPE 3906:

1. Accept the proposed budget for the 2022-2023 Fiscal Year (September to August) as presented,
2. Authorize the creation of a Raise the Floor Working Group (RFGW) including a Book-off position to organize the campaign.
3. 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
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5. Authorize the union to send to Conventions and Conferences the numbers of delegates proposed in this budget and to cover all associated costs.

#### (B) Mobilization and Outreach Supplies

I move that CUPE 3906 spend up to \$2,500 replenishing t-shirts and \$2,500 ordering new flags and poles.

#### (C) Motion to activate the Inspiring International Student of the Year Award program

Whereas the Inspiring International Student of the Year award Program was developed and started last year towards international student solidarity and showed success.

I move that CUPE 3906 activate the Inspiring International Student of the Year award. Two awards each worth \$300 will be offered to two international students to show solidarity with international students and contribute to improving their conditions.

#### (D) Motion to Donate to Migrant Students United

I move that we donate \$1,000 to Migrant Students United, in solidarity with the fight for Status For All.

### **Raise The Floor Working Group Proposal**

Co-chairs: Ayla Bahram, Vic Wojciechowska

#### (A) Mandate and Activities

The mandate of this working group is to educate and organize the CUPE 3906 membership about the Raise the Floor campaign calling to raise and index to inflation the funding floor for all full-time graduate

students. The working group will encourage membership participation both within the working group and

by the local in general on this issue. With this in mind, the working group will:

1. Support public campaign and popular education efforts mobilizing local members and the broader community around the issues inherent to graduate funding.
2. Lobby the Graduate Council and relevant administrative bodies around the outlined goals of the Raise the Floor campaign and platform student voices and experiences in lobbying efforts.
3. Work within the local to help build rank and file networks of union activists working towards improving funding for full-time graduate students.

## (B) Membership

The working group shall:

1. Be open to all members of the Local;
2. Offer membership to non-Local members who:
  - i. attend three consecutive meetings and maintain regular meeting attendance afterwards;
  - ii. participate consistently in the activities of the working group

## (C) Organizational Structure:

1. Decisions are made and voted on by active members of the working group. Active working group members are those whose attendance has been recorded by the Secretary at three official working group meetings in the past budget year.
2. The working group shall elect its chair from its active membership each fiscal year. The Chair must be a member of the Local. The chair shall be selected by consensus of active members. Should there be no consensus after one meeting, a simple majority of active members shall elect a chair. The Chair will maintain close communication with the Local president and executive and file or present reports as below. The Chair shall also have a person or persons assigned to fulfill the functions of treasurer and secretary (the Chair may fulfill these roles).

## (D) Accountability

The working group will:

1. Make reports on their spending and activities in person or in writing to the Executive Committee at least once a month and to the General Membership at each GMM. They shall file an end-of-year report for the Annual General Meeting.
2. The working group shall seek approval from the GMM on spending items over \$500.

## (E) Budget (September 2022 to May 2023):

Outreach/Communication: \$3,000

Supplies: \$2,000

Total: \$5,000