# **General Member Meeting Agenda**

**Wednesday, January 18, 2023**

**1pm (EDT)**

President: Chris Fairweather

Vice President: Shalen Prado

Vice President External: Leah McGrath-Reynolds

Secretary Treasurer: Eric MacPherson

Recording Secretary: Vacant

Chief Steward Unit I: Vacant

Chief Steward Unit II: Carolyn Capretta

Chief Steward Unit III: Nabeel Muhammad

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: Simi, Conroy

1. **Agenda**
2. Roll call of Officers  
   I. Land Acknowledgement

II. Introductions  
III. Approval of the Agenda  
- Moved by Eric to approve the agenda, seconded by Kyle, the motion has passed.

1. Reading of the Equity Statement
2. Voting of new members and initiation (when applicable)
   * + Several people have applied to become members in good standing. Eric motions to approve the names, Kyle seconds. The motion passes.
3. Reading of the Minutes
4. Matters Arising from the Previous Minutes
5. Approval of the Previous Minutes
   * + Kyle motions to approve the meeting minutes. Shalen and Carolyn second. The motion passes.
6. Secretary-Treasurer’s Report **(Eric)** 
   * + Still working through a lot of the backlog that came from the strike. Strike cheques are still being distributed at the office. I don’t have a full report right now, but hopefully that’ll change by our next GMM.
     + Chris: Are you, or should anyone be concerned that the union is broke right now?
     + Eric: No, no one should worry, CUPE National will still pay us back for some of the strike pay, and even if they didn’t we have about $5-600,000 in our strike fund, and the local money is in good standing.
     + Eric: I’d like to request, if members have some time to come hang out at the office over the week, I’d appreciate any help that could be provided in handing out strike cheques.
7. Communications and Bills Executive Committee Report   
   - Chris: We have some letters and bills, largely about conferences that will be dealt with later in this meeting.   
   - Chris: We’ve also received a lot of letters of support and solidarity regarding the strike, as well as some donations to the hardship fund. As far as bills go, the union is mostly caught up on bills that we fell behind on during the strike.
8. Highlights of Benefits Report **(Kyle)** 
   * + The next benefits committee is on the 25th at 1:00PM. We’re going to meet to establish the reproductive health fund, so get in touch if you’re interested in getting that up and going.
9. Health and Safety Report **(Anastasia)**
   * + If anyone is interested in getting involved in health and safety please get in touch!
10. Reports of committees and delegates
    1. Steward Networks **(Chaired by: Carolyn Capretta and Nabeel Muhammad)**   
       - Carolyn: I don’t have much to add to the report, but I would encourage unit 2 members to check out the new dental benefits, as well as the technology items that are able to be reimbursed.
    2. LMC   
       - Chris: It’s been a while since we’ve had an LMC and we’re working to schedule one. Get in touch if you have questions we could raise on your behalf to the employer.
    3. Bylaws **(Chaired by: Shalen Prado)**
    4. Committee Updates
       1. Equity Action Committee **(Chaired by: Conroy Christie)**
       2. International Committee **(Chaired by: Sarah Elshahat)**
       3. Communications Committee **(Chaired by: Simi Jayeoba and Rebecca DeWale)**
       4. Women’s Committee **(Chaired by: )   
          -**Shalen: The next women’s committee meeting is on Friday to vote on a chair, email [vicepresident@cupe3906.org](mailto:vicepresident@cupe3906.org) to get the link
       5. Indigenous Solidarity Working Group (ISWG) **(Chaired by: Sonia Hill & Shalen Prado)**-Sonia: Next meeting, Indigenous Solidarity Working Group - January 27 10am - 11am.
       6. Political Action Committee (PAC) **(Chaired by: Morgan Jaques)**-Morgan: We had our meeting last week which was a little last minute, so we are behind a couple meetings but we’ve had good suggestions for donations
       7. Bargaining Team   
          - Brad: Unit 3 met with the employer and tabled a comprehensive package with the employer, but didn’t hear back since we shifted our focus for unit 1. We are getting dates with a conciliator. We also took a successful strike vote. But as it stands now we’re looking to meet with the employer at conciliation.
       8. Bargaining Support Team
       9. Strike Committee **(Amanda and Shelby)**
       10. Organizing Committee **(Co-chaired by: Gayoin He and Amy Huang)**-Wouter: No update really, just set our first meeting for sometime later this week
       11. Prison Workers Solidarity Working Group (PWSWG) **(Chaired by:)**-Chris: This group still has a budget so if you’re interested in prisoner’s rights and getting this committee running again, reach out
       12. Hamilton & district labour council (HDLC)   
           - Chris: The HDLC is meeting tomorrow evening, and I don’t know if there’s anyone who wants to give an update as to what’s been going on.  
           - Mary Ellen: I missed the last one because we were on strike, so I’m not even sure what was going on.  
           - Brad: The HDLC was supportive of us on strike, they were on the picket lines and provided us with some materials too.
       13. Ontario University Workers Coordinating Committee (OUWCC)   
           - Kyle: We will be electing members to go to the conference shortly, on Monday a coordinating chat happened and I’ll share those at the next executive meeting.
       14. CUPE council
11. Nomination, elections, or installations
    1. Recording Secretary
       * Daniil Gnetov nominated themselves
       * Daniil Gnetov is acclaimed
    2. Chief Steward, Unit 1
       * Kyle nominates Boyu Jiang, Boyu declines
       * Josh Kitchen self-nominates, then withdraws
       * Enrique Luna self-nominates
       * Aidan McNally self-nominates
       * Aidan was elected as chief steward, unit 1
    3. CUPE Ontario Delegates (end of May, early June) (8)
       * Vic Wojciechowska self-nominates
       * Josh Kitchen self-nominates
       * Rebecca DeWael self-nominates
       * Eric MacPherson self-nominates
       * Jeffrey Arcand self-nominates
       * Chris Fairweather self-nominates, then withdraws
       * Sam Shield self-nominates
       * Enrique Luna self-nominates
       * Rachelle Sabourin is nominated by Rebecca DeWael
       * All the delegates are acclaimed
    4. CUPE OUWCC Delegates (5)
       * Vic Wojciechowska self-nominates
       * Josh Kitchen self-nominates
       * Kyle Morrison self-nominates
       * Enrique self-nominates
       * Eric MacPherson self-nominates
       * All the delegates are acclaimed
12. Unfinished business
13. New business
14. Notice of Motion: Recommended Bylaws Changes (Shalen)
    * + Making a motion for some basic bylaw changes. We met last August and much has been going on since, so they haven’t been on the for front. We suggest that the pronouns are changed to gender neutral, change it to “bargaining team” and change the inconsistency between “by-laws” and “bylaws” to “bylaws”.
15. $2,000 Donation to Six Nations Polytechnic Robotics Team (Chris)
    * + This motion comes recommended by the exec team. Shalen moves this motion. Seconded by Eric. Motion passes.
16. Approve an additional half book-off for Raise the Floor (Vic)
    * + This is moved by Vic and seconded by Eric.
      + Eric: It’s to ensure we have enough people set up to do all the work planned for the Raise the Floor group.
      + Motion passes
17. Approve funding for up to 3 delegates to CUPE National Women's Conference (March 12-15 in Vancouver).   
     \*if approved, these positions will be filled by the Women's Committee in the January 20th meeting  
     \*interested members who can't attend the meeting on the 20th can email in a self-nomination before the meeting  
     \*https://cupe.ca/event/save-date-cupes-national-womens-conference
    * + The women’s committee will be tasked with filling these spots, and if folks are interested in making that meeting but can’t, email Shalen to express your interest.
      + Shalen moves this motion. Seconded by Zahra.
      + Motion passes
18. Approve $200/semester for Department Stewards to organize social events (Mackenzie Batista)
    * + In the budget this year we approved a budget for the social, and that stewards could spend up to $200 in their department, and we wanted to renew it for those who may have spent the $200 to get it again, and to make this a recurring process.
      + Sam: So if it wasn’t spent in the firs semester do you have $400 in the second?
      + Eric: I would say no, it’s more so to get $200 additional if you have spent your first allotment. I’d be open to such a motion as we have most of the chunk of the initial $10K set aside ready to go but it’s to ensure those who have already spent it to do it again. Not $400, just $200 if you’ve already done it.
      + Mary Ellen: Is it per unit, or all 3 units together?
      + Eric: It is specifically to authorize those stewards who have already spent their $200, it gives them an additional $200. It’s just so that those who have already run a social can have more to run again this semester.
      + Kyle: You said per steward, so if there are four stewards do they each get it, or is it for the four stewards to plan it together?
      + Eric: I’m reading that as *the* stewards have the money, so if there are four stewards then they have $200 to spend on the social.
      + Jeff: I work with Mackenzie and am a steward in her department and these interpretations are correct.
      + Chris S: I wonder if there could maybe be some language to make it more specific, but it’s fine if not
      + Moved by Mackenzie, seconded by Kyle.
      + Motion passes
19. Approve $4,000 for Post-Strike Social Celebration (Kyle)
    * + Kyle: I’d like to move that we authorize up to $4000 for a celebration for those who were actively apart of the strike to come out and reminisce.
      + Moved by Kyle, seconded by Chris S.
      + Motion passes. Shalen abstains.
20. Approve $4,000 for Flying Squad travel (Kyle)
    * + Kyle: We’ve had some locals be there for us while on strike, so I’d like to approve money for us to have our own flying squad to support other locals on strike. It’d be a standing travel fund for members to be bringing solidarity.
      + Moved by Kyle, seconded by Eric and Fernando.
      + Kyle: The money exists to be able to just quickly buy a train ticket, we don’t have to spend it all at once, it’s just there.
      + Chris S: Would this be, to top off this fund, need to make a motion? And secondly would it be pre-approved?
      + Eric: Carleton in Ottawa is going on strike soon, so we’ll be drawing from this fund to go to Ottawa as well. I would assume there would need to be some pre-approval and to spend money in certain ways. There would still need to be a motion brought to a GMM, that we approve for an X number of dollars to send members to X location.
      + Kyle: In my mind this is an emergency thing, if we don’t have time to nominate this so we have this money and people who can go out and we can reimburse them their travel costs.
      + Shalen: I’m inclined to agree with what Kyle just amended, an IOU time thing since it can’t always be planned ahead of time, and I’m fine with that.
      + Sam: I’m just wondering if it’d be worthwhile laying down some broad rules as to what someone would get reimbursed for.
      + Eric: Ultimately the GMM is the highest authority and can approve things. If we approve that here, we can do it. We should set up some reimbursement criteria.
      + Kyle: I will amend the motion: Move $4000 dollars to use to attend picket lines endorsed by the local from now until August 31st 2022. Seconded by Fernando.
      + Motion passes.
21. Approve a $20,000 contribution to the GSA Overtime Student Fund

- Caroline: Last year we had a lot of uptake from students who were overtime during covid. We’ve wanted to do the same thing again becaue we’ve had a lot of requests again. We’ve had support from alumni. We were just hoping to get some contributions from a variety of groups.

- Moved by Caroline, seconded by Letizia.   
- Carolyn: What is this overtime fund, to clarify? Is this something the employer should be paying for?  
Caroline: Ideally McMaster should be paying. Last year we found a lot of students who were delayed by COVID accessibly, we ran a survey asking how much students believed they were delayed by COVID, and the results were about 4-12 months and we developed the fund last year. It helped 44 students overtime. Essentially this helped with tuition reimbursements.   
- Carolyn: Would McMaster be interested in matching any funds?  
- Caroline: We are asking, we have a board meeting today, but we haven’t gotten any numbers yet.  
-Fernando: My question is, if I understood it correctly, the tuition is not abolished and McMaster is still charging it. So the tuition is still on? And we still don’t have any numbers confirmed for how much McMaster is paying into this? I applaud the GSA for doing what they can to help, but condemn McMaster for not doing more.  
- Caroline: We have no number yet regarding what McMaster could provide. Can you clarify the first question?  
- Fernando: If the tuition is still on, how much tuition is this fund still paying for?  
- Caroline: There are still fees depending on the year.   
- Kyle: I’m currently rising just barely against this motion after some conversations with others. I think in principle this is something that is needed to fight the evil of capitalism but really feels similar to the thing a bunch of us got very angry about and we walked away from during bargaining. This problem is still going to exist, even with this donation, the only difference now is the funds that don’t do anything to help our post-doc members and undergrad students and this is a McMaster thing. I think I’d feel differently if I saw evidence of them matching donations. Did they match last time we handed this out? I see a head shaking, so this is going to be a thing of “oh this is solved by CUPE and the GSA” and them not doing anything.  
- Chris S: My main concern is us doing that and signalling to McMaster and giving them an excuse to not move on it at all.  
- Shalen: You’re definitely right, the problem will definitely exist, but this is something that is going to help people get by while this exists. We’ll also be collecting data on how many people are collecting this fund and using it. McMaster just doesn’t agree with what we’re saying because we can’t “prove it”, but if we have this data, I’m willing to pay it and show McMaster the data.   
- Letizia: I’m also part of the GSA, I agree with all the concern revolving the matter of overtime students needing to be supported by the university, but I agree with Shalen about the students needing to be supported by COVID andI think we should act as soon as we can, and this gives additional data.  
- Fernando: I just wanted to say that again, it’s great that the GSA is trying to do something about this but this money can be spent somewhere to achieve something elsewhere. But it does seem like we are losing the bigger picture and McMaster is not even doing something real about tuition. I’d still like to argue against the motion. In regards to data we could send out a survey to engage with members more and get data that way. But I’d rather spend this money mobilizing.   
-Kyle: Good points were made. I still also am struggling with the collecting of data. I’m looking from the results of last time, 44 students. What happens this time if we approve this and get 50 students. And how many students does Mac have? This could be a thing of not people needing the money, but maybe not having the greatest relationship with their supervisors and not being able to go to them regarding this. What kind of data are you trying to gather and I haven’t seen this plan concretely.   
- Caroline: To answer the questions. This would actually be generalized to overtime and would be on a first come first serve and on-need basis. We do prioritize need first, and then based on availability. That’s essentially how it works. In this case we’re looking to the overtime issue as it’s more relevant to students. And the goal would be gathering data on students with dependence issues and get more info on students from marginalized groups and where the need is most present. And identifying those at most need and the factors contributing to that.   
- Jeff: I think that the conversation we find ourselves in right now seems to be we can pressure McMaster to freeze tuition or increase the funding, or we can help to subsidize at least some of our fellow members ourselves. And we need to realize we can do both at the same time and use our efforts here to demonize McMaster. We’re the ones stepping up to help McMaster, they aren’t.   
-Motion passes

13. Other business

14. Good of the Union

i. Labour for Palestine Event (Leah)   
 - Zahra: There’s a protest happening outside the Israeli consulate in Toronto regarding a child prisoner. CUPE3906 has already endorsed this so please show up and support this.   
 - Chris: The rally is this upcoming Sunday. I think the Labour for Palestine event is a bit different than this. It’s an online campaign launch and a discussion with labour activists from Palestine, South Africa and Canada. This local is supportive of Palestine and BDS and this is on Saturday at 1PM over zoom.

ii. Cards in the office (Shalen)  
 - A card going to the Indigenous Office, we’ll be dropping this card off on Friday to thank the office for letting us use their fire space over the strike, so if people can drop by and sign it that’d be great.

15. Adjournment