# **General Member Meeting Agenda**

**Thursday, March 2, 2023**

**12:30pm (EDT)**

President: Chris Fairweather

Vice President: Shalen Prado

Vice President External: Leah McGrath-Reynolds

Secretary Treasurer: Eric MacPherson

Recording Secretary: Daniil Gnetov

Chief Steward Unit I: Aidan McNally

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: Anastasia, Leah, Aidan, Carolyn

**Agenda**

1. Roll call of Officers  
   I. Land Acknowledgement

II. Introductions  
III. Approval of the Agenda

1. Reading of the Equity Statement
2. Voting of new members and initiation (when applicable)
3. Reading of the Minutes
4. Matters Arising from the Previous Minutes
5. Approval of the Previous Minutes
6. Secretary-Treasurer’s Report **(Eric)**

I. Motion to amend the budget.

1. Communications and Bills
2. Executive Committee Report
3. Highlights of Benefits Report **(Kyle)**
4. Reports of committees and delegates
   1. Steward Networks **(Chaired by: Aidan McNally and Carolyn Capretta and Nabeel Muhammad)**
   2. LMC
   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 **(Co-Chaired by: Simi Jayeoba and Rebecca DeWael)**
      4. Women’s Committee **(Co-Chaired by: Kusum Bhatta & Niki Sadat Afjeh)**
      5. Indigenous Solidarity Working Group (ISWG) **(Co-Chaired by: Sonia Hill & Shalen Prado)**
      6. Health and Safety committee (**Chaired by**: **Anastasia Soukhov**)
      7. Political Action Committee (PAC) **(Chaired by: Morgan Jaques)**
      8. Bargaining Team
      9. Bargaining Support Team
      10. Organizing Committee **(Co-chaired by: Amy Huang)**
      11. Health & Safety Committee **(Chaired by: Anastasia Soukhov)**
      12. Raise the Floor Working Group **(Co-Chaired by: Vic Wojciechowska & Ayla Bahram)**
      13. Prison Workers Solidarity Working Group (PWSWG) **(Chaired by: Sonia Hill)**
      14. Hamilton & District Labour Council (HDLC)
      15. Ontario University Workers Coordinating Committee (OUWCC)
      16. CUPE Council
5. Nomination, elections, or installations
6. Election of 1 Delegate to CUPE Ontario Convention
7. Unfinished business
8. New business
   * 1. Motion to amend the local bylaws
     2. Solidarity with Detained Migrants Initiative **(Recommended by Executive Committee)**
     3. Solidarity Donation to struggling Locals to send delegates to CUPE Ontario. **(Kyle)**
9. Other business
10. Good of the Union
11. Adjournment

**Motions**

* + - 1. **Motion to amend the budget**

On the advice of the delegation that has just returned from the OUWCC Conference, we believe that we should expand our delegation to CUPE Ontario Convention to support the sector’s organizing work around important internal issues such as winning the Ontario Divisions support for changes to the CUPE National Strike Fund Regulations. After reviewing the budget, we believe we can reasonably afford to increase our delegation from 8 to 11 members, at an approximate cost of $6,000.

Motion to amend the budget to expand our CUPE Ontario Convention delegation from 8 to 11. (**Moved by Eric, Seconded by Shalen)**

* + - 1. **Motion to amend the local bylaws (recommended by Bylaws Committee)**

At the January GMM, notice was given to amend the bylaws in the following ways, all of which are universal/formatting changes:

Change all pronouns to be gender neutral (they/them/their)

Change all mentions of “Bargaining Committee” to “Bargaining Team” for consistency

Change all mentions of “by-laws” to “bylaws”

Motion to amend the local bylaws as suggested. **(Moved by Shalen, Seconded by Eric)**

* + - 1. **Solidarity with Detained Migrants Initiative (recommended by Executive Committee)**

Each year the union budgets for a $1,000 contribution to an organization or individual working on solidarity with detained migrants. This year, the Executive Committee is recommending a donation to the Migrant Rights Network in support of their Status For All campaign, calling on the government to regularize all undocumented migrants and provide a secure immigration status to all.

Motion to donate $1,000 to the Migrant Rights Network. **(Moved by Eric, Seconded by Shalen)**

* + - 1. **Solidarity donation to struggling locals**

Many locals do not have the resources to send delegates to CUPE conventions. In the interest of Union Solidarity it is in our best interest to work with other locals. 3902 and 3903 have already pledged similar amounts. Therefore having $5000 available to send to locals including but not limited to 2626 would greatly benefit Local and labour movement as a whole.

Motion to pledge up to $5,000 to help other locals offset the costs of sending delegates to CUPE Ontario Convention. **(Moved by Kyle, Seconded by Eric)**

**Reports**

**President’s Report – Chris**

Since we last met as a general membership, the union has remained very busy and there are a number of things to report on. The Unit 3 Bargaining Team remains at the table in conciliation with the University working towards a fair collective agreement for Postdocs. The Raise the Floor Working Group continues to campaign and put pressure on the university to raise funding levels for all graduate students. The group recently attended the Senate meeting to raise concerns about the University’s Graduate Funding Task Force and the proposed timeline for making recommendations. Yesterday, the group also attended the Provost’s State of the Academy Address to reiterate those concerns, bringing the event to an abrupt end when the Provost decided to leave rather than face graduate students’ very serious concerns about how long it is taking the University to address the cost of living crisis, which is especially troubling given the Provost’s remarks bragging about how healthy the University’s finances are.

The campus office in KTH is now up and running again following the end of the Unit 1 strike, though we remain prepared to move our operations back off campus should a strike in Unit 3 become necessary. Unit 1 members who still have yet to pick up cheques related to the strike should visit the campus office (KTH B111) during our normal operating hours (Monday to Thursday, 10am-4pm).

Next week we will be in bargaining with our staff, who are members of CUPE Local 1281, and we look forward to the opportunity to continue to work together and give them a collective agreement that reflects both the importance of their work and the tremendous workload involved in servicing a local like ours, and provides them with the resources and working conditions they need to be able to do the best job possible for our coworkers.

**Vice President’s Report – Shalen**

Bylaws Committee Update:

* Minor bylaws corrections were presented at the last GMM – Jan 18 2023.
* Today (March GMM) members will vote on these minor corrections:

1. Change pronouns to be gender neutral - they/them/their(s)

2. Change Bargaining Committee to Bargaining Team (consistent terminology)

3. Change the remaining By-laws to Bylaws

- Future bylaws changes will be presented by the incoming bylaws chair after the April AGM meeting.

- One change that has been flagged/proposed is to change “Chief” positions to “Lead” (e.g., Chief Steward Unit 1 -> Lead Steward Unit 1) in respect to our Indigenous members and to work towards decolonization efforts within the union. This should be a priority for the future Bylaws Committee.

ISWG Committee Update:

* Most recent meeting was a co-work held on Zoom (Feb 20 2023)
* Delivered thank you cards to Indigenous Studies Department and Indigenous Student Services. A donation was also made to NIWASA (monetary and goods donations. Total $500.00 - $250/$250)
* Sugar Bush workshops at LBL have been proposed, GoFundMe is operational, CIFs are still being approved, another instance of LBL vehicle repairs discussed (still within previous budget, approved by membership)
* **Next co-work March 7 at Williams Café 1-4pm**
* As always details about ISWG can be found easily on our Instagram page: iswgcupe3906 and members are encouraged to join ISWG by reaching out via email: [iswg@cupe3906.org](mailto:iswg@cupe3906.org).

Women’s Committee Update:

* Two new co-chairs were elected recently – Kusum Bhatta and Niki Sadat Afjeh
* Three members including the two-co chairs will be attending the CUPE women’s conference in Vancouver (March 12 - March 15)

**Vice President External’s Report – Leah**

I don't have much to report for the month of February. I attended the HDLC monthly meeting and all are invited to the International Women's Day comedy night hosted by the HDLC's Womxn's Equity Workgroup, on March 9th. An All Unions meeting, where representatives from different union local across campus meet to discuss issues on campus, is scheduled for next week.

In solidarity,

Leah McGrath Reynolds

**Benefits Officer’s Report – Kyle**

Dear Members,

It is my pleasure to report that all three Units (1, 2, and 3) are in good shape. Due to the gains made during the most recent rounds of Unit 1 Bargaining, the maximum that members of Unit 1 can claim under the Health Care Spending account has been increased to $350 per 24 months. It is my hope that this number can be further increased once we have had time to access the impact the current increase has had.

It gives me great pleasure to announce that the Unit 1 Reproductive Health Fund is not up and running. During bargaining we secured a limited amount of funds to be used to offset the cost of expenses pertaining to reproductive health. Members can claim $150 worth of expenses per Academic year backdating to September 1st 2022. To submit a claim please fill out the form that is found on our website and submit the form and any receipts to [claims@prosure-groups.com](mailto:claims@prosure-groups.com). Finally if you are interested in helping to manage or expand the fund please reach out to me at [Benefits@cupe3906.org](mailto:Benefits@cupe3906.org).

A reminder that Unit 2 PDF claims are due April 12th. Please be sure to submit any and all claims before this date.

As always If you are interested in learning more about how the union functions, please reach out please contact [Benefits@cupe3906.org](mailto:Benefits@cupe3906.org) and join the Benefits Committee. This is open to all members in good standing. To become a member in good standing please fill out this form: https://cupe3906.org/become-a-member-in-good-standing/

In Solidarity,

Kyle Morrison

Benefits Officer

**Chief Steward Unit 1’s Report** **– Aidan**

The Chief Steward Unit 1 is responsible for the following:

1. Coordinate departmental stewards
2. Convene and chair at least one Stewards’ Council meeting each academic term
3. Act as a liaison between the stewards and the Executive, ensuring that the views of departments and respective units are passed on to the Executive committee
4. Ensure that each department is represented by at least one steward from each unit, and where this is not possible shall act as steward for that department/unit.
5. Oversee the Grievance Committee together with the other Chief stewards

Since being elected in January 2023, I have worked with members of the executive and staff at 3906 to orient myself to this position. I regularly attend Grievance meetings and participate in Executive meetings and votes, including the Raise the Floor working group.

Notable interactions with the employer has been to ensure that all members of Unit 1 were paid the new wage rate as per the new collective agreement.

**U1 Steward Network:**

There are currently 57 Stewards representing departments, with 2 more stewards stepping forward since January 2022. The following departments however currently do not have stewards. If you are interested in stepping up, please let me know ([chiefsteward\_tas@cupe3906.org](mailto:chiefsteward_tas@cupe3906.org)). I am interested in continuing to recruit stewards to build participation in our union.

There are currently no Stewards representing the following departments:

* Arts & Science
* Biochemistry
* Civil Engineering
* Classics
* Health Evidence and Impact
* Health Policy
* Health, Aging and Society
* Indigenous Studies
* Math and Statistics
* Mechanical Engineering
* Medicine
* Nursing
* Rehab Sciences
* Religious Studies
* Computer Science & engineering
* Social Work
* Social Psychology

**Future Projects**

The Steward network will be meeting this month and will be discussing issues in the departments, as well as how to engage members in a debrief of the Unit 1 Strike of November-December 2022. If you are interested in helping shape the debrief, please get in contact!

A reminder that if you have concerns that the collective agreement isn’t being followed, **please reach out –** [chiefsteward\_tas@cup3906.org](mailto:chiefsteward_tas@cup3906.org).

**Chief Steward Unit 2’s Report – Carolyn**

Hi CUPE 3906 Unit 2 Members,

I hope you are all keeping well as we head into the second half of the Winter 2023 term! Since the last GMM, meetings I have attended include the following:

* Benefits Committee
* Executive meetings
* Grievance meetings
* Newly re-established Women’s Committee

As a friendly reminder, the Professional Development Fund U2 also has, newly added, a few specific tech items that are covered. Please take a look at: <https://cupe3906.org/sessionals-unit-2/professional-development-fund-unit-2/> .

**Are you wondering about becoming a Department Steward?**

Being familiar with the CUPE 3906 U2 Collective Agreement and . . .

CUPE 3906 recommends you take the following five actions every semester:

1.\*One introductory email (or other communication) to all members within your department

(member emails will be provided by the Chief Steward).

2.\*Organize a social event and send a mid-semester email (or other communication)

checking in on and inviting members to attend.

3.\*One end-of-semester email (or other communication).

4.Make your best effort to attend all general steward meetings and GMM (~1 hr in length,

every 1-2 months)

5.Make your best effort to attend department-specific meetings and social events and

distribute CUPE 3906 information to union members.

\* example email templates.

Being the **eyes**and **ears**of the department and keeping communication between members and CUPE 3906 does not need to take much time! If you are interested, or would like to know more, please email me at [chiefsteward\_sessionals@cupe3906.org](mailto:chiefsteward_sessionals@cupe3906.org)

Thank you to those who have reached out to me for support so far. Please contact me if you have any questions or concerns.

In solidarity,

Carolyn Capretta (she/her)

Chief Steward, Unit 2 (Sessional Faculty and Hourly-Rated Sessional Music Faculty)

Canadian Union of Public Employees, Local 3906

Kenneth Taylor Hall B111

McMaster University

[chiefsteward\_sessionals@cupe3906.org](mailto:chiefsteward_sessionals@cupe3906.org)

**Chief Steward Unit 3’s Report – Nabeel**

The Unit 3 Stewards council had their first meeting of this year on 28th February. An update on the collective agreement bargaining was provided by the bargaining team members. The stewards discussed different benefits available to the unit 3 members and how current bargaining round is bringing improvements to these benefits. The council also discussed planning of a social event for whole unit as well as events at the departmental level. Once finalized, the details of social events will be circulated among the membership.

Please feel free to reach your chief steward at chiefsteward\_postdocs@cupe3906.org.

**Health and Safety Officer’s Report – Anastasia**

As the health and safety officer on our executive committee and am responsible for:

* Safeguarding the occupational health and safety of the membership by being available to members as a resource person and by using their knowledge and training to discover and improve hazardous situations and practices.
* Reviewing and preparing recommended revisions for the clauses in the Collective Agreement pertaining to the membership’s occupational health and safety, in order to continually improve the quality of the worker’s environment; and
* Serving on the University Central Joint Health and Safety Committee (CJHSC).

Since the last GMM update, I have continued connecting with the co-chairs of Joint Health and Safety Committee (JHSC) and appointing Unit 1, 2, and 3 members to many JHSCs.

I also continue to attend monthly Central JHSC meetings and advocate for incident countermeasures from the perspective of a CUPE 3906 member. This includes bringing up hazards such as increased cost of living and contract precarity for discussion – issues specific to CUPE 3906 members. Please let me know (Anastasia at [healthandsafety@cupe3906.org](mailto:healthandsafety@cupe3906.org)) if there is a health and safety issues concerning the workplace or something you’d like me to research/support/coordinate.

I have also kicked off a Health and Safety Committee: this means recurring meetings and a MS Teams group. All CUPE 3906 members interested in health and safety and those on JHSCs are invited to join. Please contact me if interested.

COVID-19 update: on June 1st 2022 the COVID-19 mask mandate and elimination of on-campus [COVID-19 positive](https://covid19.mcmaster.ca/covid-case-tracker/) case reporting was paused. The COVID-19 vaccination mandate has also been paused for the [fall term](https://covid19.mcmaster.ca/vaccination-mandate/). Despite the pause on these COVID-19 mitigation measure, we recognize that COVID-19 is still negatively impacting many in and outside of our communities. In solidarity with those disproportionately impacted by COVID-19, we encourage all to continue masking and to stay home if you are unwell (everyone is entitled to sick leave as per their collective agreement). If you have any specific health and safety concerns related to your workplace, please contact me (Anastasia) at [healthandsafety@cupe3906.org](mailto:healthandsafety@cupe3906.org).

And as always, I am working to build the health and safety JHSC network. For more information on what the JHSC do, please see the information on [our website](https://cupe3906.org/about-us/health-and-safety/). If you’re interested in getting involved, please let me know what building you typically work in, your department, and if you are Unit 1 / Unit 2 / Unit 3 at [healthandsafety@cupe3906.org](mailto:healthandsafety@cupe3906.org). The following CUPE 3906 positions are vacant but there may be room for more even in filled spots:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **JHSC** | **Building/s (address provided if not located at 1280 Main St. W., Hamilton, ON)** |  | **Unit 1** | **Unit 2** | **Unit 3** |
| Arts | TSH, KTH, CNH, LRWH, UH |  | Filled |  |
| Communications Research Laboratory | Communications Research Laboratory |  |  |  |
| David Braley Health Sciences Centre | David Braley Health Science Centre (100 Main St W Hamilton) |  |  |  |
| DeGroote School of Business | MDSB | Filled | Filled |  |
| Engineering | JHE2, ETB2, ABB2, BSB2, ITB, TAB2, ADL, GSB2 | Filled |  | Filled |
| Engineering -departmental (i.e., mechanical, civil, etc.) | Various | Always room for more! | | |
| Hamilton General | Hamilton General Hospital (237 Barton St E, Hamilton) |  |  |  |
| Health Sciences | HSC | Filled |  |  |
| Institute of Applied Health Sciences | IAHS |  |  |  |
| Ivor Wynne Centre/David Braley Athletic Centre | IWC, DBAC | Filled |  |  |
| Juravinski | Juravinski Hospital (711 Concession St, Hamilton, ON) |  |  |  |
| Longwood | McMaster Innovation Park (175 Longwood Rd S Suite 101A, Hamilton, ON) including: [Atrium@MIP](file:////Users/fairweather/Downloads/mailto%253AAtrium%2540MIP), CanmetMATERIALS, Biomedical Engineering and Advanced Manufacturing (BEAM) project centre |  |  |  |
| MARC | McMaster Automotive Resource Centre (200 Longwood Rd S, Hamilton, ON) | Filled |  |  |
| McIARS | Nuclear Research Building, Nuclear Reactor, TAB2, HP Annex |  |  |  |
| MDCL | MDCL | Filled |  |  |
| Niagara Regional Campus | Niagara Regional Campus (1812 Sir Isaac Brock Way St. Catharines, ON) |  |  |  |
| One James North | One James North (1 James St. N., Hamilton, ON) |  |  |  |
| Ron Joyce Centre - DeGroote School of Business | Ron Joyce Centre (4350 S Service Rd, Burlington, ON) | Filled | Filled |  |
| Science | LSB, PB, ETB2, JHE2, ABB2, BSB2, GSB2, HH | Filled |  | Filled |
| Science - departmental (i.e., chemistry, biology, etc.) | Various | Always room for more! | | |
| St. Joseph’s | St. Joseph's Healthcare Hamilton ( 50 Charlton Ave E, Hamilton, ON) |  |  |  |
| St. Joseph’s Centre for Mountain Health | St Joseph's Centre For Mountain Health Services (100 West 5th Street, Hamilton ON) |  |  |  |
| Stonechurch | Stonechurch Family Health Centre (1475 Upper Ottawa St, Hamilton ON) |  |  |  |
| Waterloo Regional Campus | Waterloo Regional Campus (10b Victoria St S, Kitchener, ON) |  |  |  |
| 2 Portions of the building are shared by multiple JHSC areas | |  | | |

Outside of my immediate involvement in health and safety matters, I have also been active in participating in day-to-day executive member duties (i.e., executive decision making, raise the floor participation, CUPE 3906 outreach)

In Solidarity,

Anastasia Soukhov

Health and Safety Officer

**Political Action Committee Report – Morgan**

We have still as of yet been unable to find a time that works for us to meet as a committee or even partial committee. Due to this challenge, the plan has been to continue with donations and discussions via email until schedules open up closer to spring. I have also shared with committee members that I am interested in stepping down as Chair and becoming active as a regular member, which would also allow me to participate as a member with other committees I am interested in.

As for the year's schedule of meetings, this has not been decided, at this point we are going meeting to meeting and the next one would be Tuesday April 4, 6pm on zoom.