

General Membership Meeting Minutes

April 11, 2024

1:00pm-3:00pm

Executive Committee

President:	Leah McGrath-Reynolds (they/them)
Vice President:	Mason Fitzpatrick (he/him)
Vice President External:	Sonial Hill (they/them)
Secretary Treasurer:	Eric MacPherson (he/him)
Recording Secretary:	Rachelle Sabourin (she/they)
Lead Steward Unit I:	Rebecca DeWael (she/her)
Lead Steward Unit II:	Hamed Afshari (he/him)
Lead Steward Unit III:	Bitia Pourbahari (she/her)
Health and Safety Officer:	Mohammad Rezaul Islam
Benefits & Advocacy Officer:	Kyle Morrison (he/him)
Equity Officer:	Olakunle Oluwakorede Olugun
International Officer:	Kusum Bhatta (she/her)
Undergraduate Officer	Vacant

Committee & Working Group Chairs

PAC Chair:	Kyle Morrison
Organizing Committee:	Katie Mountjoy
Women and Gender Rights Committee:	Kusum Bhatta (she/her) and Niki Sadat-Afjeh (she/her)
Indigenous Solidarity:	Emily Howse-Hackl & Zahra Tootonsab
Communications Committee:	Jeffrey Arcand
Prisoners Solidarity:	Sonia Hill (they/them)
Tenants Solidarity:	Elliot Goodell Ugalde & Connor Galloway

Trustees

exp. Fall 2024 audit:	Walter Cristofoli (he/him)
exp. Fall 2025 audit:	Zahra Tootonsab (she/her)
exp. Fall 2026 audit:	Stanley Ho

Staff

Staff Representative:	Brad Walchuk (he/him)
Staff Representative:	Mary Ellen Campbell (she/her)
Administrator Coordinator:	Francesca Brugnano (she/her)

Regrets:

Agenda

- 1. Acknowledgment of Indigenous territory**
- 2. Reading of the Equality Statement**
- 3. Roll call of Officers & Introductions**
- 4. Approval of the Agenda**
- 5. Reading of the Past Meeting Minutes**
- 6. Matters Arising from the Minutes**
- 7. President's Report**
- 8. Secretary-Treasurer's Report**
- 9. Communications and Bills**
- 10. Executive Committee Report**
 - a. Available on website: <https://cupe3906.org/gmm-materials/>
- 11. Reports of committees and delegates**
 - a. Stewards Network (Chaired by: Bitu Pourbahari, Rebecca DeWael & Hamed Afshari)
 - b. LMC
 - c. Bylaws Committee (Chaired by: Mason Fitzpatrick)
 - d. Equity Action Committee (Chaired by: Olakunle Oluwakorede Olugun)
 - e. International Committee (Chaired by: Kusum Bhatta)
 - f. Communications Committee (Chaired by: Jeffrey Arcand)
 - g. Women and Gender Rights Committee (Co-Chaired by: Kusum Bhatta & Niki Sadat Afjeh)
 - h. Indigenous Solidarity Working Group (ISWG) (Co-Chaired by Emily Howse-Hackl & Zahra Tootonsab)
 - i. Raise the Floor (Chaired by: Ellie Bloomfield, Zahra Tootonsab)
 - j. Tenant Solidarity Working Group (Chaired by: Elliot Goodell Ugalde & Connor Galloway)
 - k. Organizing Committee (Chaired by: Katie Mountjoy)
 - l. Health & Safety Committee (Chaired by: Mohammad Rezaul Islam)
 - m. Benefits Committee (Chaired by: Kyle Morrison)
 - n. Prison Solidarity Working Group (PSWG) (Chaired by: Sonia Hill)
 - o. Hamilton & District Labour Council (HDLC)
- 12. Nominations, Elections, or Installations**
 - a. Undergraduate Officer
 - b. Bylaws Committee
- 13. Old Business**
 - a. I (Eric) move that we approve \$10,000 to top-up the ISWG budget.
 - b. I (Eric) move that we amend the following expense lines in our budget to reflect actual expenditure in these areas:
 - i. Increase the Education budget to \$7,500.
 - ii. Increase the Late Payment Penalty/Interest budget to \$1000.00
 - iii. Increase the Postage/Delivery line to \$750.
 - iv. Move \$500 for the "Mobilization - Other" to "Space Rental"

14. New Business

- a. Whereas Residence Life employees at McMaster University voted to unionize and certify with the Canadian Union of Public Employees in March 2027, and whereas these workers subsequently voted to join Local 3906 on April 10th (pending approval from the Local 3906 membership), therefore be it resolved that Local 3906 "approve newly unionized Residence Life employees into Local 3906 as a new bargaining unit (hereinafter Unit 4 of Local 3906, or 3906-4)"
- b. I (Kyle) move that the local approves the following resolutions to be presented at the CUPE National Convention. See Appendix A.
- c. I (Eric) move that we approve the ISWG to spend \$1000.00 on food for the upcoming "Storying the Land" Workshops
- d. I (Leah) motion to approve \$3500 for cultural competency training with Kahsenniyo Kick on April 19th. See Appendix B for description and rationale.
- e. I (Eric) move that we amend the following budget lines to reflect actual expenditure in these areas:
 - i. Increase "Telephone (Office/Fax/Mobile) to \$1,800.00
 - ii. Increase "Printing and Reproduction" to \$6,000.00
 - iii. Increase "Postage and Delivery" to \$1,500.00
 - iv. Increase "Equipment Lease and Purchase" to \$20,000.00
 - v. Increase "Kilometre Allowance" to \$300.00
- f. I (Eric) move that we donate \$1000.00 to SACHA's annual conference. See Appendix C.
- g. Sonia moves that 3906 donate \$3000 to Kahnekanoron to cover remaining costs of a fishing campout happening at the end of April. (Motivated by Mason on Sonia's behalf)
- h. I (Rachelle) move that the local spend \$1000 for a table at the [annual HDLC Labour Awards](#) in June, all proceeds from the event go to the United Way of Halton/Hamilton.
- i. I (Leah) move that the local spend up to \$5000 on a Fall swag order

15. Good of the Union

16. Adjournment

Appendix A

CUPE Ontario Will:

- Eliminate the current minimum threshold requiring 6 children for onsite childcare to be provided
- Provide spaces for nursing parents including private, comfortable, dignified, and sanitary spaces to express milk and/or breast/chestfeed
- Ensure that such spaces include an option to remain engaged/participating in conference/convention activities
- Ensure that there are adequate accommodations for children with special needs

Because:

- Lack of access to onsite, quality, fully-covered, unionized childcare is a barrier for members to participate in their union.
- Carework is gendered. The lack of access to childcare disproportionately impacts women, particularly single mothers
- Expressing milk, breast/chestfeeding should not act as a barrier for participation.

CUPE Ontario will:

- Regularly raise the need for increased CUPE staffing levels in all sectors at all priorities and planning meetings and meetings on CUPE budget consultations;
- Advocate that CUPE refrain from moving National Reps while a local is engaged in a bargaining campaign;
- Lobby CUPE National to better ensure bilingual staff support for all locals requiring such support;
- Involve sector chairs in articulating sector staffing needs.

CUPE Ontario Will:

- Support calls for trans inclusive feminism and speak out against transmisogyny, transphobia and hate in all its forms; and
- Ensure resources and measures on anti-harassment and violence prevention, including gender-based violence, include Two-Spirit, trans, non-binary and gender diverse people; and
- Promote the full participation of Two-Spirit, trans, non-binary and gender diverse people in the union and include trans women in women's spaces, such as women's committees and women's caucuses; and
- Ensure trans women are included in CUPE's resources and communications on women's equality, such as statements for December 6th and International Women's Day.

Because:

- CUPE is committed to fighting oppression in all its forms; and
- Two-Spirit, trans, non-binary and gender diverse people continue to experience disproportionate levels of violence, harassment, and discrimination - including in the workplace; and
- Trans people are too often excluded from union activism; and
- Trans women specifically are too often excluded from women's spaces and women's organizing.

CUPE Ontario Will:

- Coordinate with the CUPE National Executive Board to research how effective on-site picket lines are for workplaces when people don't work together in a defined physical space
- Collaborate with Locals that have part-time, shift, contract, and precarious workers to conduct a needs analysis
- Develop a plan for virtual work-stoppage strategies that can supplement physical picketing in the event of a work-to-rule action or a strike
- Implement a diversity of work-stoppage strategies during labour stoppage actions in 2024-25
- Present the results of this work at CUPE National 2025 and CUPE Ontario 2025

Because:

- Hybrid and precarious workers are vulnerable to being manipulated by management during a strike
- Shiftworkers do not benefit from picket lines conducted during conventional work hours
- Precarious workers do not benefit from picket lines conducted during conventional work hours
- Off-site workers are vulnerable to digital strike-breaking tactics

CUPE Ontario Will:

- Condemn the Hong Kong government's suppression of freedom of speech and assembly for workers,
- Demand the immediate repeal of the Hong Kong National Security Law and all associated ordinances of Article 23.
- Educate and promote awareness about the importance of supporting independent unions in Hong Kong.
- Advocate for support at the international organizational level, such as the United Nations, and other Global Unions, in any capacity to endorse Hong Kong trade unions and workers facing restrictions on freedom of speech and assembly.
- Lobby the Federal Government to publicly support the unconditional release of all political prisoners and union leaders in Hong Kong, including Lee Cheuk-yan.

Because:

- Since the introduction of the Hong Kong National Security Law, independent unions have faced unprecedented repression. The largest independent union federation in Hong Kong, was dissolved due to political pressure, and former Secretary-General Lee Cheuk-yan, former Chairperson Carol Ng, and former HA Employees Alliance Chairperson Winnie Yu remain imprisoned.
- In March 2024, the Hong Kong government escalated its crackdown by legislating 23 subsidiary ordinances, using vague charges to undermine the development of unions and civil society, further suppressing human rights in Hong Kong.
- This underscores the Hong Kong government's disregard for the basic rights of workers.

Appendix B

CULTURAL COMPETENCY - FULL DAY TRAINING

According to our bylaws, members elected to the executive committee must complete anti-oppression training every term at the cost of the local. Given the events of the most recent OUWCC convention, it is important that those of us who are settlers are aware of ongoing colonial violence, and can act against it when we see it.

This training will provide a fulsome overview of Indigenous Historical issues including: Indigenous lives and family structures prior to contact, major systematic concerns, Residential Schools, Treaties, and policies. This training will ensure that participants understand the impact of this history through a poetry performance by Kahsenniyo that will weave in personal stories of her lived experience. Furthermore, this training will provide an opportunity for participants to engage in an interactive activity to assist in understanding the impact on Indigenous people within a contemporary context.

Appendix C

To friends of SACHA,

I'm writing on behalf of the Sexual Assault Center (Hamilton and Area) - SACHA.

SACHA is a non-profit, community-based organization that provides supports to survivors of all genders age sixteen and older, who have experienced sexualized violence at any point in their lives. We work to end violence and oppression through education, advocacy, outreach, coalition building, community partnerships, and activism. Our services include individual and group counselling, public education, 24-hour telephone support, chat and text line, hospital and police accompaniment and specialized outreach to racialized communities and newcomers.

CUPE 3906 / *Canadian Union of Public Employees*

May is Sexual Violence Prevention Month. SACHA is hosting our second annual one-day conference that brings service users, service providers, leaders and community members across the City of Hamilton together to talk about what it means to build a safer Hamilton – a Hamilton that is free from sexual violence. Last year, our conference saw upwards of 60 people in attendance including community members, city of Hamilton staff, non profit sector workers, social workers, and more. We organized four sessions, with a diverse group of speakers who spoke about a variety of topics, including building cultures of consent, trauma informed care, bystander intervention and more. One thing was made very clear to us last year: the community is looking for more spaces to learn about how to prevent sexual violence and support survivors.

This year, our conference will run on May 16th, out of Gasworks, a beautiful venue located in Downtown Hamilton. We are working to build an incredible line-up of experts who will, with community explore important issues including dispelling myths about sexual violence, building solidarity with MMIWGT2S people, trauma informed care and more.

We are reaching out to request monetary support to host this conference. The work SACHA does often offers a lifeline for many survivors who have nowhere else to turn to. Like many services, we struggle with funding and rely on the community to support us so that we can continue supporting survivors. Our work is rooted in an anti-racist and anti-oppressive framework that recognizes that to end all forms of violence, we must also end sexual violence. We know that everyone has a role in ending sexual violence. We are hoping to receive funding from your union that will go directly towards putting together this conference.

We are currently projecting this conference to cost around \$9000 and are asking for \$500-\$1000. Funding from your union would go towards honorariums for speakers, cost of the venue, food for participants and any other materials needed to successfully run the conference. If you are able to make a donation, we are asking that you kindly let us know by May 6th so that we are able to account for all of the conference costs. As we work through the logistics of the conference, we are happy to keep you updated.

If you have any questions, are able to make a donation, or would like to chat further about this, please feel free to reach out a Sabreina Dahab at svcc@sacha.ca or Sandra Penagos at sandra@sacha.ca.

Sabreina Dahab, Conference Coordinator
Sandra Penagos, Diverse Communities Outreach Coordinator