

General Membership Meeting Minutes

Monday, February 26th

10:00am-1:00pm

Executive Committee

President:	Leah McGrath-Reynolds (they/them)
Vice President:	Mason Fitzpatrick (he/him)
Vice President External:	Vacant
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:	Anastasia Soukhov (she/her)
Benefits & Advocacy Officer:	Kyle Morrison (he/him)
Equity Officer:	Sonia Hill (they/them)
International Officer:	Sarah Elshahat (she/her)
Undergraduate Officer:	Adi Gelb (she/her)

Committee & Working Group Chairs

PAC Chair:	Vacant
Organizing Committee:	Wouter van den Berg (he/him) and 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 2023 audit:	Wouter van der Berg (he/him)
exp. Fall 2024 audit:	Walter Cristofoli (he/him)
exp. Fall 2025 audit:	Zahra Tootonsab (she/her)

Staff

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

Regrets: Kyle, Mason

Agenda

1. **Acknowledgment of Indigenous territory**
2. **Roll call of Officers & Introductions**
3. **Reading of the Equality Statement**
4. **Approval of the agenda**

Eric moves to approve

Rachelle Seccods

Eric: Amend the agenda to move Old Business & secretary treasurer New Business motions up to the Secretary Treasurer's report - Items 13a, and 14b up to Section 8

Rachelle Seccods

Motion Passes

Sonia: Moves to amend the agenda, moving items 14c and 14d to the beginning of New Business

Rachelle Seccods

Motion Passes

Kusum: Amend the agenda to move item 14c to earlier in new business

Sonia Seccods

Motion Passes

Eric moves to approve the agenda as amended

Kusum Seccods

Motion Passes

5. **Reading of the minutes**

Eric moves that previous minutes are approved

Kusum Seccods

Motion Passes with 1 abstention

6. **Matters arising from the minutes**
7. **President's Report**

Leah: Thanks for everyone's support while I move into this role over the past month. I've been getting caught up on what's happening in the local, lots of meetings, trying to meet with chairs of committees and working groups to see how I can support, what's being planned for 2024 etc. I am also available to all rank and file members for any concerns or ideas. Recently we have started preparing for our upcoming round of U2 bargaining, their contract expires in August and the notice to bargain will happen this spring. We'll discuss the support committee later in the meeting. Also looking to get PAC up and running again, there will be a meeting on March 4. We've been preparing for the CUPE ON convention - this is where policy/political direction happens for CUPE ON, if you're interested in shaping this discussion you can collaborate on the resolutions that we'll send in, deadline is April 12. Last week I attended the transforming conflict training, there were lots of folks from other locals who are also interested in getting more education sessions booked. More to come.

8. **Secretary-Treasurer's Report**

- a. I (Eric) move that we accept the 2022-2023 Trustee Report and Recommendations and the Secretary-Treasurer's Response.

Kusum Seconds
Motion Passes

- b. I (Eric) move that we amend the following expense lines in our budget to reflect actual expenditure in these areas: **Quorum unavailable**
 - 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"

9. Communications and bills

Leah: Glendale high school putting on a production of Newsies

10. Executive Committee Report

- a. Available on website: <https://cupe3906.org/gmm-materials/>

11. Reports of committees and delegates

- a. Stewards Network (Chaired by: Bita Pourbahari, Rebecca DeWael & Hamed Afshari)

Bitá: There's a steward training this week - March 2nd, for U1-3, if you'd like to join please let us know

- b. Bylaws Committee (Chaired by: Mason Fitzpatrick)
- c. Equity Action Committee (Chaired by: Sonia Hill)

Sonia: We've been quiet lately, I've been attending other meetings as equity chair, but we are looking for other chairs and officers to join our meetings, there is a When2Meet to schedule our next meeting. We've been working on a survey, to gather members concerns around equity issues, looking to bring on some folks for paid hours to get the survey completed. The EWoW was our big project last term and hopefully that will run again in the Fall. We did a Working Groups tabling fair and I'd like to do that again this term, if possible, to get some more support from membership.

- d. International Committee (Chaired by: Sarah Elshahat)
- e. Communications Committee (Chaired by: Jeffrey Arcand)

Jeff: Communications committee is meeting today at 5pm to discuss the upcoming newsletter for next week

- f. Women and Gender Rights Committee (Co-Chaired by: Kusum Bhatta & Niki Sadat Afjeh)

Kusum: we've been planning our yearly event, but we need support with additional funds, we have submitted a proposal for a "investing in women's progress" theme, including speakers and workshop hosts. Yoga, painting, keynote speakers, and hopefully some performances as well. There will be lunch as well.

- g. Indigenous Solidarity Working Group (ISWG) (Co-Chaired by Emily Howse-Hackl & Zahra Tootonsab)
- h. Raise the Floor (Chaired by: Ellie Bloomfield, Zahra Tootonsab)
- i. Tenant Solidarity Working Group (Chaired by: Elliot Goodell Ugalde & Connor Galloway)
- j. Organizing Committee (Chaired by: Wouter van der Berg & Katie Mountjoy)

Leah: Organizing committee will be electing a new co-chair at their next meeting as Wouter is stepping down, if you're interested get in touch with Katie - next meeting is March 5th, in MUSC 213 at 1pm

k. Health & Safety Committee (Chaired by: Anastasia Soukhov)

Anastasia: I've been attending CJHSC to meet with other departments and locals, higher level updates are discussed in these meetings and share our local's concerns. There is a clear difference between how full-time and part-time or contract employees are heard/seen in this group, so our visibility is important here. You can also get involved in your own department.

l. Benefits Committee (Chaired by: Kyle Morrison)

m. Prison Solidarity Working Group (PSWG) (Chaired by: Sonia Hill)

Sonia: We're working to get a zine about abolition on campus launched, based on the workshops from last year, which attracted a lot of undergrad students who were really engaged. Would be great to see more 3906 members involved. Lots of ways to get involved with the zine - art, writing, etc.

n. Hamilton & District Labour Council (HDLC)

Eric: There was a notice sent out at the last meeting, that at the March meeting that the HDLC will be voting on a motion to boycott the upcoming LRT system if city council votes to privatize the operation of that system (to hire non ATU 107 members). We have delegates that are elected to vote on behalf of the local at HDLC, but all members are welcome to join the meeting without voting.

12. Nominations, elections, or installations Quorum unavailable

- a. Vice President External (1)
- b. Grievance Committee (1)
- c. CUPE Ontario Convention Delegates (8)

13. Old business Quorum unavailable

- a. I (Eric) move that we approve \$10,000 to top-up the ISWG budget.

14. New business

- a. From Sonia- Eric moves that CUPE3906 spend \$1,000 on honorarium for 2 members at \$500 each to help with the equity survey from March 1 - April 9, 2024.

Adi Seconds

Motion Passes with 1 Abstention

- b. From Sonia- Eric moves that CUPE 3906 donate \$500 towards honorarium for an Indigenous land defender from Six Nations who's volunteered to facilitate two workshops on direct action land defence and Indigenous solidarity.

Kusum Seconds

Motion Passes

- c. Motion to allocate \$5000 to Women and Gender Rights Committee for March 10th event
 - i. This money is already in the budget, the committee just needs approval to spend

Elizabeth Moves

Eric Seconds

Motion Passes

- d. I (Kyle) move that the General Membership of 3906 stand in solidarity with the members of 3903 allow members of the executive to speak on behalf of the Local in support of their fight for fair wages and working conditions.

Rachelle Moves

Eric Seconds

Motion Passes

- e. I (Leah) move that we approve an additional \$3,045.00 to cover the accommodations costs associated with sending delegates to CUPE Ontario Convention.
 - i. The budgeted amount (approved at the beginning of the year) did not take into account arriving a day early for the sector caucuses, which occur one day before the convention begins.

Elizabeth moves

Eric Seconds

Motion Passes

- f. Notice of AGM: March 27th, 10am

Leah: every year the positions on the executive come up for election, this is the only business that can happen at this meeting - there are some folks who aren't planning to run again, so you can come to the meeting and run for a position if you're interested. We can't vote on any monetary motions etc, just the elections. If you want to know more about any position you can look at the bylaws.

- g. Establishment of Unit 2 Bargaining Support Team

Leah: We will be establishing the team soon, we'll be looking for a chair which comes with a small honorarium, a great way to get experience and to mobilize within your union.

15. Good of the Union

- a. March 21: [Activist Day in Toronto](#)

16. Adjournment