

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

## **Annual General Membership Meeting**

**March 27th, 2024**

**12pm-3pm - Virtual**

### **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:	Bitra 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:	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 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:** Rebecca DeWael, Adi Gelb

## Agenda

### 1. Acknowledgment of Indigenous territory

### 2. Approval of the Agenda

*Eric moves to approve the agenda*

*Leah seconds*

*Motion Passes, 1 Opposed*

### 3. Reading of the Equity Statement

### 4. Roll call of Officers & Introductions

### 5. Approval of Last Year's Minutes

#### a. 2023 AGM Minutes

*Rebecca moves to approve minutes*

*Leah seconds*

*Motion Passes, 2 Opposed*

### 6. Executive Elections

#### a. President

Nominees:

Leah McGrath-Reynolds (stands)

Adam Solomon (self-nomination)

*Adam speaks to his nomination, citing a need for Jewish solidarity in the union exec, and mentioning claims of anti-semitism amongs the exec and our public communications. Post-doc in theoretical physics.*

*Leah speaks to their nomination, noting their experience on multiple committees across several years on the executive including PAC, VPE, ISWG, HDLC, etc. Currently president and has been VP-external. Responded to Adam's comments about member-based initiatives and organization.*

Leah is acclaimed

#### b. Vice-President

Nominees:

Mason Fitzpatrick (self)

Ologun Olakunle Oluwakorede (Korede) (self)

*Mason speaks to his nomination, talks about his initial interest in joining the union, wanting to organize, and then joined executive to address layers of beaurocracy within union organizing, sucessfully led a campaign to unionize ResLife, also addresses the accessibility issues from members re: getting involved in the union, especially for international students.*

Korede (self)

*speaks to his nomination, as a grad student they've seen how getting involved can support grad students, supporting environmental and communications initiatives at DeGroot, led a successful research day, sits as a board member in GSA, looking to play an active role to support growth and*

*development.*

VP Poll is re-held after Recording Secretary election, due to some members not receiving ballots via the Motion Meetings platform, as supported by Diana

Mason is elected

**c. Vice-President, External**

Sonia Hill (self)

*Sonia is acclaimed*

**d. Secretary-Treasurer**

Eric MacPherson (stands)

Stanley Wai Hong Ho (self)

*Stanley speaks to his nomination, labour studies MA student, expresses concerns with voting system and no discussion or questions to candidates - nominated in order to speak on this issue, not asking to for votes. Advocates for discussion.*

*Eric speaks to his nomination, notes his appreciation for Stanley's comments, we should consider using a different platform that allows for discussion in the future. Also seconds Mason's comments regarding beuroacracy. Has held the position for two years, intends to make changes to financial processes.*

Eric is elected

**e. Recording Secretary**

Rachelle Sabourin (stands)

Mohammad Islam (self)

*Mohammad speaks to his nomination, new to CUPE but involved in academia for a long time, enjoys this type of work and is a department steward and looks forward to supporting more.*

*Rachelle speaks to their nomination, has been in the position for a year, looking forward to playing a larger role in the future with more time, especially in bylaws and accessibility issues.*

Rachelle elected

**f. Benefits and Advocacy Officer**

Kyle Morrison (stands)

Varsha Singh (self)

Shabnam Fadaei (self)

*Kyle speaks to his nomination, U2 member, has long been involved, chaired committees, considers there's some unfinished work to do in U1 especially, and to continue to work on the professional development fund in U2, tech claims in U3. Addresses UHIP issues.*

*Kyle is elected*

**g. Undergraduate Officer**

No nominations - remains vacant

**h. Equity Officer**

Ologun Olakunle Oluwakorede (Korede) (self)

Korede is acclaimed

**i. International Officer**

Kusum Bhatta (self)

Alejandro Franco Briones (stands)

Shabnam Fadaei (self)

Varsha Singh (self)

Enrique Luna Villagomez (self)

*Enrique: mechanical engineering, U1 steward, has been a delegate at CUPE related events, participated in strike, and supporting other locals. Would like to contribute more to the union by being an International Officer, can be hard to assemble different cultural backgrounds but is interested in this work and the addressing the changes in this country's politics. It is imperative to stand with international students and their families.*

*Alejandro: Has been at Mac from 2018, CSMA/ECS, has been a Steward in U1, was moved to organize an event on cross-national solidarity on the shared experiences of international students, it was a great success and networking opportunity. Very interested in continuing this political organizing, working to build a network across Ontario to fight exploitative practices, especially regarding UHIP and National practices. Intl students are being blamed in political agendas, this is a crucial time to organize.*

*Kusum: we are seeing an increasing troubling trend on restrictions on intl students. At Mac, intl grad students are 30%. Given our limited time as students, I want to create a strong intl committee, concerns about restrictions to admissions, want to tailor programs for intl students incl training opportunities to support students to transition into work.*

*Varsha: postdoc fellow, completed phd at Mac as well, understands the challenges of being an intl student conducting research and balancing life.*

*Shabnam: dept of material eng, 2nd year phd, interested in getting more involved in the union.*

Enrique removed from ballot

Varsha removed from ballot

Shabnam removed from ballot

Kusum elected

**j. Lead Steward Unit 1**

All lead stewards votes will be audited, as only members in each unit are eligible to vote. Minutes

will be updated post-meeting.

Rebecca DeWael (self)  
Rebecca is acclaimed

**k. Lead Steward Unit 2**

Hamed Afshari (self)  
Hamed is acclaimed

**l. Lead Steward Unit 3**

Bitra Pourbahari (self)  
Varsha Singh (self)

*Varsha: post-doc in chem eng, been a postdoc for a year and was a phd for 4.5 years prior at mac, I know the postdoc issues well and hope I'll be able to help everyone in our community.*

*Bitra: unit of member 2 and 3, familiar with the roles of all stewards, has been a cupe member for 5 years, and has served the best interests of postdoc members and the community, has been working in this role for the past 6 months, working to fulfill duties and contribute to committees including benefits and grievance. Responsible for organizing steward training, and would like to expand stewardship across units and hosting professional development initiatives.*

**m. Health and Safety Officer**

Varsha Singh (self)  
Mohammad Rezaul Islam (self)

*Mohammad: has been at Mac since 2021, active member of the union since then, including during the strike, involved in H&S committee, concerned for student health and safety, has conducted reviews, led a H&S committee in home department.*

*Varsha: has been on the H&S committee as a member, personal cause to join as a phd student who had a near-miss accident in dept, there should be more emphasis on H&S training to all students and research community in general, I'd like to be more involved because of this.*

Mohammad elected

**7. Other Elections**

**a. Trustee (3 year term, exp Fall 2026 Audit)**

Stanley Ho (stands)  
Stanley is acclaimed

**b. CUPE Ontario delegates (7)**

Mason Fitzpatrick (self)  
Kyle Morrison (self)  
Stanley Ho (self)  
Leah McGrath Reynolds (self)

Enrique Luna Villagomex (self)  
Sonia Hill (self)  
Eric MacPherson (self)

All acclaimed

## **8. Annual Reports**

*Eric moves to accept the annual reports*

*Stanley seconds*

*Motion Passes*

## **9. Reading of the Oath**

“I, \_\_\_\_\_, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for my term of office. As an Officer of the Union, I will always promote the harmony and dignity of its sessions by counsel and example. I also promise to turn over all property of the Union to my successor at the end of my term.”

## **10. Adjournment**

*Eric moves to adjourn*

*Leah seconds*

*Motion passes*