

General Membership Meeting Minutes

August 19, 2024

2pm - 5pm

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:	Mohammad Rezaul Islam (he/him)
Benefits & Advocacy Officer:	Kyle Morrison (he/him)
Equity Officer:	Oluwakorede Ologun (he/him)
International Officer:	Kusum Bhatta (she/her)
Undergraduate Officer	Vacant

Committee & Working Group Chairs

PAC Chair:	Vacant
Organizing Committee:	Wouter van den Berg & Katie Mountjoy
Women and Gender Rights Committee:	Kusum Bhatta
Indigenous Solidarity:	Emily Howse-Hackl
Communications Committee:	Jeffrey Arcand
Prisoners Solidarity:	Vacant
Raise the Floor:	Rand Clayton

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: Kyle Morrison

Invited Guests:

Ghulam and Elizabeth, Student Open Circles
Felix Wang, local activist and HKTCU supporter

Agenda

- 1. Acknowledgment of Indigenous Territory**
- 2. Reading of the Equity Statement**
- 3. Roll call of Officers & Introductions**
 - a. I (Annie Zhao) move to approve the invited guests from Student Open Circles to attend the GMM, and have the opportunity to speak to item 14.a on the agenda.
 - b. I (Boyu Jiang) move to approve the invited guest Felix Wang to attend the GMM, and have the opportunity to speak to item 13.b on the agenda.
- 4. Approval of the Agenda**
- 5. Reading & Approval of the Past Meeting Minutes**
 - a. Available on website: <https://cupe3906.org/gmm-materials/>
- 6. Matters Arising from the Minutes**
- 7. President's Report**
 - a. **Proposed Policies for General Membership Meetings**
 - i. Agenda items under old and new business to include a time limit for discussion:
 1. Chair or designated timekeeper to give 5 and 2 minute warnings.
 2. Standard time limit will be 10 minutes per item. Where members propose motions in advance or from the floor, they can propose the time limit they feel accurately accounts for the required discussion.
 3. For items that may require a longer discussion, the recording secretary, executive committee, or mover can propose a longer time limit when the item is added to the agenda.
 4. When time is reached, a motion and simple majority is required to extend the debate.
 - ii. General Membership Meetings to be capped at 3 hours:
 1. Any member may raise a motion from the floor to extend the meeting time by a specific amount of time.
 2. A simple majority is required for the motion to pass and extend the meeting time.
- 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. Bylaws Committee (Chaired by: Mason Fitzpatrick)
 - c. Equity Action Committee (Chaired by: Oluwakorede Ologun)
 - d. International Committee (Chaired by: Kusum Bhatta)
 - e. Communications Committee (Chaired by: Jeffrey Arcand)
 - f. Women and Gender Rights Committee (Chaired by: Kusum Bhatta)
 - g. Indigenous Solidarity Working Group (ISWG) (Co-Chaired by Emily Howse-Hackl)
 - h. Raise the Floor (Chaired by: Rand Clayton)
 - i. Organizing Committee/Contract Action Team

- j. Health & Safety Committee (Chaired by: Mohammad Rezaul Islam)
- k. Prison Solidarity Working Group (PSWG)
- l. Hamilton & District Labour Council (HDLC)
- m. Bargaining Committee Unit 2
- n. Bargaining Committee Unit 4

12. Nominations, Elections, or Installations

13. Old Business

- a. **"Be it resolved that** the membership approves the amendments to the CUPE Local 3906 Bylaws as presented at the July 15, 2024 General Membership Meeting." *Can be viewed in past meeting minutes.*
- b. **"Be it resolved that** Local CUPE 3906 will collaborate/support HKCTU/HKLRM and their efforts"

14. New Business

- a. "I (Kusum Bhatta) move that the local approve the proposed cost share campaign to support Unit 2 and Unit 4 bargaining." *See Appendix A for proposal.*
- b. "I (Annie Zhao) move that we donate \$3000 to Student Open Circles in support of student mental health, student leadership development, and student community involvement." *See Appendix B for request.*
- c. "I (Jeff Arcand) move that a book-off position be created for online and social media communications for the Fall semester, with a possible extension in the Winter semester."
- d. "I (Leah McGrath-Reynolds) move that the local donate \$500 to the Worker's Arts and Heritage Centre Labour Day event." *See Appendix C for request.*
- e. **Whereas** CUPE 3906 commits itself to the principles of social justice unionism each time the Equity Statement and Land Acknowledgement Statements are read; and **Whereas** the principles and spirits of equity and social justice require space and consideration for the voices and experiences of people disproportionately facing oppression by social and political forces that historically tend to benefit able-bodied and neuro-typical people; and **Whereas** our community members--including our own members--experience stigma and discrimination on the basis of mental health; and **Whereas** it is our collective duty to work to end stigma and discrimination, which in part may entail broad-based education from an anti-oppressive lens;
"I (Hamed Afshari) move that the Local allocates up to \$4,000 to host a speaker panel event on the lived experience of mental health and discrimination, with a special focus on schizophrenia and psychosis, in the 2024-2025 academic year."
See Appendix D for details.
- f. "I (Hesam Novajan) move that CUPE 3906 donate \$3,950.00 to the Hamilton Initiative Support Network, HISN, to fund settling and housing support as well as two related workshops" *See Appendix E for request.*
- g. "I (Kusum Bhatta) on behalf of The International Committee request approval for the allocation of \$2,300, in addition to the remaining \$700 in the International Committee's budget, for the creation and distribution of a basic information booklet designed for international students." *See Appendix F for details.*
- h. "I (Mason Fitzpatrick) move that CUPE 3906 adopt the following statement, to be released to the public on social media upon the initiative of the Vice-President within

the next 3 weeks:

As a member of the McMaster Apartheid Divest Coalition, CUPE Local 3906 is appalled by the University's reckless use of the PNG (Persona Non Grata) policy to ban activists from the campus for protesting the University's complicity in genocide during the encampment on BSB field. Three active members of our union have received PNGs for exercising their right to protest: Rand Clayton, Connor Galloway and Mason Fitzpatrick. Given that all three activists held elected positions in our union, it is obvious that the University is targeting CUPE 3906 with this move and is hoping to use police violence to silence resistance to its complicity in the ongoing genocide in Palestine.

We will not be intimidated. We will not back down. This move by the University only serves to clarify the need for workers to stand against imperialism and demonstrate that those who benefit from war and genocide are terrified of the power that workers and student-activists have when they stand together. We will use all means available to us to fight for the right to protest and look forward to seeing our members back on campus.

In solidarity,

The membership of CUPE Local 3906"

- i. "I (Eric MacPherson) move that the local spend up to \$1000 to reserve space for regular union socials at The Grind, to take place on the 3rd Wednesday of every month at 1pm. This money will also be used to purchase coffee and/or baked goods for members, 1 each per member, on a first-come-first-serve basis."
- j. "I (Leah McGrath-Reynolds) move that the local provide a \$250 honorarium to a member for work done to complete new logo design assets"

15. Other Business

16. Good of the Union

17. Adjournment

Cost Shared Campaign Request

Date: August 1, 2024

Name of Sponsor (Council): CUPE 3906 – McMaster University

Name of Contact Persons: Craig Saunders, CUPE National Communications Representative; Leah McGrath Reynolds, President CUPE 3906; Diana Zawadzki, CUPE National Representative

What is the issue?

CUPE 3906 represents academic and residence workers at McMaster University in Hamilton, Ontario. Two units are currently in bargaining. Unit 2 (expiry August 31) represents about 350 sessional faculty. Unit 4 is a newly organized unit of about 200 residence workers, who are negotiating a first collective agreement.

Compensation is an issue common to both units – Unit 2 is looking for parity with workers at the University of Toronto, and Unit 4 are looking for a compensations structure that goes beyond accommodations. Sessionals are also concerned about job security and workload. Unit 4 workers are also looking for access to appropriate paid training and have significant concerns around health and safety.

What are the short-term objectives of the campaign?

To organize and prepare all members of the local for bargaining, with a particular focus on the roughly 550 members of units two and four. The goal is to build a highly organized and engaged membership and build a credible threat of strike to support the bargaining committee.

What are the long-term objectives of the campaign?

Building a highly organized membership that is ready to mobilize around bargaining and in defence of member jobs and rights, as well as building a strong campus network that includes academic, maintenance, custodial and administrative workers, graduate and undergraduate students, and labour and student organizations on campus.

To whom is the campaign directed?

CUPE 3906 members, other unions and CUPE locals on campus (CUPE 1281, Unifor 5555, IUOE 772, SEIU Local 2, McMaster University Academic Librarians' Association, Faculty Association), students and their associations, and the broader campus community.

What is the main message of the campaign?

“Let’s build a better Mac!” – Everyone on campus deserves a healthy, safe campus that facilitates world-class education.

How will members be involved in the campaign?

As member engagement and mobilization are key elements of this campaign, efforts will be undertaken to reach out to as many members as possible, using a small group of member mobilizers, who will be tasked with outreach, organizing events, and developing and maintaining spreadsheets that will keep track of contact information that can be used in the future to quickly alert, educate and mobilize members. These booked off/fee for service member-mobilizers and member-volunteers will also be a key point of contact in efforts to reach out to students and the broader campus community.

How will the campaign increase the participation of members in the union (short-term and long-term)?

The campaign will build on an internal organizing strategy that has proven successful in the sector to engage and organize beyond the core activist base.

How is the diversity of the membership reflected in the strategy, tactics and message?

As members will play a major role in community outreach, the diversity of the membership will be on full display in the public events hosted and/or attended by Local 3906 within the scope of this campaign. The full diversity of the membership will also be reflected in all creative materials developed for this campaign.

We will highlight the unique challenge of our members, such as the challenges faced by international workers and those living full-time in their workplace.

How will the campaign build support among the public?

The campaign will highlight the role of members on campus and their importance to students and others in the campus community. It will showcase their significance in making McMaster a healthy, safe world-class institution and contrast their important role against the financial support they receive from the university and as a result of the Ford government's funding cuts to universities.

MEMBER ORGANIZING	
Cost of member book-off and/or fee for service for a half-time campaign coordinator (\$26/hr x 20 hrs/wk x 24 wks)	\$12,480
10 member book-off an/or fee for service as contract action team leads (with each taking primary responsibility for one or more of the six faculties and 13 residence buildings, as well as running campus events) (10 x \$26/hr x 10 hrs/wk x 24 wks)	\$62,400
COMMUNICATIONS	
Printing costs, including 2000 stickers and 2000 buttons	\$6,000 *
Design & illustration costs	In House
Advertising (campus/digital, primarily to promote events)	\$5,000*
Videography & editing (members discussing work & significance to educational experience)	\$10,000.00 *

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CallHub for outreach and mobilization	\$5,000*
EVENT MATERIALS	
Campus events to build membership participation and outreach to non-3906 workers, students, and public in across campus	\$5,000.00 *
WEARABLE ADVERTISING	
Toques or similar visible item (1000 units @ \$15/unit)	\$15,000.00*
SUB-TOTAL	\$120,880.00
HST @ 13% (eligible items marked with *)	\$5,980.00
GRAND TOTAL	
CUPE 3906 portion (50%): \$63,430.00	\$126,860.00
CUPE National portion (50%): \$63,430.00	

- **Will all materials be produced by union labour?**

Yes, wherever applicable.

- **What is the duration of the campaign?**

Mid-September, 2024 to September 1, 2025.

- **How will the campaign be evaluated?**

The ability of CUPE 3906 to mobilize its members around membership issues including wages, job security and health & safety.

Participation in a series of structure tests to be tracked for each member.

Number of new entries and identified contacts in spreadsheet of contacts, success in outreach to allies on campus, number of new activists identified, response of employer as bargaining unfolds.

- **Who will be involved in the evaluation?**

CUPE 3906 leadership and assigned CUPE National Staff.

- **What factors will be used to measure results?**

Number of new entries and identified contacts in spreadsheet of contacts, success in outreach to allies on campus, number of new activists identified, response of employer as local begins bargaining.

For budgets in excess of \$40,000

- **If the budget were reduced by 20 per cent, what would you cut and what would be the impact?**

Cut all line items by 20%. This would have a moderate impact on the campaign.

- **If the budget were reduced by 50 per cent, what would you cut and what would be the impact?**

Eliminate wearable advertising and cut all other lines by 40% This would markedly reduce the ability of the campaign to reach and engage with all members and would eliminate most of the outward-facing aspects of the campaign.

- **Has the sponsor (Local/Council/Division) formally approved its contribution to this campaign?**

Membership vote in August

Appendix B: Open Circle Cover Letter

Dear CUPE 3906,

I am writing to request a donation for our charity, Student Open Circles. Our charity has three main branches: Open Circle (mindfulness), Community Volunteer Circles (volunteering), and CRAFT (leadership development). These programs offer opportunities for all McMaster students to engage in core Hamilton volunteer work, participate in year-round mindfulness classes, and attend leadership development workshops. We are a small charity managed by four staff members, and over 150 volunteers. Following many donor losses during the pandemic, we are reaching out to request additional support to ensure the continuation of our programs.

One of our primary services is providing emotional and mental health support to students. We offer reflection circles, grief support services, and one-on-one sessions. Our weekly group sessions explore themes such as stress management, gratitude, self-compassion, community, motivation, and more through meditation, journaling, and discussion. Students seeking additional support can meet individually with mindfulness instructors for free, receiving more personalized and intensive support. Our services are one-of-a-kind as we are free to all students, open-access, available year-round (fall semester, winter semester, and during the summer), and provide free one-on-one support with trained mindfulness instructors.

Additionally, we offer volunteer programming through our Community Volunteer Circles (CVC) program. We coordinate a wide range of volunteer opportunities, focused on supporting underserved communities and institutions across Hamilton (e.g. Hamilton North End). Every week, we deploy 20 teams of McMaster student leaders and student volunteers to various volunteer placements. Our volunteers offer tutoring and mentorship in afterschool programs, support women's shelters, newcomers, elderly residences, and food banks, just to name a few. We partner with organizations like Pathways to Education, the YMCA, and Welcome Inn Community Center, among many others, to ensure we reach as many communities as possible. Additionally, support flows both ways: McMaster students (the future leaders and changemakers of the world) gain insights into social issues in one of the most poverty-struck areas of Ontario. Our volunteers acquire valuable experiences and build connections with adults with disabilities, children with reading disabilities, people experiencing food insecurity, senior citizens, women

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fleeing violence, and more. Every year, we mobilize over 150 McMaster volunteers in the greater Hamilton area, contributing and gaining over 10,000 hours of service and experience.

Finally, we offer low-barrier, accessible leadership opportunities and leadership development programs. Open Circle hires students to lead their volunteer circles, but focus on student characteristics and potential, rather than prior experiences during the hiring process. Our unique approach provides opportunities for students who may not have extensive experiences but possess great potential, allowing them to get their foot in the door. They develop their leadership skills, gain volunteer experiences, and make a significant impact on their communities. These leaders receive biweekly leadership workshops through our CRAFT program, which covers topics such as the social issues within Hamilton, sensitivity training, anti-oppression and anti-discriminatory training, time management, professional communication, conflict resolution, self-care, and many more. Our leadership development programs have proven effective, with most CRAFT alumni advancing towards successful paths such as medical school, master's programs, PhDs, law school, non-profit leadership, full-time work, Ivy League universities, and more.

Our charity and our volunteers have made a profound impact in the lives of Hamiltonians and bridged the gaps in essential services, and we've educated thousands of students. Unfortunately, the pandemic was difficult for many of our donors. We experienced a significant drop in regular donations. Now that special pandemic funding has ended, we need to raise \$50,000 to meet our budget for the current year.

We are committed to continuing this important work, and we need your help. Would you consider partnering with us by making a donation of \$3000? Any amount is appreciated and makes a difference. You can find information about how to donate on our website, www.studentopencircles.com/donate, or contact us by e-mail or phone if you have any questions.

Email: socadmin@mcmaster.ca

Phone Number: (437)-370-4788

By donating to Open Circle, you're directly supporting these vital programs, educating students through service learning, and helping us continue making a difference in these communities. We'd love to have your support to keep making a positive impact in Hamilton. Thank you so much for considering this request. We value your support of Student Open Circles.

Best regards, Student Open Circles Team

Testimonials

From a parent:

I am a parent of three children who attend the Learning And Fun afterschool program where the Student Open Circles volunteers have built strong and engaging relationships with my children for the past few years. Raising a child who is biracial, I appreciate the diverse backgrounds that the volunteers come from. They provide a mentoring relationship where my daughter can learn, receive support, and have fun with someone who looks just like her. For my boys, the volunteer program provides some strong male mentors and positive influence. My boys do not have a male figure in their life and have been able to learn self-regulation skills, basketball, and anger management. These volunteers have made such a positive impact that will have a lasting influence on their future. (Jessica P.)

From students:

I can personally testify to the great things that Student Open Circles has done for me. As one of the first

groups I got connected to at McMaster, Open Circle was my one-stop-shop for spiritual support and connection. Jeff and Marybeth became my mentors. They stayed by my side through thick and thin, always welcome me into events, and make sure I have ample opportunities to engage with others. The Open Circle community is a safe place for me to express myself while enjoying many shared values, such as love, kindness, and respect for all. (Josh M.)

My first Student Open Circles event drew me in with the intentionality and care shown to each attendee, regardless of their background, program, or familiarity with the group. I was taken aback by the gentle pace, where people were allowed the time they needed to share or to be present in silence. The core values of Student Open Circles resonate with me and made it feel like home pretty quickly. Inclusion, care for the immediate and broader community, and attention to self-knowledge and development are priorities for Student Open Circle's leadership as well as those who participate in their events. (Julia H.)

Appendix C: WAHC Labour Day Event

Hi there,

My name is Cayley James, I'm the Outreach and Development Specialist here at the Workers Arts & Heritage Centre. I'm reaching out today because I'm curious whether CUPE 3906 might be interested in sponsoring our upcoming Labour Day event here at the WAHC?

We are planning on hosting a screening of the new film UNION, directed by Brett Story and Stephen Maing, which follows the organizing efforts of the Amazon Labour Union on Staten Island. We are currently in talks to bring Brett Story, who lives in Toronto, in to introduce the film and participate in a post-screening conversation.

I've attached a formal sponsorship letter to this message for you to consider. I would be happy to answer any questions you might have! Please don't hesitate to reach out by phone or email.

Thank you for considering this request and I look forward to hearing from you soon.

Kind regards,

Cayley James

Appendix D: Mental Illness and Neurodiversity Event

Dear CUPE 3906 Members,

Over the past decade or so, the University's response to mental illness and neurodiversity has been changing. While improvements have been made, there is still work to be done to make sure that our members are protected from unjust scrutiny, surveillance, and even discipline or termination due to misconceptions and stereotypes about the fitness of some of our most vulnerable members and colleagues to participate fully in university life. Sadly, successive cohorts of CUPE 3906 members have witnessed the tragic and sometimes life-threatening grief and feelings of oppression that this misunderstanding, exclusion, and stigmatization engenders--not to mention the financial hardship that is the consequence of decisions made about the ongoing livelihood of our most stigmatized members that is made from a place of fear and ignorance. It's time to hear about neurodiversity, psychosis, and mental illness from a critical, scholarly approach from those who experience academic life while living with neurodiverse conditions, and not from those who treat and diagnose mental illness (but do not experience it). McMaster has a wealth of medical experts who study and treat mental illness, but our community also needs to make space for the voices of our colleagues living with conditions (such as schizophrenia) whose critical and

informed approaches we need to hear. This is an exciting opportunity for our Local to host a very unique and much needed event that fits in well with our social justice orientation and commitments.

On a personal note, I am happy to dedicate the time needed to make this event happen in the 2024-2025 academic year as someone who has repeatedly witnessed the anguish and suffering that discrimination can have on our members, and as a neurodiverse, disabled woman who has an inkling of what it's like to go through graduate school while experiencing mental illness! I will be guided by and take instruction on the selection of speakers from members and former members who are experts in critical disability approaches and who experience psychosis themselves.

Also, I suspect this event may come under-budget, as we can likely get the space to host it on campus for free (although I don't want to assume that from the outset).

Thank you very much for your consideration.

In solidarity,

Mary Ellen Campbell (CUPE 3906 staff)

BUDGET

Speaker honorariums: \$2,000

Space Rental and AV equipment: \$1,000

Printing and Promotional Costs: \$200

Catering/Refreshments: \$800

Appendix E: HISN

I hope this message finds you well. My name is Hesam Nojavan, and I am a member of CUPE3906. I am one of the stewards at the Hamilton Initiative Support Network (HISN), an organization dedicated to fostering unity and supporting international students in the Hamilton area through various assistance programs and community activities. With over 141,000 international students in Ontario and more than 8,000 in Hamilton alone, HISN plays a critical role in aiding their integration and well-being. Over the last 12 months, we have been supporting students as much as possible but the demand for our services has grown beyond our expectation. We are currently working on our website to expand our reach so that more students and communities could benefit.

As the new academic year approaches, we anticipate a significant influx of new international students this Fall. To effectively support these students and ensure their smooth transition into the Hamilton community, we are seeking financial assistance to expand and enhance our services. We respectfully request a grant of \$3,950 from CUPE3906 to fund the following initiatives:

1. **Settling Support (\$800):** We aim to provide essential food and clothing support, pick up from airport, to new students who often arrive with limited resources. This assistance will help alleviate their initial financial burden and allow them to focus on their studies and integration.
2. **Housing Support (\$400):** Securing safe and affordable housing is a significant challenge for many international students. This funding will enable us to offer personalized housing support services, including connecting students with local landlords and housing resources.
3. **Workshops: Language and Cultural Integration, and Finance Fundamentals in Canada (\$2,750):** Effective communication and cultural adaptation are crucial for the success of international students. We plan to offer English language courses and cultural integration

workshops to help students adapt to life in Hamilton and Ontario. We also plan to provide finance fundamentals for students to get ahead in Canada.

We are able to achieve most of our programs via partnerships and we keep working on growing our support network. It is a lot of work, but we are happy to do it because of the impact we see.

The support from CUPE3906 will directly impact the lives of international students, helping them to overcome initial challenges and successfully integrate into the community. Your contribution will not only assist individual students but also strengthen the broader Hamilton community by promoting cultural understanding and unity.

Thank you for considering our request. We are committed to making a positive difference in the lives of international students and the Hamilton community, and we believe that with your support, we can achieve even greater impact. I am available at your convenience to discuss this proposal further and answer any questions you may have.

Best regards,
Hesam Nojavan
CUPE3906 Member

Appendix F: International Committee

Request for Funding to Create an International Student Information Booklet

Motion: The International Committee requests approval for the allocation of \$2,300, in addition to the remaining \$700 in the International Committee's budget, for the creation and distribution of a basic information booklet designed for international students.

Rationale:

Nearly 30% of the union body comprises international graduate students, along with international undergraduate TAs, sessional instructors, and residence workers. There is a significant need for accessible information to help them navigate university life and services effectively.

The booklet will include essential details such as:

- Grocery chains that offer discounts
- Health services and resources
- Housing information
- University services available to international students
- Union benefits
- How to be actively involved in union
- Additional resources tailored to international students' needs

The funding will be used to cover the costs of design, printing, translations, and distribution to ensure that the booklet is both accessible and of standard quality.

Proposed by: International Committee

Basic Information Booklet: Key Sections

1. Introduction

- A brief welcome message for international students.
- An overview of what the booklet covers.

2. Union Benefits

- Overview of benefits available through the union, including healthcare, legal assistance, and more.
- Information on how to join the union and participate in its activities.

3. Grocery Chains with Discounts

- List of grocery stores that offer student discounts or other savings opportunities.
- Details on how to access these discounts (e.g., student ID required).

4. Health Services

- Information on campus health services and how to access them.
- Details on health insurance plans and what they cover.
- List of nearby clinics, pharmacies, and hospitals.

5. Housing Information

- Overview of on-campus and off-campus housing options.
- Tips on finding accommodation, including links to university housing portals and external resources.
- Information on tenant rights and responsibilities.

6. University Services

- Summary of services available to international students (e.g., academic advising, counseling, career services).
- Contact information and how to access these services.

7. Additional Resources

- Links to local community resources, cultural organizations, and student groups.
- Information on public transportation, banking, and other practical matters.

8. Contact Information

- Key contact details for the International Committee, union and university services, and other relevant organizations.