



## **CUPE LOCAL 3906**

**CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS**

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)

McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

### **General Membership Meeting Agenda**

**Date: Dec 16**

**Time: 3:00 pm**

#### **Executive Committee**

President:	Oluwadamilola Babatunde (she/her)
Vice President:	Kusum Bhatta (she/her)
Vice President External:	Javad Emadi
Secretary Treasurer:	Saba Khorasani (she/her)
Recording Secretary:	Rishav Jaiswal (he/him)
Lead Steward, Unit 1:	Zeinab Vosooghi (she/her)
Lead Steward, Unit 2:	Dr. Hamedhossein (Hamed) Afshari (he/him)
Lead Steward, Unit 3:	Dr. Bitia Pourbahari (she/her) s(Interim)
Lead Steward, Unit 4:	Mazen Afify (he/him)
Health and Safety Officer:	Mahnaz Tajik (she/her)
Benefits & Advocacy Officer:	Shabnam Fadaei Chatroudi (she/her)
Equity Officer:	Korede Ologun (he/him)
International Officer:	Samuel Ikueze (he/him)
Undergraduate Officer	Elissa Cunningham (she/her)

#### **Committee & Working Group Chairs**

PAC Chair:	Vacant
Contract Action Committee:	Mitch Lupa and Caleb Smolenaars
Women and Gender Rights Committee:	Kusum Bhatta
Indigenous Solidarity:	Emily Howse-Hackl and Ayra Thomas
Communications Committee:	Vacant
Prisoners Solidarity:	Sonia Hill and Patricia Mills
OUWCC:	Kyle Morrison

#### **Trustees**

exp. Fall 2025 audit: Zahra Tootonsab (she/her)  
exp. Fall 2026 audit: Camden Church  
exp. Fall 2027 audit: Kyle Morrison

#### **Staff**

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



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## **Agenda**

1. **Roll Call of Officers**
2. **Land Acknowledgement Reading of the Equity Statement**
3. **Approval of the Agenda**
4. **Reading & Approval of Previous Minutes**
5. **Matters Arising from Previous Minutes**
6. **Vice-President Updates**
7. **Secretary-Treasurer's Report**
8. **Communications and Bills**
9. **Executive Committee Report** : can be found on GMM website, addressed in GMM only  
if necessary: <https://cupe3906.org/gmm-materials/>
10. **Conference Report: Racial Justice Conference-Precious Gauthier (Appendix A)**
11. **Reports of committees and delegates - if applicable**
  - a. **Steward Networks (Chaired by: Zeinab, Hamed, Bitu, and Mazen)**
  - b. **Labour-Management Committee (LMC)**
  - c. **Committee Updates - if applicable**
    - i. **Bylaws Committee (Chaired by: Vacant)**
    - ii. **Equity Action Committee (Chaired by: Korede)**
    - iii. **International Committee (Chaired by: Samuel Ikueze)**
    - iv. **Communications Committee (Chair Vacant)**
    - v. **Women and Gender Rights Committee (Chaired by: Kusum)**
    - vi. **Indigenous Solidarity Working Group (ISWG) (Chaired by: Emily Howse-Hackl and Ayra Thomas)**
    - vii. **Health and Safety committee (Chaired by: Mahnaz Tajik)**
    - viii. **Political Action Committee (PAC) (Chair: Vacant)**
    - ix. **Prisoners Solidarity Working Group (Chaired by: Sonia Hill and Patricia Mills)**
    - x. **Contract Action Committee (Chaired by: Mitch Lupa and Caleb Smolenaars)**
    - xi. **Unit 4 Bargaining Committee**
    - xii. **Hamilton & District Labour Council (HDLC)**
    - xiii. **Ontario University Workers Coordinating Committee (OUWCC) (Campus Rep: Kyle Morrison)**
    - xiv. **CUPE Council**
12. **Nomination, elections, or installations**
  - a. **By law committee (Hosea Patrick, Kyle Morrisson...)**



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### b. President Election

### **13. Unfinished (old) business**

- a. Election Results from November GMM
- b. Voting on proposed bylaw change Art 3(c) Appendix B
- c. Voting on proposed bylaw change Art 5(k) Appendix B

### **14. New business**

- a. McMaster Employee Discount Program – New Provider Coming January 2026 (Brad)
- b. Childcare Cost Reimbursement in Policy Book Inclusion (Dams)
- c. I move that we donate \$1000 to Food Not Bombs Hamilton, in support of their recent fundraising call for funds to purchase winter survival gear. (Anna)
- d. Adoption of the following policy for the local policy booklet- "Whenever possible the local shall order from providers that uphold the core values of our union. This includes but is not limited to ordering Union made products, using unionized delivery services, and unionized production "

### **15. Other business**

### **16. Good of the Union**

### **17. Adjournment**



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### **Appendix A**

#### **Conference Report: Racial Justice Conference-Precious Gauthier**

I want to say thank you for allowing me to go to the racial Justice conference. It was amazing, the people were great, the teaching was so uplifting, and I feel changed after participating. I'm going to try to share as much as I can because there was so much amazing information that I feel like I cannot put it all into this short write-up. The event had an amazing panel discussion with Theodore Syrette and Taysir Moonim, where they talked about the toll that racism takes in the workplace and how to respond to some of those incidents. They highlighted that some of the symptoms of racism in the workplace, taking a toll on someone, could look like:

- taking a step back or withdrawing
- being late for work often
- checking out because the team might be unsafe

For responding to racism in the workplace, specifically microaggressions, some of the things they shared for us to try are:

- taking 10 seconds to breathe before responding
- acknowledging to yourself and also allowing yourself to move through that moment and choose safety with your reaction
- asking the person who perpetrated the action what they meant by what they said, or the actions they initiated
- be sure to document everything
- also, one of the panellists said that it would be good for unions to make it very clear what the steps are to report these types of incidents

Later in the day were workshops, the one I participated in was mediating member-to-member conflicts. This included going through examples of workplace conflicts, and they gave us tools and allowed us to role-play scenarios. Situations that involve needing a mediator are ones that can be handled before taking it to management because it could cost either party their job, and it may be something that can be sorted out outside of that space. It is also important to recognize if the situation is something that should go to management and is not the responsibility of an employee.

All members have the option to have their steward or union representative be a mediator in a conflict. The tools for mediation that we were given were:

1. Following the four steps of the mediation process, which include:
  - a. beginning with introductions
  - b. asking questions and allowing each person to tell their story, and the question should be fact finding, and each participant should be given time and space to equally speak



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- c. 3rd, looking for common ground by identifying interests or ways that they can work together, this involves using open-ended questions during the mediation
  - d. And lastly, finding a resolution which should give choices and leave both parties satisfied, while not happy in all cases, but OK to live with the outcome because it does favour both parties equally, as well as establishing where to follow up would look like
- 2. Entering the mediation process should follow ground rules.
  - a. The ground rules for resolving the conflict that the mediation process should follow include:
    - i. voluntary participation
    - ii. confidentiality
    - iii. proceeding into this without prejudice
    - iv. respect
    - v. equal voice
    - vi. open-mindedness
    - vii. willingness to share information
    - viii. and the decision by consensus



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## **Appendix B- Proposed Bylaws Changes (notice given at Nov 19 meeting)**

### **\*\* New Language\*\* Proposed for 3(c)**

#### **Ouwcc Campus Representative**

In the event that the OUWCC Campus representative for McMaster is a Local 3906 member, that member shall:

- Automatically attend the OUWCC conference as a delegate.
- Be encouraged to attend the post-secondary sector caucus at CUPE National convention and CUPE Ontario convention if they are elected to attend the convention by the general membership
- Work with the executive committee to implement ongoing sector campaigns

### **Updated Language Proposed for Article 5 (k)**

**\*\*for information purposes: proposed new language is **bold and highlighted** while proposed removals are ~~struck through~~\*\***

The VICE-PRESIDENT EXTERNAL shall

- i. Be the external liaison officer to the Local
- ii. **Automatically be sit as one of the Local's** delegates to the Hamilton and District Labour Council, Hamilton and District CUPE Council **(so long as they remain in the VP External position), and** where possible run for nomination as a delegate to conventions/conferences.
- iii. ~~They should~~ remain apprised to what is happening in the broader labour movement and where relevant report back to the executive committee and general membership