



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

General Membership Meeting Agenda

Date: Feb 17

Time: 2:00 pm

Executive Committee

President:	Mitchell Lupa (he/him)
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:	Mohsen Chegini
Lead Steward, Unit 2:	Dr. Hamedhossein (Hamed) Afshari (he/him)
Lead Steward, Unit 3:	Dr. Bita Pourbahari (she/her)
Lead Steward, Unit 4:	Caleb Smolenaars (they/them)
Health and Safety Officer:	Mahnaz Tajik (she/her)
Benefits & Advocacy Officer:	Shabnam Fadaei Chatroudi
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:	Rand Clayton and Caleb Smolenaars
Women and Gender Rights Committee:	Kusum Bhatta
Indigenous Solidarity:	Emily Howse-Hackl and Ayra Thomas
Communications Committee:	Caleb Smolenaars
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**
- 3. Reading of the Equity Statement**
- 4. Approval of the Agenda**
- 5. Reading & Approval of Previous Minutes**
- 6. Matters Arising from Previous Minutes**
- 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. Reports of committees and delegates - *if applicable***
 - a. Steward Networks (Chaired by: Mohsen, Hamed, Bitu, and Mazen)
 - b. Labour-Management Committee (LMC)
 - c. Committee Updates - *if applicable*
 - i. Bylaws Committee (Chaired by: Kusum)
 - ii. Equity Action Committee (Chaired by: Korede)
 - iii. International Committee (Chaired by: Samuel Ikueze)
 - iv. Communications Committee (Chaired by: Caleb Smolenaars)
 - 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: Rand Clayton and Caleb Smolenaars)
 - xi. Unit 4 Bargaining Committee (Chaired by: Caleb Smolenaars)
 - xii. Hamilton & District Labour Council (HDLC)
 - xiii. Ontario University Workers Coordinating Committee (OUWCC) (Campus Rep: Kyle Morrison)
 - xiv. CUPE Council
- 11. Nomination, elections, or installations**
- 12. Unfinished (old) business**



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- a. Motion to allocate \$540 for additional fees for WSIB course at CUPE Ontario School 2026

13. New business

- a. Sponsorship Support for the 15th Annual Biomedical Engineering (Appendix A) (Arjun)
- b. Motion to spend up to \$800 on a dinner for the Unit 4 Bargaining Team and mobilizers after bargaining ends (Caleb on behalf of Unit 4 Bargaining Team)
- c. Motion to allocate financial support in the form of a donation of \$550 to assist the McMaster Muslim Student Association with organizing community events during the month of Ramadan (Appendix B) (Asim)
- d. Motion for establishment of a Chinese Members Committee within CUPE 3906.(Appendix C) (Julian)
- e. I, Ehsan Heydarian Dolatabadi, move that CUPE 3906: Publish the following statement in full on its official communication platforms, including its website and social media channels and support the movement. (Appendix D)
- f. I (Shivam) move that CUPE 3906 local supports the social event for W Booth Department with extra \$200 and local's swag item (eg. tumbler, stickers, cups) (Appendix E)
- g. BIRT CUPE 3906 donate \$905 for one small Canadian-made power station to be sent via the Canadian Network on Cuba (Appendix F) (Mary Ellen)
- h. Motion to allocate funds for delegates to attend CUPE Ontario Convention (Caleb)
- i. Motion to elect delegates to CUPE Ontario convention (Caleb)
- j. Motion for additional \$300 be approved at the local level to support the upcoming postdoctoral gathering scheduled for Friday, 20th (Appendix G) (Ketan)

14. Other business

15. Good of the Union

16. Adjournment



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Appendix-A

Motion: Sponsorship Support for the 15th Annual Biomedical Engineering Symposium I move that, CUPE Local 3906 allocate up to \$1,000 from the donation budget line to sponsor the 15th Annual Biomedical Engineering Symposium.

Rationale: CUPE Local 3906 represents Teaching Assistants, Research Assistants in lieu, and Sessionals at McMaster University, including graduate workers within the Department of Biomedical Engineering. The 15th Annual Biomedical Engineering Symposium will have attendance for approximately 130 Teaching Assistants and will bring together graduate workers, faculty, and industry partners. Supporting this event provides a strategic opportunity for the Union to strengthen its presence within the department, build direct relationships with members in a structured setting, and ensure that TAs are informed about their collective agreement rights, benefits, protections, and grievance processes. Investing in this sponsorship is not simply a donation, it is an investment in member engagement, visibility, and organizing capacity within a large and highly active bargaining unit. By participating meaningfully in this space, CUPE reinforces solidarity, promotes worker advocacy, and demonstrates active support for the academic and professional communities our members are part of.

Appendix B

Motion: I move that CUPE allocate financial support in the form of a donation of \$550 to assist the McMaster Muslim Student Association with organizing community events during the month of Ramadan.

Supporting Statement: The McMaster Muslim Student Association includes hundreds of members, many of whom are Teaching Assistants, sessional instructors, postdoctoral fellows. Supporting Ramadan programming strengthens community well-being, promotes inclusion, and demonstrates our union's commitment to equity, diversity, and the meaningful participation of all members.

Appendix C

Motion: I propose the establishment of a Chinese Members Committee within CUPE 3906.

Rationale: The purpose of this committee is to provide a dedicated space for Chinese members of the union to connect, share experiences, address specific concerns, and enhance participation and representation within the union. Chinese members are currently underrepresented in union leadership positions. The committee will operate in alignment with CUPE 3906's values of equity, inclusivity, and member engagement, and will report regularly to the Executive.



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Appendix D

Statement to Be moved and Published:

What is happening in Iran must be treated as what it is: a large-scale massacre of civilians for exercising basic rights.

Since late December 2025, protests across Iran have been met with lethal force, mass arrests, and a communications shutdown designed to hide the scale of violations. The Office of the United Nations High Commissioner for Human Rights (OHCHR) has reported that the crackdown on protests has resulted in the deaths of thousands, including women and children.

Independent documentation has produced alarming numbers. According to a January 20, 2026, report by the International Centre for Human Rights, at least 43,000 people have been killed in the crackdown on protests in Iran. The Guardian has reported testimony from medical and morgue sources pointing to fatalities that could exceed 30,000. Time has reported that internal health officials and hospital data suggested as many as 30,000 people may have been killed in just two days, January 8 and 9.

The UN High Commissioner has stated it is “extremely worrying” to see public statements by judicial officials indicating the death penalty may be used against protesters through expedited proceedings.

Amnesty International has issued an urgent action warning that thousands of detainees face torture, enforced disappearance, and grossly unfair trials that can lead to the death penalty, including the risk of arbitrary executions.

You do not need to agree on a single number to act. The point is that credible sources across institutions, from UN bodies to major investigations, converge on the same reality: large-scale killings, concealment through shutdowns and intimidation, and mass detention.

For many Iranians, this is not something watched as “foreign observers.” Many of us are receiving messages from family, classmates, and friends. We are hearing about people who vanished after arrest, about families pressured into silence, about fear of hospitals, and about mourning being controlled. That is what state violence looks like when it tries to erase evidence.

This can be addressed without a partisan declaration. Human rights are not partisan. The right to life, the right to peaceful assembly, the right not to be tortured, and the right to due process are universal. If solidarity matters, it has to apply when Iranians are the ones being killed.

CUPE 3906 affirms:

That the right to life, peaceful assembly, and freedom from torture and arbitrary detention are universal and must be defended wherever violated.

Its condemnation of the use of lethal force, mass arrests, and communications shutdowns in Iran, as documented by UN human rights authorities, and calls for an end to excessive and unlawful force against protesters and bystanders.

It calls for the immediate release of those detained solely for peaceful protest, and for full due process protections including access to legal counsel, family contact, and medical care.

Its opposition to executions and death sentences related to the protests, including:

an immediate halt to executions connected to protest-related charges,

an end to expedited proceedings and any use of the death penalty against protesters, and



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independent monitoring of trials.

Its support for independent documentation, evidence preservation, and international accountability mechanisms focused on serious human rights violations related to the protests.

This is a moral test that does not depend on politics. It depends on whether we mean what we say about human dignity.

Appendix E

Motion: I move that CUPE 3906 local supports the social event for W Booth Department with extra \$200 and local's swag item (eg. tumbler, stickers, cups).

Rationale: This is first social event for Unit 1 in W Booth Department so more support would be needed from local to get more engagement and support of participants.

Appendix F

Small Power Stations for Cuba Urgently needed. Can you help?

Small power stations are being sent to Cuba in the February 21 container being sent by the Canadian Network on Cuba. These are 3600W battery inverters which deliver DC (direct current) power for items powered by batteries, and AC (alternating current) for those powered from wall outlets such as refrigerators. This facilitates a 'normal' functionality, when blackouts take place. The container will be properly sealed and licensed.

Please appeal to your fellow-workers, families, friends, union locals, solidarity, social justice, human rights organizations if they can donate funds to purchase as many of these small power stations as possible to meet the February 21 timeline. The damage the measures the Trump administration has taken to halt all oil deliveries to Cuba are harmful on many levels, including the damage they cause to fundamental human rights. The Cuban people are resisting, fighting, helping each other get through these difficult times. Each small power station they receive from people just like themselves in this country helps them with precious access to power and, of great significance, it uplifts their spirits knowing that the people of this country support them, are rooting for them, share their pain and stand with them in their courageous stance.

Each \$905 you can contribute represents one small made-in-Canada power station

(includes HST)

Please send donations for this project to Canadian Network on Cuba:

By e-transfer - donate@canadiannetworkoncuba.ca

Indicate on the Subject Line: Generators for Cuba

State name of donor individual, organization, family, community group

By cheque: Canadian Network on Cuba

P.O. Box 99051, 1245 Dupont Street, Toronto ON M6H 4H7





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Appendix G

"I move that an additional \$300 be approved at the local level to support the upcoming postdoctoral gathering scheduled for Friday, 20th. The previously approved allocation of \$200 is insufficient to adequately cover catering and associated event expenses. For context, the most recent postdoctoral gathering organized by the Lead Steward required approximately \$1,000 in total expenditures.

Providing appropriate financial support is essential to ensure the event is professionally organized, adequately resourced, and aligned with the objective of fostering engagement, collaboration, and strong participation among postdoctoral members."