



## **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: July 3rd**

**TIME: 1pm**

#### **Executive Committee**

President:	Oluwadamilola Babatunde (she/her)
Vice President:	Kusum Bhatta (she/her)
Vice President External:	Mira Musallam (she/her)
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. Bitra 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 & 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: Vacant

#### **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. **Secretary-Treasurer's Report (Saba)**
7. **Communications and Bills**
  - a. ISWG Merch Contest (see Appendix B)
  - b. United Way/Solidarity Place Youth Advisory Committee Strategic Planning (see Appendix C)
8. **Executive Committee Report** : can be found on GMM website, addressed in GMM only if necessary: <https://cupe3906.org/gmm-materials/>
9. **Reports of committees and delegates - if applicable**
  - a. Steward Networks (**Chaired by: Zeinab Vosooghi, Hamed Afshari, and Bitia Pourbahari, Mazen**)
  - b. Labour-Management Committee (LMC)  
(Notice of proposed by law amendment, please see Appendix D for details)
  - c. Committee Updates - **if applicable**
    - i. Bylaws **Committee (Chaired by: Korede)**
    - 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**)
    - 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 (HDLCL)
    - xiii. Ontario University Workers Coordinating Committee (OUWCC)  
(**Campus Rep: Kyle**)
    - xiv. CUPE Council



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### **10. Nomination, elections, or installations**

- a. Elect delegates to CUPE National convention scheduled for October (up to 10 delegates and 3 alternates, contingent upon item 12(c)- convention delegates being approved in new business) [Mary Ellen]
- b. Vacant Elected Committee Positions—Bylaws Committee (2)
- c. Vacant Elected Committee Positions Grievance Committee (1) [Mary Ellen]

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

### **12. New business**

- a. Discussing any resolutions our local may wish to submit to the National convention including Motion for CUPE 3906 to submit the constitutional amendment to CUPE National for consideration at the 2025 CUPE National Convention [Mitchell] (See Appendix A)
- b. Elect up to 10 delegates and up to 3 alternate delegates for CUPE National convention scheduled for October. [Mitch]
- c. Spending for orientation items [Zeinab]
- d. Motion for CUPE 3906 to submit a nomination for Kusum Bhatta for the 2025 Grace Hartman Award. [Enrique Luna]
- e. CUPE National Membership Survey: Inform members that their name, email, and phone number have been shared with CUPE National to support a national survey project. Members may be contacted by phone or email in the coming 2–3 months. [Dams]
- f. Election of up to 5 delegates to attend the CUPE Mike Stokes Winter School, taking place from November 30 to December 5, 2025, and motion to allocate funding to support attendance for elected members. [Mitch]
- g. Office hours [Dams]

### **13. Other business**

### **14. Good of the Union**

### **15. Adjournment**



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## **Appendix A**

Motion to submit the following constitutional amendment to CUPE National for consideration at the 2025 CUPE National Convention:[Mitchell]

CUPE WILL:

1. Add a new article 6.11(d) to the CUPE National Constitution as follows:

(d) Resolutions and/or constitutional amendments shall be considered on each day of Convention. Sufficient time shall be allotted, on each day of Convention and across the multiple days scheduled for Convention, to allow for debate on the resolutions and/or constitutional amendments submitted for consideration. All resolutions and constitutional amendments shall be considered and voted on by the membership at Conventions.

BECAUSE:

- Resolutions and constitutional amendments are the way for Locals to make change to the National and engage in the democratic process; and
- CUPE must make space for discussion and debate on matters of importance to Locals and other bodies; and
- Making space for all submitted resolutions and constitutional amendments to be heard and voted on ensures National Conventions are spaces for members to participate in their union.



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## **Appendix B**

Calling all Indigenous artists!

CUPE 3906's Indigenous Solidarity Working Group's first-ever merch contest is now open! Submit your work and a short bio to the link below for your chance to have your art featured on ISWG's merch. Winners will also receive a \$500 honorarium and free merch with the featured work! The deadline to submit is August 1st!

Interested artists can submit their work here: <https://forms.gle/kFk4FTQq5Gt7DCHNA>

Not eligible for this contest? You can still join our team! ISWG is accepting Indigenous and non-Indigenous members, so check out our attached flyer or our Instagram for more details on how to join.

For more information, check out ISWG's Instagram: @iswg.cupe3906 or email us at: [iswgcupe3906@gmail.com](mailto:iswgcupe3906@gmail.com)

We can't wait to see your work!  
Best,

Emily (she/her) & Ayra (she/her)  
Co-Chairs  
Indigenous Solidarity Working Group  
Canadian Union of Public Employees - Local 3906



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CUPE 3906's Indigenous Solidarity Working Group

# JOIN OUR TEAM

Are you passionate about educating and organizing around issues relating to Indigenous sovereignty and solidarity? Join CUPE 3906's Indigenous Solidarity Working Group!

It is open to both the CUPE 3906 membership and the surrounding community.

**Join our team in supporting Indigenous solidarity and sovereignty**



For more information on how to join, please visit <https://iswg3906.squarespace.com/> or send us a direct message on instagram [@iswg\\_cupe3906](https://www.instagram.com/iswg_cupe3906)





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CUPE 3906's ISWG

# Guidelines for Merch Design Contest



Theme: What does Ceremony look like to you?

Who can submit: Indigenous artists (First Nations, Inuit, Metis of Turtle Island; self-identifying)

What to submit:

- Artist bio
- Design (any file type, although if selected, we will need a raw file)

The design must include ISWG's name (CUPE 3906's Indigenous Solidarity Working Group) in the design

Deadline to Submit: August 1<sup>st</sup>, 2025

Winning design will receive: free merch and a \$500 honorarium from ISWG

Be creative! We can't wait to see your designs!

To submit your design, click the Submission Form in our Linktree!





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CUPE 3906's ISWG

# Calling All Indigenous Artists

MERCH DESIGN CONTEST

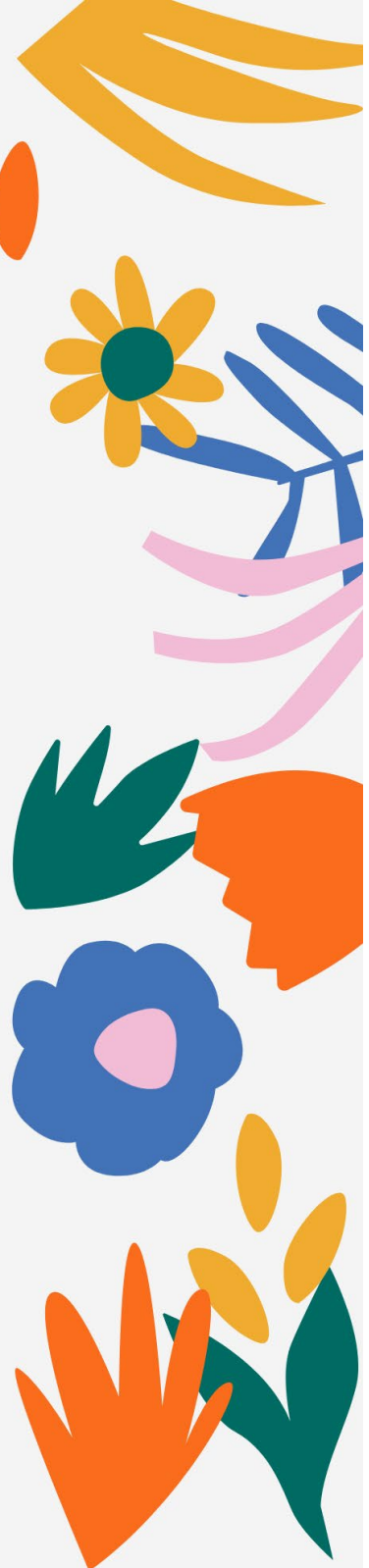
BE FEATURED ON  
ISWG MERCH

WHAT DOES  
CEREMONY  
LOOK LIKE TO  
YOU?

\$500  
HONORARIUM

DEADLINE:  
AUGUST 1<sup>ST</sup>,  
2025

Submit at [THE GOOGLE FORM IN OUR BIO](#)







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## Appendix C

Hi CUPE 3906,

I hope you're doing well. My name is Ayla Bahram, and I'm the Senior Manager of Labour Community Services with United Way Halton & Hamilton. I used to be a former CUPE 3906 member from 2021-2023 and helped lead the Raise the Floor as a co-chair and other invitations at CUPE 3906 especially during the strike!

I'm reaching out to share an opportunity to collaborate on a youth-focused labour initiative with our partners at Solidarity Place Worker Education Centre.

On Saturday, July 12th from 11 AM to 3 PM, Solidarity Place will be hosting a Youth Advisory Committee Strategic Planning Summit at 51 Adair Ave S, Hamilton. This session is designed to bring together young workers, union members, and community leaders to reflect on what's worked and to shape the future of their impactful youth labour programming.

Over the past few years, Solidarity Place has offered educational workshops for young people about their workplace rights and built meaningful outreach campaigns, in collaboration with HDLC. This summit will help expand their Youth Committee's reach and align upcoming efforts with what young workers need most.

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Location: Solidarity Place Worker Education Centre (51 Adair Ave S)

Time: 11 AM - 3 PM

Date: July 12th, 2025

Lunch, snacks, and light refreshments will be provided

Registration Link: <https://www.eventbrite.com/e/solidarity-place-youth-committee-strategic-planning-summit-tickets-1388147278879?aff=oddtcreator>

If you have any questions or concerns, please Erin Carr Executive Director of Solidarity Place at [outreach@solidarityplace.ca](mailto:outreach@solidarityplace.ca)

We hope to see you all there!

In Solidarity,

Ayla Bahram (she/her)



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Senior Manager, Labour Community Services  
United Way Halton & Hamilton | [uwvh.ca](http://uwvh.ca)

## **Appendix D**

### Process:

Bylaws committee has agreed on motion/proposed changes (see below)

GMM 1 (July 3) – present proposed bylaws change to membership (no debate permitted. Simply presenting language to membership for consideration at next meeting)

GMM 2 (next scheduled GMM) - vote on proposed change presented at GMM 1, as written below (can vote YES or NO. No amendments are permitted). \*\* can refer item back to bylaws committee for additional considerations, but cannot make amendments on the spot

Send approved language (if approved) to CUPE National for approval

### Motion:

Be it resolved that the membership of CUPE Local 3906 approve the addition of a Communications Officer position as an executive committee member who can run the communications committee to support the organization's outreach, engagement, and visibility efforts.

To facilitate this, the membership will approve a proposed bylaws change/addition to article 5 of the bylaws outlined below.

### Rationale:

As our union grows in scope and engagement, the demand for timely, effective, and strategic communication has also grown. This includes managing news blast, social media, internal updates, press releases, and public-facing campaigns.

At present, union's communications responsibilities are either informally assigned or absorbed by other roles. This leads to inefficiencies, inconsistencies, and missed opportunities to amplify our work and reach our membership.

Many unions have a dedicated communications committee or officer. Establishing this committee aligns us with best practices and ensures sustainability.

Proposed Bylaws Change/Addition

**\*\*new\*\* Article 5 (L)**



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5(L) The COMMUNICATIONS OFFICER Shall:

- i. Develop and implement a communications strategy that ensures members are informed, engaged, and empowered.
- ii. Promote union meetings, campaigns, bargaining updates, job actions, and social events through accessible and inclusive communication.
- iii. Chair the Communications Committee
- iv. Draft and disseminate regular newsletters, bulletins, and member updates.
- v. Ensure timely and accurate communication between the Executive Committee and the membership, especially during bargaining periods, strikes, or mobilization.
- vi. Manage the union's official social media accounts in alignment with union values and political positions.
- vii. Create engaging and educational content that promotes worker solidarity, collective action, and awareness of workers' rights.
- viii. Monitor and report on reach, engagement, and member feedback.
- ix. Design communication materials (posters, flyers, graphics, email blasts) for coordinated campaigns, organizing, mobilizing grassroots activism, political actions, and coalition events.
- x. Assist all officers and committees in drafting promotional materials, communicating with members and developing, producing and commissioning external communications (e.g., media releases, advertisements, etc.)
- xi. Chair the Communications Committee.
- xii. Collaborate with other committees (e.g., Equity, Political Action) to support campaigns that center the voices of marginalized workers.
- xiii. Update the union's website with accurate and current information, including bylaws, benefits, event details, and campaign updates.
- xii. Ensure all communications meet accessibility standards (e.g., alt-text, plain language, multilingual content where applicable).

\*current article 5(L) becomes 5(M), language stays the same



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All executive officers are jointly responsible for the effective operation of the Executive Committee and shall perform any additional duties deemed necessary by the Executive Committee.

and current article 5(M) becomes 5(N), language stays the same

All Executive Officers are expected to make a written or verbal report on their respective portfolios at each GMM and contribute an end-of year report to the Executive Report to be presented at the Annual General Meeting (AGM) which includes a summary of their activities over the course of the year as well as recommendations for the year to come.