



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: July 14, 2026

Time: 12:30 pm

Executive Committee

President:	Kusum Bhatta (she/her)
Vice President:	Asim Abbas (he/him)
Vice President External:	Albert Ashong (he/him)
Secretary Treasurer:	Shivam Gupta (he/him)
Recording Secretary:	vacant
Lead Steward, Unit 1:	Simran (she/her)
Lead Steward, Unit 2:	Dr. Hamed Afshari (he/him)
Lead Steward, Unit 3:	Dr. Ketan Ajay (he/him)
Lead Steward, Unit 4:	Arham Ali (he/him)
Health and Safety Officer:	Mahnaz Tajik (she/her)
Benefits & Advocacy Officer:	Nancy Kansal (she/her)
Equity Officer:	Yuly Wu (she/her)
International Officer:	vacant
Undergraduate Officer :	Nabil Rajput (he/him)

Committee & Working Group Chairs

PAC Chair:	Asim Abbas
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
Palestine Solidarity:	Naila Bounefissa
OUWCC:	Kyle Morrison

Trustees

exp. Fall 2026 audit: Camden Church

exp. Fall 2027 audit: Kyle Morrison

exp. Fall 2028 audit: Maxwell Altman



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Staff

Staff Representative: Brad Walchuk (he/him)

Staff Representative: Mary Ellen Campbell (she/her)

Administrator Coordinator: Francesca Brugnano (she/her)

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. **Trustee Report (Kyle)**
9. **Communications and Bills**
10. **Executive Committee Report** : can be found on GMM website, addressed in GMM only
if necessary: <https://cupe3906.org/gmm-materials/>
11. **Reports of committees and delegates - if applicable**
 - i. Stewards Network (Chaired by: Simran, Hamed Afshari, Ketan Ajay, and Arham Ali)
 - ii. LMC
 - iii. PAC (Co-Chaired by: Asim Abbas and Dee Rooke)
 - iv. Bylaws Committee (Chaired by: Kusum)
 1. Proposed Bylaw Changes: Proposed Bylaws changes are being presented at the July GMM and any discussion, as well as voting, will occur at the next GMM (currently scheduled for August). Changes are being proposed to Article 4(a)(v) and Article 17 (a) and (b), as well as a universal change from "Chief" Steward to "Lead" Steward throughout. A full copy of the proposed changes is [available here](#).
 - v. Equity Action Committee (Chaired by: Yuly Wu)
 - vi. International Committee (Chaired by: Pema Sherpa)
 - vii. Communications Committee (Chaired by: Caleb Smolenaars)
 - viii. Women and Gender Rights Committee (Chaired by: Kusum Bhatta)
 - ix. Indigenous Solidarity Working Group (ISWG) (Co-Chaired by Emily Howse-Hackl/Ayra Thomas)
 - x. Raise the Floor (Chaired by: Rand Clayton)



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- xi. Contract Action Committee (Chaired by: Rand Clayton and Caleb Smolenaars)
- xii. Health & Safety Committee (Chaired by: Mahnaz Tajik)
- xiii. Benefits Committee (Chaired by: Nancy Kansal)
- xiv. Prison Solidarity Working Group (PSWG) (Chaired by: Sonia Hill and Patricia Mills)
- xv. Hamilton & District Labour Council (HDLC)
- xvi. OUWCC (rep: Kyle Morrison)
- xvii. CUPE Council

12. Nomination, elections, or installations

- 1. Recording Secretary
- 2. International Officer
- 3. Hamilton & District Labour Council (HDLC) delegates (x2)

13. Unfinished (old) business

- 1. SqaureSpace Website cost overrun

14. New business

- 1. ECS steward event cost overrun
- 2. Motion: Update Policy on Meal Expenses for Meetings (see Appendix 1)
- 3. Motion: Unit 4 Steward composition (see Appendix 2)

15. Other business

- 1. Proposed Bylaw Changes: Proposed Bylaws changes are being presented today and any discussion, as well as voting, will occur at the next GMM (currently scheduled for August). Changes are being proposed to Article 4(a)(v) and Article 17 (a) and (b), as well as a universal change from “Chief” Steward to “Lead” Steward throughout. A full copy of the proposed changes is [available here](#).

16. Good of the Union

17. Adjournment



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Appendix 1:

Policy on Meal Expenses for Meetings

for the per diem policy for union business (ie. convention, off-campus meetings, etc), please see the policy on page 26

Passed by the Membership on May 23, 2017

On occasion, meetings of various committees of the Local may be long. In such cases, it is appropriate for the Local to pay for the cost of a meal for the members of a committee who are serving the membership by devoting a large portion of their day to the work of that committee. The costs of a meal for committee members attending a long meeting may be paid for by the Local in the following circumstances:

Committee Meetings

Members, Executive Officers, and staff who attend a meeting of any recognized committee of the Local that lasts at least four (4) hours will have their meal expenses paid for by the Local, up to a ~~\$15.00~~ **\$20.00** per diem, so long as a meal has not been otherwise provided for the meeting.

Committees must authorize the use of the Local's funds for this purpose by passing a minuted motion to that effect. The Treasurer may request a copy of the meeting's minutes



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before processing payment for meal expenses. All meal expenses will require the submission of an expense report with a copy of the meeting minutes authorizing the expense.

Executive Officers may decide to purchase food ahead of time for a meeting of the committee that they chair. This is permissible so long as such a meeting is at least 2 hours in length (or is reasonably expected to be at least 2 hours in length) and so long as half of the members attending such a meeting are rank-and-file members of the Local (i.e. not themselves Executive Officers). In these cases, the cost of the food will be paid out of the operating budget of the committee in question.

Bargaining Team and Hiring Committee Meetings

At a General Membership Meeting on August 9th, 2016, the Membership passed a motion authorizing the use of the Local's funds to pay for meal expenses, up to a \$15.00 per diem, for members of the Local's various Bargaining Teams and Hiring Committees who attend meetings that last at least four (4) hours, so long as a meal has not been otherwise provided for the meeting.

Therefore, Bargaining Teams and Hiring Committees do not need to authorize the use of the Local's funds for this purpose by passing a motion. Nevertheless, meal expenses for the Bargaining Teams and Hiring Committees will still require the submission of an expense report.

Executive Committee Meetings and Annual Visioning Session

Executive Officers may decide to purchase food ahead of time for a meeting of the Executive Committee. This is permissible so long as such a meeting is at least 2 hours in length (or is reasonably expected to be at least 2 hours in length). The cost of purchasing food for Executive Committee meetings will be contemplated by the annual budget.



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Appendix 2:

Composition of Unit 4 Stewards

Whereas Residence Life employees unionized with CUPE Local 3906 in February 2024;

And Whereas the Parties ratified a Collective Agreement covering Residence Life employees in March 2026;

And Whereas this Collective Agreement contains provisions for the recognition of six (6) stewards to represent Residence Life employees;

Be it resolved that the composition of stewards for Residence Life Employees (CUPE Local 3906, Unit 4) shall be as follows:

- 1) one steward to represent Community Advisors working in "North Quad"
- 2) one steward to represent Community Advisors working in "West Quad"
- 3) one steward to represent Community Advisors working in Lincoln Alexander Hall
- 4) one steward to represent Graduate Community Leaders working at 10 Bay Street
- 5) one steward to represent GCLs, PAs, ROPs/As + Other positions below RLAC employed in any buildings/areas
- 6) one steward to represent GRAs employed any buildings/areas

Be it further resolved that if no one from 10 Bay is nominated at the start of the year, that steward position can instead be filled by a member of the bargaining unit employed in any position and working in any building;

And be it further resolved that these elections will take place yearly and will begin



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in September 2026.