

CUPE 3906 / Canadian Union of Public Employees

General Membership Meeting Minutes

June 10, 2024

2:00pm-4:00pm

Executive Committee

President:	Leah McGrath-Reynolds (they/them)
Vice President:	Mason Fitzpatrick (he/him)
Vice President External:	Sonia Hill (they/them)
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:	Ori Frieman & Annie Zhao
Organizing Committee:	Wouter van den Berg & Katie Mountjoy
Women and Gender Rights Committee:	Kusum Bhatta
Indigenous Solidarity:	Emily Howse-Hackl & Zahra Tootonsab
Communications Committee:	Jeffrey Arcand
Prisoners Solidarity:	Sonia Hill
Tenants Solidarity:	Elliot Goodell Ugalde & Connor Galloway
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: Leah

Guests: Adeola Egbeyemi

Agenda

- 1. Acknowledgment of Indigenous territory**
- 2. Reading of the Equity Statement**
- 3. Roll call of Officers & Introductions**

Eric moves to allow Adeolo to attend the GMM with voice but no vote as a guest for today

Kay McCallum seconds

Motion Passes

1 Abstention

- 4. Approval of the Agenda**

Rebecca moves to approve the agenda

Hamed seconds

Motion Passes

- 5. Reading & Approval of the Past Meeting Minutes**

Rachelle moves to approve the past meeting minutes

Eric seconds

Motion Passes

- 6. Matters Arising from the Minutes**

- 7. President's Report**

Mason: In Leah's absence, we can read their report. Available here: <https://cupe3906.org/wp-content/blogs.dir/501/june-2024-gmm-reports.pdf>

- 8. Secretary-Treasurer's Report**

Eric: No treasurer's report this month, all is doing well, we've started eating into the surplus we had built up over the past 8 months, as dues drop off in the summer with less TA contracts, but this is normal business for us. Excited to see bargaining support and other committees pick up in the summer and fall. Steward cheques are in the mail now.

Eric moves to approve his informal/oral report this month

Hamed seconds

Motion passes

- 9. Communications and Bills**

- 10. Executive Committee Reports**

- a. Available on website: <https://cupe3906.org/gmm-materials/>

- 11. Reports of committees and delegates**

- a. Stewards Network (Chaired by: Bitah Pourbahari, Rebecca DeWael & Hamed Afshari)

Rebecca: Planning for fall orientations are underway, if you're in a department that is hosting an

orientation for new members, you can inquire with your department to ensure the union will have time to join, its part of our rights. I'll be reaching out for support closer to.

Hamed: U2 stewards, I've started sending emails from January to now to increase our stewards, I could hire about 7-8 more stewards and am still looking for more. I started sending FAQ to U2 stewards and asked them to read, and I'll pass this on to new stewards as well. Since we are in bargaining, I would like to have a meeting in July. If you know anyone interested please let me know or to contact me.

Mason: I have to note Hamed's efforts in recruiting

b. Bylaws Committee (Chaired by: Mason Fitzpatrick)

Chair to Eric

Mason: We'll be meeting on Thurs June 20th at 12pm, to discuss some bylaws revisions and potential electoral reform, please reach out with any other changes you'd like to see

Sonia: is our land acknowledgement in our bylaws?

Rachelle: its from national to have it on the agenda

Brad: its not in the bylaws technically, so it can be updated outside of a formal bylaw review, though that may be the place to review its content

Mason: we could pass a change to it at the GMM

Sonia: so changing it just means drafting it and bringing a new one, but thats not how it should operate, it should be intentional each time not just words someone else wrote

Brad: because its not in the bylaws to have a committee do something different, national has indicated that there ought to be something in the agenda, but for us to have variations or move away from something formal etc theres nothing in the bylaws that governs what is or isn't to be done or said here

Mason: so it sounds like we can change it easily

Sonia: this was written years ago by former exec and I helped with it, but I have regrets and the fact that it doesnt put any responsibility on the people who are saying it, its become performative and I think it should be changed - I don't think a new committee is appropriate, and it should be in consultation with indigenous community

Mary ellen: I think as we're in reports we shouldn't explore a motion right now

Sonia: I just don't think this is one persons motion or idea, this is work the local should be doing better and shouldn't be thrown to a committee

Brad: lets continue the discussion to bring back to the exec, not only what are we doing but who and with whom, this is something the exec should consider or maybe in Good of the Union

Mason: I agree the exec should talk about it

Sonia: I think Good of the Union is a good place, and the next exec meeting agenda

Chair to Mason

c. Equity Action Committee (Chaired by: Olakunle Oluwakorede Olugun)

Korede: we are working on a couple of things, some grievances that are within the committee to look into, and finding some clarity to move forward with that. we have a first draft of an intake form to take on cases, and no other updates.

d. International Committee (Chaired by: Kusum Bhatta)

Kusum: This month is busy for us, we are planning two events, one for black scholars that will be involved with continuing ed, this will be a 1 hr skill based workshop and a panel discussion and networking opportunity, there will be a proposal at the next GMM. The next event will be in the fall for international students and especially how the union works - this will be passed at the next GMM.

e. Communications Committee (Chaired by: Jeffrey Arcand)

Jeff: Nothing to report, we're currently working with RTF to try to revolutionize the way that communications are done within the union - if you have an event to promote please let me know

f. Women and Gender Rights Committee (Chaired by: Kusum Bhatta)

Kusum: The event that's below we will discuss later - centring women from Palestine, Iran, Asia etc, with a documentary and a discussion about a book. The budget and proposal is below. The other event that's planning is a menstrual care project, to support women on the university campus, we are not providing the monthly supply, just the same way we'd provide toilet paper - I'm supporting this in GSA as well and hope the university will take this issue up as well.

Annie Zhao: I agree that's important, but there is the Period Equity project, it might make more sense to advocate for them to expand rather than starting something from scratch

Kusum: MSU does this work, but it's not available in the washroom, which is what we're trying to do - we want to pressure the university to take over this duty. We don't want to exhaust the resources of GSA or CUPE. This would be for all women and gender neutral washrooms, starting with 1 washroom per department.

Rebecca: procedurally - this should be the discussion on the motion at the next GMM

g. Indigenous Solidarity Working Group (ISWG) (Co-Chaired by Emily Howse-Hackl & Zahra Tootonsab)

Zhara: We're doing a lot of activities this summer, we had an event for a water ceremony on June 1st, was a great success and learning opportunity. Thanks to those who came. Our next event is on June 29th, a drumming circle, and on the 30th is a speakers panel. End of July we'll have a solidarity event with Palestinian and Sudanese speakers, about decolonization. Follow us on Instagram for more info.

h. Raise the Floor (Chaired by: Rand Clayton)

i. Organizing Committee (Co-Chaired by: Wouter van den Berg & Katie Mountjoy)

j. Health & Safety Committee (Chaired by: Mohammad Rezaul Islam)

Reza: there were two events where two employees were injured, so the Ministry of Labour inspector came to visit the campus and made reports to post publicly, recommendations were about prevention and appropriate footwear, trip hazards, etc. Faculty of Science and Faculty of Economics have been joining our meetings, but we'd like other departments to start their JHSC and perhaps do some inspections which the university pays for. This is good for all of us, we can always look for people who are willing to continue our safety. There are many buildings that don't have people from the workers side, so we have the responsibility to fill these roles. Please contact me if you're interested or have questions. There have been many incidents reported from 10 Bay, so I was wondering if we have some people who live/work there?

Mason: we tried to get 10 Bay added, but we can't actually have the TA's who live there to be a part of it, but Unit 4 may be able to fill this once they have a collective agreement

Brad: we've talked to the national rep, but coming out of U4 I imagine this will be a big issue

Kyle M: even if they have a collective agreement they are still workers, they should still have representation in JHSC or argue that it is a worksite and needs an inspection

Mason: thats helpful, but unfortunately they really don't like us - but we can hire more in september and build some bridges

Reza: I'm learning more about how we can proceed so please let me know

k. Benefits Committee (Chaired by: Kyle Morrison)

Kyle M: No report, U3 survey went out to expand professional development fund

l. Prison Solidarity Working Group (PSWG) (Chaired by: Sonia Hill)

Sonia: PRISONER SOLIDARITY WORKING GROUP UPDATES: Barton Prisoner Solidarity Project, fathers day bannering. Barton Jail. Saturday June 15 3:00pm Meet on Ferguson side of the jail

ABOLITION ON CAMPUS ZINE

First Planning Meeting: Tuesday July 9th. 6pm in person at the CUPE 3906 office.

PRISONER LETTER WRITING NIGHT, ROUND 2! August 2024

Isolations and lockdowns have been escalating, someone has just died in the jail, there are more lockdowns and isolations at Barton than any other jail in Ontario.

<https://www.cbc.ca/news/canada/hamilton/segregation-ontario-jail-data-1.7120094>

I'm disappointed that folks don't attend our events, this is a personal cause to me, and it's important that we work on community initiatives outside of what happens on campus. I urge people to get involved, I'm here with you, it's emotional work, but people need our support.

If any of these events or initiatives interest you contact pwswg@cupe3906.org

m. Hamilton & District Labour Council (HDLC)

Sonia: we discussed some updates in the exec meeting, but we learned about a lot of scabbing happening in the city, specifically the Waste Management trucks

Eric: City workers, not sure of the local

n. Bargaining Committee Unit 2

Kyle M: has been going along slowly, we're preparing our proposals, thinking about priorities, what we'll be focusing on in the package and be concise - our mobilizer Walter is available if you're interested in getting involved, we also completed some role play training

o. Bargaining Committee Unit 4

Annie: Working on finding a date, but we need to vote in new members

Brad: there's some work to be done on motions and scheduling to get things started

p. Bargaining Support Committee

12. Nominations, Elections, or Installations

13. Old Business

14. New Business

- a. I (Kusum) move to approve the allocation of \$2,920 for the event 'Breaking Chains: The Freedom Struggle of Iranian Women,' organized by the Women and Gender Rights Committee, to cover expenses for documentary transcription, books (Women,

Life and Freedom), honorarium for six panelists, refreshments, and materials for 50 people. See Appendix A for proposal.

Kusum Moves

Eric Seconds

Zhara: I have a question about the discussion and the book panelists, they don't seem to line up to me

Kusum: there are different panelists from different countries, and their lived experiences, but the main focus is on Iranian revolution's impact on women and youth

Zhara: I'm just confused about if this is about Iranian struggles, is this about solidarity with Iranians? I'm confused about what's centered in this event

Kusum: this event should have happened years ago, but we can discuss the similarities of the experience of women and the underlying theme of women life and freedom, in a transnational context

Eric: I want to propose an ammendment to raise the Women and Gender's committee to raise their budget to \$9000 to accommodate this event

Olauwa: I just want to say I appreciate the budget and breakdown provided, and I agree that we could increase it more. Anytime we vote on an event I think its important to see these details and we can understand the budget and how funds will be used. This program resonates with many of our members

Kusm: to confirm, Eric is proposing to raise the budget of the entire committee?

Eric: Theres a \$6000 womens committee budget, \$5000 has already been spent on an event, the rest was spent on a third event, I see that if this motion gets approved, I need to change the committees budget to accommodate hosting another event that surpasses the \$6000 yearly budget has already been spoken for

Kyle M: Point of Order - ammendment doesnt speak directly to the motion, so it requires a separate motion

Brad: Kyle's correct here, its valid long term that the committee's budget needs to be upped, but thats a separate motion

Motion Passes

2 Abstentions

- b. I (Rachelle) move that the membership approve an increase in the Executive Honorarium from \$600 to \$750 per month. See Appendix B for rationale.

Rachelle moves

Kay seconds

Motion Passes

7 Abstentions

- c. I (Eric) move that we add \$12,000 to our GMM Donations budget line.

Eric moves

This is to accommodate that we have spent through our GMM donation budget line

Annie Seconds

Eric: \$12000 because we have been spending aproximately (we began with \$25,000) so to match the pace of spending for the rest of the year, \$12 seemed appropriate. And it will refresh in September.

This is the one of the best ways we can support, so I think its best to support.

Kyle M: Makes sense. Generally, where is this money coming from? Does this put us in any financial danger, and does this take into consideration the exec honorarium increase?

Eric: I did not shift this from anywhere, this is a new \$12000, however, there are a couple lines that we have not been spending from, TSWG, PAC, and other places for example. Does not put us in any

financial danger. We have anticipated an \$80k deficit, but we currently have over 1Million in our account. Year over year defecits are sustainable, but time to time dipping into our savings can be done responsibly. How current spending is shaking out, even with a \$12k deficit wouldn't effect us. It does not account for the exec honorarium. But if this is a one time increase, if we also increase the honorarium it will only be paid out 3 times before the budget refreshes. Our savings can accommodate this. We can continue to shift things as needed. To the best of my skills I don't see this putting us in a long term financial problem.

Sonia: so we're running a deficit, but I know in past years is that we've had surplus, is it possible to see a 5 year report? To see what years we overspent or underspent? It would be interesting to see and could limit our scarcity mindset

Annie: I'm curious where we've donated to in the past

Sonia: community organizations, NFP, grassroots, indigenous community impact fund

Eric: I can come back with a more detailed answer next time

Motion passes

4 Abstentions

- d. I (Eric) move that we donate an additional \$1000 to the Student Documentary Project.

Eric moves (we have donated to this project before)

Sonia seconds

Eric invites Adeola to speak to the project

Adeola: I am a Mac alumni from 2022, I live and work in Hamilton at a non profit, and am the producer and director of a documentary that covers the past 10 years of student activism at Mac, generated in response to past wins and archiving, to be accessible to incoming students. Our 93min doc is in post production, and I'm requesting \$2075 to work with a sound mixing studio in Thunder Bay, we've hired a colourist, to cover labour and taxes etc. This will allow the doc to be completed, and we can show it to the community who helped bring it to life. The top up is to address that we've relied on community to support us in making this so we're asking for additional help.

Eric: the reason why the amounts are different, the specific ask was settled after the deadline had passed to get the item on the agenda, so I'd like to ammend it

Eric moves to ammend the motion to \$2075

Ola seconds

Ola: did we already spend \$1000 on this?

Eric: over two different donations, it will end up being \$3075

Ola: I appreciate Adeola for your succinct presentation, I think its great

Kyle M: are your hired workers unionized?

Adeola: no, they're mostly independent workers

Sonia: fully support this! Lots of contract work is unfortunately not unionized and is precarious

Minutes from the September GMM contain a past conversation about this

Motion Passes

Ammended Motion passes

- e. I (Yunkai Yu) move that the Local CUPE 3906 does not collaborate or support HKCTU/HKLRM and their efforts.

Yunkai (Kyle) Yu moves

CUPE 3906 / Canadian Union of Public Employees

Eric Seconds

Kyle Y: this is a UK based NGO, not a union. It is a racist and anti-chinese group, framing themselves as a workers rights group. They have targeted other workers while defending colonialism. We kindly ask members to have a discussion about this

Mason: is this about the Hong Kong Labour Movement event that we are supporting?

Kyle Y: Yes, I shared a link with an interview

Boyu: thank you for raising this point - I want to specifically point out that this motion is not about blocking labour movements, but about blocking an organization that has publicly incited violence and hate crimes against the broader chinese community. During 2019 the protest started as peaceful but started to escalate into a riot, and incited violence against chinese people. It included setting people on fire, throwing bricks on people, using bows and arrows to terrorize citizens in HK. We are not against labour movements in HK in general, but we do have a problem with this organization which have refused to condemn their violence. As a chinese person, I don't feel safe around them, given their violent history, specifically targeting the mainland chinese community, and any HK citizens who speak against them. There are many other organizations in HK who condemn this violence, and I think we should collaborate with these organizations instead. I want to share a video about them openly refusing to condemn such violence. *Video is played "Hong Kong Student Leader/Protestor Condemning Violence"*

Cyril: Can someone list the trade unions who are inciting violence in Hong Kong? One is hkftcu? Is there others?

Kyle Y: sorry for not able to listing all the trade unions. But HKLRM is one of the most famous unions, and they can't stop violence

Annie: Are these isolated incidents by rogue members or has the entire organization incited violence?

Kyle Y: We don't think all the members in the entire organization are conducting violence. But the leaders, representing many members in the organization, refused to condemn violence behaviors.

Boyu: HKTCU is not a trade union, as a whole it supports violent behaviour, despite other organizations condemning it. Some members have been arrested for violent behaviour. We are still waiting for a public announcement from any of its members to condemn it. HKCTU dissolved, and former members forms HKRLM which is a UK based NGO

Mason: thank you for all these points - the motion is to not support these orgs going forward, but we are unsure how this effects the event we already sponsored

Kyle M: if its a motion that has already passed, it would require a 2/3rds vote but I believe the money has already been moved

Mary ellen: this money was voted on by the committee, not the general membership. The local decides the overall political direction of the local

Kusum: it was voted on in an exec meeting, we gave money to the event production so snacks and materials etc, we supported the event not a donation to the organization. Stanley came to me with a proposal and we reviewed it an supported his budget. I thank everyone for sending me materials and having a conversation about it - but please understand this is an event supporting an event about democracy and labour movements, not a particular organization. regardless of what we all think we have to listen to members lived experiences and the challenges individual members face, without targeting specific individuals.

Boyu: thank you - we are not against the HK labour movement, just specifically against organizers of this organization but I want to quote our equity statement here. Bringing the organizers here breaks this statement, if we choose to work with this specific organization, this would create a hostile environment

for me. It makes me fear for my personal safety. This is very relevant to the event and to me.

Kyle M: Currently it sounds like we're not supporting an organization, or are we going to cancel an event? I'd like some clarification

Mason: this motion is to set some political direction going forward, we can't cancel the event because we're not hosting it

Brad: I know little to nothing about this conversation, but this motion moves that the local does not collaborate or support these orgs or their efforts, there is an event happening. the gmm is the highest decision making in the local - one of the differences here is that there is not a long standing position of the local, we don't have a standing link to this org. if this is about the membership taking a position on whether or not the local should support or maintain a relationship with them going forward. the event on wednesday is affiliated. if this motion passes, the event would still happen, but we could remove the logo of our union.

Kyle Yu: I want to emphasize that the organization is armed with weapons, we should not hold events that are linked to chinese police, there is a discrepancy in power between the two systems

Eric: we are being asked to take a side in a conflict in this motion, which is not outside of our purview, this is another example of our local being asked to take a political position in a conflict, these are things that unions should take positions on. if we passed this, we wouldn't be canceling the event, it would be removing the logo and making sure we're not involved with these orgs going forward this is a fair position for us. I dont think this should be done lightly. I do think a decolonial position regarding china does require an anti british, or other stances, for instance maintaining ties between HK and england, but, to the folks who are unsure, you're right, this is a highly complex situation of a centuries long conflict.

Kusum: so the question also arrises we are organizing the event for Iran, there are people who take different sides on this, we dont have people from the event team here to speak for themselves. you are right in your stance that these organizations committed violence, but we cannot hear from both sides, so this is a bit unfair. Please understand Boyu that you are a friend, we know you are an active member of the union, but we have to look at all international issues.

Mary Ellen: the gmm has the authority to direct the political direction of the union, not through the committees, please take what people are saying seriously and with value, members are saying that this org incites racism and violence and thats worth something - these orgs have ties to british interest and colonialism in HK so we have to have a historical context. HK citizens are protesting for american style democracy, this is something different. if you dont like communism and the chinese gfovenement thats fine, but we can lsiten to the folks who are here and respect them.

Mary ellen: I second what Mary Ellen has said, violence against identity is an issue, I understand what Sonia said about violence as resistance by occupied people. reading about this event, it doesn't seem like its a direct support of the org, it may just be a vehicle for more discussion about whats happening in HK, it may be a great way for people to learn more. It may be bias, we wont know. As someone from the diaspora, I see how anti chinese racism can be rampant, and thats backed by british colonialism. this is nuanced. china itself is a colonizing entity in itself, its very contentious, and having this discussion is important and we should know what impacts people of diaspora. I dont think the event is totally in support, it seems like the speaker is someone with expoerience and is a student, I dont see an issue with cupe being a part of that, but continuing support that decision needs to be made.

Boyu: we condemn violence from both sides - what happens to protestors from the police and outside of the police, we condemn that as well, but we dont affiliate with HKpolice, but we are indeed in collaboration with the orgs we're discussing currently. and to the points made, this org does have a colonial tie, they do wave the colonial flags and union jack, as a former colony. Im asking people to block this not to take a side, but that nothing justifies racism and violence. I fail to see why some members

refuse to acknowledge the violence and racist behaviour we are discussing here. This union has been an inclusive space for me, a student from china, who has been misunderstood and faced racism, so to me this doesn't make sense.

Mason: however you vote on this, doesnt mean youre against the labour movement or democracy in china, this is an international issue, we know there are members on both sides, and I want folks to really be thoughtful about their vote, but it is important, I know it can be uncomfortable

Motion passes

15. Other Business

Eric: I've been asked to present a motion on behalf of an indigenous woman who we've done a lot of work with over the years

I move that the local donate \$8,000 to Kahsenniyo Kick, our landback comrade, to support her daughters medical bills.

Kyle M: Point of order - after several back and forth emails between the exec and National, this is out of order and in violation of the constitution. As much as I would like to support it, we are not allowed to make individual donations and this would violate the constitution.

Sonia: I don't know what conversations this happened in - I asked Eric to pass it cause I thought as a white man he would get it passed. The Indigenous community fund does these donations all the time, including medical funds. If this is out of order this would demean the work I've been doing.

Kyle M: this was sent to all of the exec, for transparency I'm happy to share if needed

Sonia: if this is the case, this is the moment I step down, because I've done these donations for years prior

Eric: yes we have made similar donations throughout the pandemic, under \$500, because thats what folks have asked us to provide. when it comes to working with indigenous communities, its always in response to requests. would lowering the amount change it being out of order?

Sonia: we have brought responses for \$8000 in the past, for landback, for groceries, for firewood, these motions have existed in the past

Mary Ellen: I dont think the issue is the amount. If I understand, usually, in the constitution, the local can donate to groups of people, something like landback, if the community impact fund has been doing that in ISWG thats a separate thing, not the local. In the constitution-

- Sonia left the call, citing they have stepped down from their position

Brad: "B.4.4 Expenditures Funds can only be spent for the valid purposes of the Local Union and as permitted in the bylaws or as approved by a majority vote at a regular or special membership meeting. The funds cannot be divided among individual members. A petty cash fund may be set up, if approved by a majority vote at a regular membership meeting. The petty cash fund may be used to pay small expenses. All other expenses must be paid by cheque or recognized electronic payments approved by the Secretary-Treasurer and the President or another signing officer."

Eric: to this point ^ the donation is not to a member. Can we change the language?

Rachelle: want to address Leah and Kyle have said in the chat that we're not supposed to do top ups

Kyle M: at the GMM it would be fine, but the fact that two committees have also donated. I'd also like to flag that I have turned down other dental requests. mason needs to rule on if this is out of order or not.

Mason: I wouldn't rule it out of order

Kyle M: I would challenge the chair's decision then

Mason: we can always defer this until we review the conflict

Eric: I would appreciate that - but we are not giving funds to a member

Leah: I will speak to the procedure - if the chair has been challenged, someone has to second it, if no one seconds it then it's unsuccessful. But we do have to vote on whether or not we agree with the chair's decision. I will say that we got this info from the national rep, and if we don't want to discuss this now we can come back to it, but we will have to ask the National Presidents Office in addition to our staff rep, if we want to postpone this we can, but we have to send it to the office to find if it's a valid spending.

Mason: ok so it sounds like this is against the constitution

Brad: I will echo what Leah said, as chair, I don't think it's too late for you to change your ruling if you want to backtrack

Mason: I accept the challenge in that case

Motion dismissed

16. Good of the Union

Kusum: what do we do about Stanley's event? They also want to challenge the motion?

Mason: since it's not our event, we can't cancel it, but we can take down our social media post, and choose not to promote it further. A motion to reconsider would need 2/3rds majority.

Kusum: they asked will union members be there or not?

Mason: our members are free to do what they please, I wouldn't want to stop that, but I don't think we can put out statements as a local

Brad: anyone can still attend or participate, I think it's reasonable that we email and ask for our logo to be removed - the process for the motion to reconsider can't be done by someone who wasn't here, it has to be someone who voted in favour and so does the seconder

17. Adjournment

Mason: we have to have these difficult conversations, and I really thank everyone for contributing

Rachelle moves to adjourn

Kay seconds

Motion passes

Appendix A - Women & Gender Rights Committee Proposal

Event Proposal

The Women and Gender Rights Committee is proposing an event titled "Breaking Chains: The Freedom Struggle of Iranian Women" which aims to raise awareness about the struggles and resilience of Iranian women under oppressive regimes. This event will feature a documentary screening followed by a panel discussion with experts and activists, providing a platform for in-depth conversation and engagement.

Event Details

- Date: July (TBD)

CUPE 3906 / *Canadian Union of Public Employees*

- Venue: MUSC 313
- Capacity: 50

Agenda

- Opening remarks by [Committee Chairperson/Host]
- Overview of the event and its significance
- i. Documentary Screening
- ii. Panel Discussion
- Moderator: Chair
- Panelists:
 - [Niloofer Hooman]: [Brief Bio]
 - [Dina]: [Brief Bio]
 - [Mahsa Gholam Alizadeh]: [Brief Bio]
 - [Fay Daemi]: [Brief Bio]
 - [Afghanistan – Maroofeh – Social Work]: [Brief Bio]
 - [Vivian Fochman]: [Brief Bio]
- Discussion Topics and Book distribution:
 - The current situation of women’s rights in Iran, Afghanistan, Palestine, and Africa (Congo, Sudan, Nigeria, Somalia)
 - The impact of international advocacy and solidarity
 - Transnational issues
 - Personal experiences of women and their fight for freedom
 - Strategies for supporting Iranian women from abroad.
 - Politics
 - Self-care
 - Safety and security issue – conversations based on evidence.

Q&A Session

- Attendees will have the opportunity to ask questions to the panelists.

2:00 PM: Lunch and Networking

- A complimentary lunch will be provided.
- Attendees are encouraged to network and discuss the topics further.

Objectives

1. Raise Awareness: Educate/Aware the community about the ongoing struggles of Iranian women.
2. Foster Dialogue: Create a platform for meaningful discussion and exchange of ideas.
3. Promote Advocacy: Encourage attendees to act and support the cause of gender equality and women's rights in Iran.

Target Audience

- Students, faculty, and staff
- Community members interested in human rights and gender equality.
- Activists and advocates for women’s rights

Marketing and Outreach

- Email Invitations: Targeted emails to relevant groups and individuals.

Budget

- Documentary Screening/Translation cost - \$50
- Women, Life, Freedom Book – 30 X50 = \$1500
- Panelist Honorariums for 5 people (50X6)= \$300
- Catering:

- Tea/Coffee - \$120
 - Lunch for 50 people- \$ 950
- Total: \$2920**

This event is a crucial and much needed initiative to shed light on the plight of Iranian women and to foster a supportive community that advocates for their rights. We believe this event will not only educate/aware but also inspire action and solidarity.

Appendix B - Executive Honorarium Increase

The current Executive honorarium is \$600 per month, pre-tax, which was previously increased in 2022 from \$500. The honorarium was designed to support the Executive with regular operational spending, and financially support the work of our positions. As students, we also feel the pressure of a rising cost of living which inhibits our time, access, and resources. I am proposing an increase that would see an hourly equivalency of minimum wage in Hamilton, ON to help offset the rising costs of transit, groceries, gas, etc. that are required to perform our duties as Executives. The Executive Committee is expected to work 10 hours per week, for a total of 40 hours per month, though it is common we exceed this expectation. In accordance with our annual budget, an increase to \$750 per month per Executive would not pose a financial risk to the local, or impact other community initiatives. I hope that with this slight adjustment, the Executive will feel more inclined to take on longer term commitments with a small increase to our financial security despite the precarity of our industry. This only applies to Executive Members and not Committee or Working Group Chairs, whose honorarium's may be proposed for adjustment separately. *This motion has been approved by the Executive as of June 3, 2024.*