



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 Minutes

DATE: February 10, 2025

TIME: 2:00 PM - 4:15 PM

Executive Committee

President:	Mason Fitzpatrick (he/him)
Vice President:	Rand Clayton (they/them)
Vice President External:	Oluwadamilola (Dami) Babatunde (she/her)
Secretary Treasurer:	Saba Khorasani (she/her)
Recording Secretary:	Bonnie Evans (she/her)
Lead Steward, Unit 1:	Rebecca DeWael (she/her)
Lead Steward, Unit 2:	Dr. Hamed Afshari (he/him)
Lead Steward, Unit 3:	Dr. Bitra Pourhabari (she/her)
Lead Steward, Unit 4:	Caleb Smolenaars (they/them)
Health and Safety Officer:	Mahnaz Tajik (she/her) - <i>late</i>
Benefits & Advocacy Officer:	Dr. Kyle Morrison (he/him)
Equity Officer:	Oluwakorede (Korede) Ologun (he/him)
International Officer:	Kusum Bhatta (she/her)
Undergraduate Officer	Elissa Cunningham (she/her)

Committee & Working Group Chairs

PAC Chair:	Vacant
Contract Action Committee:	Rand Clayton
Women and Gender Rights Committee:	Kusum Bhatta and Niki Sadat Afjeh
Indigenous Solidarity:	Emily Howse-Hackl
Prisoner Solidarity:	Sonia Hill and Patricia Mills
Communications Committee:	Jeffrey Arcand
Ouwcc:	Kyle Morrison

Trustees

exp. Fall 2024 audit: Vacant
exp. Fall 2025 audit: Zahra Tootonsab (she/her)
exp. Fall 2026 audit: Vacant



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Staff

Staff Representatives: Brad Walchuk (he/him) and Mary Ellen Campbell (she/her)

Administrative Coordinator: Francesca Brugnano (she/her)

Regrets: Rebecca DeWael, Jeff Arcand

Chair passed to **Rand** for the first half of the meeting - Mason feeling unwell

Agenda

1. **Roll Call of Officers**
2. **Land Acknowledgement Reading of the Equity Statement**
3. **Approval of the Agenda**

Mason moves to approve

Dams seconds

Motion passes

5. **Reading & Approval of Previous Minutes**

Mason moves to approve

Mitch seconds

Motion passes

6. **Matters Arising from Previous Minutes**
7. **Secretary-Treasurer's Report (Saba)**

Saba shares materials, which can be found [here](#) and [here](#) with membership, covering the month of January 2025.

8. **Communications and Bills**

9. **Executive Committee Report** : can be found on GMM website, addressed in GMM only when necessary

Rand: See our website for this, contact exec members about the contents of their report if needed.

10. **Reports of committees and delegates - if applicable**

- a. Steward Networks (**Chaired by: Rebecca, Hamed, Bitu, and Caleb**)
- b. LMC



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c. Bylaws (**Chaired by: Korede**)

Korede: We do have some amendments to send sometime this month or next month. There are a number of things we want to look at, the next meeting is next week so we'll have more to discuss then. If you have amendments you'd like to send, please forward them to me and we'll discuss.

d. Committee Updates - *if applicable*

i. Equity Action Committee (**Chaired by: Korede**)

Korede: We'll also have a meeting for this next week. There are many items that have been drafted; it would be good to have folks to plan them with. We'll be hosting a number of new members, I'm looking forward to it.

ii. International Committee (**Chaired by: Kusum**)

Kusum: I met with Korede and other members, we're doing a collaborative event soon. Just working on dates and inviting trainers. We'll share details through posters and social media soon.

iii. Communications Committee (**Chaired by: Jeff**)

iv. Women and Gender Rights Committee (**Co-Chaired by: Kusum & Niki Sadat Afjeh**)

Kusum: Last meeting we wanted to see how we can go about the women's day event. We have a list of panelists that we'll finalize in the next meeting. Will send the poster hopefully by the end of the week. It would be great if people can commit some time, even those outside the committee, as we'll require a lot of volunteers. Please email us!

v. Indigenous Solidarity Working Group (ISWG) (**Chaired by: Emily Howse-Hackl**)

vi. Health and Safety committee (**Chaired by: Mahnaz Tajik**)

Kusum: Mahnaz has something to share I think.

Bonnie: Yes, sorry, we are moving that item to exec. This is just about the messiness of the office. Not trying to obscure this from the GMM or members, it's no secret the office is messy, just makes more sense to make a plan at the exec meeting.

Ori: I think the office is not just messy, but also has hateful messages. I don't feel comfortable coming in or picking up checks from there.



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Rand: Thanks for sharing your opinion.

vii. Political Action Committee (PAC) **(Chaired by: n/a)**

Mason: Given that the election is on and we're doing some endorsements today, a good way to get this committee back up and running is to do group canvasses for people we've endorsed. If you're interested in doing this, please message me to be added to a group chat.

viii. Prisoners Solidarity Working Group **(Chaired by: Sonia Hill and Patricia Mills)**

1. Report back from the letter writing event (budget/event debrief)

No one present.

ix. Contract Action Committee **(Chaired by: Rand)**

Mason: The CAT has evolved into the strike committee. We're meeting at 6pm today (actually 6:30 for some). We have lots of people signing up for strike duties for Unit 2. We're going to scare the shit out of the university; it'll be great. Please come today!

Mitch: Also, last Wednesday we had a fun pizza party where we did phone canvassing. We're thinking of doing it this Wednesday as well. Come join the signal chat and join at 7pm in the CUPE office.
https://signal.group/#CjQKIInz0r9NTNNEbIVIGjZMzyje1SQ_E8EeXGv9zJ6NuCoUEhBQRcrpadHQi_GzDsLkkIub

x. Unit 2 Bargaining Committee

Mason: They're playing hardball right now, not setting dates with us. No big updates on conciliation. Hoping to get dates soon. We're ramping up pressure to force them to talk to us.

xi. Unit 4 Bargaining Committee

Caleb: Things are going well, we have just 1 or 2 more caucus dates before meeting with the employer next week. You will hear more from us soon.

xii. Hamilton & District Labour Council (HDLC)

Mitch: Some provincial election endorsements were made at the last meeting. There was also a great speech from Matt Green about getting the labour vote out.



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xiii. Ontario University Workers Coordinating Committee (OUWCC) **(Chaired by: Kyle)**

Mary Ellen: The annual conference is later this month. We should have a decent report from that at the next GMM I'd suspect.

xiv. CUPE Council

Rand: Moving into the election, it is important that we band together in labour. If you're interested in coming to this, anyone is welcome. If you're interested in organizing larger labour efforts in Hamilton, this will be a good opportunity. Free food as well!

11. Nomination, elections, or installations

Mary Ellen chaired

a. 5 CUPE Ontario Conference Delegates

Mary Ellen: This conference happens every year. According to the way the union is set up, we have an affiliation with CUPE Ontario.

Brad: It is taking place May 28-31 in Toronto.

Mary Ellen: We have 5 delegate positions. The expectation is that you attend as much as possible and vote on motions. You can be a member of any unit to go. If you're staying in Toronto, the local will pay for your fees.

Mitch: Can't we have more than 5?

Mason: We can do more than 5, but this is our usual number.

Ori: The goal is to represent the views of the local as much as possible. Is it mandatory for the delegates to vote exactly how the local should?

Mary Ellen: Not mandatory, more that people are meant to be representing the local and the positions the local has taken. There are situations where that's not totally clear; it won't be policed, but to the best of your ability, you should do so.



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Bonnie: Myself and many others may be going to CAWLS that weekend -- is there any partial fee or barring folks from coming for most but not all of the conference?

Mary Ellen: Nothing prevents someone from doing both, but if it comes to an election, it's good to mention that.

Mary Ellen opens the floor for nominations.

Caleb self nominates

Mason self nominates

Rand self nominates

Mitchell self nominates

Bonnie self nominates

Enrique self nominates

Ori self nominates

Mary Ellen: We'll give folks a 2-min talking period about why they should be elected. We are going in reverse order starting with Ori.

Ori: I'd like a minute.

Mary Ellen: No, we are going in reverse order so it is you up first.

Ori: I think it's reasonable to ask for time to prepare.

Mary Ellen: Enrique are you ready to go?

Speeches:

Enrique: Sure. I would like to be elected; I attended previously last year, and I think I have a bit of experience on what sort of things the local is prioritizing. I think that as I have previous experience, that would be useful this time. Thanks for your attention.

Mitchell: I'm a steward from the labour studies department and a representative at the HDLC. I have never been but would be honoured to go and represent everyone. Thanks!



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Bonnie: I also have not gone yet but I think it's a crucial year to build labour power and connect with other CUPE locals in Ontario. I may be gone for a half day for CAWLS. I also live in Toronto so no need to pay for my hotel fees!

Caleb: I would love the opportunity to attend. I have never been as a delegate but I attended as a visitor last year. It was great to form connections between our local and others. Also I think it is so important to have someone from unit 4 attend and connect with more locals.

Rand: It has been a goal of mine to build connections in the local and between other locals. I've done this through running socials and CUPE council. It is in my purview to go to this conference and keep building connections. We need large scale group organizing, and I'd love to organize the post-secondary sector. Also will be staying in Toronto!

Mason: I went to the last one and managed to get a resolution passed to commit CUPE national to hiring more organizers after the experience of organizing unit 4. I'm going to bring another motion to ask this but also to hire more member organizers. That is, not full time organizers, but members also doing organizing work. It'll be good to get our word out. No need to get hotel for me, I'm staying in Toronto and/or Hamilton. I'll also be at CAWLS.

Ori: Thanks for the time. I'm a member of unit 3. Beyond being happy to go, I have good priorities to divert money to labour issues. Attending the Ontario conference is an opportunity to voice our perspectives. We can strategize about our rights. I will represent all units and will ensure priorities of CUPE 3906 will give us better working conditions.

Brad: If you'll recall last GMM, we approved bylaws changes on elections. The election will be held online. You'll get a ballot sometime later today. They'll be available for 72 hours after being sent. People who registered for the GMM will be eligible to vote. We'll meet after this period with staff, local rep, and scrutineer(s) to review the votes. Under the terms of our bylaws, we require people to get a 50% majority. If we don't fill all the people, there will be a subsequent election, etc. until we have majority support. 7 people are contesting the election, you will have to vote for 5.



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Mary Ellen: Make sure to check your spam folder, let us know if you don't receive a ballot. Every candidate can name a scrutineer; it just can't be you. If we don't have several scrutineers, we should just get volunteers. Would any candidate like to name a scrutineer?

Brad: If people don't appoint scrutineers, one will be appointed. It takes like 15 minutes max. Shows an anonymized number of votes. If you're not on exec and have 10-15 minutes to spare, we'd very much appreciate it. You don't have to do much other than making sure the results we share are the ones you saw.

Mary Ellen: You can do it remotely.

Kusum: If it's just 10 minutes, I can do that.

Mary Ellen: Thank you! If anyone else wants to volunteer, let me know.

Brad: I'll email folks; it would be good to have more scrutineers.

b. 2 Trustees (1-year and 3-year)

Mary Ellen: No one stepped forward at the last GMM, so the bylaws say that this re-appears again on the agenda until we can fill it.

Mary Ellen reads from [Article 3a in our bylaws](#) about Trustee duties.

Brad: These are positions that participate in an annual audit of the local's finances. We've had to push it back. One trustee will just do this audit. The other would do this in a 3-year term and participate in 3 audits. Of course, if you graduate, you can resign the position. Audits take about a day. Usually on weekends, with the treasurer and 3 trustees. You're making sure that money is being spent with respect to our bylaws. There's an honorarium, maybe a couple hundred per audit but not sure. Any member can stand for election for the position, both 1-year and 3-year. You can nominate yourself or somebody else. After the audit, the trustees present their report to the membership, if there are recommendations coming out of it this is also shared with membership.

Mary Ellen: It just can't be an exec member.



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Mary Ellen calls for 1-year trustee nominations

Mitchell self nominates

Mitchell acclaimed as 1-year trustee

Mary Ellen calls for 3-year trustee nominations

No nominations received -- this will re-appear at the next GMM.

c. 4 HDLC Delegates

Mary Ellen: HDLC is the Hamilton and district labour council. These are local units associated with the Canadian Labour congress. Mostly, we share news about labour in Hamilton, and we also pass resolutions and make donations similar to the GMM. Some folks have moved on/graduated so we're filling these roles. There's no honorarium with this but it's not burdensome. It's on the 3rd Thursday of the month and hybrid. Any delegates want to add anything? Can be a member of any unit, self nominate or nominate another member.

Mary Ellen makes first call for nominations for HDLC delegates

Dams self-nominates

Caleb self-nominates

Mitch: I want to clarify, you sent an email to everyone -- am I still a delegate?

ME: No, you're a delegate, you're good.

Mason: I'd like to nominate Enrique Luna.

Mary Ellen: I'll declare closed. Enrique do you accept your nomination?

Enrique: Yes

Dams, Caleb, and Enrique are acclaimed as HDLC delegates.



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One delegate remaining -- will be put on the next GMM.

d. 4 CUPE Council Voting Members

Mason: Anyone can come, but only four can vote. Good to connect with other locals.

Mary Ellen: Any questions? There's no honorarium.

Mason: They gave us food last time!

Mary Ellen calls for nominations for CUPE Council voting members

Rand self-nominates

Mason self nominates

Sarah Toulan self nominates

Bonnie self nominates

Rand, Mason, Sarah, and Bonnie are acclaimed as CUPE Council voting members

e. 5 David Saunders School participating members (April 27 to May 2, 2025)

Mason: I don't see how many people are here...are we putting something in new business?

Kusum: Yes, I wanted to pass for 5 people to go to this.

Bonnie: So I wasn't sure if we needed to pass these first then pass the money?

Mary Ellen: If people are elected, then we don't pass money then people can't go.

Brad: Elections come before new business by CUPE national's rules. Weird agenda, but we have to follow it.

Mary Ellen: Everyone understands that we need to pass this then someone brings it up in new business, right?



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Kusum: This is a week-long school with all sorts of trainings. Can apply to all members, exec or otherwise. Anyone who is in a union, this prepares them for action. Since our union is huge, I figured we could have 5 people.

Mason: This is April 27 to May 2 in Niagara-on-the-lake.

Mary Ellen: Same as before, the local will pay for your lodging.

Brad: It's a really good experience; would recommend staying for as much of it as you'd like.

Mary Ellen: Any questions? I'm going to open the floor.

Mary Ellen opens the floor for nominations to attend David Saunders school

Kusum self-nominates

Mitchell self nominates

Dams self-nominates

Saba self-nominates

Kusum, Mitchell, Dams, and Saba acclaimed as attendees to David Saunders school

One spot left - will come up again at the next GMM.

Brad: For those just selected -- please send me a list of your top 3 courses. Looks like a lot of them are full. May have to get you on a waiting list, but send me those ASAP. I didn't realize how full it was.

Mason re-chaired

12. Unfinished (old) business

13. New business

- a. Be it resolved that CUPE Local will institute a per-diem policy in an amount equivalent to the prevailing CUPE National per diem rate, which increases from time-to-time (See Appendix A).

Mason: This is going to be \$103 per day. Please can someone move this?



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Mary Ellen: The current per diem is \$15, which is impossible. Easier to tie this to CUPE Ontario or CUPE national rates because they update it, that way we don't have to update every time.

Brad: Worth adding that a lot of conventions occur at hotels in major cities. At the Sheraton in Toronto, there aren't a lot of affordable options. This hasn't been updated since at least 2013.

Kusum moves

Bonnie seconds

Motion passes

- b. I (Rebecca DeWael) move that the local spend up to \$100 on snacks and coffee for the Winter 2025 U1 Stewards' Network meeting.

Rand moves in Rebecca's absence

Dams seconds

Motion passes

- c. I (Gerard Di Trolio) move that CUPE 3906 endorse Sarah Jama for Hamilton Centre MPP (See Appendix B)

Mason: Quick piece before we get into this. Any endorsement has to pass in a GMM. We can choose to endorse nobody. I put this policy out on our social media. I didn't want to go around to politicians to ask for our endorsement. I'd rather them come to us, people who care and know about us. We received 4 requests. 3 are former or current active members; they all sent blurbs in, which are in the appendix.

Gerard: I'll cut to the chase; I know many of you are involved politically. The CUPE campaign is Fire Ford, fire the boss, etc. The idea from there is that when you go to vote, you're voting as a worker. A lot of attention is being paid to Bill 124. I talked to some long term care nurses about their issues recently. We're trying to get CUPE members to vote, talk to their co-workers to get them to vote. Generally, this is for the NDP. The NDP is not perfect, but they are the best on offer considering the alternatives, Ford especially. The only other thing I'll bring up is that they were inquiring about getting member lists from all locals to call them about voting. Some locals have given them up, some are less willing. Maybe we can talk about that. We can have a discussion about this. Book-off callers, etc.



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Mason: We'll have to reserve this discussion for after we've moved and seconded these motions. I don't want to give up member lists, but I like our people calling our people. Maybe you can start by moving the first motion, then we chat.

Gerard moves

Mitch seconds

Mary Ellen: If you're putting things in the chat, they won't be in the minutes.

Mason: Yeah, I can't monitor the chat.

Brad: I was going to share Appendix B. Probably shared by Sarah's campaign. It's on the screen now.

Gerard: Sarah's worked tirelessly. In my life as a renter, I've been slapped with an above guideline increase, and she has been working with Acorn and other tenants in my building to fight it. She has been targeted for her positions on Gaza, and Mac should stand behind her. This is a winnable seat. It will take hard work, though.

Sarah: She's passionate about housing and disability rights, involved with Mac, and I think it would be good to endorse.

Mason: I saw Gerard canvassing the other day outside my house, she has a great team. Former strike chair for Unit 2 and former member. Would be cool to help her.

Motion passes

- d. I (Gerard Di Trolio) move that CUPE 3906 endorse Kojo Dampsey for Hamilton Mountain MPP (see Appendix C)

Mitch seconds

Bonnie: He's a unit 2 member, seems ready to help us with the strike and anything else.

Mason: I agree, a good guy and comes by the office regularly, will help with the strike.



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Motion passes

- e. I (Gerard Di Trolio) move that CUPE 3906 endorse Caleb Smolenaars for Oakville North--Burlington MPP (see Appendix D)

Dams seconds

Caleb: I don't know if it's a conflict of interest for me to speak, but I am the candidate in Oakville North-Burlington and the lead steward of unit 4. Proud to be running on a labour forward platform, I've been meeting with lots of workers, and I'm happy to be using my voice to fight back, hopefully at the provincial level.

Motion passes

- f. Be it resolved that CUPE 3906 endorse Sandy Shaw for Hamilton West - Ancaster - Dundas MPP (see Appendix E)

Rand moves

Dams seconds

Rand: Sandy is the only person who isn't a former or current member of the local. She's been a friend to the local willing to engage on worker and student issues. Her last act before the election was called was to come to our drop in social which I think is cool. She's an incumbent, has been doing good work for the riding, and deserves our endorsement.

Motion passes

Mason: We've endorsed 4 people! Please find the signal chat here for canvassing:

[https://signal.group/#CjQKIB93pfPp7P-O-](https://signal.group/#CjQKIB93pfPp7P-O-0ehjMd4Y2szin53Xx9znOLh99i8ETyKEhCgKplfCY7rpsKVeJT2teM8)

[0ehjMd4Y2szin53Xx9znOLh99i8ETyKEhCgKplfCY7rpsKVeJT2teM8](https://signal.group/#CjQKIB93pfPp7P-O-0ehjMd4Y2szin53Xx9znOLh99i8ETyKEhCgKplfCY7rpsKVeJT2teM8) Let's get out and canvass!

Rand chaired

- g. I (Mason Fitzpatrick) move that the local mark at least \$400 for quarterly affiliation dues to the Hamilton District CUPE Council

Mitch seconds



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Mason: I'll set aside at least \$400 for this. We already have CUPE council in our bylaws, just need to pay our dues.

Motion passes

Mason re-charied

****New Motions**

Kusum: I move that CUPE 3906 send 5 people including costs to David Saunders.

Mason: Do we have a cost estimate?

Kusum: Not quite yet.

Dams seconds

Mitch: Registration is \$2100 for the school, so \$8400 plus accommodations, closer to \$10K?

Brad: My understanding is that it's an all-in cost, with lodging included.

Motion passes (costs to send 5 delegates to David Saunders School)

Kusum: Usually 10 members are sent, but I think that we could send all 7 members to CUPE Ontario. I move to send all 7 delegates who ran.

Dams seconds

Mason: Will we still have to do an election?

Mary Ellen: Point of order - the thing is, if other people had known we'd have more positions, then other people would have had a chance to step forward. Otherwise, it is not fair to people.



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Mason: I know elections have passed, but can we do a second call for nominations? No, just in elections... You may have to move that we elect two additional candidates at the next GMM.

Kusum: Quick question, so what happens if we pass 7?

Mason: If we change the number after doing all this, we have to give the whole membership a chance, so I think we can only do this by adding more members next meeting.

Mitchell. We have time to register; we can do more next time.

Kusum: So what happens now?

Mason: We can amend or I can call out of order.

Kusum: I amend the motion that we send 10 people total to CUPE Ontario conference, with the election taking place first and then the 5 more added next meeting.

Dams seconds

Kusum: With lots of folks in Toronto, these costs will go down as well.

Amendment passes

Amended motion passes (Sending 10 total delegates to CUPE Ontario conference, 5 to be elected at the next GMM).

14. Other business

Gerard: I want to add a discussion about call lists and see what people's feelings are. Are we going to share this list or call people ourselves?

Kusum: Should the motion go first or share what I think?

Gerard: I move that we give our membership list to CUPE Ontario to make phone calls to our member for the provincial election.



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Mitchell seconds

Gerard: They won't use them for anything else.

Kusum: I think this would help us with the access to our members. There are a lot of members who may not think alike. We don't know which person supports which party. I think we have to think about a holistic approach. CUPE is very careful about it, but we really have to take it to the GMM next time. If this backfires, we may be perceived as going for one particular party, which should be a larger discussion.

Mitch: I guess I don't know why we wouldn't want to give them the list. I think that it's just to encourage people to vote more than anything, other than opposing Ford.

Kusum: I understand, but there are some many members who may not think alike. We shouldn't revoke our support, it is just meant to understand all members' concerns.

Mason: I don't love the idea of sharing our full membership list, but would be super happy to call through the list ourselves. I'd give it to you, Gerard! It's a good chance to re-invigorate the PAC.

Gerard: Obviously, we've endorsed candidates, it is a good chance to say "go out and vote".

Mason: We'll email folks letting them know we endorsed these people. We don't want to cede control over who we've supported to CUPE Ontario.

Gerard: I can talk to other CUPE members and say "you should endorse this candidate" but I can't go to people in the street and say that. Communication within membership is legal.

Kusum: I'm worried about members who may not react well. There may be members who are passionate about other candidates, we don't want to polarize. I think encouragement to vote is good.

Mason: I appreciate that. Phone canvassing is mostly about asking who they want to vote for and reporting that. Sometimes convincing people, but mostly having a conversation, and it's good to build those skills.



CUPE LOCAL 3906

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Gerard: I will amend my motion to keep it all internal so that we strike a team/committee to call our own members and encourage them to vote.

Mason: A committee requires more, maybe you just want to mobilize them?

Gerard: I amend to move that CUPE 3906 mobilize our members to vote for the candidates they've endorsed.

Mitch seconds

Amendment passes

Amended motion passes that CUPE 3906 mobilize our members to vote for the candidates they've endorsed.

15. Good of the Union

Mason: The Office of sexual violence prevention has basically been cleared out-- something sketchy is happening.

Kusum: Two people were fired. There are staff members that have come together, and we're speaking at senate, there is a rally happening as well. At the open senate session, anyone can come. We're not sure why they were fired, they were doing great work and we're going to advocate for them.

Mason: Wednesday at noon is the rally. Please go if you can!

Mary Ellen: Worth saying that we're having our AGM coming up soon. All positions are up for election. You can still run from the floor, but you can nominate via form as well so keep an eye out for that.

16. Adjournment

Mitch moves

Dams seconds

Motion passes, meeting adjourned



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Appendices

Appendix A:

At present, the CUPE National per diem rate is \$102 (per day). The Local policy is designed to cover meal expenses at an amount equivalent to the CUPE National rate, but, unlike the National policy, is broken down over three meals. With the \$102 per diem allowance, meals are broken down as follows: \$24 for breakfast, \$31 for lunch, and \$47 for dinner. A per diem is calculated for the full \$102 on a day when someone approved to attend business needs to purchase three meals. If, however, one meal was provided (ie/ lunch), that person must subtract that amount (ie/ \$31) from the day in question. A partial day (ie/ the final day) would include only those meals that the member needed to purchase (ie/ being home by 3 pm on the last deal likely means a dinner wasn't necessary). If three meals are provided, a member on approved business may then claim only up to \$15 for incidental snacks to allow flexibility in timing of when they eat. Receipts are not required for the per diem. The daily per diem rate (currently \$102) currently reflects the CUPE National rate. If increases to the CUPE National per diem rate are made, Local 3906 will increase to the same amount and the executive committee will determine a revised per meal breakdown. In the event that a member has a dietary restrictions or a religious or cultural practice that might deviate from a typical breakfast-lunch-dinner breakdown, they should inform the treasurer who can arrange a more inclusive breakdown, but in an amount that will not exceed the daily maximum allowance.

Appendix B:

Sarah Jama is running for re-election to be the Hamilton Centre MPP. Jama's community work spans over a decade in Ontario and beyond, including running intersectional leadership, education, and civic engagement programming for youth, starting grassroots organizations to address various social inequities, including food insecurity programming, and championing anti-oppression initiatives in her communities. Prior to being elected, Jama was a sessional faculty member at McMaster University and the Executive Director at the Disability Justice Network of Ontario. She is also a former CUPE 3906 member and served as Strike Chair for Unit 2 in 2022.

A well-known changemaker, Jama amplifies and creates spaces for young people by promoting skill-building, knowledge-sharing, and introducing them to community organizing.

As a Member of Provincial Parliament, Sarah Jama brings her grassroots organizing experience and deeply rooted connections in the community to Queen's Park, providing platforms for disenfranchised individuals who are often dismissed. She encourages them to share their experiences, suggestions, and grievances at the provincial level. In the legislature, Sarah Jama has advocated for public healthcare, rent control, affordable and supportive housing, affordable childcare, protection of bike lanes, environmental sustainability, and increased funding for



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education. She has also opposed unnecessary highway expansions, private healthcare, and policies that fail to prioritize the well-being of our communities.

Sending Sarah Jama back to Queen's Park means that Hamilton Centre will be well represented by someone who understands the needs of working-class people and will advocate for the best interests of those living in the city.

Appendix C:

I am Kojo Dampety, the ONDP candidate for Hamilton Mountain in the upcoming provincial election on February 27th. I would like to request an official endorsement from CUPE 3906.

As you may know, I am a current Unit 2 member and past Vice President of CUPE 3906. I am a current PhD student, community leader and acting senior manager at McMaster's Office of Community Engagement. For the last decade and a half, I have held key roles at Mohawk College (I had the opportunity to work with OPSEU 240 & 241), the Canadian Catholic Organization for Development & Peace and the Hamilton Centre for Civic Inclusion (former Executive Director). I also ran for City Council in the last municipal election in 2022 in Ward 14 (West Mountain).

I would like to invite you to my official campaign launch this Saturday, Feb 8th , at 3 p.m. Our campaign office is located at 1521 Upper Ottawa. I look forward to seeing you on Saturday.

Appendix D:

Caleb Smolenaars is the Ontario NDP Candidate for Oakville North–Burlington, a proud CUPE 3906 member, and Lead Steward, Unit 4.

Caleb understands the struggles of the working class. It's why they have dedicated much of their time to fighting for the futures of working class Ontarians and youth:

Caleb champions the issues that matter as a Legislative Intern at Queen's Park

Caleb advocates for the 2SLGBTQIA+ community of Halton and Hamilton as the creator and co-host of 'Beyond the Binary', a queer issues radio program on 93.3 FM CFMU

Caleb supports a diverse group of students as a community leader in student affairs

Caleb advocated for the liberation of Palestinians as the Media Spokesperson and photographer for the McMaster Apartheid Divestment Coalition during the People's Field for Palestine Encampment

Caleb led the organization drive of their workplace to successfully unionize 200+ of their coworkers with CUPE Local 3906

With their vast history of advocacy and organizing experience in labour, climate justice, and human rights organizations, Caleb is part of the change that Ontario needs.



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Caleb will fight for the working class, while tackling the issues brought on by the rich developer buddies of the current Conservative government. In an increasingly capitalist society, we need a government who will be on the side of everyday people and workers.

Caleb sees a future where we protect the public services that make our province great, where we step up to lead the fight against climate change, and where we build a future that the next generation can look forward to, all while protecting the workers that make Ontario work.

Appendix E:

To the executive and membership of CUPE 3906,

It gives me great pleasure to write seeking your endorsement for my candidacy in Hamilton West - Ancaster - Dundas. As the ONDP Member of Provincial Parliament representing HWAD, I am keenly aware that CUPE 3906 members are not just my constituents — you are my allies and friends in the ongoing fight for social, environmental, and economic justice. Since my election in 2018, I have met with CUPE 3906 members on many occasions and was proud to stand in solidarity with your members when they struck for better wages and working conditions for graduate student workers. Throughout my lifetime, I have stood arm and arm with my union siblings on many occasions, on picket lines and in demonstrations against successive Conservative and Liberal governments who sought to undermine worker power.

The Ontario NDP has consistently stood alongside labour unions and workers, as is demonstrated by our longstanding commitment to card check certification, making it easier for workers to join a union, and improving working conditions across provincially-regulated industries. I am keenly aware that many of your members are dealing with unsustainable levels of student debt and a housing market which has made it impossible for them to obtain affordable housing. In addition to our longstanding commitment to forgiving provincial OSAP debt and transforming our student financial assistance programmes, I am also proud that we have recently announced our commitments to bringing in real rent control, closing the loophole that excludes post-2018 housing from rent control guidelines, and ending above-guideline rent increases in Ontario.