

**General Membership Meeting Minutes**  
**Monday July 15, 2024**  
**2:00pm - 5:00pm**

## **Executive Committee**

President:	Leah McGrath-Reynolds (they/them)
Vice President:	Mason Fitzpatrick (he/him)
Vice President External:	Vacant
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:	Bitra 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:	Vacant
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 & Trish
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:**

## Agenda

Rebecca Chairing

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

Mason moves

Hamed seconds

Passes with 1 abstention

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

Chair to Kyle

Ori: Hi I'm a steward for unit 3, I have pasted the apology I would like the membership to note

Kyle: I'll pause you as that is later on in the agenda

Eric moves to approve the past minutes

Kusum seconds

Passed with 1 abstention

6. **Matters Arising from the Minutes**

7. **President's Report**

Leah: My report is available in the materials, I will highlight that its been busy at the local this summer, I'm always open to hearing from members, you can email me or come to my office hours Thursdays 2-4pm. I've listed a couple of ways you can get involved, our team just went through a strategic vision session which is something we do every year, we'll be able to get through some things to make the exec run better and use our resources, as well as campaign planning for the next year.

8. **Secretary-Treasurer's Report**

Eric: *Shared report on screen.* The local is in very good financial standing, the biggest two things I did as treasurer this past month was pay \$140k to Prosure which is our insurance company that administers some of our benefits funds, to top up some of the funds there, this pays down our benefits obligations and liabilities. Because of that, as well as payments from the PDF and Benefits fund, we have paid a lot out of benefits, so I transferred \$250k from savings, and this was also paid down as expenses came through. So that accounts for the drop in our operational savings fund. We've made some great donations as well. I estimate we will post a \$20-30k deficit, as opposed to the \$80k we initially anticipated. I projected the spending from May - July. As you can see from our overall numbers, that deficit doesn't effect any of our overall financial health, so we can continue making short and long term plans especially headed into bargaining. I'd like to commend everyone using funds, especially the increase in steward led events.

Eric moves to approve the report

Caleb seconds

Ori: for clarification, I see \$300+ donation for the peoples fund for Palestine, would you be able to clarify the nature of the donation and what it was used for?

Eric: It's split into two, Boyu purchased a coffee percolator that is now the property of the local and is in the office, as well as coffee for the encampment. Kusum spent money to make dinner for the encampment one evening.

Ori: so as we are inclusive, and I was unable to be inside the encampment, I wasn't able to enjoy this

spending, so I suggest to disapprove this budget.

Kusum: Ori, I cooked for 60 people, the reason for me being part of the encampment is I'm also part of GSA, there were all students there including Jewish students, all were allowed, a form of solidarity in which all were welcome. I was there for the evening providing food, I paid for this myself initially and it was a lot of labour. Regarding you not being able to go there - I can't answer that.

Kyle: I will remind folks that there is a speaking order, please put your hand up to be recognized. We have a lot to get through so lets focus on the report at hand.

Boyu: As far as I know, this individual had a conflict with campus security and students on site, to clarify.

Kyle: I appreciate this but these comments are out of order, again, all comments and questions be towards spending. I'd like to ask that chat be turned off at this time, as this is violating GMM speaking order.

Eric: Just to answer where the authority came from for spending, this came from a GMM donation motion, meaning it was voted on and passed by the membership.

*Motion Passes*

*with 2 Opposition*

## 9. Communications and Bills

- a. Presentation from [Office of Community Engagement](#)

Kyle: the exec had a presentation from OCE, feel free to check out the link above

- b. Thank you letter from CUPE 3903 (below)
- c. Thank you letter from South Asian Heritage Association of Hamilton and Region (SAHAHR) (below)

## 10. Executive Committee Report

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

Kyle: all reports are available on the site, so please review and we'll take a minute for any questions.

## 11. Reports of committees and delegates

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

Bitu: Most significant change from last month is the tech increase support through the PDF, we shared a survey with the unit members, and now tech purchases can be supported through the fund. Each postdoc has \$1k that they can use for tech, conferences, travel etc.

Rebecca: Nothing to report outside of my report. If you're a U1 steward, take a look, and if you'd like to join let me know.

Hamed: Last week we established a U2 steward training, and last week I was able to have an orientation session, I went over the main duties and responsibilities, and how to communicate with U2 members. We are attending some bargaining support meetings.

- b. Bylaws Committee (Chaired by: Mason Fitzpatrick)
  - i. Notice of Proposed Bylaws Changes (Appendix A)

Mason: Our bylaws mandates that we have to give you 1 months notice before we can vote on changes - so the bylaws in Appendix A will be voted on at next months GMM. Mostly pertains to including U4, and changing the PAC rules.

Next GMM is August 12.

Ori: Can you give a rationale for the changes for PAC?

Mason: Basically consensus is ideally what we'd like to have in all meetings, but we need to have a

backup if that doesn't work. We received some motions from members to make this change. The exact mechanism is if you can't reach consensus, you defer to the next meeting and then you need a 75% majority. Ultimately we favor democracy, but we need a back up.

Kyle: at the next meeting we'll debate these changes. Right now we're giving notice.

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

Korede: A lot of our focus is on training right now, and gathering info about campus, and learning about mutual respect and other union education programs that can be brought to our members.

Ori: Given the unbelievable rise of antisemitism in Canada and our union, would you consider having instructions on this?

Korede: We've reached out to the anti-racism centre in Hamilton, and we're learning about what we can do on campus, it is an all time high and yes we are looking into it.

d. International Committee (Chaired by: Kusum Bhatta)

Kusum: We are doing an event, there is a motion later on where we can discuss.

e. Communications Committee (Chaired by: Jeffrey Arcand)

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

Kusum: We are hosting a women life freedom event and panel, it is not public so please let me know if you are interested. We're having another event in August, it's still being planned, all are welcome.

There were some members who thought that menstrual care was not a priority, but this ongoing project does not support everyone. I met with Steve and the university is happy to support us so CUPE and GSA won't have to spend any funds for this. I will share more info when we're ready.

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

Zahra: We had our land is kin events in June, it was great, we had a water ceremony, drumming circle and speakers panel. We have one last event next week, we have some motions, and a lot of community impact fund apps to get through.

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

Kyle: I know a Discord server has been started

Rebecca: RTF has put a lot of great organizing and structure around communicating in the union, it's still being set up and tested, but stay tuned

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

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

Reza: The UJHSC central meeting happened and I attended, we had discussions about alarm testing and spending, and operations, there were several incidents regarding smoking on campus and so we are going through the policy again so they can enforce a smoke free campus, some issues about safety regarding construction on campus, 29 incidents have been reported over the past 3 months, any incidents should always be reported, this is something to share with all members - if you observe something, please submit a report, you can take photos and send a report immediately, it does not need to be signed by a supervisor. This is how the system runs so there is a lot of focus on submitting reports. There is a UJHSC compensation form, if you volunteer to inspect work spaces you submit a report and then you can be compensated for your work, this form was previously not accessible but

now it is. This is updated to reflect changes made during the strike. There are some incidents in undergraduate housing/residence, including flooding and sexual harassment cases.

<https://www.mcmaster.ca/CEDTsafety/IncidentReports.htm>

<https://cupe3906.org/wp-content/blogs.dir/501/cupe-jhsc-participation-form-fillable-summer-2024.pdf>

Brad: To participate on H&S committee, you do need to be elected, we have lots of openings, but if you're interested in sitting on a committee, reach out to Reza, Mary Ellen or myself and we can let you know what vacancies are open and you can be appointed or elected.

k. Prison Solidarity Working Group (PSWG)

l. Hamilton & District Labour Council (HDLC)

Eric: HDLC is a council of local unions affiliated with the Canadian labour congress. So we get together to organize, communicate, share etc, if you're interested in getting involved in Hamilton its a great place to start. The HDLC goes on hiatus for July and August, so at the last meeting we made some donations and passed some amendments regarding changes from the on going pandemic and making those efforts more official, we also updated some per capita payments, coming up there's an open house in august, and HDLC will be at Take Back The Night Sept 19. So the next meeting will be Sept 12.

m. Bargaining Committee Unit 2

Hamed: we're working on updating our proposal and ideas for the collective agreement, working with the support committee advising on how to meet with the employer

n. Bargaining Committee Unit 4

Caleb: we're working on training, and hoping to meet with the employer in early Sept, we'll be putting out a survey soon

o. Bargaining Support Committee

Mason: at the visioning session, we talked about merging the bargaining support team(s) with the organizing comm and making a Contract Action Team, to make sure we have strong support moving forward. Our first meeting is Aug 1, get in touch.

## 12. Old Business

a. Report from CUPE ON Delegates (Appendix B)

Mason: Convention was not very controversial, there was not a lot of fighting, we have good consensus on most issues. A number of interesting motions got passed, we submitted a resolution to support the U of T encampment, as well as making childcare more accessible. There's a new structure so there's more time for resolutions and less speeches, which met with a bit of resistance, but Fred Hahn remains president. The only contention was us not wanting to host convention at casinos. Rank and file members are welcome to attend.

*Break until 3:15pm*

*Chair to Leah*

## 13. New Business

a. I (Eric MacPherson) move that the local add \$6,000 to the ISWG annual budget.

*Zahra Moves*

## *Rachelle Seconds*

Zahra: Our term ends this August, we still have one more event we'd like to run, and our budget is about to run out, we need about \$6000 to cover the event and our community impact fund. Indigenous folks or orgs ask for \$500 at a time through this fund, we support schools, gardens, land back etc. Its a small amount but it helps. We don't know if the group will continue next year, Emily needs a new co-chair, so please join our July meeting on Wednesday. If no one co chairs, the group will stop, so this remaining money will be helpful.

Emily: We also do a lot of travel expenses for folks who don't have cars etc to help folks be able to participate in traditional ceremonies and events, we'll also use the money to go towards the Grand River Six Nations Pow Wow and Mississauga of the New Credit Pow Wow who don't have their own transport, they're always in secluded areas so there's no public transport to Six Nations, so this allows Indigenous folks like myself to attend. These events are open to all, and gives you the opportunity to go with other folks you know.

## *Motion Passes*

*1 Opposed, 2 Abstentions*

- b.** I (Zahra Tootonsab) move that the ISWG uses \$2000 of their annual budget for a speakers panel called "From Turtle Island to Palestine to Sudan" taking place in July.

## *Zahra Moves*

## *Eric Seconds*

Ori: I have a concern to raise before voting, CUPE usually presents a very narrow range of perspectives on the Jewish community, this feels like a misunderstanding and dangerous representations, if theres a Palestine panel, it should include not fringe voices but genuine voices from Israel and the right to self determination in their homeland. If its ok with you I'd like to invite someone to speak who holds a mainstream Jewish point of view.

Leah: Are you trying to make an amendment?

Ori: I was raising a concern but I can make an amendment

Leah: We have to raise an amendment and vote on that before we get back tot he original so folks know

Zahra: this is a panel regarding apartheid, genocide, of whats happening in Palestine, so we dont have an Israeli speaker, as thats not part of the panel Ori's concern is not relevant, youre welcome to attend and raise questions at the event, but this panel is about Palestinian solidarity

Leah: a reminder that discussion and debate is about the actual motion, lets keep in mind our GMM speaking practices and the speakers list

Eric: I think that the debate is around approving the money for the panel, the content of the panel is the responsibility of the working group. if folks would like to be involved in the planning, then you need to come to the working group meeting. This motion exists due to our need for approval for spending over \$500.

Leah: members who are for or against, we decide things via vote. Members are free to bring forward proposals for events for the membership to pass funds for and vote on.

Ori: thank you for the invite to participate, I would like to mention that if the panel continues this way, it just perpetuates harassment and a hostile environment, which does not represent the members. I would ask people to vote against this motion.

Emily: If you're wanting to, you can come to the meeting on Wednesday, however, I don't think we're trying to say any hate towards anyone, this is a way to have people explain what theyve been doing as

activists and part of activism is trying to make things better. We ask that you bring an open mind.

Leah: I'm going to call the question, we have heard from both sides and no amendment, I think we should move on. The local's politics are clear.

*Motion passes*

*1 Opposition, 2 Abstentions*

Eric: I'd like to challenge the chair on calling the question, I think it was premature

Leah: I accept that, we can reopen the speakers list. Because I was out of order we can continue and re-vote.

Rand: I added myself before we said that we should only speak to the motion, so I'll say that if you have an issue with the event, go help plan it.

Ghada: I'm a Palestinian third gen refugee, this event is about solidarity between Palestine, Sudan and Turtle Island, and the settler colonialism genocide, if you have an issue with that then that speaks to what you believe regarding these issues. Anything anti-Palestine is also antisemitic. I support this motion and the work of this group.

Korede: I don't want to interfere with what a group does - but can the next planning for a similar event, can also consider whats going on in other regions, I don't think there should be any concerns to just lend our voice to whats happening. We can have similar events for other regions.

Ori: I raised a concern that if there is a Jewish participant, it should represent genuine voices, not fringe ones, and now I have heard that there are no Jewish voices which is concerning. I will take up your invitation.

*Motion passes*

*2 Opposition, 2 Abstentions*

- c. I (Annie Zhao) move that the local donate \$4000 to the Sadaka Initiative. Please see Appendix C for details on the requested budget and the services provided.

*Annie moves*

*Mason seconds*

Ori: Two questions, to be responsible with the budget that we donate, is it a non-profit, is it registered? The budget you provided, is \$103 but the motion is for \$4000?

Annie: We're a grassroots org of students and residents, we make food and gather supplies each weekend to distribute to encampments. That budget is weekly based on our current spending, but we'd like to increase our budget and advance our services, there is a second budget of what we want to spend that was also sent.

Eric: Especially with the increase to GMM donation budget, so this fits very well. We have given to similar grassroots organizations who do similar work, so this donation continues and supports that effort.

Kusum: I tried to look at the contact, are there other ways we can contact other than email? And what area(s) do you serve? And is there conflict of interest, are you involved, or just facilitating? Is McMaster helping? And since you are not registered how can we take accountability into place?

Annie: We primarily serve downtown Hamilton, typically un-housed folks typically call shelters who are full or understaffed, so we go to more remote areas of folks who cant access services. I am an active member of this, but it is run by our founder, so the money would go to him and he would allocate spending. We can provide receipts, and we also post regularly on Instagram what we provide.

Rachelle: Just wanted to apologize for not including the entire budget I didn't see it.

*Motion passes*

*Several abstentions*

- d. I (Kusum Bhatta) move that the local spend \$5120 to produce the event *Understanding Goals through Personal Values*, see Appendix D for proposal and details.

*Korede moves*

*Kusum seconds*

Ghada: I was part of the GSA for five years, I pushed for a lot of changes, removing a neutrality policy etc, and unfortunately under the leadership of Kusum the GSA has continued to perpetuate racism and the genocide against Palestinians, we've met, and despite concerns and promises I don't trust Kusum in running this event.

Leah: I don't believe this is in order

Kyle: I believe this is out of order, against our equity statement and attacks a member's character

Ghada: Are leaders not being held accountable for their actions? I'm not calling her out for who she is but for her actions as a leader.

Leah: I don't think this is the place to debate GSA as an organization, I don't know if this event is being held with GSA? I will redirect folks to speak for or against the motion on the floor.

Kusum: I think it's only fair for me to respond to this accusation, the conversation we had is not the first, the statement was not written by one person, this was not done by CUPE and GSA, your anger is valued, but your accusation is not, the motion of EAC and Intl. Committee has been planning for months, you can view the attached proposal, there are many members involved and the intention is against racism. Leah, when these kinds of accusations are made, they should be stopped right away. Ori told me I was antisemitic by supporting encampment, and Ghada says I'm anti-Palestinian, so what am I?

Leah: I'll stop you there

Mary Ellen: Point of order. I'm sorry to hear all of this, but we're discussing the motion.

Leah: we have imperfect systems for dealing with harassment, there aren't great mechanisms in place at the local level, we do have access to the CUPE trial process, and an internal policy we can review.

*Motion passes*

*Several abstentions and Oppositions*

- e. I (Leah McGrath-Reynolds) move that the membership of CUPE 3906 donate \$500 to support the upcoming *Secrets of a Successful Organizer* training and promote the training session on our social media.

*Chair to Mason*

*Leah moves*

*Kyle seconds*

Leah: I received a message from our former President Vic who is involved in this training session. Labour Notes is a US org focused on organizing, labour education, etc, events and resources for organizers. This is being held by Hamilton unionists, at Solidarity Place in August, anyone can participate and attend. With materials and food they're looking at spending over \$1000 so I wanted to pass funds to support.



*Motion passes unanimously*

- f. I (Leah McGrath-Reynolds) move that the membership of CUPE 3906 approve spending up to \$3000 on events and outreach to support Unit 4 bargaining.

*Leah moves*

*Kyle seconds*

Caleb: I'm strongly in support, as a member of U4, we have a lot of turnover so it would be great to use these funds to support building connections.

Brad: This should be money that is already budgeted for, so we're allocating it rather than spending new funds.

Eric: I can confirm Brad's statement and reassure that in case this money, even if we spend over this amount, we can amend the budget retroactively to reflect actual spending, the money is accounted for.

*Motion passes*

*1 Abstention*

*Chair to Leah*

Leah: Procedurally, motions G, H and I are out of order. Some of these items are either related to CUPE National constitution, or bylaws committee, but are also things that already exist within the local. Members have access to meeting minutes - you have to reach out, bylaws have to be reviewed in person at the office, if you'd like to view them you can set up a time. Members can also ask for guest access to exec meetings. There are many ways we are transparent.

Kyle: I would like to challenge on one point, on H, this is not bylaws or constitution but policy - I do think this is in order to be moved.

Brad: As far as the motion H, it doesn't violate constitution, but it is inconsistent with our bylaw 6(e) Page 18 regarding PAC and how it operates, including donation budget. The motion would take authority or remove authority from PAC, which challenges the bylaws.

Kyle: That satisfies my concerns.

Leah: J is also technically out of order, motions must be worded in the affirmative, so nothing can be what we cant do, so we vote on doing something or not. Under the constitution. Which we will address later on from last meeting. So if someone would like to amend it on the floor they can.

Ori will raise it from the floor after K.

- g. I (Ori Freiman) move that CUPE 3906's Harassment and Discrimination Policy shall be updated with the following: to minimize harm and ensure a fair and supportive environment for all CUPE 3906 members, the Equity Action Committee investigations be completed in the minimum time possible, considering fairness and confidentiality to all parties.
- h. I (Ori Freiman) move that once in a budget year and prior to the first donation, the PAC shall undertake a comprehensive review of the available budget and the needs and wants of CUPE 3906 members, through a survey, and only then develop a donation strategy. The donation strategy must prioritize the identified needs of CUPE 3906 members.
- i. I (Ori Freiman) move that The Bylaw Committee shall operate with full transparency appropriate to the digital age, providing hereinafter an accessible video recordings to all Local members, of all its meetings, attendees list, and decisions.

- j. I (Ori Freiman) move that upholding its commitment to solidarity and representation to all of its members, CUPE 3906 shall not fund any political activities related to international conflicts, ensuring that the local union resources are devoted to local, educational, and labour-related matters of its members. Cupe 3906 will maintaining a stance of strict neutrality and impartiality in matters of international disputes and conflicts. International conflicts include, but not limited to Russia-Ukraine, Syria-Kurdish-led Syrian Democratic Forces and other rebel groups, Yemen-Houthi, Afghanistan-Taliban, Ethiopia-Eritrea, South Sudan-Sudan, Nigeria-Boko Haram, Democratic Republic of Congo-various rebel groups, Myanmar-rebel groups, Somalia-Al-Shabaab, Hamas-Israel, Mali-Islamist insurgents, Turkey-Kurdish forces, Armenia-Azerbaijan, India-Pakistan, North Korea-South Korea, China-Taiwan, and Morocco-Western Sahara.
- k. I (Ori Freiman) move that CUPE 3906 shall apologize to its members, McMaster University students, staff, faculty, and the broader community for its role in inciting and perpetuating hate. This apology will be sent via email to all its members, published over all its social media platforms, and on the landing page of its website until October 7, 2024. The statement will be: "CUPE 3906 takes responsibility for its actions and apologizes for its role in perpetuating hate on campus and beyond. From our October 2023 miserable post that included a quote from PFLP terrorist spokesman, all the way to the funding of the anti-Israeli hate encampment - we apologize. From this day forward, CUPE 3906 pledges to represent and advocate for the interests of ALL of its members equally, while maintaining a stance of strict neutrality and impartiality in matters of international disputes and conflicts, focusing on local Labour-related cases."

*Ori moves*

*No one seconds, motion is not discussed or debated*

#### **14. Other Business**

Leah: last meeting we discussed an event about the Hong Kong labour movement, and members raised concerns about the organizations involved, however this motion was worded in the negative, and there has been continued appetite to revisit this issue. The event has already happened, but because of the wording of the motion, I'm serving notice that at our next meeting Aug 19 we will discuss it again but in an in order motion under the constitution, so members who have concerns can attend and debate the issue again, with a correct motion and we can vote and debate for or against. If members want to speak on this issue, this will happen at the next meeting.

*Motions from the floor*

I (Ori Freiman) move that upholding its commitment to solidarity and representation to all of its members. Cupe 3906 will maintaining a stance of strict neutrality and impartiality in matters of international disputes and conflicts. International conflicts include, but not limited to Russia-Ukraine, Syria- Kurdish-led Syrian Democratic Forces and other rebel groups, Yemen-Houthi, Afghanistan-Taliban, Ethiopia-Eritrea, South Sudan-Sudan, Nigeria-Boko Haram, Democratic Republic of Congo-various rebel groups, Myanmar-rebel groups, Somalia-Al-Shabaab, Hamas-Israel, Mali-Islamist insurgents, Turkey-Kurdish forces, Armenia-Azerbaijan, India-Pakistan, North Korea-South Korea, China-Taiwan, and Morocco-Western Sahara. Ensuring that the local union resources are devoted to local,

educational, and labour-related matters of its members.

*Kyle seconds*

Ghada: I am disappointed with my union, for calling out of order items for procedural reasons, but you're hearing these motions and making me as a Palestinian sit through this. Do you not vet these motions?

Mason: Firstly, international conflicts impact a large number of our membership. It has always been the policy of this local to have a principled stance, we have to stand up for what we believe in, and neutrality is unacceptable. I don't like how this ties our hands in the future, if Canada becomes involved, if we have to face military service, we have to make a stance of principled politics. I am against.

Ori: The words of the first speaker hold a lot of wrong facts and personal accusations. I understand Mason what you have said that we are always been like this, and that's the thing, it's time for change. I think the political arena should not include unions, and we should serve as an example here.

Kyle: I'd like to use my point of privilege, the motion can't be debated or discussed without a seconder, there have been some good points made, I didn't speak to my position, just that we should have the right to speak. Let's not assume positions.

Leah: the procedure can be opaque. A point of privilege is something that impedes someone's ability to participate. We're hearing that there are barriers to participation.

Rand: I will be voting against. The point of a union is to oppose power and fight against it. There are conflicts that involve our membership, who come internationally, who are oppressed, I think it's inappropriate to be neutral on issues that affect our memberships, and I'm not sure why we would agree to discuss this.

Eric: I also think we should vote against, because neutrality is impossible in political conflict - claiming one is neutral shows that I don't see how I am involved, especially in a global economy that ties us together. It is a long established tradition in unions and political parties to take a stance on conflict. This would be a big change for the worst. Regardless of the specific content, saying we won't take a side in any conflict, ties our hands in ways that will ultimately decrease the effectiveness of the union as a whole, instead of hiding behind neutrality we should have debates about conflict in our meetings and do our best to come to position together rather than ignore them, please vote against.

Mary Ellen: procedurally, 3906 has taken positions in the past which is voted on by the membership, in order to reverse decisions there's a 2/3rd majority required. This would only apply to new issues coming up.

*Motion is defeated*

Ghada: Can we revisit why this was brought to the floor? What is the limit of the exec?

Leah: Procedurally we can't choose what gets brought, any motions members want to bring have to be added to the agenda.

Rachelle: my position means I have to add what is sent to me to the agenda, I don't have the right to edit or choose what gets added to the agenda as part of our democratic process, but Ghada thank you and I hear you and I want to ensure that exec do discuss these issues a lot and I am open to hearing your frustrations and opinions.

Ghada: thank you, we should reduce harm, it is a relief and also frustrating that there's no vetting process

Brad: the only vetting process is the bylaws and the constitution, so long as a motion isn't out of order it can be brought forward. This did go to our national rep, and with their consultation we moved forward to discuss them in the meeting. A similar motion was brought to the bylaws committee, and it was discussed and turned down, and decided that the GMM is the ultimate political authority, so this was consistent to

the decision of the committee to put this to the floor to vote and debate. The motions were submitted yesterday and reviewed last night and this morning in consultation, the advice was to rule the first 3 out of order,

Ghada: so there is a process?

Leah: not politically, only procedurally

Ghada: so if this was contemplated already and then brought to the GMM that's also disturbing, I think there is an anti-palestinian issue at the local, and I'm happy to educate on this

Mary Ellen: I think there is some level of discretion involved, there are very few instances where motions don't come to the membership, with very few exceptions

Ori: unfortunately CUPE ON and 3906 are traumatic and harmful to their members. I received so much hate because of where I'm from. As well as many colleagues.

*Meeting conduct out of order - Several members speaking at once/yelling*

*Mary Ellen attempted to call point of order once Ori was interrupted*

*Leah muted all participants to move on to adjournment*

## 15. Good of the Union

## 16. Adjournment

*Rachelle moves*

*Boyu seconds*

*Motion passes*

*2 Opposition*

### **Communications:**

*Dear CUPE 3906,*

*On behalf of the members of CUPE 3903, I would like to extend our heartfelt gratitude for your generous donation to support our cause during the recent strike. Your contribution has made a significant impact on the livelihoods of our members and has helped us in our pursuit of fair labor practices and better working conditions. Your support has not only provided financial assistance but has also served as a source of motivation and strength for all of us during this challenging time. It is heartening to know that there are individuals like you who are willing to stand in solidarity with us as we continue to advocate for our rights. With your help, we have been able to provide essential resources to our members and their families, ensuring that they were supported throughout the duration of the strike. Your donation has directly contributed to our ability to negotiate for fair wages, improved benefits, and a safer work environment for all members of CUPE 3903. We assure you that every dollar of your contribution has been utilized judiciously and transparently to benefit our members and the cause we stand for. Your trust in us is something we deeply value, and we are committed to upholding the highest standards of accountability. Once again, we express our sincerest gratitude for your unwavering support. Your generosity has not gone unnoticed, and we are truly grateful for your commitment to our cause.*

*In closing, we hope to continue receiving your support in the future as we strive to create a more equitable and just working environment for all. Thank you once again for your kindness and generosity.*

*In solidarity,*

*CUPE 3903*

Dear CUPE 3906 exec and staff,

On behalf of South Asian Heritage Association of Hamilton and Region (SAHAHR), I would like to express our sincere thanks for your grant of \$1000 to support the Spring Festival of South Asia. The event was a great success and your financial support (in addition to a City of Hamilton grant) made it possible for us to meet all our expenses.

At SAHAHR, we are trying to create a peaceful cultural community in Hamilton to showcase the diverse cultures of South Asia, which comprises over 25% of the world population.

As a former Mac graduate student and a former McMaster employee, I understand and appreciate the important role that CUPE plays on the campus, to make working conditions better for everyone.

I congratulate you on the important work you are doing and thank you for supporting diverse cultural activities in Hamilton.

Kind regards.

--

Khursheed Ahmed

President

South Asian Heritage Association of Hamilton and Region

## Appendix A: Notice of Bylaws Changes

As per Article 7(b)(i) of the CUPE 3906 Bylaws, the Bylaws Committee is giving notice of proposed bylaws changes to be voted on at the next regular General Membership Meeting, as follows:

- Proposed Amended Article 5 (e) would read as follows: (bold is new, strike through is proposed deletion)

The ~~CHIEF~~ **LEAD** STEWARDS of Unit 1, Unit 2, ~~and~~ Unit 3 and **Unit 4** shall

i. Coordinate departmental stewards.

ii. Convene and chair at least one Stewards' Council meeting each academic term for their respective Unit.

iii. Act as a liaison between the stewards and the Executive, ensuring that the views of departments and respective units are passed on to the Executive Committee and convey Executive Committee decisions to the stewards.

iv. Ensure that each department **or area/building** is represented by at least one steward from each unit, and where this is not possible shall act as steward for that department/unit.

v. Oversee the Grievance Committee together with the other ~~Chief~~ **Lead** Stewards.

vi. Following the organization of the Stewards' Network, compile and forward to the Recording Secretary a list indicating every steward's name, department, faculty, **or area/building** and contact number(s).

vii. Promote, along with the Health and Safety Officer, awareness of health and safety issues that pertain to members of the Local.

viii. Participate in any committee they deem relevant to these issues.

ix. Work closely with Local staff representatives to file grievances, represent members in grievances, discuss grievances with the employer ~~and~~

x. Make sure that all interests of their unit are represented at the Executive level

xi. ~~The Chief~~ **Lead** Steward of Unit 1 will be responsible for the organization and execution of the local's presence at TA day (both in September and January).

xii. In the event of affiliation, the ~~Chief~~ **Lead** Steward of Unit 2 will represent the local at all conferences

of the Canadian Association of University Teachers.

xiii. The ~~Chief~~ **Lead** Steward must also be a member of the Unit which they are elected to represent.

- Proposed Change 6 (e) so that it reads: (bold is new, strike through is proposed deletion, highlights illustrate new location for existing text)

The POLITICAL ACTION COMMITTEE (PAC) shall be a semiautonomous branch of the Local charged with extending and expanding the Local's social justice and equity mandate within and beyond out workplace. The PAC shall be a participatory-democratic forum. Decisions shall be made by ~~consensus~~ **75% vote of Active Members of the PAC**. Active Members are considered to be those whose attendance has been recorded at a minimum of two official PAC meetings.

- a) ~~————~~ The POLITICAL ACTION COMMITTEE (PAC) shall be a semi-autonomous branch of the Local charged with extending and expanding the Local's social justice and equity mandate within and beyond out workplace. The PAC shall be a participatory-democratic forum. **Decisions shall be made by consensus. If consensus cannot be reached, a 75% vote of Members of the PAC present will be required.** ~~of Active Members of the PAC.~~ ~~Active Members are considered to be those whose attendance has been recorded at a minimum of two official PAC meetings.~~ **§ MOVED BELOW**

It is advisable that PAC include liaisons to the Executive Committee, Stewards Council and Equity Action Committee. The PAC shall oversee and distribute the Local's annual donation budget in accordance with the bylaws. For donations exceeding \$500, the PAC shall seek ratification of the General Membership. In emergencies related to donations, the Executive Committee may ask the PAC Chair to release \$500 from the donations budget to the Executive.

This article does not prohibit the Executive from making donations out of budget lines other than the donations budget line, nor the General Membership from drawing on the donations budget line through resolutions at a GMM. The PAC may appeal to the General Membership for donations beyond or outside of its budget.

The PAC shall elect a chair from its active membership each October. The chair shall be selected by consensus of active members who are present at the meeting wherein the chair is elected. **Active Members are considered to be those whose attendance has been recorded at a minimum of two official PAC meetings.** **§ MOVED FROM ABOVE** Should there be no consensus after two meeting, ~~an 80%~~ **75%** majority of active members shall elect a chair. The chair shall sit as a non-voting ex-officio officer on the Executive. The PAC shall also have a person or persons assigned to fulfill the functions of treasurer and secretary (the chair may fulfill these roles). The PAC may choose to provide some or all of these officers with an honorarium from their budget. The PAC shall:

- Be open to all members of the local
- Operate at arm's length from the Executive and Stewards' Council
- Be Secured by an annual operating budget
- Adjudicate appeals for donations
- Facilitate a "flying squad" to support causes and fellow workers

- vi. Educate members of the Local
- vii. Work in cooperation with the Equity Action Committee
- viii. Make Reports on their spending and activities in person or in writing to the Executive Committee at least once a month and in person to the General Membership at each GMM. They shall file an end-of-year report for the Annual General Meeting

## **Appendix B: CUPE ON Report**

### CUPE Ontario Debrief

Our local had 6 delegates present at convention. Only two delegates were rank and file members. Next year, we will budget for 10 members to attend and put more effort into sending rank-and-file folks. One delegate sat on the resolutions committee, and our delegates were present at the following caucuses: University Sector, Pink Triangle, Young Workers, and International.

A new structure for the next convention that involves more days to pass resolutions and less speeches was approved by delegates at convention. Most of the resolutions that did hit the floor required lobbying of the resolutions committee. Sectors can vote on resolutions to prioritize that are then submitted to the resolutions committee. Each sector is given thirty minutes to present its resolutions. If no lobbying occurred, the resolution was not prioritized by the committee and therefore did not reach the floor for debate. The majority of resolutions submitted to convention did not reach the floor for debate. A reason for this was that time was given to other things such as speeches (so many speeches), awards, and prep work events such as for a healthcare rally at Queen's Park. Any resolution that is not debated is sent to the Executive Board for consideration.

The tone at convention mostly maintained consensus. The biggest controversy was about a motion involving the use of casinos as venues. The motion attempted to ban the use of casinos as venues for conventions, but it was defeated.

New executive elected - Fred Hahn reelected as President.

Pink Triangle elected a new chair.

Some of the key resolutions were:

Adopted: 5, 7, 11, 12, E1, 17, 22, 24 (OUWCC), 25 covering 75?, 37, 38( CHILDCARE), 41(OUWCC), 43 (3906), 47, 50 (convention), 51 (OUWCC Sector Staffing), 53, 58, 59, 60, 62, 64, 71,

Did not pass: 42

You can find the 2024 Action Plan [here](#) & High Commissioner of the Republic of South Africa to Canada's address to convention [here](#).

## Appendix C: [Sadaka Initiative](#)

To Whom It May Concern,

I am writing to request a donation of \$4000 for our grassroots initiative, Sadaka Initiative. We are a group of community members dedicated to providing food, water, and essential supplies to people living on the streets and in encampments. Our group also provides resources and referrals to hospitals, mental health services, transportation assistance (e.g. taxi funds), and other necessary aid. Currently, we serve approximately 50 individuals each week at three different sites, costing around \$100 per week (please see the attached budget). However, due to the increasing need for our services and the growing number of homeless individuals, we are seeking to double our outreach. This expansion would allow us to serve 100 people per week. Your donation would enable us to serve individuals for several months. We are seeking short-term relief while we work on securing longer-term partnerships. The requested budget increase will enable us to:

1. **Expand our service locations** : By doubling the number of sites we serve, we can reach more individuals in need of support and resources. Currently, we visit about 3 sites before our supplies run out.
2. **Provide more comprehensive resources** : Right now, we offer food, water, and seasonal resources (e.g. handwarmers, blankets, socks). With additional funds, we can offer a wider range of essential items such as hygiene products (e.g. shampoo, conditioner, body wash), sanitation products (e.g. hand sanitizers, masks), and basic medical supplies. Hygiene and sanitation products are the most requested items, as homeless individuals lack access to these products. Providing these items prevents disease and infection, and improves their mental health by helping them feel clean.
3. **Enhance physical/mental health support** : Increasing our budget will allow us to collaborate more effectively with mental health professionals and harm reduction services, and offer more medical supplies to individuals. Right now, we only provide basic first aid supplies. Our initiative has demonstrated a significant positive impact on the lives of the people we serve, helping them navigate challenging circumstances and access essential support. We believe that with your support, we can further enhance our efforts and make a meaningful difference in the lives of even more individuals. Homeless individuals are some of the most marginalized in society, with many suffering from childhood traumas, substance use disorders, violence, malnutrition, and infectious diseases. There are no official government organizations dedicated to supporting individuals on the streets, they rely on grassroots organizations like ours. Your donation will go a long way in helping vulnerable individuals who have suffered and been let down by many services throughout their lives. We are committed to transparency and accountability in our operations and will provide regular updates and reports on use of the allocated funds and the outcomes of our expanded services.



## Sadaka Initiative Weekly Budget

Current Budget:		
Food and Beverages	Item	Estimated Cost
Water	<a href="#">24x 500mL water bottle</a>	\$3
Juice	<a href="#">12x 200mL Juice pack</a>	\$4
Meals	Varies	\$50
<b>Tableware</b>		<b>0</b>
Forks/Spoons/Knife	<a href="#">50x Wooden Fork</a>	\$4.50
Napkins	<a href="#">50 napkins</a>	\$1
<b>Hygiene Items</b>		<b>0</b>
Hand Sanitizer	<a href="#">6x Mini Hand sanitizer</a>	\$10
<b>Clothing</b>		<b>0</b>
Socks	<a href="#">20x Crew Socks</a>	\$10
Undergarments	<a href="#">5x Underwear</a>	\$20
		\$103

Thank you for considering our request. We look forward to the opportunity to discuss this further and explore how we can work together to support our community. Feel free to reach out if you have any questions.

## Appendix D: Event Proposal & Budget

### Event Overview

This proposal outlines a comprehensive event titled "Understanding Goals Through Personal Values" designed for community members and students, aimed at fostering a deeper understanding of how personal values can inform and guide individual goals. The event will include two 1.5-hour workshop and seminar on personal values and goal setting, followed by a panel discussion featuring Black scholars/and union members sharing their experiences in Canada's academic sector and their transition to the job sector. Attendees will receive certificates of participation.

### Event Objectives

1. Educate participants on the importance of personal values in goal setting.
2. Empower community members and students with practical tools for identifying and aligning their values with their goals.
3. Provide insights from Black scholars on navigating the academic and professional landscapes in Canada.
4. Foster community engagement and networking among participants.

### Event Details

Date: August (TBD)

Location: MUSC 313

Duration: 4.5 hours

### Agenda

1. Welcome and Opening Remarks (15 minutes)
  - o Introduction to the event

# **CUPE 3906** / *Canadian Union of Public Employees*

- Importance of understanding personal values
- Overview of the day's activities
- 2. Mastering Professional Excellence: An Interactive Skills Seminar - Dr. Akin Taiwo, Western University (1.5 hours)
  - Facilitator: Dr. Akin Taiwo
- 3. Workshop: Understanding Goals Through Personal Values (1.5 hours)
  - Facilitator: Continuing Education
  - Topics Covered:
    - Introduction to personal values
    - Exercises to identify personal values
    - Techniques for aligning personal values with life goals
    - Practical strategies for goal setting based on personal values
  - Interactive Activities (1 hour):
    - Group discussions
    - Reflective exercises
- 4. Break (15 minutes)
- 5. Networking opportunities
  - Refreshments
- 6. Panel Discussion: Black Scholars'/union members Experiences in Canada's Academic Sector and Transition to the Job Sector (30 minutes)
  - Moderator: Korede and Ola
  - Panelists:
    - 5 member panel
    - Oluwa Bemiga – Lead Panelist
  - Discussion Points:
    - Personal academic journeys
    - Challenges and successes in academia
    - Transitioning from academia to the job sector
    - Navigating professional environments as Black scholars
  - Q&A Session: (20 minutes)
    - Audience questions and interaction with panelists
- 7. Closing Remarks and Certificate Distribution (15 minutes)
  - Summary of key takeaways
  - Distribution of participation certificates
  - Acknowledgements and thank-yous

## **Target Audience**

- Community members interested in personal development
- Students at various educational levels
- Professionals seeking to realign their goals
- Members of the Black community and allies

## **Outreach**

- Flyers and Posters: Distributed in community centers, libraries, and educational institutions.
- Social Media Campaign: Utilized platforms like Facebook, Twitter, Instagram, and LinkedIn.
- Email Marketing: Sent to community organizations, academic institutions, and relevant mailing

lists.

- Partnerships: Collaborated with local Black student associations, community groups, and educational organizations.

## **Resources and Budget**

8. Panelist Honorarium:  $\$55 \times 4 = \underline{\$220}$
9. Continuing Education Workshop: \$500
10. Books - \$1750
11. Mastering Professional Excellence: An Interactive Skills Seminar - Dr. Akin Taiwo, Western University - \$500
12. Academic Care Package for 50 members: Diary + Cardholder + Pen = 750
13. 2 volunteers' honorarium– Support/tech support/arrangement/Pictures –  $25 \times 2 = \underline{\$50}$
14. Certificates and Printing: \$55
15. Refreshments (Tammy's Kitchen- African Cuisines):  $\$1130 + \$75 + \$25 = \underline{\$1230 \text{ incl. taxes}}$
16. Cutlery (paper plates, spoons, forks, Napkins) -\$65  
Total: \$5120