



# CUPE LOCAL 3906

CANADIAN UNION OF PUBLIC EMPLOYEES - MCMASTER ACADEMIC & RESIDENCE WORKERS

Tel: 905-525-9140 ext. 24003 Fax: 905-525-3837 Email: [staff@cupe3906.org](mailto:staff@cupe3906.org)  
McMaster University, Kenneth Taylor Hall B111, 1280 Main St W, Hamilton, ON, L8S 4M4

## General Membership Meeting Agenda

DATE: March 17

TIME: 2PM - 3:40PM

### Executive Committee

President:	Mason Fitzpatrick (he/him)
Vice President:	Rand Clayton (they/them)
Vice President External:	Oluwadamilola 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)
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 and Ayra Thomas
Prisoner Solidarity:	Sonia Hill and Patricia Mills
Communications Committee:	Vacant
OUWCC:	Kyle Morrison

### Trustees

exp. Fall 2024 audit: Vacant

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



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exp. Fall 2026 audit: Vacant

## Staff

Staff Representative: Brad Walchuk (he/him)

Staff Representative: Mary Ellen Campbell (she/her)

Administrator Coordinator: Francesca Brugnano (she/her)

Regrets: Rebecca, Rand

## Agenda

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

*Mitch moves*

*Hamed approves*

*Agenda approved*

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

*Mitch moves*

*Hamed seconds*

Ori: This is the first time I'm seeing these.

Mason: These go our with the email that we send and it's always on the website.

*Previous minutes approved*

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

Saba shares screen and shares the details in the reports found [here](#) and [here](#).

7. **Communications and Bills**

Mason: The Iranian Students Association posted about the event we were partnering with them on, not sure how it went.



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Kusum: International committee approved the Iranian event, and we also did the WISE (Women in Science and Engineering) event tabling and spoke as well.

Mason: Also the Day of Mourning! It's up in the agenda.

8. **Executive Committee Report** : Can be found on GMM website, addressed in GMM only if necessary: <https://cupe3906.org/gmm-materials/>
9. **Reports of committees and delegates - if applicable**
  - a. Steward Networks (**Chaired by: Rebecca, Hamed, Bitu, and Caleb**)
  - b. Bylaws (**Chaired by: Korede**)
  - c. Committee Updates - **if applicable**
    - i. Equity Action Committee (**Chaired by: Korede**)

Korede: We did have the equity action meeting this month. We're planning to hold a drop-in event with free coffee, resources, etc. It will be Thursday, April 3rd. You can drop in between 10-2 at the MUSC room 214. Share with folks in your network.

- ii. International Committee (**Chaired by: Kusum**)
- iii. Communications Committee (**Chaired by: Vacant**)
- iv. Women and Gender Rights Committee (**Co-Chaired by: Kusum & Niki Sadat Afjeh**)
- v. Indigenous Solidarity Working Group (ISWG) (**Co-chaired by: Emily Howse-Hackl and Ayra Thomas**)
  1. Addition of Ayra Thomas (she/her) as Co-Chair

Emily: I'm the co-chair for the ISWG, just wanted to re-introduce myself as I haven't been able to come to any GMMs this year. We have a lot going on in the spring. We're going to be adding something in new business, but we're having some workshops with a group called Creative Natives based in Kitchener. That's where my elder is located. We'll be doing a moccasin workshop, tufting, making earrings and wallets. We're always looking for new members, please send me a chat now or you can email ISWG or can follow us on our new instagram.

Ori: Quick question - I tried to communicate with your email address, got no response. Wondering if it's an active email?

Ayra: Sorry, we have 2 and only one is active: [ISWG@CUPE3906.ORG](mailto:ISWG@CUPE3906.ORG)



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OrI: I suggest also updating the administrative end for CUPE regarding the ISWG.

Ayra: I also recently took over as co-chair for ISWG, will serve for this term and hopefully the next.

- vi. Health and Safety committee (**Chaired by: Mahnaz Tajik**)
- vii. Political Action Committee (PAC) (**Chair Vacant**)
- viii. Prisoners Solidarity Working Group (**Chaired by: Sonia Hill and Patricia Mills**)
- ix. Contract Action Committee (**Chair: Rand**)
- x. Unit 2 Bargaining Committee
  - 1. Tentative agreement reached

Hamed: They ratified with about a 93% approval the most recent deal; it will go into place on April 3rd I think? Congrats to U2 members!

Mason: This was a historic agreement; can I share the details?

Mary Ellen: Yes, to members.

Mason: It's a 5-year deal, we were hoping for 3 but we traded that in exchange for significant wage increases that will catch us up to other universities. A total of 25% increases which we have not seen before--thanks to the efforts of bargaining team, CAT, strike committee. We had a credible strike threat, and they gave us an offer that will bring us up to what our members deserve. No job security increase, but the non-monetary items are harder to push because it's about power in the workplace. But we are super happy about the wage increase. Will share the highlights soon.

Brad: U2 has ratified, but the employer still needs to ratify. The full agreement won't come into effect until April 25 after the Board of Governors meeting.

Mason: Mac doesn't want to say they're giving retroactive pay. We've managed to effectively get them to do so for those employed in the winter term, but not fall. We're still getting money to people at the base rate, though. I do think it's the best we could have gotten. More money for benefits and paid parental leave.



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### xi. Unit 4 Bargaining Committee

Brad: In process of bargaining right now. We've had 4 bargaining days, another one coming up tomorrow. This is the first CA, so it's being built from scratch and taking time. We're getting through some of the basics now, making slow but sure progress. With U2 shaping up, focus can be on U4 for now.

### xii. Hamilton & District Labour Council (HDLC)

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

#### 1. Report from OUWCC Conference (Kusum)

Kusum: We send delegates from our union every year, 5 of us went and 2 were selected as voting delegates. They wanted to make sure that the university discloses their financial information, so we voted in favour. Look in the report within the executive reports for more info. Next year if you'd like to go, just give your name at the GMM.

Kyle: The only thing I have to add is that a motion is being brought to CUPE Ontario to be brought to national about having a full time sector research worker for postsecondary workers. For folks going to convention, please vote yes on that! We are the only sector without a full time coordinator.

### xiv. CUPE Council

Mason: We have a council meeting March 24, CUPE local 2800 office, and will be at 6PM. I don't know if there will be food this time, but we'll be finalizing our exec and leadership, and will be coordinating local efforts. I've been elected VP and will be sworn in. It's easy to forget how many unionized workers there are in Hamilton.

Chair passed to Mary Ellen

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

### a. 5 additional CUPE Ontario Conference Delegates

Mary Ellen: This is happening in May. The local covers transportation and accommodations, as well as per diem rate. Any members can run as CUPE Ontario delegate, you can nominate yourself or somebody else. I'll just ask if anyone has any questions. We did receive a written self-nomination.

#### i. *Vanessa Leece (self-nomination)*

*Bonnie nominates Rand on their behalf.*

*Ori self-nominates.*



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*Nomination closed.*

*Vanessa, Rand, and Ori are acclaimed as CUPE Ontario delegates.*

Mary Ellen: Since those three members self-nominated, they are acclaimed. We do still have 2 spots, they will remain vacant until filled up/until the convention.

Mary Ellen: 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 membership, if there are recommendations coming out of it this is also shared with membership.

b. 1-year Trustee

*Gerard Di Trolio self-nominates*

*Gerard is acclaimed as 1-year trustee*

c. 3-year Trustee

Mary Ellen: It's ok if you can't be here for three years. Any nominations?

*Camden Church self-nominates*

*Camden is acclaimed*

d. 1 HDLC delegate

Mary Ellen: This is Hamilton and District Labour council, we have one vacancy. They meet monthly on the third Thursday of every month, but not in the summer. If you're an elected delegate you can go and vote on behalf of the local in terms of shared labour things. No honorarium, but it's limited, and you can also attend online.

Simon: Does CUPE have an agenda they bring to these meetings or how do they work?

Mary Ellen: Typically the way it works is that the agenda is set in advance by the exec of the labour council, it's more voting in alignment with the local's priorities. Some things are pretty



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easy like donating money, others are more complicated. There isn't business from the floor.

Mason: Labour council is beneficial in that you get connected with the other locals in the city, great for coordination and allyship in bargaining. Not a parliamentary body but more like a solidarity network. Would encourage you to run!

Simon: How many delegates total from the local?

Mary Ellen: 9, but now we have 8, so one position is vacant.

*Simon Orpana self-nominates*

*Simon acclaimed as HDLC delegate*

- e. 1 David Saunders School participating member (wait list)

Brad: The David Saunders school is an upcoming education opportunity, there's currently a waiting list. Not to discourage anyone interested, but there's a good chance that we won't make it in. We already have 4 delegates on the wait list. Don't want to get anyone's hopes up.

Caleb: Dates are April 22-May 2nd.

Mary Ellen: The local will cover costs.

Kusum: I think it is worth putting your name on the wait list, it's a good program.

*No nominations received.*

Mason re-charied

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

### **12. New business**

Saba chaired

- a. Motion to revise Land Acknowledgements (Mason)

*Mason moves that we revise the land acknowledgments and land acknowledgment process*

*Caleb seconds*

Mason: I was going to motivate this. The land acknowledgement often ends up just being



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repetitive, doesn't get the message across. We're starting simple, assigning someone from the exec signed up to do a revised land acknowledgement each time, and will make a call out to see if anyone from the membership wants to do the next one. Maybe share a historical fact about the treaties, maybe a more current event, culture or knowledge. I think if it's something different and personal every time, it can be more meaningful.

Ori: I think it's a wonderful idea - just one thing to consider. The Mississaugas of the Credit first nation leader wrote a letter to McMaster university recently, I think we should all read what the chief wrote. Basically they say they oppose some of the actions of our local, they acknowledge the state of Israel and oppose the "hate" encampment. I think we should respect his wishes!

*Motion passes*

Mason: First nations are still nations; leadership doesn't always reflect the working class which we support.

Mason re-chaired.

- b. Be it resolved that the local set aside up to \$2200 for the purchase of 10 large flags and/or other materials for bargaining support for Unit 4

*Simon moves*

*Caleb seconds*

Brad: Just was going to say, we can use some new flags with our new logo. They're made in a union-made shop. Will be designed and printed from scratch, so that's why that's the price point.

*Motion passes*

Brad will move forward on this order.

- c. April 28, 2025 for the Day of Mourning: the event will be taking place in Council Chambers in Gilmour Hall from 10:45 a.m. to 11:30 a.m. (Mahnaz)

Mahnaz: I received an email from them for April 28th to be there as a CUPE member. If we can have a quick speech as well, that'll be good, I will do that. If any folks are available that day, it's actually 10am.





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Mason: Is there a motion?

Mary Ellen: What's the motion? Just to support it?

Mahnaz. Yeah, I just want support and see if we can be there.

Mason: Can you phrase like a motion?

Mahnaz: I move that we ask available members to attend the event?

Mason: Maybe this is just an FYI, can you withdraw?

Mahnaz: Sure.

*Motion withdrawn*

Saba chaired.

d. Notification of AGM March 31, send in Nomination Forms, [link here](#) (Mason)  
Mason : I encourage folks to run! Feels good to affect power in the membership.

- e. I (Ayra) move that the local approve a top-up to the original ISWG 2024-2025 budget of \$5000 dollars to support our collaboration with Creative Natives to run a workshop series from April to July 2025. The money will be spent on transportation costs, honorariums and supplies for the workshops.

Ayra: To clarify, the honorariums will be going to first nations instructors to be clear.

*Camden seconds*

Saba: I think the approved budget for the ISWG is around \$15,000 of which \$2,000 has been used. While I'm not sure whether this will exceed this, I think that we can use the funds already approved.

Ayra: ISWG during the start of my term, we lost half of our budget. Our budget went down to \$30,000 this year. Emily and I had a meeting to see what we wanted to do with this. The majority



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of our money is going to CIFs and travel expenses. We're asking for a top up just for this event, because the big event we're planning for later is a sponge for the rest of our budget. With that all said, I hear the concerns with the request for a top up, but this is with the clarification that our budget was heavily decreased. If we use our budget for this series, we won't have enough for future events.

Ori: I have 2 questions, do you collaborate with others in the struggle or is it just focused on indigenous people? Can we know last year's budget?

Aya: ISWG's focus is indigenous groups. We are in collaboration with Palestinian solidarity groups in Hamilton as well. The majority of the focus is on Canadian natives.

Saba: Thanks Aya for clarification. One more question: Any prediction of required amount of money for this upcoming event?

Aya: From my understanding, from our internal budget we've already donated an amount of \$500-750 to Creative Natives before coming to them for the workshop series. We're asking for the \$5000 to top-up.

Emily: Just about budgeting, we were also told that around Feb or March, if we're needing more of the budget that was taken from us, we could come to the GMM. We were told the budget was more likely to be what it was last year, but there were more groups that wanted to reinvent themselves. We've been doing this work for so many years; it's a disservice for that to be taken from us. The workshops are with a Metis woman who has ancestry in Ojibwe and French descent and has been carving the way for the Kitchener communities as I have found personally that a lot of the Hamilton community events I don't feel welcome. I think a lot of the community in Hamilton is Haudenosaunee based, maybe that's why. But that's why it's important for us to be able to go to those workshops and bring anyone from this group that wants to come. Helping to put our knowledge in place and share it -- inclusive to anyone who would like to join us. We have a very different concept of time than the colonial world, we're chatters! Just want to make sure we have the funds to do this work in the right way and be able to honor the people bringing their knowledge to these workshops.

Ori: Once again, it's an important cause, but ISWG didn't show up to the last several GMMs and they didn't involve me. I was left out, and I feel excluded as a member. You collaborate with people who want the destruction of Israel. Jews are the best example of decolonizing a land. It's



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also not mainstream indigenous beliefs. They agree that globalized intifada is terrorism. That's not a model for indigenous struggle. For now, the budget is enough until proven differently today.

Emily: I do apologize Ori if you felt excluded. Ayra was just looking up your emails to see if we missed you. Seems like we did answer. Ayra has answered you back so you're aware. The reason we haven't been coming to GMMs is that our treasurer was supposed to be coming on our behalf and we just had to reappoint. It's not like we weren't coming because we didn't want to, it was a logistical error. If the budget isn't upped, I'd ask that we can use \$5000 of our budget for those workshops.

Mason: I'll support raising it, but you can move another motion if this doesn't pass.

*Motion passes*

### **13. Other business**

Hamed: Just a question, March 31st is the AGM right?

Mason: Yes. We'll be electing a new exec, lots of fun. I encourage you to run.

Hamed: 2pm right?

Bonnie: Yes.

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

#### **a. Bylaws changes (Korede)**

Korede: Now includes unit 4, and there's also edits about online voting. This is on the website.

Mary Ellen: In addition to the event we talked about, there is an annual memorial at HDLC council chambers for injured workers day.

Bonnie: There's a Spring meeting on this Wednesday at 6pm at Solidarity place, going to be talking about the trade wars. Great people there, good chance to organize!

Ori: Spring is violently antisemitic.



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### **15. Adjournment**

*Kusum moves*

*Mitch seconds*

*Meeting adjourned*