



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 Mintues

DATE: October 22, 2024

TIME: 1:00 PM - 2:40 PM

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:	Mohammad (Reza) Islam (he/him)
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:	Mason Fitzpatrick and Varsha Singh
Women and Gender Rights Committee:	Kusum Bhatta
Indigenous Solidarity:	Emily Howse-Hackl
Communications Committee:	Jeffrey Arcand
Prisoners Solidarity:	Sonia Hill and Patricia Mills
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 (he/him)

Staff

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



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Regrets: Kyle Morrison, Rebecca DeWael, Oluwadamilola Babatunde, Mohammed (Reza) Islam

Meeting chaired by Rand (VP)

Agenda

1. Roll Call of Officers

2. Land Acknowledgement Reading of the Equity Statement

3. Introductions

4. Approval of the Agenda

Moved by Bonnie, Seconded by Bitu, Motion passes

5. Reading & Approval of Previous Minutes

In relation to previous minutes, this includes both approval of both September GMM and Special GMM (elections) minutes

Moved by Rand, Seconded by Bonnie/Hamed, Motion passes

6. Matters Arising from Previous Minutes

7. Secretary-Treasurer's Report (Saba)

Saba: Presented financial reports to membership. September Donations included Chris Thompson - Skills for Life Inc. - Donation to Federation of Black Canadians for Impact Gala: \$500.00; Katie Krelve - Reimbursement for bus from Hamilton for Grassy Narrows River Run: \$500.00; Sexual Assault Centre (Hamilton and Area) - GMM Donation to Take Back The Night: \$500.00; and Josh Kitchen - Replacement Cheque Reimbursement for Encampment Support Expenses: \$191.50

The local is in a good financial standing. We posted a small deficit of -\$1,860.32 this month. This is because the first dues deposits in September are always smaller than normal, because not all members have returned to work. Now that they all have returned to work, we should no longer post deficits or retain a negative equity. The orientation notebooks that we handed out at orientation this year were much more expensive than anticipated because we were initially quoted the cost for a different style of notebook than the ones delivered. We will bring a motion to the next GMM to adjust the budget to reflect actual expenditure.

8. Communications and Bills

Brad: We've received appreciation from payees from our previous month's donations.



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Hamed: Question for Saba - were reimbursements processed for stewards?

Saba: Yes, they should be getting them soon.

9. Executive Committee Report

Rand: Executive reports are largely not given orally, but they are on the website. (Executive reports can be [found here](#))

Bonnie: Highlights from the Health and Safety officer's report that Reza requested we share:

"About the last issue regarding 'CA's fear of reprisal' – emphasized during the Ministry of Labour, Immigration, Training and Skills Development - Field Visit occurred in 25th Sept. 2024. I attended the meeting and shared my views and understanding with the inspector. The employer is reminded that REPRISALS BY EMPLOYER IS PROHIBITED under Section 50 of the Occupational Health and Safety Act.50.(1) No employer or person acting on behalf of an employer shall:

- dismiss or threaten to dismiss a worker
- discipline or suspend or threaten to discipline or suspend a worker
- impose any penalty upon a worker; or
- intimidate or coerce a worker,

I have also been dealing with the 'Mould in undergraduate residences' issue. Our union members and staff are aware and very concerned about this, and I have shared some of our concerns with UHS. It was discussed during the central meetings, but unfortunately, no actions/plans emerged from our discussions that established a proper remedy for our complaints. I request all our members to record and share issues with us by emailing healthandsafety@cupe3906.org. One can take pictures and send them to us with location details and when the image was taken. This severe problem affects all our members and others coming to McMaster. Together, we can address this and find a remedy."

Caleb: this info is also in my exec report, if you can send the email to me as well at leadsteward_reslife@cupe3906.org, that would be great as we are working on getting this solved and evidence is appreciated.

10. Reports of committees and delegates

a. Steward Networks (Chaired by: Rebecca, Hamed, Bitu, and Caleb)

Hamed: Ongoing unit 2 bargaining support process. They had a meeting with the employer in October, including a proposal for wage increase, seniority, etc. and the employer submitted their



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response. They are working to continue negotiation. MEeting again this Friday to negotiate the collective agreement.

b. LMC

c. Bylaws

Rand: Bylaws is looking for a new chair - this will be going to someone in the committee, so if you are in that, please fill out the When2Meet!

d. Committee Updates

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

Korede: Nothing much, just looking forward to meeting with the Inclusion and Anti-Racism Education Program this month

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

Kusum: Date for committee meeting is after GMM - posting a link in the chat in case anyone wants to register. We also collected a list of new of interested members during orientations. Unfortunately, many emails bounced back. Contact me or anyone in CUPE to get involved.

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

Jeff: Comms committee is meeting as usual working with unit 2 and unit 4 particularly in the midst of bargaining. Rebecca and Jeff meeting with a national rep soon for comms consistency.

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

Kusum: There is an upcoming meeting for WGRC as well - email Kusum to get involved here.

v. Indigenous Solidarity Working Group (ISWG) (**Co-Chaired by: n/a**)

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

Updates provided above.

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

viii. Contract Action Committee (**Co-chaired by: Mason and Varsha Singh**)

Brad: Neither Mason nor Varsha are present, but they have done some door to door knocking. Much of the focus has been on Unit 2 Bargaining mobilization.



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Mary Ellen: We prepared mail outs for unit 2 members last week plus general info about benefits. Things will speed up soon with negotiating, so we'll keep everyone updated.

Rand: This committee now encompasses Raise the Floor as well.

ix. Unit 2 Bargaining Committee

Jeff: Unit 2 will be meeting with employer on Friday and again next week on the 4th or 5th. It is going slow at the moment but we're making some headway on non-monetary issues so far and moving quickly into monetary issues. Look for the mailers for more specific updates, and there will be more online and through physical mail.

Brad: A big issue was job security and to strengthen language in the agreement. The employer has expressed unwillingness to move on job security and unreasonably large workloads. Providing meaningful TA support is also an issue getting resistance from the employer. Have focused mostly on non-monetary asks but getting there.

x. Unit 4 Bargaining Committee

Caleb: Not too much of an update, but we're meeting weekly and have started to actually draft proposals! Hopefully more updates soon.

xi. Prison Workers Solidarity Working Group (PWSWG) **(Chaired by: Sonia Hill and Patricia Mills)**

xii. Hamilton & District Labour Council (HDLC)

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

Brad: Kyle is not here, but OUWCC put a lot into the strike at Western. They settled last week and made some decent gains in language and compensation. Kyle is meeting regularly with this committee, but a lot went into local 2361, joining picket lines, etc.

xiv. CUPE Council

11. Nomination, elections, or installations

12. Unfinished (old) business

13. New business



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- a. Let it be resolved that the local provides additional transitional executive honorarium to outgoing executive members.

Carolyn moves, Caleb seconds

Brad: Context - depending on the position, often the previous exec will stick around to help mentor and onboard the new exec. Eric is outgoing treasurer and is still in office on a near daily basis working with Saba. Executive has already passed motion to give Eric \$500 but exec is limited on how much we can spend. We're hoping to provide Eric with an honorarium (\$250) for this month, and also pay him for any month he is working on the transition.

Motion passes

- b. Let it be resolved that the local elect 8 delegates (and spend \$900 total) to attend the Samuel Lawrence Dinner at the Workers Arts & Heritage Centre on Nov. 8th.

Kusum moves, Bitia seconds

Brad: Context - WAHC keeps labour history alive in Hamilton. The Samuel Lawrence dinner is their biggest fundraiser of the year. Our local has historically bought a table with 8 seats, tickets are not really elected, but just reach out and it will be on a first come/first serve basis. Good dinner and entertainment!

Motion passes

- c. Let it be resolved that the local elect 4 delegates to attend the CALM conference in Hamilton on Nov. 4th.

Kusum moves, Caleb seconds

Brad: Context - CALM is the Canadian Association of Labour Media. They help unions be more effective at comms and are having a mini conference in November. The 4 slots would first go to comms committee going on behalf of the local, and if there are extra spots then reach out to attend.

Kusum: Oluwadamilola Babatunde would be great to add to the list of attendees, she asked me to put her name forward.

Rand: There are only 3 of us on comms regularly, so I'm sure she'll be able to attend.

Motion Passes

- d. Let it be resolved that the local donate \$500 to the strike fund at Western University.

Caleb moves, Bonnie seconds



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Brad: These are for the strike funds of local 2361 who was just on strike for 4-5 weeks, so obviously their account takes a hit. To be clear, this is to the local, none of it goes to Western.

Rand: We should support this, I used to work at Western but quit partway into my contract because Western treats their employees so badly. I would like to support these workers.

Motion passes

- e. I (Bonnie Evans) move that the local donate \$500 to Spring Magazine to support organizing costs and Red October conference costs.

Bita seconds

Bonnie: Spring largely does online journalism and has published several articles that concern our union, including work on the 10 Bay residences and tenant organizing with our union, as well as reporting on our most recent unit 1 strike. They just had a conference this weekend that included Fred Hahn and JP Hornick, Matt Green from Hamilton Centre and others. They incurred a lot of costs bringing people in from as far as Vancouver, and I think it would be good to support their costs and work since it's volunteer/member-run.

Ori: I am against this and hope that everyone will be against this. This magazine is normalizing the glorification of terrorism in Canada and the union needs to stop giving money to these kinds of things.

Motion passes

Ori: Question - despite the fact that this kind of thing was democratically elected, it is against the values that we are supposed to hold. How can we deal with that?

Rand: This is a GMM - I know you may not like the outcome but people voted, this is the GMM.

Hamed: I will ask Ori - do you have evidence that this Spring magazine supports terrorism or is against human rights?

Ori - I said "normalizing."

Rand: I know that you want to have this conversation, but maybe we can move this to the chat so we can move on.

- f. Let it be resolved that the local purchase (number) tickets to *peace love (unicorns) & communism, the homegrown chronicle of a decade of movements at McMaster University* screening Fri Oct 25th at the Westdale.



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Brad: Not a specific amount of tickets; we can determine how many.

Rand: This is a film made by McMaster students on activism at Mac. I was interviewed and others in CUPE were as well. This was great, and I know they worked hard so I'm really proud and support this.

Cyril moves for 10 tickets, Bonnie seconds.

Motion passes

Brad: Reach out if you want tickets to this!

- g. Let it be resolved that the local donate \$500 to CUPE 5399's (South Riverdale Community Health Centre) hardship fund ahead of their strike deadline at the end of the month.

Caleb moves, Jeff seconds

Bonnie: This was actually sent to me by Rebecca. This was a specific request from their local, it would be a good show of solidarity if we donated.

Motion passes

- h. Let it be resolved that the local spend up to \$500 on posters and stickers for local stewards to post on their desks and office doors so other members can identify their department stewards.

Jeff moves, Caleb seconds

Rand: This sounds like a good idea so that they are identifiable.

Jeff : This is from Rebecca again. The rationale is explained in the motion itself, it helps members ID stewards and it was brought up by a steward and designed by comms team. This is something we should do more of!

Motion passes

- i. I (Rand Clayton) move that the local send up to 16 delegates (and spend \$400 total) to the CUPE Hamilton Activist Day on Oct. 28th.

Caleb seconds



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Rand: I can give some context. This goes into exploring how does CUPE actually work? It gives a view of how this system works at a regional and national level. It would be great for us to get a good understanding of this. If you can email me I will register us all at once.

Motion passes

- j. Let it be resolved that CUPE 3906 sends one delegate to the CUPE Ontario Young Workers conference in November and cover related costs

Brad: Providing context, Oluwadamilola would like to move this to facilitate her attendance. It is a conference of young workers (35 or under).

Cyril moves, Jeff seconds

Motion passes

14. Other business

15. Good of the Union

Jeff: I would like to thank Rand for chairing this meeting and speed running it!

Brad: There were many motions this meeting! If you want tickets or to attend the conferences, activist day, the movie, or anything else mentioned, please reach out! It would be great to fill those spots.

Rand: My office hours will be Noon-2 on Tuesdays and Fridays if you want to come by!

16. Adjournment

Bonnie moves, Bita seconds

Motion passes