

General Membership Meeting Minutes
September 18, 2024
1pm - 3pm

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
Communications Committee:	Jeffrey Arcand
Prisoners Solidarity:	Vacant
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

Mason to Chair

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

Hamed moves

Rebecca seconds

Motion passes, 1 abstention

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

Rachelle moves

Rebecca seconds

Motion passes, 1 against, 1 abstention

6. **Matters Arising from the Minutes**

7. **President's Report**

Leah: Report is available in the materials. I will point out this is my last GMM as president, next week we will be running elections for several positions, so reach out with any questions.

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

Eric: Report available on website. We are now at the end of our fiscal year. In general, still in good financial standing. We ran some great events and built community, and although this created a larger deficit than we projected last year, we are still in great standing, the deficit doesn't not make a large impact on our savings. Obviously we can't continue spending deficit long term, but given the preparations needed for Units 2 and 4 is and was very useful for us. We should be proud of the organizing and work we've done and contributed to over the past year. Regarding the honorarium overpayment reported at the last meeting, I have recouped most of those losses.

Ori: would you be able to say how much of our money went into international conflict and how much went to labour issues?

Eric: well the money we spent on mobilization, social orgs, etc can be found in the social budget line in the report, as well as mobilization and strike prep sections. In terms of international conflict support, if we're talking about Palestine, that's included in GMM donations, around \$2500 in the spring, as well as various donations from committees to the encampment. To other conflicts, I'm not totally sure as that's the business of committees, I can't report a specific number, but our various committees are involved in many issues.

9. **Communications and Bills**

- a. "Trojan Horse" Healthcare event McMaster, Oct 15, 3 P.M. to 4 P.M.

Mary Ellen: the health coalition in Hamilton, on the 15th, is putting on a couple of events at hospitals to draw attention to shortfalls in health care funding. This one is at McMaster's childrens hospital, my understanding is they bring in a literal trojan horse! You're welcome to attend or spread info about the

health care crisis, in front of the hospital.

- b. Health and Safety and Injured Worker Conference, October 21-25, 2025 at Sheraton Parkway Toronto North Hotel & Suites.

Reza: there is a conference happening in October, unfortunately none of our exec are able to attend, this is more suited to those in the joint committee, but if anyone whose involved in health and safety committee is interested in attending we can support that.

<https://cupe.on.ca/wp-content/uploads/2024/09/First-Call-Notice-IW-HS-2024-EN-1.pdf>

10. Executive Committee Report

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

11. Reports of committees and delegates

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

Rebecca: Thank you to everyone who helped out with orientations. There will be training for new stewards in early October.

Hamed: we had training for U2 stewards in the summer, and I'd like to host another in October as well.

- b. Bylaws Committee (Chaired by: Mason Fitzpatrick)
- c. Equity Action Committee (Chaired by: Oluwakorede Ologun)

Korede: I've been participating in several committees including the budget, and participating with orientations.

- d. International Committee (Chaired by: Kusum Bhatta)

Kusum: we're preparing a manual for international students, we are happy to receive feedback. We've been seeing increasing racism on campus, and this is a side effect in a change in policies, so we are seeing how we can have a gathering in October to address this.

- e. Communications Committee (Chaired by: Jeffrey Arcand)

Jeff: working to craft a coherent and cohesive, unified messaging regarding U2 and U4 bargaining and had a meeting with CUPE national about digital communications strategies. Get in touch if you're interested in getting involved.

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

Kusum: We had pretty positive feedback from our event, except that some speakers felt unsafe due to some of our memberships and they didn't want to share their names due to safety concerns. The next few months we will be discussing femicide in Ontario, domestic violence has increased rapidly. We will be hosting a self defence care event for women.

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

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

Rand: We have a meeting coming up to be scheduled soon, at that meeting we will make some decisions about the group, I don't personally feel we're meeting our current mandate, so I'd like to address if this is the best way to achieve our goal. The meeting will likely be on the 26th if you're interested in discussing the future of this group. Also, an update for the Discord, I've been sick but I'll be updating it soon.

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

Reza: orientation was great, but it was difficult to carry around the boxes of pamphlets was challenging for some of us, potentially not ergonomic. There were two days on every hour where we had orientations, it would be good to have the exec visit as many orientations as possible. There was an incident with a community advisor where the workplace wasn't amenable, according to the university the employee was not supposed to do that work at that time, the employee was worried about reporting this, so perhaps there are some issues with the work contracts and their clarity, I'll look into this. Anyone with more info can get in touch. Another issue is the mold in the residences, its been addressed a few times, September is the worst time since facilities are closed in the summer and theres no air circulation. We've been trying to communicate with the university and see how we can solve this problem. There needs to be an appropriate maintenance strategy. I'd like to request all members to do outreach to look for instances of mold to then send to me, to document. Incident report forms are available.

j. Prison Solidarity Working Group (PSWG)

k. Hamilton & District Labour Council (HDLC)

Mary Ellen: There are 3906 delegate positions for HDLC, so the labour council is where different unions get together and discuss things that apply to all of us, it's a great way to get involved in the local organizing and labour scene.

Brad: there's a rally at city hall today for ATU, the city is trying to outsource the operation for the LRT, but currently it wont be operated or maintained by the ATU, its at 2:45pm

l. Bargaining Committee Unit 2

Jeff: I don't believe there's an update from the last GMM, we're waiting for a package back from the employer. You can see more at bettermac.ca

Brad: overall things are a bit slow, we've only met with employer once, main priorities are wages job securities and benefits and a contract that aligns with the same expiry as U1 and U3, the next date is Oct 4 so we'll have a better counter off then hopefully

m. Bargaining Committee Unit 4

Caleb: not too much to report since the last GMM, we did ratify our priorities through the survey we put out to the membership, and we're now brainstorming some proposals

n. Contract Action Team (CAT)

Mason: CAT is taking over some functions of the organizing committee and bargaining teams in order to merge efforts, we've been out canvassing and visiting sessionals, we're trying to get a photo petition of the sessionals holding a sign of support, we're figuring it out. I encourage everyone to door knock with us, one and one conversations are really key and a great skill to learn.

Chair to Leah

12. Nominations, Elections, or Installations

13. Old Business

14. New Business

- a. I, Eric MacPherson, move that CUPE 3906:
 - i. Accept the proposed budget for the 2024-2025 Fiscal Year (September to August) as presented, and,
 - ii. Authorize all Standing Committees and Working Groups of the union to spend at their discretion by majority vote the funds allocated to them in this budget, and,
 - iii. Authorize the creation of a Contract Action Team (A combination of the Bargaining Support Committee and Organizing Committee in our by-laws), that, along with the Strike Committee, shall spend at their discretion by majority vote the funds allocated to related activities under sections 8100 and 8200 of this budget, and,
 - iv. Authorize the union to send to Conventions and Conferences the numbers of delegates proposed in this budget and to cover all associated costs.

Seconded by Rand

Eric presents annual budget proposal

- Cost share explanation
- Interest income budget line - projection based on the funds rec'd from savings account
- Staffing costs are stable. Book-off line includes cost share as well as money for new comms committee position, as well as exec book-off positions
- Legal fees based on previous years +
- Office expenditures, subscriptions, operational fees
- Professional development fees
- Conference fees
- Working groups - due to cost share, budget comm. decided some groups have 6 month budgets as needed, you can always come for top ups to your budgets
- National per capita dues based on membership
- GMM donations line
- Bargaining, 6m of U2 bargaining honoraria, 12m of U4 honoraria
- Social budget
- ~\$100,000 deficit

Ori: I see ISWG were given ~\$8000, in the most recent post on Instagram, they advocate for violence.

Leah: I don't think this question pertains to the budget. When we're talking about populations under occupation or living under colonial rule as is the case here in Canada, there's a difference in politics that not everyone in this meeting is going to agree on. There's no motion about this on the floor. This question isn't about the budget.

Rebecca: Thanks to Eric for putting this together along with the budget committee for doing all of this important work.

Kusum: we tried as best we could to move the budget numbers on the committee, I am concerned about that years ago we used to be in surplus, and now we are in a deficit, I know this isn't necessarily a bad thing - but I wonder if there are ways we can ensure that a lesser margin is possible.

Mary Ellen: it's important to note that part of this discussion is debate, members can say what they

think or take positions, and that may influence the way people vote. We're not just here to rubber stamp, if you have feelings about budget lines and want to convince the membership of you can, and then we vote.

Eric: Future budget committees and GMMs can decide to schedule for surplus or deficit as they so choose, however, I want to encourage that if we do mobilize and potentially strike effectively, we can also fight for better wages and therefor dues, and thats one way we can ensure this deficit spending doesnt continue.

Kusum: I have another concern in participation during the budget creation, I'm concerned that only 4 people participated in a budget for upwards of 3000. Is there a way to involve more members?

Mitchell: I trust Eric and what you've said makes sense to me, but for U4, has the budget committee factored in the dues from U4 membership?

Leah: As it stands, U4 members don't make a wage, so there's nothing we can collect as dues. It will depend on what happens with the contract.

Caleb: CA's make up the majority of U4 don't make a wage, but there are some positions that do make a wage but it's very limited.

Eric: I didn't include the dues for this reason - I took the approach of assuming there are no dues this year so any U4 dues we do receive this year are a bonus

Motion Passes, 1 opposed, 1 abstain

Reza moves for a 5 min break

Kusum seconds

Motion passes with 4 against, 1 abstention

- b.** I (Rebecca) move that the local spend up to \$100 for coffee and snacks for the Stewards Training taking place on October 9th.

Rebecca Moves

Eric Seconds

Motion Passes

- c.** I (Rand) move that the local donate \$500 to support SACHA's Take Back The Night Event

Rand moves

Rebecca Seconds

Motion Passes, 1 abstention

15. Other Business

16. Good of the Union

- a.** Notice of SGMM September 25th - Elections, online, and then we will use election runner to vote after the meeting, there will be a brief question period for those in

attendance

17. Adjournment