



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

boGeneral Membership Meeting Minutes

Date: Feb 17, 2026

Time: 2:00 pm

Executive Committee

President:	Mitchell Lupa (he/him)
Vice President:	Kusum Bhatta (she/her)
Vice President External:	Javad Emadi
Secretary Treasurer:	Saba Khorasani (she/her)
Recording Secretary:	Rishav Jaiswal (he/him)
Lead Steward, Unit 1:	Mohsen Chegini
Lead Steward, Unit 2:	Dr. Hamedhossein (Hamed) Afshari (he/him)
Lead Steward, Unit 3:	Dr. Bita Pourbahari (she/her)
Lead Steward, Unit 4:	Caleb Smolenaars (they/them)
Health and Safety Officer:	Mahnaz Tajik (she/her)
Benefits & Advocacy Officer:	Shabnam Fadaei Chatroudi
Equity Officer:	Korede Ologun (he/him)
International Officer:	Samuel Ikueze (he/him)
Undergraduate Officer :	Elissa Cunningham (she/her)

Committee & Working Group Chairs

PAC Chair:	Vacant
Contract Action Committee:	Rand Clayton and Caleb Smolenaars
Women and Gender Rights Committee:	Kusum Bhatta
Indigenous Solidarity:	Emily Howse-Hackl and Ayra Thomas
Communications Committee:	Caleb Smolenaars
Prisoners Solidarity:	Sonia Hill and Patricia Mills
Ouwcc:	Kyle Morrison

Trustees

exp. Fall 2025 audit: Zahra Tootonsab (she/her)
exp. Fall 2026 audit: Camden Church
exp. Fall 2027 audit: Kyle Morrison

Staff

Staff Representative: Brad Walchuk (he/him); and Mary Ellen Campbell (she/her)
Administrator Coordinator: Francesca Brugnano (she/her)



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Agenda

1. Roll Call of Officers

Mahnaz and Samuel sent regrets

2. Land Acknowledgement

3. Reading of the Equity Statement

4. Approval of the Agenda

Kusum move the agenda.

Caleb seconds.

Motion passes-Agenda approved

5. Reading & Approval of Previous Minutes

Kusum move the agenda.

Caleb seconds.

Motion passes-Previous Minutes approved

6. Matters Arising from Previous Minutes

Mitchell: We approved winter hats last meeting, but the vendor said they couldn't produce them as agreed, so we won't be proceeding. We can think about new swag for next academic year. Anyone else? Seeing none, we'll move on.

7. Secretary-Treasurer's Report

8. Communications and Bills

Mitchell: Any communications or bills? Seeing none, Happy Chinese New Year again.

9. Executive Committee Report : can be found on GMM website, addressed in GMM only if necessary: <https://cupe3906.org/gmm-materials/>

10. Reports of committees and delegates - if applicable

Caleb move to admit the ISWG co-chair as a guest.

Kusum seconds.

Motion carries.

a. Steward Networks (Chaired by: Mohsen, Hamed, Bitu, and Mazen)

Bitu: I'll hold a Unit 3 steward meeting before the next GMM. We need more stewards in Unit 3.

Shabnam: The Benefits Committee meets February 25 at noon. We have about 50 applications to



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review.

b. Labour-Management Committee (LMC)

c. Committee Updates - *if applicable*

i. Bylaws Committee (Chaired by: Kusum)

Kusum: Bylaws Committee update. We didn't have quorum in January, and bargaining meetings clashed. For February I'll send another poll soon.

ii. Equity Action Committee (Chaired by: Korede)

Korede: Book review event Monday Feb 23, 3:00 pm, MUSC 313/311. Registration link shared. Book: *The Skin We're In* by Desmond Cole. Books available at the union office. Desmond Cole will attend. Please register, read, and bring questions for discussion on racism, equity, activism, and justice in the union/workplace/community.

iii. International Committee (Chaired by: Samuel Ikueze)

iv. Communications Committee (Chaired by: Caleb Smolenaars)

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

Kusum: Women and Gender Rights Committee update. We missed last Friday's meeting, but we have a meeting soon. I'll send the poster info to Caleb so it can go out in the next newsletter and on social. Every year we celebrate Women's Day. Usually it's a four-hour event, but this year we decided to divide it into smaller themed events—every two weeks we'll have smaller events. The full report is uploaded on the website, and the email is there. If anyone has questions or wants to join the committee, you're welcome.

vi. Indigenous Solidarity Working Group (ISWG) (Chaired by: Emily Howse-Hackl and Ayra Thomas)

Ayra: ISWG update. We met earlier this month and we're deep in planning for our Land is Asking conference. The date is March 14th. Our call for papers has been distributed across departments at McMaster, on our social media, and via CUPE pages. We're hoping it goes out through the next newsletter as well. We'd really like CUPE members to attend—especially folks interested in social work, Indigenous studies, labour studies, and related areas. We're also planning to bring back Creative Natives workshops in the spring. We recently met with CISWA—the Circle of Indigenous Social Work Action—who have a large base in McMaster Social Work among postdocs and grad students. They support recruitment of First Nations, Métis, and Inuit students, especially in Hamilton. We're in talks with them about supporting the Moose Hide campaign this



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year, and ISWG hopes to attend their upcoming meeting to talk about collaboration. Emily has also been brainstorming a moccasin Walk and Talk series for later in the year to recruit more students and members into ISWG. Finally, our next water ceremony is February 22nd at the Credit River Water Walk. Contact me or Emily through Instagram or email if you want to come, and we'll sort transport with you.

- vii. Health and Safety committee (Chaired by: Mahnaz Tajik)
- viii. Political Action Committee (PAC) (Chair: Vacant)

Mitchell: Political Action Committee update from me. PAC had its first meeting very recently. We're scheduling the second meeting. If we can't reach consensus on a chair after the second meeting, there will be a third meeting where the chair will be elected, and then the committee can get down to work. If anyone wants to join PAC, email me since there's no chair right now.

- ix. Prisoners Solidarity Working Group (Chaired by: Sonia Hill and Patricia Mills)
- x. Contract Action Committee (Chaired by: Rand Clayton and Caleb Smolenaars)
- xi. Unit 4 Bargaining Committee (Chaired by: Caleb Smolenaars)

Caleb: Unit 4 reached a tentative first collective agreement after over a year and a half of bargaining. Ratification is Thursday.

Mitchell: Historic news for the local. Congratulations.

- xii. Hamilton & District Labour Council (HDLC)

Javad: I attended the HDLC meeting in January. We reviewed bylaws and governance, and an equity officer was elected. It was constructive.

- xiii. Ontario University Workers Coordinating Committee (OUWCC) (Campus Rep: Kyle Morrison)
- xiv. CUPE Council

11. Nomination, elections, or installations

- a. Election of delegates to CUPE Ontario convention [election was conducted after the motion passed 13i]

Mary Ellen chaired the election.

Mary Ellen: There are six positions. First call for nominations.



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Caleb: Self-nominate.

Mitchell: I nominate Antonio.

Vanessa: Self-nominate.

Shivam: Self-nominate.

Kusum: Self-nominate.

Rand: Self-nominate.

Antonio: I nominate Mitchell.

Ketan: Self-nominate.

Kusum: There are more nominations than positions. I withdraw.

Javad: Self-nominate.

Mary Ellen: Nominations closed. There are more than six nominees, so we proceed to speeches of up to three minutes each, followed by a ballot.

Candidates spoke outlining their experience, caucus interests, representation goals, and intentions to report back.

Mary Ellen: No questions. Brad will administer a ranked ballot through Election Runner. Balloting will be open for at least 72 hours. Only members who registered and attended the meeting will receive ballots. Scrutineers may be appointed.

Election to be conducted electronically following the meeting.

12. Unfinished (old) business

- a. Motion to allocate \$540 for additional fees for WSIB course at CUPE Ontario School 2026

Mitchell: We previously passed an amount to cover delegates for CUPE Ontario School based on costs for five people, but the WSIB course has an additional fee, and some people registered for it. That's why we need an additional \$540.

Kusum moved to allocate \$540 for additional WSIB course fees at CUPE Ontario School 2026.

Caleb Seconded.

Motion passes

13. New business

- a. Sponsorship Support for the 15th Annual Biomedical Engineering (Appendix A) (Arjun)

Arjun moved that CUPE 3906 allocate up to \$1,000 from the donation budget line to support the 15th Annual Biomedical Engineering Symposium.

Brenda seconded.



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Mitchell: Before we vote, I want clarity-what is the money going to be spent on?

Arjun: We have departmental funding, but we want to offset logistics and student incentives. That includes things like AV/equipment setup costs, and support for attendance and participation. There are about 150 TAs attending. We also want to support swag items and incentives for presenters.

Mitchell: My second concern is whether this is better suited to GSA funding. The local usually tries not to fund general student events, even though we're both students and workers.

Kusum: Arjun's document shows the participants include TAs, postdocs, and sessionals, so it's union-centered, which is why they came here.

Kyle: My question is whether this is a general event that happens to have TAs, or whether there is labour-centered organizing and recruitment that strengthens ties in engineering. Historically engineering has been weak for us and the faculty were aggressive during the 2022 strike—encouraging picket line crossing and pressuring TAs; we had a high scab rate. So is this actually about recruitment and strengthening the union in that department?

Arjun: It's not GSA-promoted. It's labour and research-centric. We have a CUPE rep in biomedical engineering who will recruit members there. This isn't a side project.

Saba: I appreciate the initiative and community building, but it looks like a departmental/employer-type function. Our funds should prioritize union representation, advocacy training, and member support. Given our current financial context, it may be difficult to approve additional funding for this type of item.

Arjun: It's not employer-centered. With 150 TAs attending, it's a strong opportunity to recruit members and make CUPE visible.

Rand: I like the idea if recruitment is real. What's the concrete plan? A CUPE table with reps distributing materials would make sense. Engineering has a strained relationship with CUPE due to past scabbing encouragement, grievances, and mistreatment. So I want a clear plan for engagement.

Arjun: We can have a CUPE table. CUPE has spoken at our events before, including our departmental rep. CUPE has sponsored some events because they're recruitment/visibility opportunities. We can also give CUPE a 10-minute speaking slot at the beginning—send a representative to speak front and center.

Caleb: Who receives the check? If it goes to a department, that feels like giving money to the employer. If it's a student organization, that's better.

Arjun: It goes to a student organization.

Mitchell: It would likely be reimbursement for expenses rather than a blank cheque to a department.

Motion passes

- b. Motion to spend up to \$800 on a dinner for the Unit 4 Bargaining Team and mobilizers after bargaining ends (Caleb on behalf of Unit 4 Bargaining Team)

Caleb moved that CUPE 3906 spend up to \$800 on a dinner for the Unit 4 bargaining team and mobilizers now that bargaining has ended.



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Bitá seconded.

Caleb: We reached a tentative agreement. It's within local tradition to host a dinner for everyone involved in bargaining to celebrate reaching a deal.

Motion passes

- c. Motion to allocate financial support in the form of a donation of \$550 to assist the McMaster Muslim Student Association with organizing community events during the month of Ramadan (Appendix B) (Asim)

Asim moved a donation of \$550 to assist the McMaster Muslim Student Association with organizing community events during Ramadan.

Bitá seconded.

Antonio: Any chance we could loop in the Palestine Working Group to table at some events and connect with folks in MSA?

Rand: My concern is whether MSU funding options have been exhausted first, since MSA is an MSU club. The local can't be treated like a cash cow. Have you pursued the MSU options and collaborative funding first?

Asim: MSA is an undergraduate student association, but many participants are CUPE members—TAs, sessionals, postdocs. The Ramadan events support community well-being, inclusion, and union commitments to equity and meaningful participation.

Rand: MSU clubs have membership rules—only up to 30% non-MSU members. The numbers you're describing might not align. My question is still whether you completed MSU funding paperwork and exhausted MSU funding options.

Asim: Yes, MSU options have been exhausted, but daily costs are still high and they need more support.

Mitchell: This could also be something the International Committee might consider in the future because their budget is larger, but we'll vote on the motion before us.

Mitchell: Hand vote was close; we'll do a poll. As chair, I abstain.

Brad: Poll result is 18 in favour, 14 opposed. Abstentions are not counted.

Motion passes

- d. Motion for establishment of a Chinese Members Committee within CUPE 3906.(Appendix C) (Julian)

Julian: Moved to establish a Chinese Members Committee within CUPE 3906 to provide a dedicated space for Chinese members to connect, share experiences, address concerns, and enhance participation and representation. Chinese members are underrepresented in union leadership positions, and this would align with CUPE values of equity and inclusivity and report to the executive.

Rishav seconds



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Mitchell: I support the spirit. My concern is creating committees strictly based on nationality could be divisive if replicated across many groups. I think the goals could be pursued through the International Committee, which already exists and has a larger budget, so we avoid dividing ourselves.

Caleb: I'm in favour of engagement and representation. We already have committees that overlap with this—Equity and International. I suggest amending so Equity or International are mandated to address concerns, or creating a caucus/working group inside an existing committee rather than a new committee.

Julian: Chinese members face unique cultural and linguistic challenges that may not be fully addressed in broader committees. A dedicated space can lower barriers to participation and provide a safe space to connect, share experiences, and increase representation.

Kyle: Moved that this be referred to the International Committee, with the committee meeting within the next three weeks to discuss inclusivity and safe spaces for Chinese-identifying members and to pursue an agenda.

Rand: Point of privilege—this isn't automatically an "international" issue. There are Chinese members born and raised here. Cultural and linguistic barriers can apply more broadly. This would be better referred to Equity.

Korede: Based on the issues raised, a working group might be a solution. We can advise on what a working group looks like and how to proceed.

Kusum: For clarity, Kyle's intent is referral to International and/or Equity for further work, and the main motion is postponed while that happens.

Mitchell: Seconded Kyle's referral so we can discuss and vote.

Kyle: I'm moving referral because if the original motion fails here, it's dead. Referral gives a path to address valid concerns inside existing committees rather than creating another committee and spreading capacity thin. If people hate it, vote it down and we go back to debating the original.

Mitchell: Rand's point is good. We should include Equity in the referral alongside International. I apologize for assuming this was purely "international."

Rand: I support referral if it goes to Equity. I don't support treating it only as an international issue. We need clarity: is it International, Equity, or both?

Kusum: We'll include both International and Equity for a holistic approach. We'll vote, and because the count is unclear we'll do a poll.

Poll launched.

Poll result: The referral carries.

Referred to International and Equity Committees, to meet within the next three weeks.



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- e. I, Ehsan Heydariyan Dolatabadi, move that CUPE 3906: Publish the following statement in full on its official communication platforms, including its website and social media channels and support the movement. (Appendix D)

Motion withdrawn

- f. I (Shivam) move that CUPE 3906 local supports the social event for W Booth Department with extra \$200 and local's swag item (eg. tumbler, stickers, cups) (Appendix E)

Shivam: I move that CUPE 3906 local support the social event for the W Booth School of Engineering Practice and Technology with an additional \$200 and local swag items such as tumblers, stickers, and cups.

Nancy seconded

Saba: I appreciate the importance of supporting departmental events and member engagement. However, the social budget for the 2025–2026 fiscal year was structured at \$200 per semester per department. Given the local's financial position and fairness across departments, exceeding that framework could create inequity if we can't support others the same way.

Shivam: This is based on a critical need for visibility and representation. W Booth did not have a steward for a long time, members have lacked connection to the union, and many are unaware of benefits despite paying dues. This will be the first social event there, and there was no department orientation in September. The swag would help engage members and build connection for future mobilization. This is a one-time request just to start engagement.

Kyle: I support this, especially if no orientation happened. It's \$200 in the grand scheme. I trust we won't go bankrupt over it. Let's get out there and recruit.

Caleb: Is each department already provided \$200? If this is the first event, could that allocation work? Also, stewards can already access swag without a motion.

Shivam: We already receive \$200 per semester. I've managed within that for my other department, but this is the first event for W Booth. That's why I'm asking for an additional \$200 just for this semester.

Saba: Given it's the first time for this department, I agree it's reasonable. Stewards should inform departments about available support so all can access it equitably.

Mitchell: All those in favour?

Motion passes unanimously.

- g. BIRT CUPE 3906 donate \$905 for one small Canadian-made power station to be sent via the Canadian Network on Cuba (Appendix F) (Mary Ellen)

Caleb: I move that CUPE 3906 donate \$905 for one Canadian-made power station to be sent via the Canadian Network on Cuba.

Alyssa seconds



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Mary Ellen: This appeal came through the Labour Council. Due to U.S. actions in Venezuela, Cuba is facing major shortages, including electricity and basic needs. The local has a history of international solidarity. If we donate before February 21, the power station will be shipped to Cuba. I'm thinking especially of Cuban members we've worked with.

Motion passes

h. Motion to allocate funds for delegates to attend CUPE Ontario Convention (Caleb)

Caleb: I move that CUPE 3906 allocate funds for delegates to attend the CUPE Ontario Convention.

Rand: Seconded.

Brad: The 2025–2026 budget already approved funding for six delegates, including registration, per diems, travel, parking, and accommodation. The convention is May 27–30, with the university sector caucus likely May 26.

Saba: We exceeded the conferences budget line due to past events, but this convention and number of delegates were planned for. A later motion will address budget adjustments.

Mitchell: We budgeted for six delegates. If no one challenges, we proceed on that basis.

Mitchell: All those in favour?

Motion passes

i. Motion to elect delegates to CUPE Ontario convention (Caleb)

Caleb: I move that we elect delegates to the CUPE Ontario Convention.

Kyle: Seconded.

Mitchell: If this motion passes, we will proceed to nominations now. If six or fewer stand, they are acclaimed. If more than six, we hold an election.

Motion passes

j. Motion for additional \$300 be approved at the local level to support the upcoming postdoctoral gathering scheduled for Friday, 20th (Appendix G) (Ketan)

Shivam: I move that we provide an additional \$300 to support the upcoming postdoctoral gathering scheduled for Friday the 20th.

Rishav: Seconded.

Bitu: What is the gathering for? Is it departmental? Many departments already used their \$200 allocation. Increasing to \$500 may create inequity.

Saba: Is this the same postdoc gathering as before? We need clarity.

Ketan: This is for an engineering-wide postdoctoral gathering to inform new postdocs about CUPE benefits and operations. Around 20–25 participants are expected. Many new postdocs joined and are unaware of the union.



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Bitá: Each department could combine their \$200 allocations instead. Other gatherings with more participants stayed within \$200.

Saba: The social budget was approved with set limits. To remain equitable and within financial constraints, it would be advisable to stay within \$200.

Motion defeated

14. Other business

Lara: I would like us to release a solidarity statement regarding recent OSAP changes reducing grants and increasing loans, which will negatively affect our members.

Caleb: The Executive Committee already passed a motion to release such a statement. It will likely be issued later today.

Saba: I move to adjust the budget lines by increasing the Conferences Fees line by \$5,000 and the Travel and Accommodation line by \$3,000 to reflect increased delegate participation, while remaining aligned with the overall approved annual budget.

Caleb: Seconded.

Motion passes

15. Good of the Union

Mary Ellen: The President of the Minneapolis Labour Council will be attending the Hamilton Labour Council to discuss organizing against ICE and Trump. All are welcome to attend.

Caleb: The first meeting of the Palestine Solidarity Working Group is Thursday at 12:30. RSVP via the newsletter.

Kusum: The International Committee pantry remains available. Members experiencing food insecurity should contact Sam or visit during office hours.

Mary Ellen: There is also an educational event on organizing against right-wing activity in Hamilton later this month; details to be shared.

Mitchell: Skating night is next Sunday at 7pm at Coronation Arena. Bring your own skates.

Emily: The Indigenous conference in March may change if submissions remain low. Please encourage Indigenous scholars and artists to submit work.

16. Adjournment

Kusum move to adjourn.

Rishav seconded.

Meeting adjourned at 4:13 pm.

Rishav Jaiswal

Rishav Jaiswal
Recording Secretary



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Appendix-A

Motion: Sponsorship Support for the 15th Annual Biomedical Engineering Symposium I move that, CUPE Local 3906 allocate up to \$1,000 from the donation budget line to sponsor the 15th Annual Biomedical Engineering Symposium.

Rationale: CUPE Local 3906 represents Teaching Assistants, Research Assistants in lieu, and Sessionals at McMaster University, including graduate workers within the Department of Biomedical Engineering. The 15th Annual Biomedical Engineering Symposium will have attendance for approximately 130 Teaching Assistants and will bring together graduate workers, faculty, and industry partners. Supporting this event provides a strategic opportunity for the Union to strengthen its presence within the department, build direct relationships with members in a structured setting, and ensure that TAs are informed about their collective agreement rights, benefits, protections, and grievance processes. Investing in this sponsorship is not simply a donation, it is an investment in member engagement, visibility, and organizing capacity within a large and highly active bargaining unit. By participating meaningfully in this space, CUPE reinforces solidarity, promotes worker advocacy, and demonstrates active support for the academic and professional communities our members are part of.

Appendix B

Motion: I move that CUPE allocate financial support in the form of a donation of \$550 to assist the McMaster Muslim Student Association with organizing community events during the month of Ramadan.

Supporting Statement: The McMaster Muslim Student Association includes hundreds of members, many of whom are Teaching Assistants, sessional instructors, postdoctoral fellows. Supporting Ramadan programming strengthens community well-being, promotes inclusion, and demonstrates our union's commitment to equity, diversity, and the meaningful participation of all members.

Appendix C

Motion: I propose the establishment of a Chinese Members Committee within CUPE 3906.

Rationale: The purpose of this committee is to provide a dedicated space for Chinese members of the union to connect, share experiences, address specific concerns, and enhance participation and representation within the union. Chinese members are currently underrepresented in union leadership positions. The committee will operate in alignment with CUPE 3906's values of equity, inclusivity, and member engagement, and will report regularly to the Executive.



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Appendix D

Statement to Be moved and Published:

What is happening in Iran must be treated as what it is: a large-scale massacre of civilians for exercising basic rights.

Since late December 2025, protests across Iran have been met with lethal force, mass arrests, and a communications shutdown designed to hide the scale of violations. The Office of the United Nations High Commissioner for Human Rights (OHCHR) has reported that the crackdown on protests has resulted in the deaths of thousands, including women and children.

Independent documentation has produced alarming numbers. According to a January 20, 2026, report by the International Centre for Human Rights, at least 43,000 people have been killed in the crackdown on protests in Iran. The Guardian has reported testimony from medical and morgue sources pointing to fatalities that could exceed 30,000. Time has reported that internal health officials and hospital data suggested as many as 30,000 people may have been killed in just two days, January 8 and 9.

The UN High Commissioner has stated it is “extremely worrying” to see public statements by judicial officials indicating the death penalty may be used against protesters through expedited proceedings.

Amnesty International has issued an urgent action warning that thousands of detainees face torture, enforced disappearance, and grossly unfair trials that can lead to the death penalty, including the risk of arbitrary executions.

You do not need to agree on a single number to act. The point is that credible sources across institutions, from UN bodies to major investigations, converge on the same reality: large-scale killings, concealment through shutdowns and intimidation, and mass detention.

For many Iranians, this is not something watched as “foreign observers.” Many of us are receiving messages from family, classmates, and friends. We are hearing about people who vanished after arrest, about families pressured into silence, about fear of hospitals, and about mourning being controlled. That is what state violence looks like when it tries to erase evidence.

This can be addressed without a partisan declaration. Human rights are not partisan. The right to life, the right to peaceful assembly, the right not to be tortured, and the right to due process are universal. If solidarity matters, it has to apply when Iranians are the ones being killed.

CUPE 3906 affirms:

That the right to life, peaceful assembly, and freedom from torture and arbitrary detention are universal and must be defended wherever violated.

Its condemnation of the use of lethal force, mass arrests, and communications shutdowns in Iran, as documented by UN human rights authorities, and calls for an end to excessive and unlawful force against protesters and bystanders.

It calls for the immediate release of those detained solely for peaceful protest, and for full due process protections including access to legal counsel, family contact, and medical care.

Its opposition to executions and death sentences related to the protests, including:

an immediate halt to executions connected to protest-related charges,

an end to expedited proceedings and any use of the death penalty against protesters, and



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independent monitoring of trials.

Its support for independent documentation, evidence preservation, and international accountability mechanisms focused on serious human rights violations related to the protests.

This is a moral test that does not depend on politics. It depends on whether we mean what we say about human dignity.

Appendix E

Motion: I move that CUPE 3906 local supports the social event for W Booth Department with extra \$200 and local's swag item (eg. tumbler, stickers, cups).

Rationale: This is first social event for Unit 1 in W Booth Department so more support would be needed from local to get more engagement and support of participants.

Appendix F

Small Power Stations for Cuba Urgently needed. Can you help?

Small power stations are being sent to Cuba in the February 21 container being sent by the Canadian Network on Cuba. These are 3600W battery inverters which deliver DC (direct current) power for items powered by batteries, and AC (alternating current) for those powered from wall outlets such as refrigerators. This facilitates a 'normal' functionality, when blackouts take place. The container will be properly sealed and licensed.

Please appeal to your fellow-workers, families, friends, union locals, solidarity, social justice, human rights organizations if they can donate funds to purchase as many of these small power stations as possible to meet the February 21 timeline. The damage the measures the Trump administration has taken to halt all oil deliveries to Cuba are harmful on many levels, including the damage they cause to fundamental human rights. The Cuban people are resisting, fighting, helping each other get through these difficult times. Each small power station they receive from people just like themselves in this country helps them with precious access to power and, of great significance, it uplifts their spirits knowing that the people of this country support them, are rooting for them, share their pain and stand with them in their courageous stance.

Each \$905 you can contribute represents one small made-in-Canada power station
(includes HST)

Please send donations for this project to Canadian Network on Cuba:

By e-transfer - donate@canadiannetworkoncuba.ca

Indicate on the Subject Line: Generators for Cuba

State name of donor individual, organization, family, community group

By cheque: Canadian Network on Cuba
P.O. Box 99051, 1245 Dupont Street, Toronto ON M6H 4H7





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

Appendix G

"I move that an additional \$300 be approved at the local level to support the upcoming postdoctoral gathering scheduled for Friday, 20th. The previously approved allocation of \$200 is insufficient to adequately cover catering and associated event expenses. For context, the most recent postdoctoral gathering organized by the Lead Steward required approximately \$1,000 in total expenditures.

Providing appropriate financial support is essential to ensure the event is professionally organized, adequately resourced, and aligned with the objective of fostering engagement, collaboration, and strong participation among postdoctoral members."