



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 Agenda

Date: Mar 16

Time: 1:00 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
Palestine Solidarity:	Naila Bounefissa
OUWCC:	Caleb Smolenaars

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

Saba sent regrets

2. Land Acknowledgement

3. Reading of the Equity Statement

4. Approval of the Agenda

Caleb move to approve the agenda.

Kusum seconds.

Kusum: I move that voting on motions be done anonymously by secret ballot rather than raised hands.

Mitchell: Just to clarify, you mean secret ballot? This is not really an amendment to the agenda itself, but we can handle it before approving the agenda.

Kyle: Secret ballots are required for elections, not for regular motions. Raised hands is standard practice.

Kusum: This has been done before using Zoom polls where votes are not visible. I am raising this now because Brad is away and there has been a lot going on today.

Mitchell: If there is a motion on the floor, we can deal with it first.

Kusum: I move to have a secret ballot vote on approval of the agenda.

Rishav seconds.

Mitchell: A yes means secret ballot. A no means raised hands.

Caleb: Point of privilege - some members on mobile may not be able to vote.

Kyle: Point of order. Zoom poll is not truly secret since hosts can see responses. A true secret ballot would require Election Runner.

Mitchell: Members who cannot vote can message me or Mary Ellen. We will proceed.

Vote held.

Motion for secret ballot defeated.

Mitchell: Returning to approval of the agenda.

Vote held.



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Agenda approved.

5. Reading & Approval of Previous Minutes

Caleb move.

Kusum seconds.

Previous Minutes approved

6. Matters Arising from Previous Minutes

7. Secretary-Treasurer's Report

Saba sent regrets. The report was emailed. Mitch shares.

8. Trustee Report

Kyle: The report will be uploaded. This is not the official audit, just a review based on concerns raised by a member. Only I was able to meet with the Treasurer due to scheduling. No bylaw violations were found. A full audit will still happen. We reviewed spending by several committees and the executive. One recommendation is to make purchases in bulk instead of individually to reduce workload and simplify bills. Another recommendation is to use cost-effective travel - public transit first, then flights if needed, then personal vehicles, then rentals or Uber.

Mary Ellen: I will upload the report.

9. Communications and Bills

- a. CUPE WILD (Women in Leadership Development) program

Kusum: Diana shared this. It is a leadership program for women of colour. It runs for two weeks. Members need to arrange leave. It is a very good program and should be shared in the newsletter.

Mitchell: I have heard very good things about it. Deadline is likely around July based on previous years.

- b. Thank-you letter received from South Asian Heritage Association of Hamilton & Region (SAHAR) for local's donation toward the Spring Festival

Mitchell: Next - SAHAR thank-you letter. It is nice to hear back from groups we donate to.

- c. Request from OPSEU/CFS to fund bus to Queen's Park March 24th (Mitch)

Mitchell: OPSEU/CFS request for funding a bus to Queen's Park March 24



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Remiel: I have a motion related to that but it is not on the agenda. When should I raise it?

Mitchell: Under New Business.

Kyle: This was discussed at OUWCC. CUPE is also arranging buses. Everyone should attend March 24.

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

Mitchell: Reports are on the website. Anyone want to add verbally?

Shabnam: February benefit cheques are ready. Members can arrange pickup. Updates have been made to the Gender Affirmation Fund. Reproductive Health Fund is underused.

Korede: The Equity Action Committee held a book review event with Desmond Cole. Discussion focused on racism in Canada, misconceptions comparing Canada to the U.S., and the role of storytelling. Thanks to all who participated.

Mitchell: It was a great event. There may still be copies of the book in the office.

Kyle moves to accept all executive reports.

Rand second.

Agenda approved

11. Reports of committees and delegates - if applicable

- a. Steward Networks (Chaired by: Mohsen, Hamed, Bitu, and Mazen)
- b. Labour-Management Committee (LMC)
- c. Committee Updates - *if applicable*
 - i. Bylaws Committee (Chaired by: Kusum)
 - ii. Equity Action Committee (Chaired by: Korede)
 - iii. International Committee (Chaired by: Samuel Ikueze)

Samuel: International Committee will host another food pantry. Info will be shared soon.

- iv. Communications Committee (Chaired by: Caleb Smolenaars)
- v. Women and Gender Rights Committee (Chaired by: Kusum)
- vi. Indigenous Solidarity Working Group (ISWG) (Chaired by: Emily Howse-Hackl and Ayra Thomas)

Emily: The Land is Akin conference is postponed to summer due to low submissions. We want to ensure strong participation. Please encourage Indigenous TAs to get involved. Submissions can include art as well.

Ayra: Next water ceremony is March 21 at Credit River. Contact us if interested.



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

Mitchell: PAC has met twice but no chair yet. The third meeting will elect one. Contact me if interested.

- ix. Prisoners Solidarity Working Group (Chaired by: Sonia Hill and Patricia Mills)
- x. Palestine Solidarity Working Group (Chaired by: Naila)

Naila: Palestine Solidarity Working Group has held two meetings. We have an Instagram, are working on a logo, created a constitution, and I was elected chair. We are planning events.

- xi. Contract Action Committee (Chaired by: Rand Clayton and Caleb Smolenaars)
- xii. Unit 4 Bargaining Committee (Chaired by: Caleb Smolenaars)
- xiii. Hamilton & District Labour Council (HDLC)

Rand: HDCC meeting tomorrow at 6 pm. I will share details. I can help with transportation.

- xiv. Ontario University Workers Coordinating Committee (OUWCC) (Campus Rep: Caleb)

Mitchell: Caleb is now OUWCC campus rep. Kyle is Vice Chair.

- xv. CUPE Council

12. Nomination, elections, or installations

13. Unfinished (old) business

14. New business

- a. Motion to donate up to \$450 to Students Against Austerity for reimbursements of costs accumulated during protest organizing related to OSAP cuts (Caleb)

Caleb: I move to donate up to \$450 to Students Against Austerity for reimbursements of costs from organizing around OSAP cuts. They've been mobilizing for the General Assembly and spent on printing and materials. It's been great to see undergrad engagement, and I think we should support them.

Dee seconded.

Motion carried.

- b. Motion to add a 'Policy on Artificial Intelligence (AI)' to the CUPE Local 3906 Policy Book [Appendix A] (Caleb)

Caleb: I move to add a Policy on Artificial Intelligence to the CUPE 3906 Policy Book,



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Appendix A. This aligns with CUPE National and CUPE Ontario.

Em: Second.

Carolyn: Does this apply to Unit 2 work at McMaster, like using AI for teaching or research?

Caleb: No, only when acting on behalf of CUPE 3906.

Mitchell: Yes, this applies to members in their role within the local, not employment at McMaster.

Kyle: I move to amend by removing “and process data” from the last sentence. We used tools in Unit 1 bargaining that helped with lists and phone banking.

Dee: Second.

Lara: This needs clarity. Spell check, Grammarly, Zoom captions could all count as AI.

Mik: Agree. Maybe specify “generative AI” instead.

Rand: Yes, that seems to be the intent.

Tor: The idea makes sense but needs clearer wording.

Mitchell: We’ll vote on the amendment.

Vote held.

Amendment carried.

Kyle: I move another amendment to specify “generative AI.”

Lara: Second.

Lara: I’m happy to help refine this later if needed.

Dee: Why was “compose emails” removed?

Kyle: That was intentional.

Caleb: I move to amend to add back “compose emails” and soften language to “best efforts.”

Dee: Second.

Mitchell: Vote on amendment to amendment.

Vote held.

Amendment to amendment carried.



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Dee: Which wording applies now?

Kyle: "Compose emails" is back in. Now we decide on "generative."

Mitchell: Vote on adding "generative."

Vote held.

Amendment carried.

Mitchell: Final vote on motion as amended.

Vote held.

Motion carried.

- c. Motion to add a budget line for the new Palestine Solidarity Working Group and allocate a budget of \$1,000.00 for the remainder of this fiscal year (Caleb)

Caleb: I move to add a budget line and allocate \$1,000 for the Palestine Solidarity Working Group for the remainder of the fiscal year. This follows standard practice.

Naila: Seconds

Motion carried.

- d. Motion to adjust the budget and allocate \$2,160.00 for an honorarium for the Chair of the Palestine Solidarity Working Group for the remainder of this fiscal year (Caleb)

Caleb: I move to allocate \$2,160 for an honorarium for the Chair of the Palestine Solidarity Working Group for the remainder of the fiscal year. This is \$360 per month for six months.

Naila: Second.

Motion passes

15. Other business

- a. Motion from floor - Bus to Queen's Park (\$2,500)

Remiel: I move to approve up to \$2,500 to charter a bus to Queen's Park on March 24 for the CFS rally. There is strong student organizing around OSAP cuts. This would support students, OPSEU workers, and broader solidarity.

Em: Second.

Kyle: I support the idea, but we've had buses before that were not filled. Also, CUPE Ontario may already be organizing one.



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Caleb: Students Against Austerity mobilized 900 students recently. There is momentum. If

CUPE Ontario provides a bus, we can cancel. Also, traveling together improves safety.

Remiel: There's already interest from about 20 people. I don't think a CUPE Ontario bus is confirmed yet. This also helps access for high school students.

Lara: If approved, seats should be reserved. Also, we should continue organizing locally.

Motion carried.

b. Motion from floor – Travel / Lunch Clarification

Shivam: I move that lunch be reimbursed for conferences starting at 3 pm, since travel time is part of union business.

Rishav: Second.

Kyle: Which conferences?

Shivam: Treasurer and OUWCC. If you leave around noon, lunch should be covered.

Kyle: Current policy already considers travel time. It depends on actual expenses, not just start time.

Mitchell: This might help clarify.

Kyle: Point of order; this conflicts with current policy. It should be a policy amendment.

Mitchell: Agreed, this is out of order.

Caleb: I move to amend the policy book to clarify that travel time is union business.

Rishav: Second.

Motion carried.

16. Good of the Union

Rand: CAT update- coffee social Thursday in MUSC 224, 10–2. Also biweekly meetings Fridays at 3 pm. Email us if interested.

Mitchell: Thanks, please share details.

Shivam: At the Treasurer Conference, we learned that if reimbursements are reduced, vouchers should be returned with explanation before processing.

17. Adjournment

Caleb move to adjourn.

Dee seconds

Meeting adjourned at 2:40 pm.



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Appendix-A

"Policy on Artificial Intelligence (AI)

Whereas:

1. CUPE National and CUPE Ontario have policies against the use of AI;
2. The use of AI to replace workers is a growing threat to the labour movement;
3. CUPE Local 3906 has adequate knowledge and resources to perform its work without the use of AI;
4. The exponential growth of AI poses major environmental, water conservation, and privacy concerns.

Be it resolved that:

1. All individuals acting on behalf of and/or performing duties for CUPE 3906 shall refrain from the use of AI for CUPE Local 3906 work. This includes, but is not limited to, using AI to take minutes, generate graphics, compose emails, and process data."