



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: October 21

Time: 3:00 pm

Executive Committee

President:	Oluwadamilola Babatunde (she/her)
Vice President:	Kusum Bhatta (she/her)
Vice President External:	Vacant
Secretary Treasurer:	Saba Khorasani (she/her)
Recording Secretary:	Rishav Jaiswal (he/him)
Lead Steward, Unit 1:	Zeinab Vosooghi (she/her)
	Dr. Hamedhossein (Hamed) Afshari
	(he/him)
Lead Steward, Unit 2:	Dr. Bitia Pourbahari (she/her)
Lead Steward, Unit 3:	Mazen Afify
Lead Steward, Unit 4:	Mahnaz Tajik (she/her)
Health and Safety Officer:	Shabnam Fadaei Chatroudi
Benefits & Advocacy Officer:	Korede Ologun (he/him)
Equity Officer:	Samuel Ikueze (he/him)
International Officer:	Elissa Cunningham (she/her)
Undergraduate Officer :	

Committee & Working Group Chairs

PAC Chair:	Vacant
Contract Action Committee:	Mitch Lupa and Caleb Smolenaars
Women and Gender Rights Committee:	Kusum Bhatta
Indigenous Solidarity:	Emily Howse-Hackl & Ayra Thomas
Communications Committee:	Vacant
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: Vacant

Staff

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

Agenda



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Kusum chairs the meeting

1. Roll Call of Officers

Mitchell: “The Lead Steward for Unit 4 has now missed three GMMs in a row. Under the bylaws, that position should be declared vacant.”

Kusum: “Thank you, Mitch. They did send regrets for not feeling well, but I agree, this is the third absence. We’ll communicate formally and get back to members.”

Dams: “Yes, we can’t declare it vacant today, but we’ll review it before the next GMM.”

Kyle: “Have there been any reports from that position? Because I haven’t seen one for the last few meetings.”

Kusum: “Thanks, Kyle. If there hasn’t been one submitted, I’ll check with the Recording Secretary and confirm.”

2. Land Acknowledgement Reading of the Equity Statement

3. Approval of the Agenda

Kusum: “The agenda is on the website and in the chat, please take a minute to review.”

Kyle: “I’d like to raise an amendment - I move that we add under new business a motion that the Bylaws Committee will meet to review all outstanding bylaws within the next three weeks.”

Samuel: “I also move that the International Committee allocate a monthly budget of \$300 from their funding to support international members.”

Mitch seconds

Motion passes

Kyle moved to approve the agenda as amended, seconded by Caleb Smolenaars.

The motion carried unanimously.

4. Reading & Approval of Previous Minutes

Dams moves, David seconds



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Previous minutes is approved

5. Matters Arising from Previous Minutes

6. Secretary-Treasurer's Report (Saba)

Kusum: "Saba has sent regrets, but her report will be shared."

Mary Ellen shared the written report on screen and read key portions aloud: "The Local begins the fiscal year in a good financial position. The return of members to work has stabilized dues deposits, mitigating deficits and preventing further shortfalls. Progress has been made through careful budget revisions, and our finances are now on track for continued improvement."

7. Communications and Bills

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

Kyle: "This morning CUPE 3261 workers at U of T filed a no-board report, that means the 17-day countdown to a possible strike has begun. These include food services, caretakers, and athletic staff. Keep an eye out for updates."

Kusum: "Thank you, Kyle. The Recording Secretary will note this for the minutes."

9. Reports of committees and delegates - *if applicable*

a. Steward Networks (Chaired by: Zeinab Vosooghi, Hamed Afshari, and Bitia Pourbahari, Mazen)

Zeinab: "Since last month, we completed 32 orientations across 73 programs, distributed over 1,000 mugs and 600 mini-speakers, and recruited 17 new stewards. We also attended the graduate fair in early September. I'm planning our fall stewards' network meeting soon and asking stewards to share short reports from their departments especially issues or rights awareness."

Kusum: "Thank you, Zeinab, great work and great outreach."

Brad: "CUPE mugs are available at the office for pickup for members".

Dams added that a new member reported registration issues, which Brad agreed to check.



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Bitu: “We are planning to hold the Unit 3 Stewards’ Network Session in November and organize a postdoc gathering at the end of the year, similar to last year’s event.”

- b. Labour-Management Committee (LMC)
- c. Committee Updates - *if applicable*
 - i. Bylaws **Committee (Chaired by: Vacant)**

Kusum: “Currently without a chair, but we’ll elect one at the next meeting.”

Dams: “We’ve circulated a Doodle poll for availability and expect to meet next week or the first week of November.”

- ii. Equity Action Committee (**Chaired by: Korede**)
- iii. International Committee (**Chaired by: Samuel Ikueze**)

Samuel: “We’ve been meeting regularly with good participation from new members. The motion I moved earlier came from our last meeting, aiming to strengthen support for international members. We’re committed to helping everyone feel welcome and involved.”

Kusum: “Thank you, Sam, and kudos for coordinating with HDLC during recent events - it’s increased member engagement.”

- iv. Communications Committee (**Chair Vacant**)
- v. Women and Gender Rights Committee (**Chaired by: Kusum**)

Kusum: “Our annual event was held on September 26 and was a great success. The follow-up hybrid meeting will take place in October, and we’ve received several expressions of interest from new members.”

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

Ayra: “We met on October 15 to plan the Our Land is Kin conference. We’ll open the call for panelists at the end of October, accepting submissions in varied formats - art, letters, posters, and research. There will be no registration cost. The conference will likely run mid-January to early February, depending on keynote confirmations.

We’re also continuing Creative Natives workshops and working to secure a reliable monthly water subscription for their studio, which currently lacks fresh water access.”

- vii. Health and Safety committee (**Chaired by: Mahnaz Tajik**)



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Mahnaz: “I attended CGHSC and JHSC meetings, reviewed recent incident reports from campus buildings, and coordinated with the Ministry of Labour after a critical injury case involving a bay door accident. I’m following up on all reports received.”

viii. Political Action Committee (PAC) (**Chair: Vacant**)

ix. Prisoners Solidarity Working Group (**Chaired by: Sonia Hill and Patricia Mills**)

Ela: “Our last letter-writing night in May had 12 attendees and 18 letters mailed. We’re developing a bail/prison support initiative to begin in January 2026 and reviving the jail support ‘flying squad’ model. We’ll also host teach-ins on abolition work this winter.”

x. Contract Action Committee (**Chaired by: Mitch Lupa and Caleb Smolenaars**)

Mitch: “We held a Unit 4 Trivia Night at The Phoenix, which went really well. Planning more laid-back socials to keep engagement strong.”

xi. Unit 4 Bargaining Committee

Caleb: “On bargaining we have upcoming meetings with the employer this and next week, plus a conciliation date with the Ministry of Labour on October 30. We’re focusing on monetary items, especially housing and compensation for Residence Life staff.”

Brad: “Yes, to add we’ve made progress on non-monetary items, but job security and accommodation remain major issues. The conciliation officer will help us find common ground.”

Kusum: “Thank you all and thanks to the bargaining team and staff for the continued hard work.”

xii. Hamilton & District Labour Council (HDLC)

Kusum: “No new report, but note the upcoming 16 Days of Activism Against Gender-Based Violence event some of us will be attending as part of the Women & Gender Rights Committee.”

xiii. Ontario University Workers Coordinating Committee (OUWCC)
(**Campus Rep: Kyle**)

Kyle: “All reports are on the website.”

xiv. CUPE Council



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Mary Ellen took over the Chair to conduct the election.

10. Nomination, elections, or installations

a. Trustee Election

Mary Ellen: read the duties of the position to the Members and calls for nominations.

First call for nomination

Kyle Morrison: I nominate myself

Kyle Yu: I self-nominate, thanks.

Mary Ellen: Second call for nomination. Third and final call for nomination. Seeing none, I declare the nomination closed. Since they're self-nominations, no need to ask if you accept your nomination. Each candidate has 3 minutes to give their speech, I would let you know when you're running out of time. You would give your speech in reverse order. Kyle Yu, you can proceed with your speech when you are ready.

Kyle Yu: Thank you and gave their speech.

ME: Kyle Morrison, kindly unmute and give your speech.

KM: Thanks Mary Ellen and gave their speech.

ME: I would now open the floor for questions

Mitch: I guess my question is for both. I'm not gonna lie, hearing that we want to use AI for this sort of thing kind of freaks me out. I'm not a big fan of AI. How do we ensure that, you know, like, by using AI, does it not create more workload, because you have to check that everything that was done is accurate and correct? I feel like that's a double load for the trustee, so I'm wondering how you avoid that issue.

KY: Thank you for your question. I want to make our views or feedback to exchange in a structured format, so AI can help us to do that. Of course, a human will do every, uh, he will do a final check and provide a template for AI to learn. And what I'm trying to explore is how do we ask AI wisely so that it can help us to revise according to the original meaning. I don't want your AI to replace humans, so I want to explore to what level AI can help us to reduce workload.



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KM: I certainly applaud the other Kyle, for having a very good name, and also for wanting to reduce the workload. As someone who's been a trustee, the trustees meet to audit only once or twice a year

The election for the position of trustee is now closed and proceeds to the VPE.

b. VP External Election

ME: read the duties of the VPE according to the bylaws. Dams, do you have anything to add?

Dams: yeah, not really. Basically, we're looking for somebody who would strengthen our communication with other sister locals, and also strengthen our international solidarity. And I think that is very important. When we are talking about the broader labor movement, we're also talking about issues that resonate with us as a local. Thank you, Mary Ellen.

ME: Are there any questions about the position? The nomination for the position of the Vice President External is now open. First call for nomination to the position of Vice President External.

Caleb S: I like to self-nominate.

ME: Thank you.

Hoda O: I self nominate

Javad E: I would like to nominate myself

Onyemuche E: I like to self nominate.

ME: Okay, That's the first call for nominations. Second call for nomination. Thursday and final call for nomination for the position of Vice President External. So at this point, I'm going to just get my clock ready, and I'm going to give folks 3 minutes. Usually we go in reverse order, and everyone's self-nominated, so everyone, I'm assuming, stands candidates. Onyemuche, do you want to go ahead when you're ready, and I'll start the timer, and I'll give people the 30-second warning if we're getting close to 3 minutes.

OE: Thank you. My name is Onyemuche Ejisu but feel free to call me Muche. I am a PhD candidate in English and Culture Studies and also in the graduate diploma program in Gender and Social Justice. My research advocates fairness in the distribution of resources and rights. I'm



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running for the position of VPE because I believe in solidarity that goes beyond borders and job titles. As an international scholar, worker and father, I know what it means to balance teaching, research, pain, work, and family responsibilities while navigating systemic barriers many of our members face. Before coming to MAC, I served as a departmental representative for the academic staff in one of universities in Nigeria, where I worked alongside colleagues to organize peaceful demonstrations against unfair wages, mobilize members doing national strikes and coordinate welfare support for Workers finally impacted by prolonged shutdowns. So, these experiences taught me that real solidarity means showing up for one another, especially in difficult times. I've continued this commitment here in Canada by supporting international and marginalized members by helping them navigate worker needs challenges and housing concerns. I've also been involved in equity and anti-racism initiatives and in campaigns demanding fair compensation and improved working conditions for all members across sectors. As your Vice President External, I will work to strengthen CUPE, connecting 3906 with other unions, uh, community organizations, and social justice movements that share our struggles. I believe, uh, power grows when we build bridges, whether that means standing with educational workers across Ontario, partnering with local community groups, or amplifying members' voices in broader liberal and equity movement. I always consider my reputation to be a cherished currency. And that is why I always approach every entrusted responsibility with integrity, diligence, um, with respect. So, uh, friends, I am sincerely asking for your support.

ME: Javad, when you are ready.

JE: Hello everyone, my name is Javal Emoti. And I'm a PhD candidate at the group at the School of Business. I get a background in psychology. Over the past 3 years, I've worked as a research and teaching assistant at McMaster, collaborating closely with students, faculty, and staff across my master, and years of training in both psychology and business environments, then we looked at a deeper understanding of communication, empathy, And leadership is skills that I believe are essential for building a strong and inclusive relationships. So, today I'm running for Vice President External, because I want to expand to his connections beyond campus to collaborate with all your labor unions, community organizations, groups that share our goals, our fairness, respect, and improved working conditions. If elected, uh, I focus on transparency, honest communication, and fair representation. My goal is to ensure that every member's voice is heard, respected, and acted upon as CUPE continues to be a union that represents all of us, uh, with integrity and openness. So, yeah, so that's it for me, and thank you for your time and support, and I hope to earn your trust, and your voice in this group. Same.

ME: Thank you. Hoda, when you are ready.



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HO: Hi everyone, my name is Hodaoya Roseni. I'm a third-year PhD candidate in chemical engineering department. I'm honored to stand here today as a candidate for Vice President External. I'm here because I deeply believe in public institutions and unions stand for community fairness and collective strength. Over the past years, I've been involved in research and teaching, One thing I've learned, uh, is that change only happens when people are connected. When our voices travels beyond our own local and research, reach others who share our struggles. That's what this position is about, connection. As Vice President External, my goal would be to make sure CUPE McMaster is heard, visible, and respected in every space. I'm committed to representing our members with transparency, energy, and care. I want to make sure every action we take extremely reflects the value and priorities that come from. You are members, not just from policy papers or meetings, Practically, this means strengthening ties with other locals and member groups fighting similar batters, from vague fairness to mental health support. Ensuring that when CUPE McMaster shows up at marked, our presence is organized, informed, and inclusive. And building better communication channels so that every member knows where we stand and how they can participate. I bring experience in Coordination, communication, and advocacy, uh, whether it's working on university-wide events, organization with colleagues across the department, or bridging between the technical and human issues in academic and community, spaces, but most importantly, I bring a collaborative mindset. I listen carefully, act decisively and believe in lifting other voices. If a lifetime, I promise to work closely with our Executive and all of you. To make sure CUPE McMaster external relation serve our locals, internal as trained. Because the stronger our connections are outside, the stronger we became inside. Thank you so much for your trust, I'd be honored to have your vote for Vice President external.

ME: Caleb? I've got the clock set, so, please go ahead when you're ready.

CS: Great, thank you. So, hello everybody, my name is Caleb Smolinars, my pronouns are they, them, and I'm a Unit 4 member. I'm in my fourth year of labor studies, and I work as a community advisor in residence. Unit 4 is approaching a possible strike, and despite this, and to nobody's fault, the CUPE 3906 executive has zero actively working Unit 4 members on it. As we approach a potential Unit 4 strike, we need someone who understands the unit to be coordinating the local's outward-facing communications. Not only am I the only candidate right now that's offering to be that voice and face for Unit 4 members, but I have the experience and knowledge of our local to jump right in. I've previously been an organizer, being the driving force behind Unit 4's certification as a bargaining unit two years ago. I've also served on the executive previously as Lead Steward Unit 4, and most recently co-chairing the Contract Action Team. Just



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last night, I was one of the organizers of the social that some of you attended. I'm also chair of the Unit 4 Bargaining Team and regularly attend other committee meetings. I don't think I've missed a GMM since I became a member two years ago. As it stands, I also already do some of the work within the VP External Portfolio, specifically when it comes to some of the cool communications work that you see the local put out. I should also mention that as a labor studies student, and as someone who grew up in a proud Union family, and as an existing Hamilton District Labor Council delegate, I have the knowledge of the Hamilton labor movement that we need in the VP external role. beyond everything that I've already spoken about, I'm also interested in being an equity voice on the executive for the queer community, which, from what I can tell, is also underrepresented on the executive. Trans people are facing frequent discrimination on campus and at work here at McMaster, and as a disabled and gender-diverse person myself, I can help the executive stand up for inclusivity for everyone. I also recognize the diverse needs of all members, including the international student community. And I would proudly and transparently work together with all members and organizations to ensure that all members are represented within our locals' communications. I also wanted to take a minute to thank the other candidates for putting their names forward. It's so great to see more people getting engaged within our union. I hope you'll consider my proven experience, commitment, and knowledge of our local when you cast your vote. I've been putting in the work, and I feel prepared to be your VP External. I sincerely hope you'll vote for me. Thank you for your time.

ME: Okay, thank you very much. So at this point, we have an opportunity for members to ask the candidates questions. Mitchell?

Mitchell L: very fun that there's so many people running. I heard y'all talk about it, but I was curious if any of the other candidates could talk about their experience in a labor union, or in this union, or another union, or whatever, Because obviously, like, this is an important position for our local And we'd want someone to be familiar with the local, or a local in general, so yeah.

ME: I'm going to go in the reverse order again, and give Muche an opportunity to speak.

OE: Yeah, sure. I have been a very active member of the international community, right? And, there are many members here who would attest to the fact that I have not missed any meeting of GMM and the international community and I have not also, shied away from going to join other communities, other committees in solidarity and just to mentioned, the event that was held yesterday, and And I recognize the work that they are doing, so I thought I should go there and join them, because of how young the unit is. I also mentioned earlier that I worked as the red fall.



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The Academic Staff Union of the universities in Nigeria, and I am also bringing not only do I have experience of the local, I'm also bringing international experience. You know, my international connections. you know, to the meeting, and so when we're talking about connections beyond borders, right? I have that international experience. And I truly want connections to be beyond borders. Thank you.

c. Grievance Committee Member (1)

ME: Next is the Grievance committee *read the duties according to the bylaws*.

Any questions about the role before I open the floor for nominations? Okay, seeing none, first call for nomination. Second call for nomination? Third and final call for nomination.

Rand: I will nominate myself.

ME: Okay, Rand. I see Anthonio. Yes.

Anthonio: I nominate myself

Rand: I withdraw my nomination. I nominated myself because I thought no one was interested.

ME: oh. Okay. Thank you. Anthonio, you're acclaimed.

Next is the Election for the HDLC

d. Election for HDLC

ME: There is one position on the HDLC delegates and if any member is interested, they can.

Reads the duties of the HDLC delegates I would now open the floor for nomination. First call for nomination.

Emily: Hi, am I able to attend the HDLC meeting on behalf of 3906 as a delegate?

Dams: Hi Emily, the executive would decide and get back to you.

Rand: what would the executive decide on? Whether to send her as a delegate? No, she can represent the local.



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Dams: A member had written to me about their interest in being a delegate to the HDLC meeting. I am surprised the member is not indicating but asking the exec about it makes more sense.

Anthonio: I am the member, and I am interested in being a delegate to the HDLC.

ME: Thank you. Anthonio. You are acclaimed. Do you want to challenge the chair?

ME: This is the end of the election. I would now pass the chair back to Kusum.

Kusum: Thank you Mary Ellen. I would like to pass the chair to Dams.

Dams: Alright. Thank you Mary Ellen for conducting the election and all the best to our candidates.

11. Unfinished (old) business

Emily: I want to challenge the chair.

Dams: I am sorry Emily. We have moved from the election. You are also not a member and can't challenge the chair. Besides, she asked if you wanted to challenge the chair before she stepped down.

Okay. Any old business? Seeing none. I would move to the next item on the agenda.

12. Reports of Delegates attending the CUPE National Convention 2025 (available on website)

Dams: So all the reports are uploaded on the websites. Please feel free to read them. There are few materials that contain the constitutions, resolutions and strategic planning for the two-years. Feel free to stop by the office to have a look. Some constitutions and resolutions passed and some were defeated and some did not make it to the floor. So, the reports are online.

13. New business

- a. Sam Lawrence dinner tickets purchase.

Mitch moves, Caleb and Bita seconded. Motion passes unanimously.

- b. I (Kyle Morirson) move that 3906 pledge to donate \$1,281 to Local 1281 at York University in event of a strike and make public our support in a statement of solidarity.

Seconded by Mitch, motion passes unanimously.



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- c. I (Kyle Morrison) move that the CUPE 3906 Executive committee sign on to the OUWCC Where's the Funding (WTF) campaign. Because: Across Canada universities are struggling to maintain funding; Funding cuts continue to threaten Ontario's universities; Without action this issue will only get worse.

Caleb seconds, motion passes unanimously.

14. Other business

Dams: Anything under new business?

Ayra: Oh yes! Let me turn on my camera. Hi everyone again, so like i said earlier We met on October 15 to plan the Our Land is Kin conference. We'll open the call for panelists at the end of October, accepting submissions in varied formats. So we are proposing 5k for the events, which will cover food and transportation as well as miscellaneous expenses.

I move that the ISWG spends 5k for Our Land is Kin conference. *Mitch Seconds*

Dams: Any discussion? oh okay. Thank you Ayra, you know it would be nice to always attend the ISWG meetings so we are kept in the loop.

Ayra: Dams you were there.

Dams: I was not, I attended the previous.

Kusum: Yes, we attended the September meeting with others like Ori but we did not get the link to the last one.

Rand: Yes, they were not in the last committee meeting

Ayra: oh! I thought they were. But yeah, that is it.

Dams: Is this 5k for the entire event? Or are there others?

Ayra: Yes. We already passed the other funds for the water event but this is for logistics, food and other things.

Dams: Okay. Thank you. We can proceed to vote, the motion has been moved and seconded.
Motion passes unanimously.



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Any other business.

International Committee has decided to spend \$200 on pantry every month.

Sam moves the motion.

Rand seconded.

Rand: is the pantry for everyone or for the international committee only?

Kusum: Thank Sam for this great work. And kudos to the international committee for this event.
No, the pantry is open to everyone, not just the international committee.

Rand: okay.

Dams: now let's get to vote.

Motion passes unanimously.

15. Good of the Union

16. Adjournment

Mitch Moved

Kusum Seconded

Motion passes