



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 Minutes

DATE: August 27

TIME: 10:00 am

Executive Committee

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

Regrets: Elissa, Mazen, Saba



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

Agenda

- 1. Roll Call of Officers**
- 2. Land Acknowledgement Reading of the Equity Statement**
- 3. Approval of the Agenda**

Mira moves to approve

Kusum seconds

Kyle: I've had discussion for it. Just clarifying the order of something on the agenda. There's an election, which I've submitted, which was to elect delegates. However, later in the agenda, there's the motion to send a number of delegates. I'm not sure if we can vote on a number of delegates without first having moved the motion to send the number, because otherwise we don't know how many people we're electing. So, the motion will need to come first before the elections, because under 12, uh, 12B, "Motion to send up to 4 delegates." But 12B comes after 10B. So 10B needs to be moved to after 12B. Currently, as it stands, the agenda would be out of order.

For the minutes, I'd like to move an amendment to the agenda. The amendment being, I'd like to move that we move item 10B below item 12B.

Kyle moves for amendment of the agenda

Kusum seconds

Amendment passes

Kusum moves to approve the amended agenda.

Kyle seconds

Amended agenda passes

- 4. Reading & Approval of Previous Minutes**

Korede moves to approve the previous minutes

Mira seconds

Ori: Hi, yes. So every month, I think it's the same. We get a few seconds or a minute to approve the previous minutes. It's hard to quickly go through all of that so fast, so I hope that one day we can find a way that the meeting minutes will be available before the meeting.



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

Oluwadamilola: Okay, that's noted. We should have.

Rishav: Actually, it was uploaded just after the last GMM. So, there was time people might have been through it.

Ori: I wasn't notified of that, so I didn't know. Thank you for letting me know. I'll look for it next time.

Previous minutes approved - Motion passes

Kyle abstained

5. Matters Arising from Previous Minutes

6. Secretary-Treasurer's Report (Saba)

Mary Ellen: Um, Saba sent the regrets. She's not well. But if you like, I can show the report on the screen. Just give me one second.

Mary Ellen shares the screen with the written report and financial spreadsheet.

Dams: Okay, the Secretary Treasurer's report: "The local is in a good financial position. As expected, there have been some variations in income and expenses, but overall, we are staying within budgets in most key areas. Moving forward, we will keep a close eye on spending to ensure it aligns with the local's priorities..."

Korede moves

Biat seconds

Motion passes

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/>

Dams: We move to the next item... Executive Committee reports are uploaded on the websites, please go through it. If you want to raise anything, you could just let us know.



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

Kyle: Respectfully, I challenge the chair. I did have a question on the previous item, so before moving on. Looking at the reports, I see only reports of a few execs. I was hoping that at the very least we could have a brief overview of the President's and or vice president's report pertaining to what's going on in the local, since there's no written report present.

Dams: Thank you, Kyle. Okay, that's for me. So for me, basically what I've been up to is in the last months we've been having bargaining for the Unit 4, that's Residence Life. We also have a strike vote, which passed. We are in conversation with the employers. We've also reached out to so many Residence Life regarding the possibility of going on a strike. And also trying to solicit for support from everybody, and also mobilizing a lot of people. Aside that, we've also been preparing for orientation, grievance meeting, and other meetings as well. So I could pass it to the vice president.

Kusum: I think two of us were together, Kyle. Benefits meeting was there a couple of hours, so we are also meeting for the posters, that's something else we are doing. We have been having grievances meeting regularly. We have finalized the March. I have been meeting with international officer. We have an event coming up in September. This month, I said I would not be able to submit the report until last month I did. Reason being, I was also doing multiple responsibilities, but I have told Rishav that I will be sending a detailed report. From the Women's Committee, we have a panel decided for September. We are doing a gender violence awareness event... The form is out... So yes, it's been a busy month. We also had our yearly budget meeting, so that was obviously, Leslie our national rep was amazing. So I presented a very detailed report, so that also we spent a couple of hours. Preparation behind the meeting... So we did spend considerable time in the logistics this month. Thank you.

Korede move to approve the reports.

Kusum seconds

Motion passes

9. Reports of committees and delegates - if applicable

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

Hamed: I wanna give some update. In the month of August, I had a session for steward training. So, I scheduled a meeting over Zoom, and I met with stewards, and kind of I start



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

training them, talking about their steward duties and how to communicate with Unit 2 members. Also, I had another meeting to get feedback from Unit 2 stewards about their problems. The main problem that's raised in that meeting was that the employer increased the minimum cap for undergraduate and graduate classes, and this resulted in cancelling some of the courses, and that also cared for me. So, I reflected the problem to Mary Ellen and Brad and other CUPE members, but that's kind of a problem that cannot be solved because the employer has the kind of... they can increase or decrease the cap for courses. And then I reflected their response to Unit 2 members. And also, I'm working for the orientation for the departmental orientation. I have an orientation scheduled for today and I plan to attend another orientation next week. And by chance, if any of you are interested to be Unit 2 stewards, please introduce him or her to me. Currently, we have about 8 to 9 Unit 2 stewards, and some departments don't have any, so I will be happy to hire more.

Bitá: So, I have written everything in detail in my report. The last month I joined the budget meeting, a benefit meeting, and postdoc support fund meeting, and also grievances meeting to support the postdoc. And also, the good news is that our last more stewards have joined us.

b. Labour-Management Committee (LMC)

Mary Ellen: The LMC, there's one on the 10th of September, so nothing to report since the last one.

Kusum Bhatta: Yes, for those who are new in the meeting, LMC is a labor management committee meeting. So what we do is we collect the issues that our employees are facing. We have these meetings every few months with the employers, and we share with them, or ask them clarification regarding any queries that our members may have. It happens every few months, and the next one is in September. We'll keep you posted.

c. Committee Updates - *if applicable*

i. Bylaws Committee (Chaired by: Korede)

Korede: At the last GMM on July 3rd, we did present proposed by-law changes to membership. And I just posted a link if you want to have a look. At this GMM, one of the agenda items is that we'll vote on those proposed changes if you will go through during this meeting. We had the bylaws committee meeting yesterday as well, and we did receive some proposed amendments from a member of the union. We're going through that, and hopefully at the next bylaws committee meeting, we should be able to have feedback for GMM. I think that's about it. Thank you.



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

ii. Equity Action Committee (Chaired by: Korede)

Korede Ologun: So we did host an event in April. Since then, we've been trying to host another one. But what we've then decided is we should have a book review considering that we have new members coming in in September. A theme around that would be educating and empowering through equity literature. We plan to do this in October. The objective is to educate members on equity, systemic oppression, and inclusion. We want to be able to foster dialogue on oppression within the institution and our community. The structure of the event will have a book selection; we're still deciding that. We're also open to suggestions for equity scholars. We'll ensure the book is available in office. So quite a lot of pre-event preparation going on. We plan to have an equity scholar take us through the book review, breakout groups, and then a report. We do have an approved budget. A motion will come under new business to bring that up. Thank you.

iii. International Committee (Chaired by: Samuel Ikueze)

Samuel: We have had eventful moments in the international community. First off is the international member solidarity drop-in session which took place on July 30th. It was a drop-in session that provided a valuable space for international members to share their experiences and concerns with regard to the ongoing violence and experiences in the international community. The participants highlighted the financial pressures caused by rising food and housing costs and noted the challenges made living in Canada difficult. They also expressed how it is difficult to work in this condition and noted the added effect of being away from home. CUPE acknowledged their experiences and noted that the local is with them. They reminded everyone that there are resources at the McMaster Wellness Center. Despite hardships, attendees emphasized they are strongly committed to the union. The sense of community was meaningful. Several participants stressed the importance of the local being more aware of the unique experiences of international members and called for increased advocacy. The next thing coming up is the professionalization program which is being planned with the help of Kusum. Thank you.

iv. Communications Committee (Chair Vacant)

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

Kusum: I just have a comment on the last drop-in. We thought there wouldn't be many members, so we booked a small space. Then more than 25 members showed up. I really want to appreciate Sam's effort; he has created a community of more than 25 members. I have one



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

thing for women and gender rights committee. Last year our focus was on period poverty and self-care. This year in Ontario, domestic violence and intimate partner violence has been deemed as an epidemic. So our next event we are trying to include members from the community and the university. The link has been sent. The poster is in making. Last year we did a 4-hour session. This year we will have a two and a half to three-hour event, and we will create a space with a social worker and counselor because we are speaking about triggering events. Last year we had 89 registrants; we're trying to limit to 50 this time. We're trying to look for free spaces. So again, if anybody wants to volunteer, reach out.

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

Emily: Hi, my name's Emily, I'm the chair. At the moment, we've been taking a break because we had a very successful 8-week workshop series in Kitchener, Creative Natives. For this coming year, we're thinking of doing a conference for Indigenous folks around the world and Turtle Island. We're in early stages. We're looking for anyone that would like to poster their work, art, or poetry. Another thing is we will continue with Creative Natives workshops but going to one a month. We did have a merch contest; we have a winner. We're in the process of making that merch, so if anyone has experience, we would appreciate help. We are keeping the document open so other people can submit. Yeah, that's about it. Thank you.

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

Mahnaz (via chat): H&S brochure prepared to assist members in fall; exploring email distribution to reduce paper; final review this week; include in next email blast.

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

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

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

Dams: Mitch is not around. But I think I can speak a little bit to it.

So over the months, we've been having... they're also the bargaining team for Unit 4. This month we've been reaching out to members from Unit 4, trying to mobilize. Last week Friday we had a strike vote, which was really successful. Thanks, Mary Ellen. Over the weekend, members of the CAC volunteered to go out for the opening, for the moving in, to share



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

flyers, solicit support, and collect signatures. So I don't know... I think that's all for now. Thank you to Mahnaz, Kusum, Sam, Mira, and other people who volunteered. Well done to Mitch and Caleb for great organizing. For now, that's all. If Mitch was there, it would be more robust. We also had a special GMM which mobilized a lot of people.

Kusum Bhatta: Yes, we have a 90% yes vote from Unit 4. We are back to the bargaining table, so hopefully things work. If they don't, then as execs and members, we have to get ready for the strike. It brings nostalgia from 2022. Although it's Unit 4, it's all units; we are standing for each other.

xi. Unit 4 Bargaining Committee

Dams: At the moment, we've tabled monetary proposals to the employers, but it's still not successful. That's one major reason for the strike vote. Hopefully when we get back to the table in September, maybe we would have more robust updates. Caleb could speak to it. That's all for now. We've tabled the priority, and the committee and employers are not on the same table. We are trying to get a better way.

xii. Hamilton & District Labour Council (HDLc)

Mary Ellen: So, just that the Labor Day events are going to be happening. The locals purchased some food tickets. If you stop by the table, there should be some food tickets available. I'll put the link in the chat. It doesn't restart until September, really.

Dams: Okay. If you're interested, email the president. Also email the staff.

Kusum: It's Labor Day, so it will be a place to meet labor-oriented organizations. There are other organizations like United Way that will be there. If anybody has time, there's a food coupon. Do email us for free tickets.

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

Kyle : Since June, UWC didn't meet. July is slow. We will be meeting in September. Stay tuned.

xiv. CUPE Council

Chair passed to Mary Ellen



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

10. Nomination, elections, or installations

a. Lead Steward Unit 3 Election [Mary Ellen]

Mary Ellen: We can start with the Lead Steward Unit 3 election. I can pull up the bylaws. So, the lead steward position normally we re-elect all executive positions in April at the AGM. But unfortunately, this year, we didn't have quorum of Unit 3 members.

Quorum confirmed for today (≥ 5 Unit 3 members present).

Mary Ellen: So, the way that the election work is I'm going to just read the description of the position and take any questions. I'll call 3 times for nominations. You can self-nominate or nominate someone else. I have one self-nomination from a member who had to leave early. So I can share that during the call for nominations. After the nominations are declared closed, we'll send ballots out to Unit 3 members via Election Runner. Please check your spam folder. We'll leave the ballot open for 72 hours. If there's more than one candidate, candidates can nominate scrutineers. Without further ado, I'm gonna go to the bylaws and read the description. The lead stewards shall: one, coordinate departmental stewards. Two, convene and chair at least one stewards council meeting each academic term. Three, act as a liaison between stewards and the executive. Four, ensure each department is represented by at least one steward. Five, oversee the grievance committee. Six, compile and forward a list of stewards to the Recording Secretary. Seven, promote awareness of health and safety issues. Eight, participate in relevant committees. Nine, work closely with local staff to file grievances. Ten, make sure that all interests of their unit are represented. The lead steward must also be a member of the unit. There is an honorarium of \$750 per month. So, first call for nominations. Are there any nominations for Unit 3 lead steward?

Bitia: I would like to self-nominate.

Mary Ellen: Excellent, okay. Bitia self-nominates. And the self-nomination we received in advance is from Keatn Ajay, so Ketan also self-nominates. Second call for nomination for Lead Steward Unit 3. Okay, third and final call for nominations for Lead Steward Unit 3. Okay, seeing none, I'll declare nominations closed. According to the bylaws, nominees get 3 minutes to address the members. Bitia, are you ready?

Bitia: Yeah, sure. Thanks, Mary Ellen. So, hi everyone, my name is Bitia Pourbahari, and I'm a postdoctoral fellow in the Department of Materials Engineering. I have been your lead



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

steward for Unit 3 for the past 2 years. During this time, I have worked hard to represent and advocate for our members. I am running for re-election to continue this important work. This year, I organized the largest gathering for postdocs, which had strong participation. Together with the CUPE staff, I worked to modify the development fund for postdocs; now the laptop fund has been added. I have built a strong connection with the postdoc office. As your steward, I will keep working hard on your behalf. Unit 3 is relatively small, but I'm committed to making sure our voices are heard. Thank you.

Mary Ellen: Thank you so much. Ketan sent a written statement. I'll start the timer and read what Ketan wrote:

"Hi everyone, I am Ketan Ajay., a postdoctoral fellow in engineering physics. I am nominating myself for the position of steward leader to represent and support the postdoc community. My goal is to strengthen engagement among postdocs and advocate for fair working conditions. In my previous postdoctoral experience, I was actively involved with the Postdoc Association at Purdue University. Thank you, I will appreciate your support."

Mary Ellen: According to the bylaws, we can have a question and answer period. Are there any questions for the candidates? Okay. So what I'll do once the meeting is over, I will verify the Unit 3 members and send the ballots out. You'll have 72 hours to vote. Bitu, you can identify a scrutineer. I'll extend the offer to Ketan as well. Thank you so much for coming forward as candidates. So, now I'm just gonna go back to the agenda.

b. CUPE National Convention delegate election (x6) [Brad]

Mary Ellen: Earlier in the summer, we called for nominations based on numbers from CUPE National. We thought we had 9 delegate positions. Subsequently, we've been told we have 7 delegate positions and 2 alternates. We had acclaimed more folks than we were entitled to. So a ballot will be sent out after this meeting to elect 7 delegates. The folks who attended the meeting before will be on the ballot. We're not able to open nominations again.

Samuel: I wanted to withdraw my decision to be part of the delegates for our local for the Congress.

Mary Ellen Campbell: Oh, for the CUPE National? Okay. Would you mind sending an email to Dams and CCing us so we can have that in writing? I can take your name off the ballot then. Thanks for letting us know. I think there still needs to be a balloted election because



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

there are still more candidates than vacancies.

c. Unit 4 Bargaining Team Alternate [Mary Ellen]

Mary Ellen: There's no collective agreement language yet for Unit 4. However, they have asked for an election of an alternate. The alternate attends meetings, has voice but no vote unless a full member is absent. The honorarium is the same. Priority is for Unit 4 members. I need to check for quorum. If you are here as a Unit 4 member, can you put your hand up? Okay, so it doesn't look like we have quorum. So according to the bylaws, the executive can appoint someone to this position until an election can be held at a future GMM. If you're a Unit 4 member and interested, please email the President.

d. Election for up to 5 delegates to CUPE Mike Stokes School [Mitch]

Mary Ellen: We have an election for up to 5 delegates to the Mike Stokes School. I believe we passed funds for this at the last GMM. Leslie, are you able to describe the Mike Stokes School?

Leslie: The Mike Stokes School is a week-long school put on by CUPE Ontario at White Oaks in Niagara. It's a great opportunity. All the courses that are normally in the Steward Learning Series are offered as week-long immersions. They offer health and safety, WSIB, arbitration, labor law. The cost includes all meals, accommodations, and classwork. Some courses might have a small extra cost for materials. It's a really great opportunity.

Kyle: Not a question, just some information. The school is mostly full. A couple people, including myself, have pre-registered. The courses currently available are Navigating Interpersonal Conflict, Bargaining Solidarity, and Health and Safety Level 2. Those are the only ones available.

Kusum: Any member can go to this. It's a good place to network and learn. Please give your names if you're interested.

Mary Ellen: I will open the floor to nominations. So are there any members who would like to nominate for the Mike Stokes School?

Zeinab self-nominates

Kyle self-nominates



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

Kusum self-nominates

Mitch Lupa self-nominates

Korede self-nominates

Dams self-nominates

Mary Ellen Campbell: Great, okay. So that was first call for nomination. Second call for nominations? Okay, third and final call for nominations? Okay, seeing none, I'll declare nominations close. So we have 6 nominees for 5 delegate spots. This will be a balloted election. Everyone self-nominated, so everyone accepts. I'll allow nominees up to 3 minutes to speak. I'll do reverse order, starting with Dams.

Dams: Okay. Hi, everyone. My name is Oluwadamilola, and I am the local president. I believe attending this school would equip me to further empower me as a local president and to work effectively in my role. It would also equip me with knowledge to mobilize and help our members within the local. Thank you.

Korede : One of the core mandates of the equity officer is to educate our members. I strongly believe this opportunity will help me better equip myself to provide that education. It'd be nice to attend a related course, like managing conflict. And just being better equipped to understand equity issues. Thank you.

Mitch Lupa: I was the one who actually raised this in the last meeting because I was keen on going. I made sure we passed the money for it and made sure it found its way on the agenda. I think it's great to go and learn and spend time with other CUPE comrades. I'd really appreciate it if folks voted for me. Thank you.

Kusum: Thank you. There's training called WSIB that I have been trying to do. This is the opportunity to do it. I am working closely with execs and members, so this training will be helpful to the local. It's three-fold: for myself, for the exec and members, and we can run sessions for our union members. Thank you.

Kyle: Hi everyone. I've been a member since 2018. I intend to continue as long as I am able. I'm pre-registered for the Arbitration course. I'm on the grievance committee and was a former exec. The arbitration course will allow me to continue to represent you and help solve grievances. I'm hoping my years of service will allow me to continue to serve you. I'm also not above a little bribery; I have a car and can give rides from Hamilton.



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

Zeinab: Thank you. I'm the Unit 1 lead steward. I'm interested in the steward learning series. I've been a steward for a long time as a PhD student and have never been to these schools. I found it very interesting and informative for myself as a lead steward and for informing our stewards. Thank you.

Mary Ellen: Okay. So there will be a balloted election. I'll set that up after the meeting, leave it open for 72 hours. According to the constitution, you must vote for 5 candidates. Without further ado, I think we might have reached the end of the elections.

Chair passed back to Dams

11. Unfinished (old) business

Kyle: I really hope that everyone can text their friends really quickly because by my count, I believe we have lost quorum. So we cannot vote on things, including my motions. I think we are at 18 right now.

While this is a current information meeting, and we cannot vote, I would encourage folks perhaps on the Bylaws committee to look at the proposed by-law. Because in the purpose of information, item 3 and item 9 currently say the same thing. So I would advise that maybe the by-law be amended before brought forth, and we cannot amend the by-law once it is presented. So in the interest of saving it from being referred back, that would probably be something to change.

Dams: Yeah, the last GMM we already presented this. So today, we were just hoping that... but now that we've lost quorum, I'm just thinking about it.

Korede: Yes, thanks. I just want to... while we're with Kyle. Just to get clarity, when you say 1 and 3 are the same, what are you referring to?

Kyle: Yeah, so it's... I went through... so 1 in 9, if you look at the responsibility of the communications chair. Item 3, it says Chair of the Communications Committee, and then I believe it's item 9, Chair of the Communications Committee. So the duties say you need to chair the communications committee twice. I assume it was a typo.

Korede: Okay, you mean 11. Alright, I see that now. Thanks.



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

Mitch Lupa: Yeah, I think what Mary Ellen said in the chat, I think we have to save the rest for next meeting. So I think we need a motion to adjourn.

Mary Ellen: So... I just posted the bylaws on what happens if we lose quorum. So we can't pass a motion to adjourn because we can't pass motions when we don't have quorum. The meeting just sort of will end without that. But for the benefit of members present, we can continue with items as information items. But there's no need for a motion.

Dams: Okay. Thank you, everyone. So... we cannot proceed with voting. The meeting is concluded.

12. New business

- a. Bylaw Amendments (See Appendix A and details on <https://cupe3906.org/about-us/by-laws/>)
- b. Motion to send up to four delegates for 2025 Injured Workers & Health and Safety Conference. [Kyle]

13. Other business

14. Good of the Union

15. Adjournment

*Quorum lost before discussion of Section 12 New Business and onward.
Meeting concluded at 11:45 am.*

Rishav Jaiswal

Rishav Jaiswal
Recording Secretary

Appendix A

Motion:

Be it resolved that the membership of CUPE Local 3906 approve the addition of a Communications Officer position as an executive committee member who can run the communications committee to support the organization's outreach, engagement, and visibility efforts.



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

To facilitate this, the membership will approve a proposed bylaws change/addition to article 5 of the bylaws outlined below.

Rationale:

As our union grows in scope and engagement, the demand for timely, effective, and strategic communication has also grown. This includes managing news blast, social media, internal updates, press releases, and public-facing campaigns.

At present, union's communications responsibilities are either informally assigned or absorbed by other roles. This leads to inefficiencies, inconsistencies, and missed opportunities to amplify our work and reach our membership.

Many unions have a dedicated communications committee or officer. Establishing this committee aligns us with best practices and ensures sustainability.

Proposed Bylaws Change/Addition

****new**** Article 5 (L)

5(L) The COMMUNICATIONS OFFICER Shall:

- i. Develop and implement a communications strategy that ensures members are informed, engaged, and empowered.
- ii. Promote union meetings, campaigns, bargaining updates, job actions, and social events through accessible and inclusive communication.
- iii. Chair the Communications Committee
- iv. Draft and disseminate regular newsletters, bulletins, and member updates.
- v. Ensure timely and accurate communication between the Executive Committee and the membership, especially during bargaining periods, strikes, or mobilization.
- vi. Manage the union's official social media accounts in alignment with union values and political positions.



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

- vii. Create engaging and educational content that promotes worker solidarity, collective action, and awareness of workers' rights.
- viii. Monitor and report on reach, engagement, and member feedback.
- ix. Design communication materials (posters, flyers, graphics, email blasts) for coordinated campaigns, organizing, mobilizing grassroots activism, political actions, and coalition events.
- x. Assist all officers and committees in drafting promotional materials, communicating with members and developing, producing and commissioning external communications (e.g., media releases, advertisements, etc.
- xi. Chair the Communications Committee.
- xii. Collaborate with other committees (e.g., Equity, Political Action) to support campaigns that center the voices of marginalized workers.
- xiii. Update the union's website with accurate and current information, including bylaws, benefits, event details, and campaign updates.
- xii. Ensure all communications meet accessibility standards (e.g., alt-text, plain language, multilingual content where applicable).

***current article 5(L) becomes 5(M), language stays the same**

All executive officers are jointly responsible for the effective operation of the Executive Committee and shall perform any additional duties deemed necessary by the Executive Committee.

and current article 5(M) becomes 5(N), language stays the same

All Executive Officers are expected to make a written or verbal report on their respective portfolios at each GMM and contribute an end-of year report to the Executive Report to be presented at the Annual General Meeting (AGM) which includes a summary of their activities over the course of the year as well as recommendations for the year to come.