



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: July 14, 2026

Time: 12:30 pm

Executive Committee

President:	Kusum Bhatta (she/her)
Vice President:	Asim Abbas (he/him)
Vice President External:	Albert Ashong (he/him)
Secretary Treasurer:	Shivam Gupta (he/him)
Recording Secretary:	vacant
Lead Steward, Unit 1:	Simran (she/her)
Lead Steward, Unit 2:	Dr. Hamed Afshari (he/him)
Lead Steward, Unit 3:	Dr. Ketan Ajay (he/him)
Lead Steward, Unit 4:	Arham Ali (he/him)
Health and Safety Officer:	Mahnaz Tajik (she/her)
Benefits & Advocacy Officer:	Nancy Kansal (she/her)
Equity Officer:	Yuly Wu (she/her)
International Officer:	vacant
Undergraduate Officer:	Nabil Rajput (he/him)

Committee & Working Group Chairs

PAC Chair:	Asim Abbas
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:	Kyle Morrison

Trustees

exp. Fall 2026 audit: Camden Church
exp. Fall 2027 audit: Kyle Morrison
exp. Fall 2028 audit: Maxwell Altman

Staff

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

Minutes

1. Roll Call of Officers

The meeting was called to order after quorum was reached. Officers and staff in attendance were recognized through roll call.

2. Land Acknowledgement

The Land Acknowledgement was read by members.

3. Reading of the Equity Statement

The Equity Statement was read by members.



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4. Approval of the Agenda

Two amendments were considered. Kyle moved to add an item concerning the election and funding of up to five delegates to the CUPE Ontario Health and Safety and Injured Workers Conference in October; Dee seconded. Motion carried. Asim moved to add President and Vice President reports before the Stewards Network reports; Dee seconded. Motion carried.

Asim moved to approve the amended agenda. Hamed seconded. Motion carried.

5. Reading & Approval of Previous Minutes

Yuly moved to approve the previous meeting minutes. Asim seconded. Motion carried.

6. Matters Arising from Previous Minutes

No matters arising were raised.

7. Secretary-Treasurer's Report

Shivam introduced a more detailed financial reporting format that distinguishes actual bank balances from ledger balances. For May 2026, the operating account had an approximate bank opening balance of \$281,000 and closing balance of \$169,000. The corresponding ledger balances were approximately \$241,000 and \$37,000; the differences were attributed mainly to outstanding and uncashed cheques.

The local held approximately \$3 million in assets, including about \$736,000 in the strike fund and about \$2 million in benefits-related savings. Approximate benefit balances included \$540,000 for Unit 1 health benefits; \$77,000 for the Unit 2 professional development fund; \$329,000 for Unit 2 dental; \$304,000 for Unit 2 general health spending; \$159,000 for the Unit 3 professional development fund; and \$543,000 for Unit 3 general health spending. The largest May cheque was approximately \$80,000 for member benefits. No GMM donations were reported for May.

Shivam reported increased member use of benefits and stated that the local remained financially stable. He also reported that funds had moved from the strike fund to the operating account in July 2025 and February 2026, and that missing per-capita payments to CUPE National for December 2024 and December 2025 had been identified. The local is reviewing the transfers and working to correct the outstanding payments.

8. Trustee Report

Kyle Morrison, Maxwell Altman, and Camden Church presented the trustee audit for the 2024-2025 financial period, completed over June 29 and July 5. The trustees reported that they were satisfied with the overall state of the local's finances and found no evidence of financial impropriety.

Recommendations included maintaining a balanced operating budget; monitoring any automatic transfers involving the strike fund; transferring benefits money to the operating account more regularly; digitizing and centrally storing committee minutes and financial records; improving cloud-based backups; providing fuller descriptions on executive overtime timesheets; standardizing expense-report approvals; documenting approved financial motions that are later cancelled; ensuring December per-capita payments are completed; and clarifying the financial oversight of semi-autonomous committees and working groups.

The trustees also recommended reviewing travel-expense practices and considering whether membership totals should be reported at a GMM rather than during the lengthy AGM. Shivam thanked the trustees and advised that corrective work and improved transparency were already underway. Kyle moved to accept the trustee report as submitted. Hamed seconded. Motion carried.

9. Communications and Bills

No communications or bills requiring membership action were reported.

10. Executive Committee Report

Written Executive Committee and officer reports were available with the GMM materials. No separate general report was presented under this item.



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11. Reports of Committees and Delegates - if applicable

i. President and Vice President Reports

Kusum updated members on Hamilton City Council's consideration of an interim control bylaw concerning new data-centre development. Members were encouraged to follow the council decision and become involved. Discussion emphasized concerns about environmental impacts, drinking water, community planning, and Indigenous sovereignty.

Asim announced a summer member drop-in on July 16 from 12:00 to 4:00 pm in MUSC 318, with an online option. Executive members would be available to answer questions and assist members with benefits forms and other union matters.

ii. Stewards Network

Unit 1: Simran shared an availability poll for a July Steward Council meeting, expected during July 28-31, with responses requested by July 25.

Unit 2: Hamed planned a Steward Council meeting for early August and a short training session for newly hired stewards.

Unit 3: Ketan reported that the next steward meeting was expected on July 22 from 3:00 to 4:00 pm.

Unit 4: Arham reported that orientation preparations were underway and provided no additional update.

iii. Labour-Management Committee (LMC)

The next LMC meeting was scheduled for July 28. Issues to be raised included delays in reactivating MacIDs between contracts and the loss of remote library access for Unit 2 members without a spring-summer contract. A further update was expected at the August GMM.

iv. PAC

Asim reported that Dee Rooke had been elected PAC co-chair in June. The co-chairs planned to circulate an availability poll and begin planning the next meeting.

v. Bylaws Committee

Notice was served of proposed amendments to Article 4(a)(v), Article 17(a) and (b), and a universal change from “Chief Steward” to “Lead Steward.” Discussion and voting were deferred to the next GMM, after the required notice period.

Kyle asked about previously proposed amendments concerning rank-and-file participation on the Budget Committee and the proposed Communications Officer position. Kusum advised that the committee had not completed its agenda and requested that the earlier submission be re-forwarded for review.

vi. Equity Action Committee (EAC)

Yuly reported that the Pride Month event was held on June 30. An availability poll was circulating for the next EAC meeting, expected within one or two weeks.

vii. International Committee

The International Officer position was vacant following a resignation. No committee report was presented.

viii. Communications Committee

No report was received. A point of privilege clarified that committee chair Caleb Smolenaars uses they/them pronouns.

ix. Women and Gender Rights Committee

The committee had met the previous Friday and was planning a collaborative event with the Equity Action Committee. An availability poll and event invitation would follow.

x. Indigenous Solidarity Working Group (ISWG)

No formal report was received. Brad noted that the working group was involved in work concerning Grassy Narrows and water issues.



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xi. Raise the Floor

No report was presented. The group was described as inactive.

xii. Contract Action Committee

No report was received.

xiii. Health & Safety Committee

Mahnaz reported that the first committee meeting was held in June and that an availability poll had been circulated for the second meeting, which would review actions and updates arising from the first meeting.

xiv. Benefits Committee

Nancy reported that the committee met on June 23 and expected to meet again around July 23. Unit 2 and Unit 3 members were encouraged to use the online professional development fund application form and to contact the Benefits & Advocacy Officer with questions.

xv. Prisoners Solidarity Working Group (PSWG)

No report was received.

xvi. Hamilton & District Labour Council (HDLC)

Albert referred members to his written report, including information about upcoming meetings and a revised date for a September event.

xvii. OUWCC

Kyle reported that a name change was under consideration. He also highlighted a concerning sector-wide trend of graduate student associations challenging the rights, wages, and benefits of CUPE 1281 workers, and noted that OUWCC was monitoring and responding to these developments.

xviii. CUPE Council

No report was received.

12. Nomination, Elections, or Installations

Recording Secretary: Zeeshan Ul Haq self-nominated. After three calls and no further nominations, Zeeshan was acclaimed as Recording Secretary.

International Officer: Ozichukwu Ifesie, Maryam Mashayekhi, and Md Masuduzzaman accepted nominations and delivered candidate statements. An electronic ballot was to be distributed after the meeting, remain open through the weekend, and be reviewed with candidate-appointed scrutineers before results were announced on Monday.

HDLC delegates: Dee Rooke self-nominated and was acclaimed as an HDLC delegate. One of the two delegate positions remained vacant.

Health and Safety and Injured Workers Conference delegates: Kyle Morrison, Shivam Gupta, and Kusum Bhatta self-nominated and were acclaimed as delegates, subject to approval of the related spending motion. Kyle then moved that the local send up to five delegates to the October conference. Asim seconded. Motion carried. Remaining delegate spaces could be filled later, including by the Health and Safety Officer or other interested members.

13. Unfinished (Old) Business

Discussion of the Squarespace website cost overrun began, but quorum was lost before the item could be considered. The item was deferred to the next GMM.

14. New Business

New Business was not reached because quorum was lost. The ECS steward event cost overrun, proposed update to the meal-expense policy, and proposed Unit 4 steward composition were deferred.



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15. Other Business

Other Business was not reached because quorum was lost. Notice of the proposed bylaw changes had already been served under the committee reports.

16. Good of the Union

This item was not reached because quorum was lost.

17. Adjournment

After attendance fell below the required quorum, Shivam moved to adjourn. The motion was seconded and carried. The meeting adjourned at approximately 2:08 pm.

Reza Farzadnia
Recording Secretary