



Rules of Engagement for the Virtual (S)GMM:

In order to ensure the smooth running of the meeting, we will be enforcing the following rules of engagement:

1. No recording of the meeting without the consent of all participants.
2. If you want to speak, use the “raise hand” function on the Participants screen. You will be added to the speaker’s list.
3. Your microphone and video should be OFF unless you are speaking. Moderators may mute you if needed.
4. Repeatedly speaking out of turn will cause you to be removed from the meeting.
5. If you engage in any behaviours that are contrary to our local’s Equity Statement, you will be placed in the waiting room until you are ready to come back to the meeting in a respectful way. If you are unwilling to resolve the problem, you will be removed from the meeting.
6. Members are not allowed to speak about an issue for more than three minutes. Members can only speak to an issue once unless there is agreement by the members at a meeting, or where all those wishing to speak have had the opportunity to speak (CUPE 3903 Bylaws Appendix B)

Please note: In order to ensure accessibility of all to the meeting, the chat feature will be limited to messaging the host(s). Message the chair for content related to the meeting (writing down motions, seconding, to have an intervention read into the minutes if one doesn’t have a microphone, etc.). Please message another host for IT issues or support.

Agenda is fully navigable using Google Docs outline feature on the left of screen.

CART transcription is available live for the meeting. It will be embedded into the Zoom feed, with a backup feed available at:

A handy cheat sheet for the rules of order (Bourinot’s Rules) are available [here](#).

If you need to word a motion but are unsure of how to go about it, please email recsec.cupe3903@gmail.com





CUPE 3903 September 2024 General Membership Meeting

DATE 19 September 2024

LOCATION Hybrid - Zoom & ACE 004

TIME 13:30 - 16:30

1. Roll call of officers (2 minutes)
2. Reading of the Mississauga Land Acknowledgement (2 minutes) (Pages 2-3)
3. Reading of the Equality Statement (3 minutes) (Pages 3-4)
4. Approval of agenda (3 minutes)
5. Notices (5 minutes)
 - a. Bylaws Amendment Re: Lead Steward Unit 5 ([Linked](#))
6. Approval of Minutes (5 minutes) [See separate document]
 - a.  2024-08-19 GMM Minutes
7. Nominations, Elections, Installations (40 minutes) (Pages 4-12)
 - a. Committee By-Elections
 - b. Opening Nominations for Vice President Unit 3
8. Finances (10 minutes)
 - a. Treasurer's Report ([Linked](#))
9. Matters arising (50 minutes) (Pages 4-5)
 - a. Bylaw Amendment to Article 10: Committees (Pages 12-13)
 - b. Bylaw Amendment Re: Exec Honoraria (Page 13)
 - c. Bylaw Amendment to Appendix E (Page 13)
 - d. \$500 Donation to CUPE 2361 (Western University) ([Linked](#))
 - e. \$1,000 Donation to Green Jobs Conference ([Linked](#))
10. New Business (10 minutes)
 - a. Boosting LinkedIn Post RE: No-Reply List
 - b. Unit 2 Stewards' Council Meeting
 - c. Palestinian Youth Movement Event 05 October (Page 13-14)
11. Executive Report-backs (10 minutes) [See separate document]
 - a.  2024-08-25 Exec Reports
 - b. New Website
12. Reports of Committees and Delegates (10 minutes)
13. Adjournment

2. Reading Of The Mississauga Land Acknowledgement

We would like to acknowledge that this space is the traditional territory of Tkaronto (where there are trees standing in the water), a gathering place for the Anishinaabe, Haudenosaunee, Huron Wendat, and many other nations that travelled and travel through this territory.

Tkaronto is part of treaty 13 and the Dish with One Spoon Wampum Belt Covenant. The dish is Southern Ontario, a land which we all share and eat out of



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together. This means that we must care for the land and all creatures residing on it, and that we need to limit what we take from the land so that there is enough for everyone else. Reconciliation requires more than just words – it requires education and action.

Free Grassy Narrows River Run:

<https://freegrassy.net/river-run-toolkit-september-18th-2024/>

Gitanyow Hereditary Chiefs: <https://www.instagram.com/gitanyowchiefs/>

Kanyen'keha:ka Culture, Language, Indigenous Food Sovereignty, and Land-Based Education:

<https://www.onedishproject.com/>

Toronto Indigenous Harm Reduction: <https://www.torontoindigenoushr.com/>

Indian Residential School Survivors Society: <https://www.irsss.ca/donate>

“[i]t’s one thing to say, ‘Hey, we’re on the territory of the Mississaugas or the Anishinaabek and the Haudenosaunee.’ It’s another thing to say, ‘We’re on the territory of the Anishinaabek and the Haudenosaunee and here’s what that compels me to do.’” – Hayden King, Toronto Metropolitan University

3. Reading of the Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate any behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct, which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society, and in our union.



CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

Énoncé Sur L'Égalité

La solidarité syndicale est fondée sur le principe voulant que les membres syndiqués sont égaux et qu'ils méritent le respect à tous les niveaux. Tout comportement qui crée un conflit nous empêche de travailler ensemble pour renforcer notre syndicat.

En tant que syndicalistes, nos objectifs sont le respect mutuel, la coopération et la compréhension. Nous ne devrions ni excuser, ni tolérer un comportement qui mine la dignité ou l'amour-propre de quelque personne que ce soit ou qui crée un climat intimidant, hostile ou offensant.

Un discours discriminatoire ou un comportement raciste, sexiste homophobe ou transphobe fait mal et, par conséquent, nous divise. C'est aussi le cas pour la discrimination sur la base de la capacité, de l'âge, de la classe, de la religion, de la langue et de l'origine ethnique.

La discrimination revêt parfois la forme du harcèlement. Le harcèlement signifie utiliser du pouvoir réel ou perçu pour abuser d'une personne, pour la dévaluer ou l'humilier. Le harcèlement ne devrait pas être traité à la légère. La gêne ou le ressentiment qu'il crée ne sont pas des sentiments qui nous permettent de grandir en tant que syndicat.

La discrimination et le harcèlement mettent l'accent sur les caractéristiques qui nous distinguent; de plus, ils nuisent à notre capacité de travailler ensemble sur des questions communes comme les salaires décents, les conditions de travail sécuritaires et la justice au travail, dans la société et dans notre syndicat.

Les politiques et pratiques du SCFP doivent refléter notre engagement en faveur de l'égalité. Les membres, le personnel et les dirigeants élus ne doivent pas oublier que tout le monde mérite d'être traité avec dignité, égalité et respect.

7(a). Committee By-Elections

Distribution Committee (Acclaimed - 4 vacancies):

Ahmed Mohamed
Tareq K
Vindra (Vanessa) Moonilal
Lisa Smith



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Joint Health and Safety Committee (Acclaimed - 8 vacancies):

Tareq K
Andrea Valente
Patrick Teed
Vindra (Vanessa) Moonilal
Lisa Smith

York Pension Fund Board of Trustees (Acclaimed - 1 vacancy):

Lisa Smith

Postings Officer (Contested - 1 Vacancy):

Ryan Whiston

I am a PhD2 in SPT, with an interest in legal and procedural writing. During the last strike, I supported CUPE on the 7th line as a transcriber for the bargaining team and reviewed unit documents after the tentative agreement was reached. I am currently apart of YUGSAs bylaw review committee, and I sit as a member of Senate, both positions that require consistency of language and conformity of documents. I am a newer member of CUPE, however I have a real interest in using my experience to support CUPE and to uphold both the spirit and letter of the collective agreements after seeing the word games York administration and their bargaining team opted for in lieu of good faith communications. Words have meanings, and I'll work to ensure what CUPE meant during bargaining is what the collective agreements mean moving forward with job postings.

Marlene Murphy

I'm a unit 1 member starting my Ph.D. in Communication and Culture. I was a unit 2 member for 5 years, including during this year's strike. I watched a lot of people work very hard for the union, and I'd like to make a contribution. I spent many years as a news journalist, checking facts, watching for discrepancies, and calling attention to problems. Job postings need to be accurate, explanatory, and comprehensive. I developed those skills as an editor. I am prepared to ask questions, work hard, and learn how to fulfill this important role. We all benefit from a strong and vigilant union, and I would like to play my part. Thank you for considering me for this position.

Farida Mersali

I would like to renominate my self for the Posting Officer Committee.



I have been at York for a long period of time and really appreciate the Union amazing work.

After having served on this committee for an academic year, I know all the details and this experience allows me to serve the members very well by checking and analyzing the postings issued by the employer.

I have experience in assessing postings in a union spirit for our members in their diversity.

Being bilingual is key for analyzing postings from Glendon College.

I am attentive to the details provided in the postings, and I make sure that they comply with CUPE 3903 contracts for each Unit.

I undertake to evaluate the requests quickly so that the delays between the request and the postings get out for our members as quick as possible.

In solidarity,

Childcare Committee (Contested - 4 Vacancies):

Ahmed Mohamed

With a strong background in Human Resource Management and Organizational Behavior, I am committed to supporting the essential work of the Childcare Committee. My experience as a Ph.D. candidate and a research consultant has given me a deep appreciation for the challenges working parents face in balancing professional and personal responsibilities. I am passionate about advocating for policies and practices that create supportive, inclusive, and accessible childcare solutions. My previous volunteer work with organizations like Dawn Patrol Child and Youth Services has further fueled my dedication to enhancing the well-being of families within our community. I am eager to bring my skills and insights to the Childcare Committee to contribute to the development of robust childcare programs that meet the diverse needs of our members.

Tareq K

My name is Tareq (he/him), and I'm a PhD student in Health. I am running for the Child Care Fund Committee for the 2024 term. As a strong advocate for equity and access to essential resources, I am committed to ensuring the timely and fair distribution of the Child Care Fund to support our members with childcare needs.

With experience in collaborative work in non-profit organizations, I understand the importance of mobilizing and reaching out to our members. If elected, I will work to ensure that all members with childcare responsibilities are informed about the fund and feel supported throughout the application process. I will also maintain transparency to optimize the fund's disbursement based on the needs of our community.

In solidarity,



Tareq

Habib-ur Rehman

I am Dr. Habib-ur Rehman and I am sessional instructor in EECS and ITEC since Jan. 2019. With almost five years as a member of this union, I feel like it is the time for me to actively contribute to the well being of this union. I am currently on the Research Grants & Travel Funds committee and I think the job nature of Child Fund committee representative is close to my existing role. Therefore, I am offering my services again. I have some experience with accounting and tax preparation and I think this experience can be better utilized for this committee. Thank you very much for your support.

Margaret Lebold

Hello everyone, my name is Margaret Lebold, I am a fifth year PhD candidate in the School of Nursing and CUPE 3903 Unit 1 member. I would be pleased to represent the membership on the Childcare Committee. I am interested in serving on this committee to continue the important work of this committee adjudicating applications to the Child Care Fund fairly and with attention to the needs of our members with childcare needs. I believe that my skills match the needs of this committee - namely, my dissertation research focuses on social reproduction and methodologies such as feminist political economy and life history approaches. These concepts (my area of academic interest) is thereby intimately integrated with understanding childcare needs. As a nurse, I can also bring discretion, understanding, and compassion in the communication work of committee. I thank you in advance for considering me for a position on this essential committee.

Aldona Nowak

I am excited to serve on the Childcare Committee because I am passionate about supporting families and ensuring that members with childcare needs receive the assistance they deserve. I have strong organizational and communication skills, which will help in effectively reaching out to members, mobilizing them to apply for the fund, and managing the data collected. I am committed to fairness, collaboration, and providing a vital resource to members in need. My dedication to helping others, along with my ability to work well within a team, makes me an ideal candidate for this role.

Chantal Abouchar

I have been a York University Unit 2 Faculty member for 23 years, working across both campuses and collaborating with three distinct departments and numerous Chairs. My adaptability and collaborative spirit have been crucial in navigating each department's unique framework. Having experienced four strikes during my tenure, the most recent



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one inspired me to become more engaged and deepen my understanding of CUPE's efforts and the essential role of collective action. I take pride in being a strong team player, quick learner, and detail-oriented professional. With my extensive experience, I am well-positioned to leverage these skills to make meaningful contributions to CUPE's ongoing initiatives.

Joanna Pearce

I have previously sat on this committee. It's important work and i have experience at how to ensure it's done quickly and effectively.

Ways & Means Fund Committee (Contested - 4 vacancies):

Ryan Whiston

I am interested in getting involved to show solidarity after the obstructive actions taken by York on TA payouts that we had to collectively resist. I am a PhD2 in SPT, with a strong belief in free academic expression. I am currently a member of YUGSA's Food Justice committee; and I also currently sit as a member of Senate and work with other students to collaboratively influence academic policy to better reflect student interests. I have a passion for student academics and I personally understand the financial hardship as an independent who has both volunteered for and used foodbanks throughout my academic journey. I want to continue to help contribute to support the free expression of CUPE member's academic work by helping those most in need of accessibility and equity through financial support.

Farida Mersali

I am applying for the Ways and Means Committee.

I have been at York for a long period of time and really appreciate the Union amazing work.

after having served on this committee for a year, I know all the details and this experience allows me to serve the members very well.

I have experience in assessing demands in a union spirit for our members in their diversity.

I am attentive to the details provided by the applicants, and I understand the difficulties that they face. My task will be to help them overcome these difficult times while respecting their privacy, the ethics of the union and showing a lot of empathy.

I undertake to evaluate the requests quickly so that the delays between the request and the arrival of the funds are reduced as much as possible.

In solidarity,

Lisa Smith



Hi everyone

I would like to become more actively involved in CUPE 3903 at the start of my PhD journey, as an incoming member of Unit 1. With 20 years experience as a K-12 educator, I have a friendly and approachable style, happy to ask questions if I don't know the answer.

I feel strongly about 'paying it forward' and providing my time and knowledge to contribute to the future growth and success of the community at York. Last year I advocated for graduate student interests within York Education Faculty committees and I am keen to use my voice to support fellow CUPE members.

I want to be part of a community with a shared passion to protect and improve working, learning and financial conditions at York. Thanks for reading.

Tareq K

My name is Tareq (he/him), and I'm a PhD student in Health. I am running for the Ways and Means Committee to ensure fair and timely assessment of fund applications. I am committed to supporting members in financial need and will work diligently to disburse funds with transparency and efficiency.

In solidarity,
Tareq

Habib-ur Rehman

I am Dr. Habib-ur Rehman and I am sessional instructor in EECS and ITEC since Jan. 2019. With almost five years as a member of this union, I feel like it is the time for me to actively contribute to the well being of this union. I am currently on the Research Grants & Travel Funds committee and I think the job nature of Ways & Means Fund committee representative is close to my existing role. Therefore, I am offering my services again. I have some experience with accounting and tax preparation and I think this experience can be better utilized for this committee. Thank you very much for your support.

Ari Para

Hi there! My name is Ari (they/them) and I am a 2nd year PhD student in the Faculty of Education. I am a queer/trans 2nd-generation Eelam Tamil. I consider myself an activist, someone who finds ways to combine their love for art with their love for social justice and education. My dissertation focuses on the accessibility of education for marginalized students and imagining new possibilities for education through a disability



justice framework. This fund requires a committee that can adjudicate funds in a timely manner given the financial hardships that members experience. My experiences working to prioritize the needs of marginalized communities through my work at Marginalized Majority, The Department of Imaginary Affairs and OPIRG-Brock allow me to bring the skills I have learned from working at these organizations to the union to better benefit our community.

Margaret Lebold

Hello everyone, my name is Margaret Lebold, I am a fifth year PhD candidate in the School of Nursing and CUPE 3903 Unit 1 member. I would be pleased to represent the membership on the Ways & Means Fund. As a nurse, I feel strongly about the importance of ensuring that people with financial hardships can access the funds they need to continue to thrive and remain healthy in the already difficult enough environment that is graduate school. I believe that my skills match the needs of this committee - namely, my practice as a nurse has focused on health equity and the social determinants of health - and I am well aware how adequate income determines health over the lifecourse. I would be able to bring discretion, understanding, and compassion to the work of committee. I thank you in advance for considering me for a position on this vital committee.

Alireza Azizi

Hello CUPE Members,

My name is Alireza Azizi, a third-year Ph.D. student in Civil Engineering. I am excited to nominate for the upcoming election to the Ways and Means Committee.

Since joining this committee in 2022, I have gained valuable experience in managing its various responsibilities, such as ensuring fairness to all applicants, meeting requests efficiently, and completing tasks within optimal timeframes. My commitment to serving CUPE members has allowed me to approach the committee's work with care and integrity.

In addition to my work on the Ways and Means Committee, I am currently serving on the PDF Committee (2022-present), and EHB Committee (2024-present), and I was a member of the RCF Committee from 2022 to 2024.

These experiences have strengthened my understanding of the diverse needs of our membership and have reinforced my commitment to advocacy and fairness. I look forward to the opportunity to continue representing you.

Aldona Nowak

I am eager to serve on the Ways and Means Fund Committee because I am committed to helping individuals navigate financial hardships with compassion and fairness. My attention to detail, ability to review documentation thoroughly, and adherence to



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established guidelines make me an ideal candidate for this role. I understand the importance of supporting members through difficult times and ensuring that funds are allocated fairly and responsibly. I am confident that my dedication to helping others, combined with my strong organizational skills, will make a meaningful contribution to the committee's important work.

Chantal Abouchar

I have been a York University Unit 2 Faculty member for 23 years, working across both campuses and collaborating with three distinct departments and numerous Chairs. My adaptability and collaborative spirit have been crucial in navigating each department's unique framework. Having experienced four strikes during my tenure, the most recent one inspired me to become more engaged and deepen my understanding of CUPE's efforts and the essential role of collective action. I take pride in being a strong team player, quick learner, and detail-oriented professional. With my extensive experience, I am well-positioned to leverage these skills to make meaningful contributions to CUPE's ongoing initiatives.

Research Grants Fund and Travel Costs Fund Committee (Contested - 2 vacancies):

Jiang He

I have been teaching part-time (as a course director) at the School of Information Technology for more than 6 years, and would like to contribute to the community by reviewing requests for research grants fund and travel expenses. Below is a short bio for myself. Thanks for your consideration and look forward to working with the team.

- IT security expert with 17+ years' industry experience. Areas of expertise include IT risk & controls, security operations, IT governance, telecommunications networks, quantitative modelling, and data mining
- Obtained diverse global experience from a variety of industries including insurance, banking, telecommunications and professional services
- Published a number of research articles in peer-reviewed journals, book chapters, and conference proceedings in the field of Technology Management
- Hold a Ph.D. in Technology Management (Stevens Institute of Technology, New Jersey) and a M.S. in Telecommunications (State Univ. of New York)

Habib-ur Rehman

I am Dr. Habib-ur Rehman and I am sessional instructor in EECS and ITEC since Jan. 2019. With more than five years as a member of this union, I feel like it is the time for me to actively contribute to the well being of this union. I am currently on the Research Grants & Travel Funds committee and during my first term have performed really well



in this role. I believe being the candidate who already has experience of working on this position makes me a more suitable candidate. Thank you very much for your support.

Angela Hug

Hi everyone! I've been a course director since 2016. I've taught in History and Humanities at Keele and in MDS and English at Glendon. Since I was the CUPE representative on the Research Leave Adjudication committee in 2023, I have experience reading and ranking detailed applications from diverse fields of research. I have published a monograph and co-edited two volumes for a project supported by a SSHRC Insight Grant. I have personal experience of the many challenges contract faculty encounter when trying to engage in research while also carrying a heavy teaching load. I understand how systemic societal inequalities (e.g. childcare responsibilities) disproportionately affect some research careers, and how research grants and travel funding can help our members maintain an active research profile. If elected, I am excited to help support the research activities of other members through my work on the Research Grants Fund and Travel Costs Fund Committee.

9(a). Bylaw Amendment to Article 10: Committees

Mentoring Fund Committee (\$10,000)

This fund will be adjudicated by two members and the Equity Officer as an ex-officio member.

- The purpose of this committee is to facilitate the distribution of the Mentorship Fund in our Collective Agreement.
- Honorarium: \$500 per year per member

Support Fund Committee (\$25,000)

This fund will be adjudicated by two members and the Equity Officer as an ex-officio member.

- The purpose of this committee is to facilitate the distribution of the Support Fund for Members who Experience Racial Discrimination, Harassment, and Violence in our Collective Agreement.
- Honorarium: \$750 per year per member

9(b). Bylaws Amendment Re: Exec Honoraria

WHEREAS the comprehensive package for settlement agreed to in April amends Article 15.09.1 of the Unit 1 Collective Agreement and Article 15.08.1 of the Unit 2 Collective



Agreement to provide an amount equivalent to ten course director positions, up from eight as specified in previous Collective Agreements;

BIRT Article 8(b) of the CUPE 3903 bylaws be amended to read “The monthly amount of the Executive honoraria is the value of ~~8-10~~ Course Directorships...”.

9(c). Bylaws Amendment to Appendix E (PDF Awards)

III. Amounts & Distribution of Awards

In each funding period, a maximum amount of funding is made available for disbursement.

In the interest of awarding monies equitably to all eligible applicants, the maximum individual award for conference presentations in any academic year will not exceed ~~\$800~~ \$1,200. The maximum individual award in any academic year for all other costs will not exceed ~~\$400~~ \$600. Depending on the availability of matching funds, this maximum may also be adjusted to ensure widest coverage of the applicant pool.

~~A member may only draw up to the total maximum of \$800 in a given academic year.~~

10(c). Palestinian Youth Movement Event 05 October

Hi Zoe,

My name is Tamara, and I am reaching out on behalf of the Toronto Chapter of the Palestinian Youth Movement (PYM). Our chapter is organizing a mass rally to take place on October 5th in Toronto, marking one year of Israel’s genocide on Gaza. We would like to personally invite you and all CUPE 3903 members.

It has been almost one year and according to The Lancet medical journal, the true death toll as a result of Isreal’s genocide on Gaza could be anywhere between 200,000 to half a million people. We are demanding the government of Canada to impose a full two-way arms embargo and end its complicity in this genocide.

PYM chapters will be demonstrating across North America on October 5th demanding the liberation of our people. We are welcoming all progressive organizations to endorse



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this mass demonstration in support of our people in Palestine, by filling out the form in the link below:

https://docs.google.com/forms/d/e/1FAIpQLSeE_jH6PwDQ-zqgaU_5XTsho3LqSIP9Hkofx39smtKhPvSeoQ/viewform

Please let me know if you have any questions regarding the endorsement. Feel free to share the link to the endorsement form and the attached [flyer](#) for our rally with other unions, peers or comrades.

Kind Regards,

Tamara