**GMM Minutes – November 20th, 2019, 6:00pm-8:00 pm Southam 404**

\*Brief recap of Roberts Rules and procedures by appointed meeting chair & questions

Jessica Squires (the chair) introduced herself and gave the attendees a brief description of GMM procedure and how to make motions, how to use point of privilege and point of order

1. **Statement on Unceded Territory** Acknowledged by the chair
2. **Trans Day of Remembrance**

“The statement from the Executive Board was read out by the chair:  
Today is [Trans Day of Remembrance](https://www.facebook.com/hashtag/transdayofremembrance?source=feed_text&epa=HASHTAG&__xts__%5B0%5D=68.ARBuvwQwozhpty-yHex7mloNI9Vx_nIymYP-a1gURkDBMYqmL1Nze9cqHZ4hgbDjOSOfTJVk1ko3yAWgqtp7s_al3UY-dpr_Zt2BbpKIwPBRceyxzFR1AgvHq0J57YgkIQuxSkbESoWzMu6EgGxxgMpM90VXcdTnBofmKqctm_z3lDpBQ1R4UyKOGtg6Lsgh6m-TAJ_LT6LKdUjHhaEbQyO6Cp_6PFDeJTLmAX0VKUyRRTBcFtA_KI62O8IlV5V823pNUOLtjQAzGR48oB0LzKCm3FN7fuzJfYOLasVXIjGh7xQ3efH61vWO_5tRmBZ6-8t0a0lrlC7xiEpYm9783M-z5Q&__tn__=%2ANKH-R). So far, 331 trans people have been killed this year (that we know of and who’s stories have made it into the public sphere). So many of these folks are trans women of colour. Remember their names. And, fight like hell for trans, Two-Spirit, nonbinary, intersex & gender diverse folks who are still here & amazingly alive.

Trans people are not just a tipping point. Trans people are not just tragic. Trans people are not dangerous. Trans people are not scapegoats. Trans people aren’t tokens. Trans people are not just trans. Trans people are whole & complex beings.

Trans, Two-Spirit, non binary, intersex, & gender diverse people deserve to be loved & valued.”

We are working on finding some action to go with the statement. If anyone has any suggestions based on this can email the board.

1. **Equality Statement** read by attendees
2. **Executive Board Roll Call**
   1. President: Present
   2. VP Internal: Present
   3. VP External: Present
   4. Secretary Treasurer: Present
   5. Recording Secretary: Present
   6. VP Unit 1: Present
   7. VP Unit 2: Present
   8. Chief Stewards Unit 1: Present
   9. Chief Steward Unit 2: Sends regret
3. **Approval of Agenda**

Agenda adopted and approved with the addition of “constitutional amendment” under new business and “EAF” under Bargaining team updates.

**Motion: To approve the agenda**

**Moved by Zoey**

**Seconded by Meg**

Amendment to agenda: Two things to be added under the New Business: 1) Motion to endorse CUPE member running for OFL elections, 2) Motion to donate $500 to CKCU. Also, since Trustees cannot make a report before talking with the board, especially the Treasurer, to change item 10 from “Trustees report” to “Trustees update”.

**Motion: To approve the agenda as amended**

**Moved by Zoey**

**Seconded by Meg**

**Motion passes with all in favor**

1. **Approval of Previous Minutes**

Previous minutes available at shared drive:

<https://docs.google.com/document/d/1AOP2rm_rMPPmgZz6WmbX8Or8u9xwwmFT-97UF_3rvwI/edit>

The minutes are not printed out. To postpone the consideration of these minutes until the next GMM meeting.

1. **Executive Board Reports**

The Board Reports can be found here: <https://www.cupe4600.ca/exec-reports-nov2019>

President’s report can be found on CUPE 4600 website

VP Internal report can be found on CUPE 4600 website

* We are trying to get the international student caucus going. The 1st one was not successful. Anyone interested in attending and/or chairing these meetings can get in touch with VP Internal.

Recording Secretary can be found on CUPE 4600 website

Secretary Treasurer can be found on CUPE 4600 website

* Reviewed the financial report.

VP External report can be found on CUPE 4600 website

* We are looking for Potential organisation that might be looking for donations from our International Social Justice Fund. If anyone knows any of these can get in touch with VP External

VP Unit 1 can be found on CUPE 4600 website

* Is in Equity committee. The committee has put together an Accessibility Survey. Members can access that survey through our latest CUPE Digest email. We are also looking for people who want to help us make the Union more accessible.
* Tans fund committee is looking for members who can review the applications for the Tans fund.

VP Unit 2 can be found on CUPE 4600 website

Chief Stewards Unit 1 report:

* In the process of coordinating with the stewards. Working on giving stewards training set up.

Chief Steward Unit 2 can be found on CUPE 4600 website

Report from the Mobilization Committee can be found on CUPE 4600 website

1. **Bargaining Team Updates**

Unit 1 updates:

* The emergency EAF meeting, resulted in signing a Memorandum of Agreement where the Employer agreed to deposit $100,000 into the EAF to maintain benefits for now, and we also agreed to work together (via the JCC) to hire a consultant to examine the current benefit problems and provide recommendations for finding a sustainable benefits model.
* Have met with the employer 10 times in total. Tabled all of our proposals and responded to everything substantial. The employer has not given us much to worth it at this time. For discrimination and harassment, the employer responded pushing back in quite a few things.
* Priority terms. Trying to extend the priority terms everyone gets, particularly PhD students
* Students to TA ratio.
* Introduced the language that we gave out to unit 1 caucus which was progressive discipline which would require employer to go to particular steps at discipline before firing an employee. The language lays out 4 particular steps.
* If anyone wants to attend the bargaining sessions, they can email Dan Sawyer or Zoey.

Unit 2 updates:

* The bargaining team is meeting with the employer on Friday (22nd) and Monday (25th)
* The team verbally told the employer that we will not be accepting concessions in the form of enormous cuts to incumbency. On Friday, the team will be tabling rejection of the employer’s proposed cuts to incumbency
* The team is tabling caps to student-TA ratio
* If you would like to come and watch, email us

1. **Mobilization Committee Update and recruitment**

* Please join the Mobilization Committee. It is the best way to pressure Carleton to offer us a fair deal.
* Bill 124 does not prevent us from picketing.
* Successfully info picketed Carleton’s launch of a labour studies certificate
* We need volunteer for office visits, tabling, postering, zines & button making
* Dog Ford in the city. Give him the welcome that he deserves
* Tomorrow is the next Mobilization Committee
* Strike committee also needs people to get involve

1. **Trustees update**

* Described trustees jobs and duties
* Read his update and expressed his dissatisfaction with the local financial issues
* He informed the membership that he is resigning as the trustee for the local

1. **New Business/Motions**
   1. Motion by Mobilization chairs to combine Strike committees

According to the bylaws there is a Strike committee for each units. Normally, we combine the two committees because they only need one permit, one set of picket captain and so on. We are aware that both bargaining units bargain separately, but in terms of the capacity of the local, it makes more sense to do the strike committee as one group.

**Motion: To combine Strike committees**

**Moved by Zoey**

**Seconded by Meg**

**Motion passes with all in favor**

* 1. The selection of a Trial Committee and Trial Panel to investigate a complaint made via Appendix B.XI: Trial Procedure of the CUPE National Constitution.

**Motion: To pass the chair to Hesam who is managing this piece of agenda**

**Moved by Gareth**

**Seconded by Kathrine**

**Motion passes with all in favor**

Electing trial panel.

Hesam explains the trial panel and procedure.

Nominations: Ana Santos, Amy Burlock, Rukia Mohamed, Paul Smith, Lisa Armstrong, Janna Bryson, Mikayla Sherry, Brittany Campbell, Gareth Park, Michelle-Lesley Annett, Miranda Leibel, Sarah Fiander, Abram Lutes.

Highlighted names elected.

Trial Committee. Paul smith, Sarah Fiander, Miranda Leibel, Lisa Armstrong, Ana Santos

**Motion to destroy the ballot**

**Moved by Hesam**

**Second by Meg**

**Motion passes with all in favor**

**Motion: To pass the chair back to Jessica Squires**

**Moved by Zoey**

**Second by Molly**

**Motion passes with all in favor**

* 1. Motion to endorse CUPE member running for OFL elections.

VP external talks on the motion. Berry Convay who is an exec board of CUPE local 5167

**Moved: To endorse CUPE member running for OFL elections**

**Moved by Pansee Atta**

**Second by Gareth Park**

**Motion passes with all in favor**

* 1. Motion to donate $500 to CKCU

**Motion to donate $500 to CKCU**

**Moved by Pansee Atta**

**Second by Kathrine Kenny**

**Motion passes with all in favor**

1. **Elections**
   1. Unit 2 (Contract instructors) Bargaining Team 1 member +  alternate

Gareth Park Acclaimed for alternate position

* 1. Strike Committee Chair(s)

Abram Lutes Acclaimed

1. **Announcements**
   1. Anti-Ford protest Dec. 10th 5-8pm 200 Coventry Road, Ottawa

Morgan Rooney: Ask a question about item number 10.

Chair: out of order

Gareth moves to challenge the chair on responding to trustee update

Second by Matt

Successfully challenged

**Motion: To place on the agenda at next GMM a discussion on the issues raised by the trustee (item #10)**

**Moved by Morgan Rooney**

**Second by Luke**

**Motion passes**

Election of the missing trustee to be at the agenda for the next GMM.

1. **Adjournment**

**Motion to adjourn the meeting.**

**Moved by Pansee Atta**

**Second by Hesam**

**Motion passes**

Meeting adjourned at 8:05

***Who to contact if you have concerns about this meeting:*** *In order to better put into practice the principles that are contained in the Equality Statement, specific individuals have volunteered to make themselves available to help address any issues that work against the full inclusion and participation of all our members. If you would like to talk to this volunteer, the chair will identify them at the beginning of the meeting.  Please contact Jo* [they/them pronouns] *@* [*equitychair@cupe4600.ca*](mailto:equitychair@cupe4600.ca)*.*