

MINUTES OF THE UNITE HERE LOCAL 75 GENERAL MEMBERSHIP MEETING
TUESDAY, APRIL 11, 2023
HELD via ZOOM (Video Conference)

The meeting was called to order by Brother Guled Warsame at 5:01 pm.

Executive Board

Brother Guled Warsame	President
Sister Shelli Sareen	Secretary-Treasurer
Sister Valrie Lue	Vice-President
Brother Abdalla Idris	Executive Board Member
Sister Anna Dudek	Executive Board Member
Brother Andrew Stankowski	Executive Board Member
Sister Brigida Ruiz	Executive Board Member
Sister Christine Smalling	Executive Board Member
Sister Daisy Virgo	Executive Board Member
Brother Habtom Ogbamichael	Executive Board Member
Sister Ianka Stoyanova	Executive Board Member
Brother Josh Cuasay	Executive Board Member
Sister Kay Ann Drummond	Executive Board Member
Brother Kiran Panikar	Executive Board Member
Sister Leonora Mullholland	Executive Board Member
Brother Lloyd Manning	Executive Board Member
Sister Luz Flores	Executive Board Member
Brother Mahbubul Haque	Executive Board Member
Sister Medhin Ghebre	Executive Board Member
Brother Nigel Blair	Executive Board Member
Brother Nur Molla	Executive Board Member
Brother Rolando Mercado	Executive Board Member
Brother Thomas Wimalendra	Executive Board Member
Sister Vemelyn Feliciano	Executive Board Member
Brother Yohannes Habte	Executive Board Member

TRUSTEES:

Brother Yosief Ogbasellasi	Trustee
Brother Abu Ahmed Azam	Trustee
Brother Rahman Aliheidari	Trustee

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Brother Guled Warsame stated that quorum was reached and called the meeting to order 5:02 pm.

FIRST ORDER OF BUSINESS:

President's Opening Remarks

Brother Guled Warsame welcomed everyone to our quarterly membership meeting. He stated it would not be a long meeting. He reminded everyone the purpose of the meeting was to do the business of the Union as required by our Constitution and By-laws. He went over the Agenda for the meeting:

- Minutes
- Financial Reports
- Extraordinary Expenditures requiring a vote
- New Business
- Motion to Adjourn

And I will give a quick update on campaigns. A reminder if you have any questions raise your hand or type it in the chat box.

NEXT ORDER OF BUSINESS:

READING OF THE MINUTES

Brother Warsame stated that the General Membership Meeting minutes were available via a link to those who registered.

Minutes of the January 10, 2023 General Membership Meeting

Motion to approve the January 10, 2023 General Membership Meeting minutes and all business transacted therein.

Moved by Sister Monica McKenzie, seconded by Brother Kiran Panikar. Carried.

Minutes of the February 2, 2023 Executive Board Meeting

Motion to approve the February 2, 2023, Executive Board Meeting minutes and all business transacted therein as approved by the Executive Board.

Moved by Brother Habtom Ogbamichael, seconded by Sister Cornetta Mason. Carried.

Minutes of the March 2, 2023 Executive Board Meeting

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Motion to approve the March 2, 2023, Executive Board Meeting minutes and all business transacted therein as approved by the Executive Board.

Moved by Sister Daisy Virgo, seconded by Brother Yohannes Habte. Carried.

NEXT ORDER OF BUSINESS:

Secretary-Treasurers Report - Financial Highlights

Sister Shelli Sareen gave a PowerPoint presentation of the Financial Highlights. She presented the Balance Sheet highlighting the funds that the employer's contribute to, for the benefit of our members and our General Fund to which we use for the day to day business of the Union.

Sister Sareen stated another financial highlight was to go over our income in 2022 compared to previous years. As you know the pandemic hit in 2020. In 2020 we received 49% dues income compared to what we received in the previous year 2019, our comparative year. In 2021 we received 61% of what we had received 2019. Last year things improved quite a bit and we were at 76% income of the comparative year. Things are headed in the right direction.

Financial Reports

Motion to approve ALL financial statements including Balance sheet, and Profit & Loss statements for each fund (General, Compassion, Culture, Education, Equal Opportunity, Hardship) for the month of **November 2022** as approved by the Executive Board.

Moved by Sister Daisy Virgo, seconded by Habtom Ogbamichael. Carried.

Motion to approve ALL financial statements including Balance sheet, and Profit & Loss statements for each fund (General, Compassion, Culture, Education, Equal Opportunity, Hardship) for the month of **December 2022** as approved by the Executive Board.

Moved by Brother Kiran Panikar, seconded by Brother Nigel Blair. Carried.

Motion to approve ALL financial statements including Balance sheet, and Profit & Loss statements for each fund (General, Compassion, Culture, Education, Equal Opportunity, Hardship) for the month of **January 2023** as approved by the Executive Board.

Moved by Brother Yohannes Habte, seconded by Brother Melaku Seyoum. Carried.

Motion to approve ALL financial statements including Balance sheet, and Profit & Loss statements for each fund (General, Compassion, Culture, Education, Equal Opportunity, Hardship) for the month of **February 2023** as approved by the Executive Board.

Moved by Brother Nigel Blair, seconded by Sister Nadine Mundle. Carried.

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NEXT ORDER OF BUSINESS:

MOTIONS

March 2, 2023

Motion to reaffiliate with the Central Ontario Building Trades and pay back fees of up to \$18,300.00, from the General Fund.

Moved by Brother Abdalla Idris, seconded by Brother Yohannes Habte. Carried.

Motion to approve the Budget for 2023.

Moved by Brother Nigel Blair, seconded by Brother Solomon Asfaha. Carried.

April 6, 2023

Motion to approve \$1000 from the General Fund for the cost of a table for 10 to attend the annual Health and Safety Dinner hosted by the Toronto and York Region Labour Council in co-operation with the Workers Health and Safety Centre, the Central Ontario Building Trades and the Injured Workers Consultants.

Moved by Sister Daisy Virgo, seconded by Mahen Krishnamoorthy. Carried.

Motion to transfer \$300,000 from the Equal Opportunity Training Fund to HTA 75 to be used to conduct its operations and continue to provide training and upskilling opportunities to members of UNITE HERE Local 75. These monies will directly be used to support members of UNITE HERE Local 75.

Moved by Brother Josh Cuasay, seconded by Sister Daisy Virgo. Carried.

NEXT ORDER OF BUSINESS:

New Business - None

NEXT ORDER OF BUSINESS

Motion to adjourn the business side of the meeting.

Moved by Brother Abdalla Idris, seconded by Sister Daisy Virgo. Carried.

Business of the Union adjourned 5:28 pm.

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Updates

Brother Warsame was happy to report, that as a local union, we embarked last year on what we thought could be a difficult round of bargaining. We strategically met and collectively decided that we were going to push our Employers to the best standard we could set. We concluded all hotel bargaining and prior to that we concluded the food service bargaining. We always say that we will not leave any contract behind and we haven't. Everybody received our standard of 2 ½ years. We were able to put in all our collective agreements language that requires employers to clean rooms daily. We got more money on the benefits. We got more money on the wages.

As we conclude bargaining, we now have to prioritize how to bring all those non-union workers in our industry who don't have our benefits, wages and respect in the workplace into our local.

Lastly, we have an upcoming Mayoral bi-election in the City of Toronto. City politics affects our member's lives greatly. When they build a new hotel, city council has to approve it. We always have an interest as a union to ensure that there are some conditions in new development. Be it labour peace, allowing the union to organize it, and all other general concerns with living in the city. UNITE HERE Local 75 and its Executive Board have decided to endorse Ana Bailão as the next mayor of the City of Toronto. There are few progressive candidates and Ana Bailão is one that we have worked with in the past. She has been endorsed by other local unions including city workers unions CUPE 416 and CUPE 79.

HTA75 is going strong. With funding from different levels of government, training is open to us, open to our families, open in anyone in the hospitality sector who wants to take training and hopefully becomes a Local 75 member.

Meeting ended 5:38 pm.

Guled Warsame
President
UNITE HERE Local 75

Shelli Sareen
Secretary-Treasurer
UNITE HERE Local 75