

MINUTES OF THE UNITE HERE LOCAL 75 GENERAL MEMBERSHIP MEETING
TUESDAY, JULY 13, 2021
HELD via ZOOM (Video Conference)

The meeting was called to order by Brother Guled Warsame at 5:04 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
Sister Brigida Ruiz	Executive Board Member
Sister Christine Smalling	Executive Board Member
Sister Daisy Virgo	Executive Board Member
Sister Eulalia Marcos	Executive Board Member
Brother Habtom Ogbamichael	Executive Board Member
Sister Ianka Stoyanova	Executive Board Member
Sister Ingrid Moncriste	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
Brother Mahbulul Haque	Executive Board Member
Sister Marietta Alejandro	Executive Board Member
Sister Medhin Ghebre	Executive Board Member
Brother Nigel Blair	Executive Board Member
Sister Vemelyn Feliciano	Executive Board Member
Brother Yohannes Habte	Executive Board Member
Brother Feliz Serrano	Executive Board Member (absent)
Brother Miroslaw (Mark) Krekora	Executive Board Member (absent)
Brother Gilbert Galvez	Executive Board Member (retired)

TRUSTEES:

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

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Quorum was reached.

FIRST ORDER OF BUSINESS:

President's Opening Remarks

Brother Guled Warsame welcomed everyone to tonight's meeting. Brother Warsame explained that after receiving legal opinion and restrictions to public gatherings, the Union had postponed in person meetings but it was necessary to meet now and resume with regular union business. Brother Warsame stated that if public gathering restrictions loosen the hopes are to resume in person meetings.

Sister Melissa Sobers explained the Zoom meeting features, use of the chat and the voting process.

NEXT ORDER OF BUSINESS:

Minutes of the January 14, 2020 General Membership Meeting

Motion to approve the January 14, 2020 General Membership Meeting minutes and all business transacted therein.

Moved by Brother Kiran Panikar, seconded by Brother Lloyd Manning. Carried, 1 opposed.

NEXT ORDER OF BUSINESS:

Secretary-Treasurers Report - Financial Highlights

Sister Shelli Sareen reminded all participants that when they registered they had the option to schedule an appointment with the officers to view the financial reports and other business reports. She said that if anyone wanted to see these documents they could schedule an appointment with any of the officers to meet with them at the office.

- With 90% of our members laid off at the height of the pandemic, the local faced a stark and sudden decline in our income;
- Local took immediate measures to mitigate costs:
 - Applied for federal subsidies/relief available to the local (CEWS and CERS);
 - Made cuts to staffing costs;
 - Received relief from IU.
 - Negotiated vendor contracts at lower prices;
 - Cleaned up data which resulted in per capita credits.
- Local has healthy reserves.
- Essential as we face steep decline in income throughout the pandemic where in some months we operate in the red.

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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 period of January 2020 to May 2021.

Moved by Brother Habtom Ogbamichael, seconded by Brother Yohannes Habte. Carried (no opposition).

NEXT ORDER OF BUSINESS:

Motions Quarter 1 2020 (January 2020 – March 2020)

- January 7, 2020: Approval to use S/A Strategy for communications support, for a **\$2000 retainer for 20 hours a month, from the General Fund.**

February 6, 2020:

- Approval to approve the donation of **\$500 from the Culture Fund** to the Philippine Advancement Through Arts and Culture for communities affected by the Taal Volcano Eruption in Batangas, Philippines.
- Approval to accept the audit engagement of Wallington Chong LLP Chartered Accountants, of **up to \$20,000 from the General Fund** to perform the 2019 audit.

March 5, 2020:

- Approval for expense for laptops. Laptops will be used by organizers. The cost of laptops up to **\$10, 000 from the General Fund.**
- Climate Justice Motion as proposed by the Toronto and York Region Labour Council:

CLIMATE JUSTICE MOTION
For Adoption by Local Unions

The climate emergency is real.

To ensure human survival including the lives of our children and grand-children — we must challenge the powerful corporate interests that drive the current unsustainable economic model and seek to sabotage effective climate action. At the same time, we must show the opportunities to build prosperity and justice for all.

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Not only is climate action the right thing to do, it is the smart thing to work on. Our union will commit itself to joining in the fight for climate justice, seeking to transform our workplaces into low-carbon operations that reduce energy use, waste, and greenhouse gas emissions, while protecting workers and training for the jobs of the future. We will undertake a comprehensive approach to becoming leaders in sustainability, which includes:

- Asking the employer to detail their plans to climate-proof the workplace;
- Bargaining contract language on climate, and a union role in sustainability;
- Seeking the establishment of Joint Workplace Environment Committees;
- Establishing training programs for members to be actively involved in greening the workplace;
- Utilizing an equity lens to ensure new job opportunities benefit all of our communities;
- Engaging in campaigns for climate justice — including Just Transition legislation for workers and communities impacted by changes to a low-carbon economy;
- Supporting public services that deliver quality programs and good jobs while ensuring public control and operation.

Our union will mobilize our members to oppose the destructive climate policies of Conservative governments, and partner with racial justice organizations to help deepen the analysis around equity and Just Transition within discussions on climate action.

Motion to approve all minutes and all business transacted therein for Quarter 1 2020 (January 2020 – March 2020).

Moved by Sister Eula Marcos, seconded by Sister Medhin Ghebre. Carried (no opposition).

NEXT ORDER OF BUSINESS:

Motions Quarter 2 2020 (April 2020 – June 2020)

April 2, 2020: Approval to approve staff top up of \$350 per week agreed to by Local 75 and COPE 343, for laid off bargaining unit employees.

May 7, 2020:

- Approval to create a Covid-19 Relief Fund to raise funds for the purpose of providing Covid-19 related relief to our members during this period of hardship to be hosted by Labour Community Services.
- Approval to approve amnesty of any outstanding balance owed by members prior to February 2020 in order to migrate from TIMMS to UNITE HERE's new membership database.

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- Approval to waive any member initiation and reinstatement fees for the remainder of 2020.
- Approval for the transfer of funds to be received pursuant to the agreement effective as of April 20, 2020 between Her Majesty the Queen in right of Ontario as represented by the Minister of Labour, Training and Skills Development and UNITE HERE Local 75 to the Hospitality Training Academy 75.

Motion to approve all minutes and all business transacted therein for Quarter 2, 2020 (April 2020 – June 2020).

Moved by Brother Habtom Ogbamichael, seconded by Brother Kiran Panikar. Carried (no opposition).

NEXT ORDER OF BUSINESS:

Motions Quarter 3 2020 (July 2020 – September 2020)

July 2, 2020: Approval to postpone the General Membership Meeting scheduled for July 14, 2020 for a later date due to the current COVID-19 and the new restrictions accompanied with it.

August 6, 2020: Approval for the expenditure of **up to \$15,000 from the Culture Fund** to participate in the Toronto & York Region Labour Council Labour Day 2020 mass media campaign and other related Labour Day expenses, within the parameters of the Culture Fund guidelines

Motion to approve all minutes and all business transacted therein for Quarter 3, 2020 (July 2020 – September 2020).

Moved by Brother Nigel Blair, seconded by Sister Leonora Mulholland. Carried (no opposition).

NEXT ORDER OF BUSINESS:

Motions Quarter 4 2020 (October 2020 – December 2020)

October 1, 2020

- Approval to purchase **500 facial masks for \$10 each, up to \$5000 plus tax, from the Culture Fund.**
- Approval to postpone the General Membership Meeting scheduled for October 13, 2020 for a later date due to the current COVID-19 and the new restrictions accompanied with it.

December 3, 2020

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- Approval for the Union to pay a one-time payment to qualify members at the Toronto Marriott City Centre as they move to the basic Soben Ltd benefit plan, at a rate of **\$48.90 per member, plus sales tax (excluding life and accidental death insurance) from the General Fund.**
- Approval to extend the waiver of member initiation and reinstatement fees, approved by the Executive Board May 7, 2020, through to the end of 2021.

Motion to approve all minutes and all business transacted therein for Quarter 4, 2020 (October 2020 – December 2020).

Moved by Brother Kiran Panikar, seconded by Brother Habtom Ogbamichael. Carried (no opposition).

NEXT ORDER OF BUSINESS:

Motions Quarter 1 2021 (January 2021 – March 2021)

January 7, 2021: Approval to postpone the General Membership Meeting scheduled for January 12, 2021 for a later date due to the current COVID-19 pandemic and the restrictions accompanied with it.

March 4, 2021:

- Approval to approve the expenditure of **benefit premium payments for Sister Amarjeet Kaur Chhabra, from the General Fund** to extend her Long-Term Benefits for one year.
- Approval to amend the earlier motion and to approve the expenditure of **benefit premium payments for Sister Amarjeet Kaur Chhabra, from the General Fund** to extend her Long Term Benefits for two years.

Motion to approve all minutes and all business transacted therein for Quarter 1, 2021 (January 2021 – March 2021)

Moved Sister Vemelyn Feliciano, seconded by Brother Lloyd Manning. Carried (no opposition).

NEXT ORDER OF BUSINESS:

Motions Quarter 2 2021 (April 2021 – June 2021)

April 1, 2021

- Approval to buy a full-page advertisement for **\$500 USD, from the General Fund**, to the Peggy Browning Foundation in support of UNITE HERE Black Leadership Group member Nicole Hunt,

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who is being honoured by the foundation this spring. The Peggy Browning foundation supports young people in law school who want to work on the labour side of labour management relations.

- Approval for UNITE HERE Local 75 to officially endorse Sister Andria Babbington in her endeavour to run for the office of President for the Toronto and York Region Labour Council. Also, to donate **\$2000, from the General Fund**, to support Sister Andria Babbington's campaign.
- Approval to postpone the General Membership Meeting scheduled for April 13, 2021 for a later date due to the current COVID-19 pandemic and the restrictions accompanied with it.

May 6, 2021

- Approval to donate **\$500 from the Culture Fund** to the KLC Shippers in Scarborough, to assist with their relief effort in St. Vincent and the Grenadines.
- Approval to donate **\$500 from the Culture Fund to the KLC Shippers in Scarborough**, to assist with their relief effort in St. Vincent and the Grenadines. Also, to donate **\$500 from the Culture Fund to the Red Cross of India** to assist with the crisis in India.
- Approval to register **5 delegates at \$150 each from the General Fund** to attend the Virtual 29th Constitutional Convention of the Canadian Labour Congress.

June 3, 2021

- Approval for Tummon Wallington Chong LLP Accounting firm to conduct Local 75's 2020 Audit.
- Approval to extend Nuredin' Bulle's health and welfare benefits coverage for two years at an approximate cost of \$340/monthly, as elected President of Local 75.
- Approval to hire on contract a data person to work on dues and to ensure all monies coming into the local from employers (dues, and all funds) are calculated on an ongoing basis.
- Approval for participation in the Bromley Gala for **\$1000.00 dollars from the Culture fund**.

Motion to approve all minutes and all business transacted therein for Quarter 2, 2021 (April 2021 – June 2021)

Moved by Brother Kiran Panikar, seconded by Brother Nigel Blair. Carried (no opposition).

NEXT ORDER OF BUSINESS:

Motion to Adjourn

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Moved by Brother Yohannes Habte, seconded by Brother Habtom Ogbamichael. Carried (no opposition).

Meeting adjourned at 5:52 pm.

PRESIDENT'S CLOSING REMARKS:

Updates:

Brother Warsame thanked everyone for participating in tonight's meeting. It has been a tough year and a half during this pandemic. Since the State of Emergency was declared, the Union lost 90% of its membership to layoff overnight. The main focus of the Union was how to best take care of our members at this difficult time and how to ensure the viability of the Local in the future. The Union was able to extend full benefits for 100% of the members and strengthen job security language with agreements with all Employers with the extension of recall rights. The Union was able to negotiate 3 new collective agreements with the Union standard during the pandemic. With government support, the Union was able to establish the virtual Hospitality Training Action Centre 75 to provide numerous courses to the members with no out of pocket expense to the members. The Union continued to lobby the Government for hospitality workers for extension of Employment Insurance or if there was an industry bailout, that workers were included. Brother Warsame asked that we keep members lost during this difficult year in our thoughts.

Brother Kiran Panikar said that Brother Guled Warsame and his team did an amazing job. He thanked Brother Warsame for his leadership in extending recall rights and benefits, and thanked the Officers and Local 75 staff for their hard work during this difficult time.

Brother Warsame reminded everyone if they had any questions to please contact their union representative. Brother Warsame concluded the meeting.

Guled Warsame
President
UNITE HERE Local 75

Shelli Sareen
Secretary-Treasurer
UNITE HERE Local 75