

**MINUTES OF THE UNITE HERE LOCAL 75 GENERAL MEMBERSHIP MEETING
TUESDAY, OCTOBER 11, 2022
HELD via ZOOM (Video Conference)**

The meeting was called to order by Brother Guled Warsame at 5:15 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
Sister Elizabeth Bernales	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
Sister Luz Flores	Executive Board Member
Brother Mahbubul Haque	Executive Board Member
Sister Marietta Alejandro	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 Ogbasellasie	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 5:15 pm.

FIRST ORDER OF BUSINESS:

President's Opening Remarks

Brother Guled Warsame welcomed everyone to the meeting and confirmed that Quorum was reached.

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 July 12, 2022 General Membership Meeting

Motion to approve the July 12, 2022 General Membership Meeting minutes and all business transacted therein.

Moved by Sister Monica McKenzie, seconded by Brother Yohannes Habte. Carried.

Minutes of the July 7, 2022 Executive Board Meeting

Motion to approve the July 7, 2022, Executive Board Meeting minutes and all business transacted therein as approved by the Executive Board.

Moved by Brother Yohannes Habte, seconded by Brother Solomon Asfaha. Carried.

Minutes of the August 11, 2022 Executive Board Meeting

Motion to approve the August 11, 2022, Executive Board Meeting minutes and all business transacted therein as approved by the Executive Board.

Moved by Brother Josh Cuasay, seconded by Brother Nigel Blair. Carried.

Minutes of the September 7, 2022 Executive Board Meeting

Motion to approve the September 7, 2022, Executive Board Meeting minutes and all business transacted therein as approved by the Executive Board.

Moved by Brother Josh Cuasay, seconded by Brother Nigel Blair. Carried.

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NEXT ORDER OF BUSINESS:

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Secretary-Treasurers Report - Financial Highlights

Sister Shelli Sareen presented a Power Point presentation showing the various funds of the Union. She stated that overall the funds are very healthy. She gave an overall comparison between 2019, last normal year pre pandemic as a comparative year to track the Union's finances up to present. Sister Sareen highlighted that the Local's revenue is at 78% of the comparative year.

Sister Shelli Sareen reminded everyone that when registering there was the opportunity to view the Executive Board Minutes and Financial Statements were given, via appointment, with any of the Officers prior to the General Membership meeting.

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 **June 2022** as approved by the Executive Board.

Moved by Brother Melaku Seyoum, seconded by Sister Leonora Mulholland. 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 **July 2022** as approved by the Executive Board.

Moved by Brother Nigel Blair, seconded by Brother Mike Tilahun. 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 **August 2022** as approved by the Executive Board.

Moved by Brother Habtom Ogbamichael, seconded by Brother Josh Cuasay. Carried.

NEXT ORDER OF BUSINESS:

MOTIONS

August 11, 2022

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Motion to approve the 2022 Local 75 Budget.

Moved by Sister Monica McKenzie, seconded by Brother Josh Cuasay. Carried.

Sister Shelli noted that the Executive Board passed a motion in August regarding a lease for new office space at 895 Don Mills Road but due to the owners unresponsive behaviour and after legal advice, the Local decided to no longer pursue this rental option.

Motion to approve **\$30,000 from the Culture Fund** for Local 75's participation in Labour Day.

Moved by Brother Melaku Seyoum, seconded by Brother Solomon Asfaha. Carried.

September 1, 2022

Motion to approve donation of **\$2,500 from the General Fund** towards support for locked out Super 8, Moose Jaw members of UNITE HERE Local 41, Saskatchewan.

Moved by Brother Josh Cuasay, seconded by Brother Mahen Krishnamoorthy. Carried.

October 6, 2022

Motion to approve the 5-year lease between 2034631 Ontario Inc. and UNITE HERE Local 75 for office space at 200 Consumers Road, Toronto, On, Suite 6406 M2J 4R4.

Moved by Brother Yohannes Habte, seconded by Sister Leonora Mulholland. Carried.

Motion to approve remuneration for members who attend collective bargaining negotiations on their day(s) off in the amounts of **\$80 for up to 4 hours** and **\$160 for five hours or more**.

Moved by Brother Josh Cuasay, seconded by Brother Melaku Seyoum. Carried.

NEXT ORDER OF BUSINESS:

New Business

Bylaw Amendments

Brother Guled Warsame explained that upon review of the Local's Bylaws it was decided that a few amendments were needed and should be proposed to the membership. Brother Warsame explained that there was some existing language that should be updated. He also explained that due to many reasons, including the Local's trusteeship, election timelines, and the combination of Local Leadership and Canadian Delegate elections that the existing Election timelines should be updated to more reflective of other Locals in Canada. Brother Warsame explained that the process of Bylaw changes

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consisted of the reading of the amendments in two consecutive general membership meetings and then put to a vote to the membership.

Reading of Bylaw Amendments as approved by Local 75 Executive Board

Amendment 1

Amend Section 3 From:

Wherever a masculine pronoun occurs in these By-Laws, it shall be deemed to include the feminine pronoun.

To:

Wherever a masculine pronoun occurs in these By-Laws, it shall be deemed to include the feminine pronoun **and/or gender-neutral pronouns such as they/them.**

Amendment 2

Amend Article 5 Nomination and Election Section 1 From:

The election of officers shall be held by secret ballot **every four years** from among the members in good standing in this Local Union.

To:

The election of officers shall be held by secret ballot **every five years** from among the members in good standing in this Local Union.

Amendment 3

Amend Article 5 Nomination and Election Section 2 From:

A reasonable opportunity shall be given to the members to nominate candidates for office. Nominations of officers shall be received in the month of **August 2008, and every four years** thereafter.

To:

A reasonable opportunity shall be given to the members to nominate candidates for office. Nominations of officers shall be received in the month of **April 2024, and in April every five years** thereafter.

NEXT ORDER OF BUSINESS:

Motion to adjourn the official business of the meeting at 5:50 pm

Moved by Brother Abdalla Idris, seconded by Sister Leonora Mulholland. Carried.

PRESIDENT'S CLOSING REMARKS:

Updates

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Brother Guled Warsame thanked everyone for attending. He stated that our training centre is going strong. He wanted to remind the members that we need to keep advertising and tell the members of the great service the Union provides like training, mental health support and all wrap around support for our members. We have started new training for housekeepers getting into the industry. The training centre is creating a lot of news in the industry which will mean more power for Local 75 for the future. There have been some benefit improvements as more members are returning to the industry. Brother Warsame flagged that Local 75 is participating in the political process. Local politics affect our members greatly. There will be a new Mayor and City Councillors elected and we need to make sure our voice is heard. We need to elect councillors that will listen to our issues and be friendly to our issues. We will be pushing our agenda on the City level – shelter hotels, new development, and other issues.

We have launched into bargaining for both Hotel and Food Service which we have a standard for both sectors. We have a standard from Aramark that we are pushing through Compass units. We have successfully negotiated contracts for some Compass. On the Hotel side we have successfully ratified or reached tentative agreements for 10 hotels all on the same standard - a leading standard in the industry. With the strength of our International Union and the strength of our members in the shops, these companies have experienced what it is like to deal with Local 75. We cannot leave one brother or sister behind in this struggle. We need to make sure every member of Local 75 has an agreement this year.

Meeting adjourned 5:56 pm.

Guled Warsame
President
UNITE HERE Local 75

Shelli Sareen
Secretary-Treasurer
UNITE HERE Local 75