

**MINUTES OF THE UNITE HERE LOCAL 75 GENERAL MEMBERSHIP MEETING
TUESDAY, OCTOBER 8, 2024
HELD via ZOOM (Video Conference)**

ORDER OF BUSINESS:

The meeting was called to order by Brother Guled Warsame at 5:02 pm.

NEXT ORDER OF BUSINESS:

ROLL CALL:

OFFICERS:

Brother Guled Warsame	President
Sister Shelli Sareen	Secretary-Treasurer
Sister Valrie Lue	Vice-President
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
Sister Kay Ann Drummond	Executive Board Member
Brother Kiran Panikar	Executive Board Member
Sister Leonora Mulholland	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 Rolando Mercado	Executive Board Member
Brother Thomas Wimalendra	Executive Board Member
Sister Vemelyn Feliciano	Executive Board Member
Brother Yohannes Habte	Executive Board Member
Sister Marilyn Monserrat	Executive Board Member
Sister Dongping Wang	Executive Board Member
Brother Hayato Ochiai	Executive Board Member
Brother Louis Calderon	Executive Board Member
Brother Daniel Gebreyesus	Executive Board Member
Sister Hanane Karim	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 that everyone had the opportunity to schedule an appointment to review the minutes of the past meetings.

NEXT ORDER OF BUSINESS:

READING OF THE MINUTES

Minutes of the July 9, 2024 General Membership Meeting

Motion to approve the July 9, 2024, General Membership Meeting Minutes and all business transacted therein as approved by the Executive Board.

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

Minutes of the July 4, 2024 Executive Board Meeting

Motion to approve the July 4, 2024 Executive Board Meeting Minutes and all business transacted therein as approved by the Executive Board.

Moved by Brother Kiran Panikar, seconded by Sister Christine Smalling. Carried.

Minutes of the August 1, 2024 Executive Board Meeting

Motion to approve the August 1, 2024 Executive Board Meeting Minutes and all business transacted therein as approved by the Executive Board.

Moved by Sister Hanane Karim, seconded by Brother Habtom Ogbamichael. Carried.

NEXT ORDER OF BUSINESS:

Secretary-Treasurers Report - Financial Highlights

Sister Shelli Sareen welcomed everyone to today's meeting. She stated that she will begin her report with the financial highlights. She displayed a power point presentation which was a snapshot of how the union currently stands financially. Sister Sareen spoke to other financial highlights including where we were prior the pandemic to where we are now. She compared our current position to last year and 2019 which was the last normal year prior to the pandemic. She used 2021 because that was when we were in the brunt of the pandemic. With the Comparison Chart, she showed that in 2024 our General fund was just 7% shy of where we were at in 2019. Also, compared to last year, we were 16% shy of our income prior to the pandemic. 2023 was when things began to normalize which

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is reflected in the membership income. In 2021 we were 70% less of our membership income which is the primary source of income of the Union. This just tells us that things, by in large, are where we need to be and continue to improve.

Sister Sareen explained that as always, prior to the meeting, members had the opportunity to schedule a meeting with the Officers to review the financial statements and as Brother Guled previously mentioned, the minutes for the Executive Board meetings. The following motions have already been approved by the Executive Board.

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 2024** as approved by the Executive Board.

Moved by Brother Nigel Blair, seconded by Brother Yohannes Habte. 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 2024** as approved by the Executive Board.

Moved by Sister Hanane Karim, seconded by Brother Hayato Ochiai. Carried.

NEXT ORDER OF BUSINESS:

MOTIONS

Motion to approve up to \$60,000 for Labour Day from the Culture Fund.

Moved by Brother Kiran Panikar, seconded by Sister Christine Smalling. Carried.

NEXT ORDER OF BUSINESS:

New Business

None

NEXT ORDER OF BUSINESS

Motion to adjourn the business side of the meeting.

Moved by Brother Hayato Ochiai, seconded by Sister Christine Smalling. Carried.

Business of the Union adjourned 5:16 pm.

NEXT ORDER OF BUSINESS:

President's Closing Remarks

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Brother Warsame had stated that many present have either started bargaining or getting ready to bargain in the hotels followed by food service. A priority for the local in the near future is to get many as many contracts bargained quickly. We have so many hotels that have expired July 31, 2024 and a few food service with many more set to expire soon. We have to be ready as a local to ensure that we are all one and all contracts are the same. We are currently bargaining at the Sheraton and the two Hiltons. Traditionally, whatever we get at the Sheraton or Hilton will set the standard. We are also in bargaining at the Royal York but it's a little different because of the raids that have happened in the past 2 ½ years. We haven't had a contract for 2 years and are very much behind. Because of this, they owe us so much that we have to deal with the Royal York as a separate standard .

Further, on the hotel side, what we are asking for is much more expensive than what we have asked for in the past. That will require many of you to talk to your committees, and be ready for any actions needed. As we all know, bargaining doesn't happen at the table but on the shop floor. It happens in the street. It happens when we show the company that we can disrupt their business which companies do not want. We will use the threat of a strike to push them as far as we can.

Also, Brother Warsame reminded everyone of the training provided by HTA 75 for our members.

Brother Guled Warsame wished everyone a good evening and formally ended the meeting.

Meeting ended 5:21 pm.

Guled Warsame
President
UNITE HERE Local 75

Shelli Sareen
Secretary-Treasurer
UNITE HERE Local 75