

**MINUTES OF THE UNITE HERE LOCAL 75 GENERAL MEMBERSHIP MEETING
TUESDAY, JANUARY 9, 2024
HELD via ZOOM (Video Conference)**

The meeting was called to order by Brother Guled Warsame at 5:09 pm.

Executive Board

Brother Guled Warsame	President
Sister Shelli Sareen	Secretary-Treasurer
Sister Valrie Lue	Vice-President (excused)
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 5:09 pm.

FIRST ORDER OF BUSINESS:

President's Opening Remarks

Brother Guled Warsame welcomed everyone to our quarterly membership meeting. He went over Agenda for the evening's meeting:

- Reading of the Minutes
- Financial Reports
- Three Extraordinary Expenditures approved by the Executive Board
- New Business
- Motion to Adjourn
- Campaigns/Updates

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 October 10, 2023 General Membership Meeting

Motion to approve the October 10, 2023, General Membership Meeting Minutes and all business transacted therein as approved by the Executive Board.

Moved by Brother Yohannes Habte, seconded by Brother Josh Cuasay. Carried.

Minutes of the September 2023 Executive Board Meeting

Motion to approve the September 14, 2023 Executive Board Meeting Minutes and all business transacted therein as approved by the Executive Board.

Moved by Brother Mahen Krishnamorthy, seconded by Brother Lloyd Manning. Carried.

Minutes of the November 2023 Executive Board Meeting

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

Moved by Brother Lloyd Manning, seconded by Brother Abdalla Idris. Carried.

Minutes of the December 2023 Executive Board Meeting

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Motion to approve the December 14, 2023 Executive Board Meeting Minutes and all business transacted therein as approved by the Executive Board.

Moved by Solomon Asfaha, 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 health of all the funds as of November 30, 2023.

Sister Sareen stated that she was happy to announce that we are heading in the right direction with the local at 96 % of membership dues compared to where we were at in 2019, indicating that the hospitality industry has bounced back from the pandemic. Sister Sareen stated that when members registered for the meeting, they had the opportunity to make an appointment to review the minutes and financial statements.

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 **August 2023** as approved by the Executive Board.

Moved by Brother Josh Cuasay, seconded by Brother Mahen Krishnamoorthy. 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 **September 2023** as approved by the Executive Board.

Moved by Brother Abdalla Idris, 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 **October 2023** as approved by the Executive Board.

Moved by Brother Abdalla Idris, seconded by Sister Hanane Karim. 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 **November 2023** as approved by the Executive Board.

Moved by Brother Yohannes Habte, seconded by Sister Cornetta Mason. Carried.

NEXT ORDER OF BUSINESS:

MOTIONS

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Motion to pay retro per capita from the General Fund to the Ontario Federation of Labour for 1,000 members from July 2022.

Moved by Brother Kevin Abels, seconded by Sister Ianka Stoyanova. Carried.

Motion to approve \$5000 from the General Fund to donate towards the Black Class Action lawsuit aimed at combatting anti-black racism in the Federal Public Service.

Sister Shelli Sareen introduced the context for the Black Class Action Lawsuit. As a diverse union lead by workers of colour and immigrants, Local 75 has an obligation to join in the ongoing fight against anti-black racism in the workplace. Sister Shelli then shared a video which provided further context for the motion.

Moved by Brother Nathan Folan, seconded by Brother Solomon Asfaha. Carried.

Motion to support the Chinese Workers Network Lunar New Year Banquet on February 25, 2024, hosted by the Toronto & York Region Labour Council and the Chinese Workers Network. A \$1000 sponsorship purchases for the Local a table for 10 at the event and a full-page ad in the program booklet. This program provides an opportunity to highlight the contributions of our Chinese members and for them to connect, share experiences, and be part of a larger community that advocates for workers.

Brother Guled Warsame encouraged attendees to encourage any members to attend. If there is enough interest, the Local will consider purchasing an additional table.

Moved by Brother Hayato Ochiai, seconded by Brother Abdalla Idris. Carried.

NEXT ORDER OF BUSINESS:

New Business

None

NEXT ORDER OF BUSINESS

Motion to adjourn the business side of the meeting.

Moved by Brother Kevin Abels, seconded by Brother Abdalla Idris. Carried.

Business of the Union adjourned 5:45 pm.

NEXT ORDER OF BUSINESS:

Updates

Brother Warsame thanked everyone for attending the first quarterly membership meeting for the year. 2024 will be a year where hospitality workers will have to show power across the continent.

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Most properties will expire in 2024 in Toronto and other cities where UNITE HERE! organizes hotel workers. As Sister Shelli Sareen showed, our finances have improved significantly since the start of the pandemic.

Brother Warsame stated the best contract L75 won was at Park Hyatt was due to pressure UH was able to put on the company in other major markets. Members won average 15% over 13 months. As we win more contracts, Local 75 will need to continue to deal with raid attempts by Quebec union CSN at the Royal York. Hotels that went to Unifor fell behind during the pandemic in both wages and benefits coverage. Unlike Unifor and CSN, Local 75 is able to coordinate across North America with a focus on the hospitality sector. Google workers won significant wages thanks to our coordinated campaign. Brother Guled urged attendees to push to organize more hotels into Local 75. 2024 will be a big year for HTA75 as we push for the largest in-person training. We are continuing to improve our benefits, most recently returning to the pre-pandemic weekly indemnity. Thank you for all of you that joined. Stay safe and we'll see you in the next Membership meeting in April.

Meeting ended 5:53 pm.

Guled Warsame
President
UNITE HERE Local 75

Shelli Sareen
Secretary-Treasurer
UNITE HERE Local 75