

**Agenda / Minutes for the meeting of the executive  
Canadian Freelance Union**  
**Zoom Link for meeting [canadianfreelanceunion.ca/zoom](https://canadianfreelanceunion.ca/zoom)**

**Present:** Michelle Keep, Joshua Keep, Mohammad Akbar, Ethan Clarke (ex-officio), Paula Kirman  
**Regrets:** David, Nora, Setaj, Roxanne  
**Guests:** Raul Burbano  
**Quorum:** 4  
**Meeting date:** July 9, 2020

Meeting called to order at 1pm EST.

**Standing Items**

Approval of Agenda

- Approval of [Minutes](#)
- Current Member Count: 182
- Change from last month: -1 (183)

President's Report

- Welcome to Paula as our Prairies representative
- Was a panellist on the ILERA 2020 panel on Unions, Community Organizing and Social Justice
- Handled some inquiries from members
- Will be doing an interview with UBC Research about Freelancers and COVID

**Coordinator's Report**

- Planned and rolled out June trivia social event with Ontario Director
- Planning meeting with Ontario Director for July social event - Wheel of Fortune
- Contacted members in grace period
- Finalized mask orders for all members,
- Undertook several communications to members, CALM events, fight for 15 and fairness webinar, National Indigenous Peoples Day, statement on Anti Black Racism etc.
- Started COVID-19 Committee and will chair 1st meeting this month
- Maintained strong social media presence
- Responding to emails/calls and admin work such as press cards and clean up in Nation builder etc.

**Unifor Report**

- NA

**Treasurer Report**

- NA

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**Communications**

- NA

**Committees**

- COVID will be meeting on Friday, several people interested in joining
- Slack channel set up for COVID Committee

**New Business**

- Windsor and District Labour Council (update from VP):
  - I was serving in this role as a delegate when I was Ontario Director, but left Windsor for Ottawa in 2018. I'm back in Windsor for the foreseeable future and will be retaking our seat on the Labour Council.
- Motion to extend dues deferral to members experiencing financial hardship until the end of December, 2020.
  - Michelle motioned, Mohammad seconded, passed by consensus
- Discussion about a policy for best practices for future procurement
  - Procurement process to be developed by Michelle for board review
- Webinar for how different organizations organize and different union organization styles
  - Michelle and Raul will work out the details
  - Webinar for members and the executive
  - Discussion period afterwards to build organizational strategy

**Old Business**

- Guidelines for making grievance support public
  - Statement to ask for member's permission to share information about successful grievance mediation
  - Raul & Nora to develop a half page document about what information should be asked for, how the information should be used, and what information the member doesn't want shared.
- Strategy Meeting
  - To set a new date to develop staffing plan for 2020-2021, create a social media strategy, and review survey responses
  - Will be reenvisioned as a series of documents being sent to executive for review and comments with a meeting to discuss and vote on issues once review is completed
  - Michelle will prepare policies around conflict of interest, social media, organizing strategy, new member package, and national book-off policy
- Template [contract project](#)
  - Add back to work contract - PPE
  - Michelle to contact Roxanne about getting updated language

**Regional Reports**

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- Atlantic
  - Spoke with professor about the CFU and legal protections for freelancers
- Quebec
  - N/A
- Ontario
  - N/A
- Prairies (vacant)
  - N/A
- British Columbia
  - N/A

**On Hold**

- Press Cards
  - Discuss current requirements and the process of applying for press cards.
  - Will put out a call for membership about process and areas for improvement.
  - Currently National Press Cards say it must be presented with union card and both need to have the same number on it, but Unifor cards don't come with a number. The number on the press card is the number of press cards, not tied to member number.
- Commercial Insurance Provider
  - A lot of complaints against current Insurance Broker, will review options.
- CFU membership cards
  - Nora will discuss with Roxanne about the process of sending cards to new members and members who lapsed.
- Online store for [CFU Branded Swag](#)
  - On hold for the moment.

Meeting adjourned at 1:41 pm EST. Motion to adjourn by Michelle seconded by Joshua, Passed by Consensus.

Minutes Taken By: Michelle Keep

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Michelle Keep

President

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Date