

Present: Michelle, Paula, Setaj, Ethan (ex-officio), Mohammad, Nora
Regrets: Joshua
Guests: Raul, Roxanne
Quorum: Yes
Meeting date: April 26, 2021

Opening Remarks (5 min)

- Call to Order
- Attendance
- Declaration of Quorum

Consent Agenda (5 min)

- Approval of Agenda
- President report
- Coordinator report
- Unifor report
- Board minutes - [March 2021](#)

Paula moved, Setaj seconded, no Objections, no Abstentions, Carried by Consensus

Projects in Motion (10 min)

Freelance Arts Festival

Update:

- 11 submissions so far, mix of photography, videography, graphic design, etc.
- Schedule:
<https://docs.google.com/spreadsheets/u/3/d/1IYuCQjKMXDi8bYLQgdbtun56SdyKwUXiUW6z0blxt30/edit?usp=sharing>
- Has been an increase in members, not sure if it's related, but there are some new members taking part.

External Requests (5 min)

- <https://www.riseconference.ca/> - request to share info with newsletter & social media - approved
- https://docs.google.com/forms/d/e/1FAIpQLSen4mOtkdQutPlyGmTgNCAuPYC88kpiOqsXB_jt-c6mdLcFA/viewform - Suzanne Gallant requests "emailing this search for freelancers around to the CFU email list" "the Breach, which is going to be a kickass new progressive media outlet that doesn't pull punches. They are building a roster of freelancers - particularly for video editing, sound mixing, graphic design etc and I'd love for CFU members to get a chance to be included." - approved
- Ontario Coalition Against Ford is gathering signatories for this open letter to ask ONDP/OFL to organize escalating actions including mass work refusals against Doug Ford's government. - approved

Action:

- Michelle - draft a policy of use for newsletters for other groups
- Michelle - draft a policy of when to endorse a letter, statement, position, event, etc.

Our Future Positioning - 2021 Focus (45 min)

Organizing:

Ethan has created a list of people we know who work for unions, or unions who use freelancers, and has requested that any other board members who know people add to the list.

Action Items:

- **Board: *Add to list***
- **Coordinator & Ethan: *Create a strategy for how to connect, potentially tied into 254 bill.***

Bill 254 in Ontario:

Radically changes the law around political and issues based campaigning for a 12 month period prior to an election.

Action Items:

- **Raul, Nora, Ethan & Roxanne to handle next steps in email, content of meeting, who to invite, etc.**
- **Call a meeting with specific members to brief them on the issues as we understand them**
- **Raul: Reach out to coordinate with Roxanne to organize a summit with CFU members and external Freelancers**
 - **Educate, share information between those impacted, and set a course of action**
 - **Primarily people who work for political campaigns or nonprofits in Ontario**
 - **Unifor can provide logistical support for webinar. Would need title, tagline, and a promo plan, date, panelists.**
 - **Audience: Those specifically in the business**

Coordinator Position (In Camera)

Motion:

- **Renew Raul's position for 1 year from June 30th, 2021 - June 30th, 2022**
 - **Moved by Nora, seconded by Setaj, Passed by consensus**

Administrative (5 min)

Nationbuilder:

Nationbuilder was set to renew on April 4th, however there may be an alternative within Unifor that would save us some money. Ethan met with Roxanne to discuss the possibilities. Currently we're spending \$2102.40 USD (About \$2700 CAD)/year, which is around \$16/member. We switched to a monthly plan for now until we have approval (\$219.00 USD/month).

Action Items:

- **Unifor: Waiting on information from NationBuilder.**

Announcements and Next Agenda (5 min)

Upcoming Events or Important Days

- April 28, Day of Mourning
- April 29, 4pm EST - Trivia
- May 27, 1pm EST - Next meeting

Topics for next meeting

- What does a paid sick day policy look like for freelancers? Template contract.
- Add in a % prime over contract to pay for health benefits.
- Sick fund managed through the union?

Adjournment

Motion to Adjourn

- Nora moved, Setaj seconded, Carried by Consensus

President Report:

Had a meeting with Unifor about Ontario's Bill 254 which radically changes the law around political and issues based campaigning for a 12 month period prior to an election. Will be kept up to date about the issue, and the Coordinator will keep impacted members informed.

Met with Nancy Worth around the potential for a project this summer, and agreed on her doing a research paper on freelance unions around the world and how they've organized and grown their membership, with suggestions on how we could use that to organize.

Reviewing our bylaws, policy documents and filing structure for future updates.

Unifor Report:

Coordinator Report:

- Support to member in grievance case including meeting with Unifor lawyer to discuss support for case and speaking to other freelancers impacted to help build case
- Several meetings with Freelance Project committee and taking on follow up work
- Meet with Unifor about Ontario's Bill 254 and sent out communication to members about this issue
- Met with Nancy Worth from Waterloo University and agreed to partner on a research project about unions in other national contexts
- Call hub calling of members to partake in Freelance Project
- Following up with members who expire over the next 6 weeks
- Responding to emails/calls and general admin work
- Maintained social media presence
- Supported finance and updating members in NB
- Planning for and set up event for next Social, April 29th
- Support for various IFJ and CFU press passes

Treasurer Report:

Regional Reports: