

## CFU Executive Meeting Minutes Dec. 8, 2016

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**Date:** Dec 8th, 2016 ☐

**Time:** 9 p.m. ET ☐

**Location:** Google Hangouts, canadianfreelanceunion.ca/hangout ☐

**In attendance:** David Hogben, Ben Lewis, Ethan Clarke, Trevor Beckerson, Leslie Dyson, Roxanne Dubois

☐ **Regrets:** Nora Loreto, Jamie Parkinson, Jessica Wood ☐

**Serving as secretary:** Ben Lewis ☐

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### 1. Adoption of Agenda ☐

Moved: Leslie ☐

Seconded: David ☐

*Motion Passed*

### 2. Approval of minutes of Oct. 19, 2016 ☐

Moved: Leslie ☐

Seconded: Trevor

☐ *Motion Passed*

### 3. Welcome acting Ontario Rep ☐

- Ben introduced himself.

- Leslie reminded regional directors that there is \$1,000 available to each region to build the membership.

- Leslie also talked about the role of Slack. It is the the board's main vehicle for discussing issues between meetings. Everyone has to feel comfortable using it so patience and politeness are essential.

### 4. Executive communications

☐- There was a discussion of Slack and the ways in which the CFU executive uses it as a tool for communications and how it might be used more effectively.

### 5. Reports from regions ☐

- Ontario: Social happening in Toronto area December 14.

☐- Nova Scotia: Large outpouring of support for Teachers and labour movement from folks outside of labour.

### 6. Organizing report ☐

- New organizers are being trained and oriented to the work. ☐

- Trevor and Lizzie getting started now. Other organizers in new year. Organizers will really hit the ground in the 2017. ☐-

Slack will be used for organizing. Regional reps will be meeting with regional organizers. □  
- Exec should be inviting members to join "general" group on Slack and posting things that are of interest to them.

#### **7. Treasurer position**

□- Leslie reviewed responsibilities of Treasurer position and indicated the need to fill the position ASAP. Nora has offered to take the position. Trevor will work with Nora to ensure a smooth transition.

#### **8. Atlantic Director position** □

- Need to find replacement for the Atlantic Director position for when it becomes vacant at end of year. Opening has been made known to Atlantic members and hope is that one or more individuals will put their names forward.

#### **9. Safe work policies**

□- Health and Safety □  
- Anti Harassment Policy □  
- Policies were circulated. Everyone should read them. □  
- Will get further feedback from Jessica.

#### **10. Motion to support member Eduardo Valdez** □

- Jamie was not available to talk about the situation so no motion was served □.

#### **11. CFU dues** □

- Trevor received information from the CRA saying that it does not appear that CFU dues can be written off.

#### **12. Member participation in labour orgs** □

- A letter will be going out to members to explain the process.

#### **13. Union bug** □

- Leslie provided a report on the history of how the CFU has issued union bugs.  
- Roxanne said a working group might be required to look into the issue further.

#### **14. Dec. president's message**

- Message will be sent out soon.

#### **15. Press card process** □

- Leslie discussed challenge of creating press cards and that moving to a calendar year card would mean they could be produced in batches on an annual basis instead of having to produce cards as needed. □  
- Ethan pointed out that there would be a disconnect between press card validity and membership validity.

**16. Regularly scheduled board meetings**

- Leslie suggested regular meeting dates alternating between afternoon and evening meeting times. Evenings work best for those in attendance at the meeting, but no decision was made because not everyone was able to attend and there will be a new Atlantic director.

**17. Contract Template**

Ethan pointed out members' need for plain, understandable language in templates.

Motion: to establish a template contract for members

Moved: Ethan

Seconded: David

Discussion:

- Leslie asked whether there was money required to develop some of the language for lawyers etc. Ethan was not sure.

- Roxanne stated that work might be able to be done in-house by Unifor.

*Motion Passed.*

**18. Fee Calculator**

Ethan offered to spearhead an initiative to develop rate sheets by sector and get feedback from members working within those sectors.

Motion: to build a minimum fee calculator that could be used by members to help them determine the minimum rates they should be charging for the work they do.

Moved: Ethan

Seconded: Trevor

Discussion:

- Roxanne clarified that there was research being done on this by staff.

*Motion Passed*

**19. Adjournment**

Motion to adjourn at 10:17 p.m.

Moved: Ethan

Seconded: Leslie

*Motion Passed*

**NEXT MEETING:**

No date yet for next meeting.

Ethan will be away from Jan. 5 to 16.