

Agenda for meeting of executive Canadian Freelance Union

February 8, 2018 @ 1:00 PM EST

1. Review of agenda

2. Approval of minutes from previous meetings

a. [Jan 11](#)

Motion to approve minutes, Ethan. Approved.

3. President's report

- a. setup and moderated Unifor clc online discussion and prepared a statement of facts. Concerns with member loss related to the Unifor/CLC conflict.
- b. participated on a panel discussion with freelancers in Niagara
- c. sent monthly email blast to the membership
- d. worked with Raul to determine the day to day activities of the union which he is working on
- e. met with Roxanne to determine the final picks of the organizer hires
- f. met with Roxanne to review the logo policy

4. Treasurer report

- a. Dealing with random bills (small Telus bills) and Leslie's final reimbursements

5. Coordinator report

- a. Phonebanked members about the CLC/Unifor meeting
- b. phonebanked the Toronto members in advance of the social night
- c. handled the incoming email, calls from members and potential members

6. Report from Unifor / organizing report

- a. Current numbers: 196 (+1 from last month)
- b. Unifor has confirmed two CFU member organizers.
 - i. Jane Kirby will be working out of Kingston, Ontario.
 - ii. Paula Kirman will be working out of Edmonton, Alberta.
 - iii. Start date: Feb 23 to end of 2018

7. Old business

a. Strategic Planning Session in March

- i. Committee meeting scheduled to plan session
- ii. Retreat scheduled for March 15 @ 3pm ET

b. Website renewal project

- i. David currently working on Directory, ETA Tuesday, Feb 13

- ii. <https://cfueng-bssdev.nationbuilder.com/> All other revisions have been done for our approval & comments
- iii. Website is looking a lot nicer and closer to completion!
- iv. Any changes can be added and reviewed here:
https://docs.google.com/document/d/1cj92SwQ7yPGpsiEa67tMqXS_EsjfV8NPEZdLd4KLPv8/edit

c. Template contract project

- i. Nothing to report at this time

d. Rate card project

- i. Nothing to report

e. Fact sheet on EI/ CPP for freelancers

- i. Draft to be circulated very soon to the exec. Roxanne received feedback from Diana on the first draft yesterday. Stay tuned!

f. Committees

- i. communications committee
 - 1. Michelle and Nora indicated interest in helping but not leading
 - 2. Gerard-Nicolas Bacovillard offered to help with translations
 - 3. Chad Mohr offered to help with the design and setup of assets
- ii. growth and organizing committee
 - 1. Raul and Ethan offered to help
- iii. membership support committee
 - 1. Chad Mohr offered to help
- iv. Legislative Committee (aka Political action committee)
 - 1. Mohammed Akbar offered to help
- v. Education Committee
- vi. Industry Committee (aka Services committee)
 - 1. Mohammed Akbar offered to help
- vii. Elections & Nominating Committee (aka Bylaws committee)
 - 1. Nora Loreto and Diana Gibson offered to help

g. Insurance issues

- i. Executive members are surprised with much higher rates from the vendor than was expected for General Liability insurance

h. Labour Councils

- i. Motion G (Below): *Motion to table this until this meeting.*
- ii. We'll move this item to next meeting.

i. CFU Logo (bug) Policy

- i. Please see [Unifor Logo Policy](#)
- ii. After the exec members have had a chance to review this document, we'll discuss this document at the next meeting

8. New Business

- a. Unifor / CLC issue

Are hearing from members that they want to know our position.

Delaying this as many memberships are not up for renewal yet is one option is an option.

Options:

- Stay silent
- Stay silent but speak to our members
- Do something through Canadian Council (August) - It might be nice if we took a stance either as a vote of Executive or as a vote of members. We do have delegate status and can send someone with voice and vote. Weight is by size of local - one vote for those under 250 members.
- Speak publicly

Could message this to our members as us being aware of this as a potential concern to members. We are looking at this.

Opening up space for people to talk about it is great - like we have already done. That is a great place for us to be - keeping the space open to engage.

Don't think it has yet been played out.

Would be consequences for speaking publicly against the national of Unifor.

Suggested action:

The call we did went very well (we emailed and followed up with a phone bank). Maybe continuing to create that space on an ongoing basis would be a good idea - in a month.

Discussion - It might make sense to wait a bit to see how the situation evolves as an incident may arise that creates a clear need for such a call.

The slack channel is getting a little quieter.

b. Court Reporters Organizing

Discussion of court reporter working conditions and potential for organizing. Need to ensure that they are 'freelancers.' Far more effective to demand rights as employee than to organize as a freelancer. Ontario has criteria in employment standards but it may not be as clear in the legislation. The CRA also has clear criteria for employee for the purposes of CPP and EI obligations.

CFU does not at this time have a written document delineating a freelancer from a contractor. That might be a good idea.

Roxanne - There have been other organizing efforts related to interpreters. Worked with language interpreters association doing immigration and refugee services. Could be an argument that they are 'dependent' contractors. Rates had not gone up in 10 years.

There is a history here. It has not turned into a community chapter yet.

Could arrange a Unifor meeting and reconnect with the other group to reignite that and bring awareness to that community of workers. May not be a CFU - but worth moving forward to see if there is a 'community of workers.'

Other issues discussed in organizing:

- Challenge of very small units
- Engagement with workers that may not fit with CFU

9. Regional director reports

- a. Maritimes
- b. Quebec
 - Concordia event(s)
 - Jan. 29 vigil organizing
- c. Ontario
 - i. Nothing huge to report. Social is on for Feb. 19th. I'm moving to Toronto on Sunday, so will be able to do some promotion in TO and the surrounding communities.
 - ii. Working for Mayworks, will be promoting CFU in the role
 - iii. Windsor Labour Council meeting is next week.
 - iv. CFS O resolution passed, as such all freelancers who work for the group will be offered a CFU membership if they aren't already part of a union and want to be part of it.
- d. Prairies
- e. British Columbia:
 - i. Upcoming SFU events on precarious work, and the gig economy. Diana will be setting up a pub night to go with one of those events and sending out information to members.

10. Confirm next meeting date

- a. Mar 8, Apr 12, May 17 (moved to accommodate CALM conference), Jun 14, Jul 12, Aug 9, Sep 6, Oct 11, Nov 8, Dec 13. Time set for 1pm Eastern.

11. Adjourn

Motion to adjourn carried.

Motion G - Labour Councils

Whereas Labour Councils and Regional Councils are critical to building solidarity on issues and representing our members

Whereas Labour Councils and Regional Councils can be an effective way to engage members and build capacity through unique opportunities among our members

Whereas membership fees for the CFU are generally minimal due to the nature of our membership;