

### **CFU Executive meeting**

Wednesday, July 20, 2 p.m. ET

The link is [canadianfreelanceunion.ca/hangout](http://canadianfreelanceunion.ca/hangout)

Present: Leslie, Ethan, Trevor, David, Jamie

Regrets: Suzanne, Nora

Serving as secretary: All during the meeting

### **MEETING WITH ANDREW CASH AND STEPHANIE NAKITSAS**

#### Agenda

- CFU: Services, Membership, Structure and dues, Campaigns, Broader freelancer union context (CMG, UFCW, etc.)
- The Urban Worker Strategy: History, Goals, Structure, Campaigns
  - The UWP has 300 active supporters that it stays in contact with and is working on several projects to find ways to provide the same rights to contract workers as those who work full time, i.e. Ontario's Changing Workplaces Review; the Fight for \$15; and a survey to learn what are the top issues for precarious workers.

#### Discussion:

- There was interest from both sides in complementing and working together on campaigns that are winnable and make the best use of our limited resources, such as:
  - Income averaging
  - Income security through changes to EI
- The UWP is willing to be a hub to help promote CFU activities.
- Andrew and Stephanie also expressed interest in joining the CFU. Ethan will send them the link to the web page.

### **APPROVAL OF THE AGENDA**

M-, Trevor S- David, Carried

### **APPROVAL OF THE MINUTES**

[June 15, 2016](#)

M David-, S-Trevor, Carried

### **BUSINESS ARISING FROM THE MINUTES**

#### **Political action**

- Urban Worker Project meeting follow up
  - **Ethan will send membership applications to Andrew and Stephanie.**
  - **Leslie will include notes of conversation.** Done.
- Unifor's Young Worker Conference in Port Elgin, July 8-10
  - Roxanne reported that it went well.
- Unifor's national conference is in Ottawa from Aug. 22-26
  - Ethan spearheaded the directory initiative—many hours involved, great response from members; Roxanne arranged printing (**Roxanne will send a few copies to Leslie**)

- Registration is \$0 (July 22 deadline); accommodations \$170/nt. (July 28 deadline)
- With over 250 members, we qualify for two voting/speaking delegates.
  - Motion: Moved by Leslie, Seconded by David that the CFU cover the costs to have two exec members attend. Motion carries, 2 abstentions.
- Resolutions and agenda now available, probably online.
- CLC's Young Workers Summit in Ottawa, Oct. 23-25
  - We need a process for inviting and selecting under-35 members to attend
  - How many? Registration is \$350; accommodations \$200/nt., travel ???
  - **Nora will email the membership and invite interested young workers to identify themselves, step up and take over their union.**
  - For discussion at the meeting in August.

#### Growth/Communications

- Hiring a staff person
  - Hiring committee (Leslie, Ethan, Nora) met to discuss the submissions from 23 applicants.
    - Another meeting set for Friday, July 22 to go over list and interview questions
    - Interviews to begin next week.
  - Hiring Committee will prepare a contract.
- RFP for new design and coding for the website
  - **Nora will pick up the project from where Suzanne left it**
- Nora and Jamie working with Angelo at Unifor to draft a statement re. Freelancers in Media Council's policy document.
  - **Jamie will provide more info when available**
- Translation volunteers: Andrew Wetmore and Hernán Navarrete offered to translate our email blasts.
  - **Jamie will contact them to see if they're still interested.**
- Calls to lapsed members report (Ethan)
  - 134 since last Sept.
  - 120 emailed (others don't have email addresses)
  - 35 opened email and 1 signed up, 2 not interested
  - Phone calls are necessary (**David, Trevor, Jamie to help with calls starting tomorrow**)
- NB and membership expiry, work still to be done (Ethan):
  - **Leslie and Trevor will come up with a strategy for handling this**
  - manually correct the expiry dates 50 members
  - **Process for follow up**
    - **Trevor will send an email to the list announcing the change**
    - **Nora will lead the calling for those who don't respond**

## Organizing

- For information: as of July 20:
  - 252 members (+15 from last month)
  - 1 grace period (same)
  - 145 expired (-2)
  - 3 cancelled (same)
    - BC: 56 (+4 from last month)
    - Prairies: 17 (same)
    - ON: 124 (+6)
    - QC: 28 (same)
    - ATL: 25 (+5)
    - Outside Canada: 2

- Roxanne's report:

At the end of July, only Samantha Power will be left as an organizer. She is planning 2 or 3 more meet-ups for the summer and perhaps a larger information event at the end of August. I am going to begin the report on the first year of the CFU organizing plan next week, so please send any ideas by Monday.

- Ethan and Leslie met with Roxanne on June 27 to talk about this year's organizing efforts by Unifor and next year's organizing strategy.
- Leslie and Ethan have several suggestions:
  - Organizers should work more closely with regional directors.
  - The primary goal should be signing up more members, not just holding events.
  - The CFU database should be used to record contact info of potential members so as to help coordination.
  - We need the organizers to call members who said they knew other freelancers who might be interested in joining CFU.
  - 2 organizers are needed in Ontario.
- Comments and suggestions from **other board members should be sent to Roxanne by Monday, July 25.**

## REPORTS (for information)

### President's report

- Sent an email blast re. progress to date.
- Met with Andrew and Stephanie from the Urban Worker Project and attended their event in Vancouver; talked to people (did not find freelancers there) and was interviewed by *Tyee* reporter.
- Spoke to Nicole Burton of [adastra.comix](#) who offered to do a comic for CFU. Her work might be very effective in conjunction with a CFU initiative. In the meantime, she can help with organizing and events in Ottawa.
- Correspondence and phone calls with members, potential members.
- I will **send an email blast** inviting members to participate in the Ontario Federal of Labour's online [survey](#) re. precarious workers. Deadline Sept. 13.
- CLC is [inviting photographers](#) to show their work in an exhibit on workers' rights. Deadline is Sept. 15. Trevor will send information out.
- Worked on the Hiring Committee

### Vice President's report

- Helping with NB fixes
- Worked on the hiring committee

### Treasurer's report

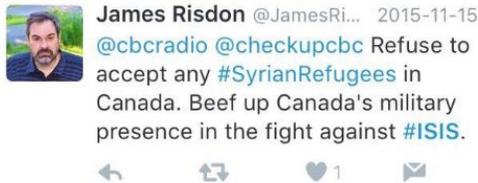
- For reference: [Budget](#)
- Credit Union doesn't want to reply to my calls or emails about investing money. I've been bounced around to different people, and usually back and forth between the same two. I think they don't know what to do with me because I'm not based in the same community and can't meet in person. I'll keep working on it.
- About \$1700 coming in from Paypal this month
- Bank balance of appx \$76,500

### REGIONS

#### Atlantic

- HTU strike is endless at this time. Weather has improved, workers still have high-spirits. Lawn chairs are out on the picket line, and I figure a bbq will show up soon.

The Chronicle Herald is a complete trainwreck without it's journalism staff. Ad revenue is down, subscriptions are down, and the scabs are an ongoing embarrassment.



JAMES RISDON commented 1 year ago

As a father, I am very uncomfortable with the idea that some guy can put on a dress, tell people he's a woman, and then just walk into a women's washroom when my daughters are in there. How do I know - and how does anyone else know - for sure that this guy isn't just trying to gain access to women in a vulnerable situation to attack them? The answer is: we don't. And as long as we don't, it is the responsibility of society to err on the side of caution. The bottom line is this: men's washrooms are made for people with penises. If the person in question has a penis, that's where he, she, it or whatever you want to call that person, should go. If the person has a vagina, then they go into the women's washroom. Base it on biology, not some alleged sense of identification. I can put on an ape suit tomorrow and start eating bananas but that won't make me a gorilla. Reality is what it is.

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#### Newest Scab James Risdon



Also, this happened. The LocalXpress is doing really well, and is widely regarded as a superior product to the Herald. It'll probably still be around when the strike is over.

- The Atlantic CFU is ready for the Pride parade this Saturday! We're getting t-shirts made, and we're gathering a group to march in the parade.



- I've started the first steps to get an event going in Fredericton, with a hopeful date of September.

#### Quebec

- Nora not at the meeting

#### Ontario

- Suzanne hopes to be back on CFU things in September

#### Prairies

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#### BC

- Quiet month in the woods of B.C. Inactive, and apologetic.
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### NEW BUSINESS

#### Administrivia

- Leslie will not be available Aug. 15 to 23. Someone is needed to cover for the president during this time.
  - **Trevor will do it!**
  - **Leslie will talk to Trevor in advance and provide access to emails coming to president@...**
- Suzanne is unavailable during the summer months.
- Ethan is away in the woods for a period of time in August.

### REGULARLY SCHEDULED MEETINGS

(All meetings the 3<sup>rd</sup> Wednesday at 2 p.m. ET)

August 17

September 21

October 19

November 16

December 21

**ADJOURNMENT at 3:32pm ET**

M- Trevor, S- Jamie, Carried



