

CFU Executive meeting

Wednesday, Sept. 21, 2 p.m. ET

The link is canadianfreelanceunion.ca/hangout

Present: Ethan, Leslie, Nora, Trevor, Roxanne, Jessica

Regrets: Jamie, Suzanne, David

Serving as secretary: Jessica Wood

WELCOME TO OUR NEW COORDINATOR (Leslie)

APPROVAL OF THE AGENDA

M-Leslie, S-Ethan, Moved

APPROVAL OF THE MINUTES

[July 20, 2016](#)

M - Leslie , S - Trevor, Moved

August meeting cancelled due to lack of quorum.

BUSINESS ARISING FROM THE MINUTES

Political action

Discussion about the various campaigns.

Could any of this be shared out in regional and bilingual national email blasts next week?

- [Canadians for Tax Fairness](#) has launched a campaign calling on digital giants (Netflix, Google, Facebook, Uber, Airbnb, etc.) to pay their fair share and has asked for our support.
 - Nora will connect with Ben for more information.
 - Roxanne will investigate
 - Not asking us to talk to membership. They have asked us for resources, signing onto a release.

- Fifteen and Fairness. There are campaigns in all provinces except PEI and NFLD.
 - Day of Action on October 1 in Toronto -- CFU contingent with banner? (*Roxanne*)
 - Possible action in Montreal as well.
 - Many groups of precarious workers will be in attendance.
 - East Danforth Community Chapter will be in attendance.
 - No union leads will be speaking, only workers
 - Would be good to have CFU banner there.
 - CFU endorsement agreed upon in slack.

- Nikki Ashton's townhall meetings across the country
 - CFU participation in Toronto

- Potential for involvement in Alberta, BC and Manitoba
 - Jamie email - going to be sent out to AB region.
 - David email - no response yet?
 - **Motion:** Encourage members who want to go to Ottawa on their own dime to attend the Nikki Ashton culmination town hall in October.
 - M- Ethan, S-Nora, Moved.
 - Discussion: Can someone from the CFU executive attend
 - Age Cutoff: (controversial). Nora would be only one that meets criteria
 - **Motion:** that Nora be empowered to speak at event on behalf of CFU. M- Ethan, S- Leslie, moved.

- CLC's Young Workers Summit in Ottawa, Oct. 23-25
 - We need a process for inviting and selecting under-35 members to attend
 - Registration is \$350; accommodations \$200/nt., + travel est 2000\$/pp.
 - Nora will email the membership and invite interested young workers.
 - **Discussion:** CFU decides to pass on sponsoring members due to high cost of the event and ability to engage thoroughly in relevant issues, in particular related to the age cut-off and the focus on formal union membership.
 - **Decision:** Event to be shared, but attendance not sponsored by CFU.

- Urban Worker Project
 - Membership applications to Andrew and Stephanie (Ethan). (Sent Sept 14)
 - Met with CFU Executive. (Sep 20)
 - Ethan sent email to invite to join union.
 - They have not yet replied.

Growth/Organizing

- For information: as of Sept. 21:
 - 251 members (+2 since July)
 - 1 grace period (same)
 - 166 expired (+12)
 - 3 cancelled (same)
 - BC: 55 (-1 from July)
 - Prairies: 17 (-1)
 - ON: 128 (+3)
 - QC: 23 (-3)
 - ATL: 26 (+1)
 - Outside Canada: 2

- Activity during the summer was slow, due to changes in the availability of organizers and the season being generally slower. Feedback was compiled on how to improve the organizing program and make recommendations for the coming year. There are still a few details to iron

out on this year's roll-out of member organizer positions, but it should go ahead in the coming weeks. Conversations with regional directors will take place first in order to determine needs for the regions. Timeline for hiring: ASAP.

Growth/Communications

- AGM
 - Invite members to choose the date (Nov 5 or 12) Time to be noon ET (Jessica)
 - Use website instead of doodle poll? To direct them to the website, get them used to logging in.
 - May not be effective
 - Motion: Put forward 2 dates to members to make a choice which would be better for AGM:
M-Leslie, S- no. Motion defeated.
 - Motion: Be it resolved we canvas membership to decide between 3 relevant political discussions for the membership to discuss at the AGM:
M-Nora, S-Trevor, Motion passed.
 - Pick date: Nov 5 2016 & pick other engagement topic.
 - Timeline leading up to the meeting, notice at least 3 weeks in advance
 - DATE SET: November 5th, @12pm EST
 - October 15, is three weeks in advance notice
 - Actions:
 - Write Advance Notice - Leslie
 - Follow up email - ?
 - Post on website - ?
 - Book "Go to Webinar" - Nora
 - Figure out the presentation
 - Financial update and budget - trevor
 -
 - Nominations committee
 - Nora
 - Phone outreach to email non-openers
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 - Draft agenda
 - Report on Progress to date
 - CFU is now a member of the Media Council of Unifor and included in the Unifor Media Policy
 - We have a budget and a yearly plan of action
 - We have had in-person events in X number of cities with approximately Y number of people participating
 - We have helped X number of members recover \$Y from bad clients between since the last AGM.
 - Membership numbers: Not sure how we should explain this:

- Last year, the membership list we were given by the old executive in September had 297 names on it. 132 of those people were expired October 1 and a whole chunk of them didn't renew. We now have exactly 250 members but everyone is paid up and current.
 - We have represented the interests of freelancers in the Ontario Changing Workplace Review, Nikki Ashton's cross country consultation tour about precarious work,
 - We have represented the CFU to:
 - Unifor National Convention,
 - the Unifor Media Council National Meeting,
 - Federations of Labour in Ontario, BC, and Nova Scotia
 - The Labour Councils in Toronto, Halifax, Thunder Bay
 - In addition to the health plan, and press cards, we have new services:
 - Commercial Liability insurance
 - Home and Auto Insurance
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 - Election: possibly trustees (current trustees need to be asked if they will continue in their positions), tentatively for the position of Ontario Rep
 - Audit report
 - Bylaw changes
 - Review bylaw changes from 2015 minutes
 - Bylaw committee to bring forward any potential new changes.
 - Action
- Next membership updates
 - AGM date + summer report
 - Nominations
 - By-laws
 - Input on action items to discuss at AGM
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 - RFP for new design and coding for the website
 - **Nora will pick up the project from where Suzanne left it**
 - Website should be corrected. The 12-month payment option is noted but not available until we have a new website.
 - This will be part of the RFP
 - Are CFU dues tax deductible? Can the official receipt be edited? It states that the dues are NOT tax deductible. (Member Lois Ross would like us to issue a new receipt if there is a change.)
 - **Update from Trevor - Working on it!**

- The database has to be manually corrected to change the expiry dates for about 50 members
 - **Trevor will do phone banking of affected members with training from Ethan**
 - **Each of the 57 people on the installment plan need to be moved manually**
- Currently, lapsed CFU members are listed on John Lynn's Shopunion.ca website. Leslie suggests that the CFU directory listing be sent to Shopunion.ca quarterly (at the same time our membership list is sent to Unifor). If we send our directory listing, it will ensure the information is up to date, that only members who want to be listed are, and take care of the problem of members not getting their information listed on that website.

Advocacy

- We have a member working in Florida who has asked for our help in getting the pay that he's owed.
 - Jamie has drafted letter to client/ employer to stress payment.
 - Potential options in in escalating support movements.
 - Option of creating solidarity committee by members.
 - How to be best advocates.
 - Discussion regarding consent regarding media/ going public, protest, raise funds, etc. Agreement not reached.

REPORTS (for information)

Coordinator's report

- Start date of Sept 1 2016
- Now responsible for primary contact with incoming correspondence to inbox/ contact on weekdays.
- Completed primary overview of NB with Ethan.
- Completed Doodle poll with executive to determine potential AGM dates. Will run doodle poll with membership as engagement exercise.
- Member in contract dispute
 - completed intake
 - Started tracking system
- Starting systems review:
 - Contact list - internal
 - dispute resolution tracking (with Jamie)
 - Financial (pending, in collaboration with Trevor & Leslie)
 - communications plan
- Nikki Ashton Event (ongoing)
- Confidentiality (ongoing)
- Connected with Unifor
- Safe Workplace Policy (within 6 weeks of hire)
- Communication Plan
 - Need process for communication with members
 - Including contacting new members

- Translation
 - Timeliness
- Directors - game plan for comms with Coordinator.

President's report

- Still working on an email blast re. announcements and actions members can take. Andrew Wetmore and Hernán Navarrete will be asked to help with translation. <https://docs.google.com/document/d/1zoZ5D3alrPIUwlf381Zjf8oIWM1105kaoOuLS9fp7Ew/edit>
- Worked with the hiring committee and wrote to or called all applicants to thank them for their participation.
- Met with Jessica in person and assisted with the orientation and setting up systems for CFU's first outside hire.
- Posted a notice about CFU activist Line Morrette and sent a note to her son Olivier. Thanks very much to Roxanne and her team for providing the translation so quickly.
- Collecting and preparing docs for audit.
- Wrote to or spoke with members about their questions/concerns about membership cards, union bugs, activism, etc.
- Provided interviews to *Globe and Mail* and *Contently.net*. Links to articles are posted on our Facebook site.

Vice President's report

- Worked on the hiring committee for the new Coordinator, Jessica
- Did training and support for Jessica
- Represented the CFU to the public meeting held by MP Nikki Ashton in Toronto about precarious employment for millennials
- Organized a members meeting in Toronto in the Ontario Rep's absence
- Represented the CFU as a delegate to the Unifor national convention in Ottawa

Treasurer's report

- For reference: [Budget](#)
- \$74,300 in bank
- \$5000 on the way from Paypal
- Need to invest in payroll/ accounting software
- Changing Credit Union? Not getting the support from financial institution we are banking that we are hoping for at this time.
- Changing Financial Institutions
Discussion: Meridian One, or VanCity Credit Union
Motion: To change credit union:
M- Ethan, S-Trevor, carried.

NEW BUSINESS

Administrivia

- The 2 p.m. meeting doesn't work for Jamie. We'll run the Oct. meeting at 8 p.m. ET

REGULARLY SCHEDULED MEETINGS

(All meetings the 3rd Wednesday at 8 p.m. ET)

October 19 - confirmed

November 16

December 21

ADJOURNMENT at 4:32 pm ET

M-Trevor, S-Nora, Adjourned.