

CFU Executive meeting

Friday, Feb. 19, 2 EST

Held by Google Hangout

Present: Leslie, Ethan, David, Suzanne, Trevor, Roxanne

Regrets: Jamie, Nora

Serving as secretary: All, collectively on Google drive

APPROVAL OF THE AGENDA

Moved by: Suzanne

Seconded by: Leslie

Carried

APPROVAL OF THE MINUTES (as amended)

Jan. 12

(<https://docs.google.com/document/d/1UR6hP0huBvJ0otZnpHaKK7b6047liqnCNyktwjuVWgY/e/dit>)

Approved via Slack

MOTIONS PASSED VIA SLACK

None besides minutes

BUSINESS ARISING FROM THE MINUTES

- George Watters is offering his merch branding services at cost
 - Willing to small orders of about 12, discussing option for store on website
 - It could be advertised on the CFU website
- John Lynn is offering his website shopunion.ca to CFU members at no charge to advertise their union services
 - Leslie has talked to John and he has provided info that could go out in an email blast:
 - *If you are a CFU union member you can get a free listing on [ShopUnion.ca](http://shopunion.ca), the world's best union-finding website, by providing the following information: company name, website URL, phone number, City, Province, postal Code and union affiliation. The site uses a keyword search, so you should also provide those to a [mhttp://shopunion.ca](http://shopunion.ca) maximum of 200 characters. Pick the words someone might use in searching for services which you provide. Key words are invisible, but will be linked to your listing. Use single words whenever possible because our search engine will search for both words in a two-word description. If you want greatest exposure contact me about a Preferred Listing or an ad. Send this information to John@shopunion.ca, and you're done!*
 - **David** will work with John, who is a BC member, on a message that could go out to members.

- Can we get wage indemnity insurance for our members?
 - **Nora** will look into it.
- Statement about Access Copyright
 - It was agreed that information about our support for AC be more prominently placed on the CFU website. **Nora** will look into the former statements that were made on behalf of the CFU.
- Freelance directory: what do we need to finish it and then move to promote it?
 - Unresolved. We need a skilled coder in Nation Builder themes or just accept as is.
 - **Suzanne** is going to add emailing the membership about the directory to her list.

REPORTS

President's report

- Did interview with Liz Foster from Canadian Labour Reporter
- Support for the striking workers at Halifax Chronicle Herald (news release/6 reasons not to cross the picket line)
- Spoke at the BC regional forum about Paris climate change summit attended by spokesperson from Musqueam First Nations and environmental activists and media freelancers
- General meeting on Jan. 31
 - email blasts successful in drawing 34 members to attend and we hold quorum to the end
 - set of slides kept the meeting going smoothly
 - all 3 bylaw changes pass
 - minutes will be posted (**Suzanne**)
- Welcomed new regional reps David Hogben (BC) and Jamie Parkinson (Prairies)
- Welcome kit is being translated and will be sent to members who were in the database as of Dec. 15; new members will receive the information after Mar. 15 when the next batch of names is sent to Unifor. (Updated lists are sent to Unifor quarterly.)
- Communications with members
 - welcomed new members and renewing members and informed them about their regional rep; in the process of changing the process so regional reps can send the second message
 - processed 2 press cards — **Jamie** has offered to take over this task.

Vice President's report

- Continuing to help with the website where I can.
- Helping the president streamline administration so it's occupies less of her time
- Made diagram for how communications flows in NB
<https://docs.google.com/drawings/d/1Z27Qb7CRRdCWy5M8TiQqpRXL9iTRHPsf5DvMjrRKCl8/edit>

- Met with Treasurer and Leslie about budget planning

Treasurer's report

- Budget presented
https://docs.google.com/spreadsheets/d/1ZXbekXNFOCHH544RiFafYsXJE6YCAv8C5J4DRuXmN_c/edit#gid=0
- **MOTION: Approve the budget as is for now, and revisit when we meet in person in April with more ambitious plans. M: Ethan, S: Trevor, Passed unanimously**

COMMITTEES

Political Action

- Do we want to start up such a committee to focus our discussions? Who would like to be the facilitator?
- Nora's letter from CFU to the federal minister of labour, opposition party leaders, and Unifor re. the National Urban Worker Strategy
- **MOTION: We will start a new political action committee. To be chaired by David or Nora (or co-chaired). M: Ethan S: Suzanne, Passed unanimous.**
 - **David will discuss with Nora about who will chair**

Communications

- Members working on various initiatives stemming from January meeting, including a CFU branding package. You can see minutes in the Google drive folder.
- Next meeting set for March 21st, 7pm EST.

Education

- **Leslie** will talk with Nora to get an update.

Bylaws

- Notice of motion was given for the remaining 2 dozen or so bylaw changes. When should we hold another general meeting?
- Translation will be done after process is complete
- Bylaws (English version) on website will be updated

Happy Warrior

- Leslie has not found time to take care of this. **Leslie** will contact committee volunteers to see if someone would like to facilitate this committee
- **MOTION: Unless a non-executive board member steps forward to lead this committee, we will disband it.**
- **M: Ethan, S: Leslie, Passed unanimously**

Growth

- Committee met Jan 28th: 6 people in attendance, met Feb 16th, 8 people in attendance
- Discussed recruitment strategies:

- “Each One Reach One”: Making sure that members understand the importance of growth for the health of the union, and that they know how to talk to others about joining with the expectation that we all recruit 1 member each
- Advertising to students via CUP etc or other progressive publications
- Tax seminar (online) for freelancers as lead generator
 - Ethan met with a potential workshop resource
 - Andrew is going make some social media sharables
- Next meeting is to be scheduled after the tax workshop

ORGANIZING

- 241 members, 1 grace period, 108 expired
 - BC: 54 (+4 from last month)
 - Prairies: 18 (+4)
 - ON: 118 (+21)
 - QC: 25 (+9)
 - ATL: 25 (+7)
- We now have a full team of organizers: Vancouver, Edmonton, Toronto, Montreal, Halifax
- **Board members** can submit testimonial and hi rez photo to Roxanne to be used in promotional materials.
- Organizers will call lapsed members in each region.

REGIONS

Ontario

- Update on Andrew Cash’s new freelancer advocacy organization:
 - Soft launch late March / formal launch April
 - Will focus on contract and freelancers’ issues, with emphasis on young and urban, as opposed to all precarious workers.
 - First campaign might be the Changing Ontario Workplaces Review but they haven’t 100% confirmed.
 - Have seed funding from Broadbent; they’ve asked a number of major unions for funding including Unifor (Roxanne is point), CUPE, USW Canada
 - They have asked between \$30,000 and \$50,000 from Unifor.
 - Loosely discussed how we can collaborate and amplify our recruitment via our association with them:
 - In their comms, they can say best way to advance your rights is to unionize and point to us an example.
 - We can co-host/sponsor Toronto events with them, and then work the room, try to sign up new members or get email addresses (would have to develop recruitment-oriented comms email content).
 - We can have our CFU logo on their website.
 - I suggest that in March, the CFU exec all meet with Andrew over a special Google hangout.

- Ethan, Roxanne and I met with Niki Ashton, the new NDP jobs critic, about the CFU, freelancer challenges in general, and legislative challenges.
- Talked with Vanessa Ciccone, researcher at Ryerson, who is part of a group at the Labour Management school who just completed 200 qualitative interviews with “screen freelancers.”
 - They will be releasing a white paper in the spring on their findings, with emphasis on their suggestions for legislative change.
 - She cited Denmark’s “flexicurity” as a model they’re looking at, which gives freelancers E.I. coverage.

Quebec

- Nora unavailable

Atlantic

- The CFU has been very involved in the Halifax Herald Strike. We’ve been regulars to the picket line, and our support has been greatly appreciated.
- In January, 5 CFU members have been elected to Executive Board positions, in 3 different Labour Councils.

BC

- Derrick, Roxanne and Leslie are meeting to discuss upcoming organizing events in Vancouver and Victoria. David will be kept in the picture. Further information at the next meeting.

Prairies

- Have been active highlighting news stories that are relevant to freelancers and linking them to the CFU Twitter account.
- Looking into why people in the region joined the CFU to identify services that will add value to membership.

NEW BUSINESS

Message planning:

- Before End of Feb (**David**): Communications: new Twitter, here’s our FB, and reminder to signup on Get Involved page
- Before end of Feb (**Ethan**): Member survey results / General meeting minutes (Ethan)
- Before end of Mar (**Suzanne**): Precarious/freelance workers campaign (round up with call to action: join PA committee, what we’ve been up to with links)
- Before Mar 15 (**Trevor**) Labour councils (to network and raise awareness of CFU)

Planning for Montreal meetings

- We will discuss via a special Slack channel (include Roxanne)
- **Ethan** will write a draft plan
- Training for NationBuilder for organizing tasks being organized, select the date:
<http://doodle.com/poll/grvpgmgi7ud3u7wy>

NEXT MEETING

MOTION: To hold meetings at a regular time each month of 3rd Wednesday of the month at 2pm. M: Leslie, S: Ethan, Passed unanimously

ADJOURNMENT at 3:54 PM