

Minutes
PSAC Local 901
ANNUAL GENERAL MEETING
2 April 2015, 5:30pm

Call Meeting to Order (5:45pm)

1. Quorum check.

Information Officer Stephanie McKnight (Film & Media/Cultural Studies) reports 30 members of Unit 1 and 2 members of Unit 2 are present.

2. PSAC Statement on Harassment.

Read by Maryclaire Pappas (Art History).

3. Elect New Moderator.

Dinah Jansen (History) nominates Lorne Beswick (History)
Seconded by John Rose (Geography)

Craig Berggold (Film & Media/Cultural Studies nominates Meaghan Fraughts,
(Global Development Studies/Cultural Studies)
Seconded by Silja Freitag (Unit 2).

Lorne Beswick declines to stand.

Meaghan Fraughts is acclaimed.

4. Adopt the Agenda.

Motion to approve the minutes by Stephen Smith (History).
Seconded Sarah Budd (Art History).

Craig Berggold moves to amend the agenda to move the Treasurer's Report to be delivered after the Budget Committee Report.
Seconded by Stephen Smith.

Motion to amend the agenda carries.

5. Approve Minutes 2014-2015 AGM.

Stephen Smith moves to approve the Minutes of the 2014-2015 AGM.
Seconded by John Rose.

Christopher Cochrane (MME) moves to amend the minutes under motion 8 to have "other member" be changed to Travis Skippon.

Denys Robinson (Philosophy) moves to amend the agenda as proposed by Christopher Cochrane.
Seconded by Silja Freitag (Unit 2).

Motion passes, the agenda is amended.

Dinah Jansen moves to approve minutes as amended.
Seconded by Sarah Budd.

Motion carries.

6. Executive and Steward Council Reports.

Denys Robinson moves to allow for a minute or two per report, in turn, to so the membership can read the reports prior to the discussion period.

Seconded by Christopher Cochrane.

Motion carries.

Meaghan Frauts asks for questions in regards to the President's Report.

Stephen Smith asks a question about whether or not there will be additional training modules (e.g. health and safety). Craig Berggold reports that the training modules should be paid time.

Silja Freitag moves to accept the President's Report.

Craig Berggold offers an amendment regarding the numbers listed on the membership; they are not 1,660 but 1,490 (1,315 Unit 1 and 175 Unit 2).

Denys Robinson moved to approve the amendment.
Seconded by Lib Spry (Cultural Studies).

Motion carries.

Lib Spry moves to accept President's Report.
Christopher Cochrane seconds.

Motion carries; the President's Report is accepted.

VP Community Relations Report.

Meaghan Frauts asks for questions in regards to the VP Community Relations Report.

Silja Freitag moves to accept the VP Community Relations Report.
Seconded by Sarah Budd.

Motion carries; the VP Community Relations Report is accepted.

The Flying Squad Report.

Meaghan Frauts asks for questions in regards to the Flying Squad Report.

John Rose moves to accept the Flying Squad's Report.
Seconded by Maryclaire Pappas.

Motion carries; Flying Squad Report is accepted.

VP-Postdoc Report.

Meaghan Frauts asks for questions in regards to the VP Postdoc Report.

Christopher Cochrane moves to accept.
Seconded by Nathan Townend.

Motion carries; the VP-Postdoc's Report is accepted.

Information Officer Report.

Meaghan Frauts asks for questions in regards to the Information Office Report.

Alexander Sunoc (MEC) asks if the Information Officer is responsible for posting directly to the PSAC 901 website or if other members of the Executive can post minutes to the website. Stephanie McKnight replies that the minutes goes through her to be posted, and the process is somewhat complex.

Dinah Jansen moves to accept Information Officer's Report.
Seconded by Sarah Budd.

Motion carries; the Informaiton Officer's Report is accepted.

Co-Chief Steward's Report (Christopher Cochrane).

Meaghan Frauts asks for questions in regards to the Co-Chief Steward's Report.

Denys Robinson asks for further comment on how Orientation Week can be more successful next year. Christopher Cochrane responds that the Local should start preparing sooner than this past year, though there is an issue with sending emails too soon in the summer. Christopher says that additional member volunteers at events would have been helpful; notes that Maryanne Laurico was sometimes the only person staffing events on behalf of the Local.

Denys Robinson moves to accept the Co-Chief Steward's Report.
Seconded by Nathan Townend.

Motion carries; the Co-Chief Steward's Report is accepted.

Co-Chief Stewards' Report (Nathan Townend).

Meaghan Frauts asks for questions in regards to the Co-Chief Steward's Report.

Craig Berggold moves to accept the Co-Chief Steward's Report.
Christopher Cochrane seconds.

Motion carries; the Co-Chief Steward's Report is accepted.

Equity Officer Report

Meaghan Frauts asks for questions in regards to the Equity Officer Report.

Nathan Townend moves to accept the Equity Officer's Report.
Seconded by Dinah Jansen.

Motion carries; the Equity Officer's Report is accepted.

Health and Safety Officer Report.

Meaghan Frauts asks for questions in regards to the Health and Safety Officer Report.

Alexander Sonoc asks about recommendations for improving transparency in the hiring process for OH&S officers. Dinah Jansen responds that advertising for such positions should be helpful. Alexander Sonoc asks what, in Dinah Jansen's opinion, makes a good OH&S rep. Dinah Jansen responds that it requires caring for health and well-being for former members. She notes that she started with little experience and learned on-the-go.

Jared Houston (Philosophy) asks about whether the Local has any data on injuries or hazard assessments. Dinah Jansen reports that, yes, there are reports

and they are discussed at the OH&S committee. Dinah Jansen reports that any time there is a known hazard they are posted in the joint OH&S reports.

Stephen Smith moves to accept report
Seconded by Alexander Sonoc.

Motion carries; the Health and Safety Officer's Report is accepted.

7. Child Care Report.

Meaghan Frauts asks for questions in regards to the Child Care Report.

PSAC 901 decided to create a childcare bursary (\$20,000 pool). It is hoped this will help, though this understood to not take care of the issue.

John Rose asks if the report is approved if that includes the application form.
Craig Berggold replies that the form has already been posted.

Sarah Budd moves to accept the Child Care Report.
Seconded by Denys Robinson seconds.

Motion carries; the Child Care Report is accepted.

7. Union Structure Committee Reports.

Meaghan Frauts asks for questions in regards to the Union Structure Committee Report.

John Rose asks whether approval of this reports connotes approval of the recommendations in the report. Denys Robinson clarifies that, yes, it does. Denys Robinson reports that the Steward's Council accepted the report, but that it is an open question about the number of hours/week for the staff person.

Stephen Smith asks about the funding sources.
Denys Robinson responds that the Chair often gets TA rate for their hourly work. With other similar unions, this has been a benefit won via bargaining, in others it has come from Locals deciding to allocate funds.

Alexander Sonoc asks if an Executive member doesn't TA/TF then they are not member? Denys Robinson responds that special language would be used to clarify. Alexander Sonoc asks about the union's contribution to the Health and Dental plan; Denys Robinson replies that there is an agreement regarding contributions to SGPS for Health and Dental.

Stephen Smith asks about how this staff position would impact the Local's relationship with the Regional Office. Denys Robinson reports that the Local receives support (e.g. grievance, legal supports) in exchange for the Local's contributions to Regional/National unions.

Denys Robinson reports that the staff person is envisioned as attending to day-to-day administration rather than doing the work of the Regional/National support staff.

Pansee Atta (Cultural Studies) asks whether the admin staff are themselves unionized. Denys Robinson responds that they usually are, through CUPE 1281.

Christopher Cochrane asks about efficiency in budgeting. Denys says the budgetary recommendations were not done by the committee because the information was not available.

Stephen Smith asks for clarification regarding the reasoning behind book-offs. Denys Robinson reports that this was the model that was inherited. In the future, this is something that the bargaining team might want to consider pursuing.

Nathan Townend moves to approve the Union Structure Committee report. Seconded by Dinah Jansen.

Motion carries; the Union Structure Committee's Report is accepted.

8. Budget Committee Report.

Gabriel Cheung (Art History) reports that the budget committee made a recommendation in response to the union structure committee report:
\$15,000 special levy; taken from gross income of membership
\$15,000 taken from general fund.

Christopher Cochrane asks if accepting the Report involves accepting the Report's recommendation. Nathan Townend responds that, no, it does not—it is simply a recommendation.

Denys Robinson asks to clarify that if this report is accepted then we anticipate that someone will move to amend the budget based on the report's recommendations.

Silja Freitag moves to accept the Budget Committee Report. Seconded by Lib Spry.

Nathan Townend moves to amend the report's recommendation to specify that the \$15,000 special levy will be applied to the membership Sept 1, 2015 to April 30, 2016.

Lib Spry moves to accept the amendment.
Seconded by Silja Freitag.

Discussion:
Craig Berggold notes this will cost individual members \$10-\$15 during that time period.

Alexander Sonoc asks whether this is the AGM is where this will be voted on or in another venue. Meaghan Frauts clarifies this is where it will be voted on.

Motion carries, the report is amended.

Ayman Sabbah (ECE) moves to accept report.
Seconded by Craig Berggold.

Nathan Townend moves to change "an amount" to specify \$15,000 from the reserve fund.

Pansee Atta moves to accept the amendment.
Seconded by Silja Freitag.

Motion carries.

Nathan Townend moves to accept Budget Committee Report.
Seconded by Lib Spry.

Motion carries; the Budget Committee's Report is accepted.

9. Treasurer's Report.

Gabriel Cheung. Explains the layout of the budget report. Notes that the income comes from membership dues 1.5% of gross income as well as some income from Queen's via the CBA. Total income was greater than expected due to calculation error in last budget; so we have a surplus. Notes that expenditures include capital expenditures for moving the 901 offices. Also, some of the Executive served partial terms, resulting in a surplus.

\$7,000 leftover from general expenses (projected) with \$12,700 total projected leftover.

Gabriel Cheung discusses budget line items and projected expenditures versus surpluses.

John Rose asks about donations the Local has made.

Gabriel Cheung and Maryclaire Pappas reply to mention the Cuban Cinemas of the Diaspora, SGPS Holiday Assistance Program, Better Futures Symposium, Utopias Performance Art Festival; all were free, inclusive events that raised issues of race, gender, sexuality, and so forth, which are important to the membership.

Denys Robinson asks where the surplus in the Health and Safety line comes from. Gabriel Cheung reports that the expenditures are for 901 members sitting on H&S committee. Dinah Jansen clarifies that sitting on a joint OH&S committee entitles them to their regular rate of pay for their service. Dinah Jansen further clarifies that unused funds from University's contribution to the Local for H&S .

Christopher Cochrane asks if there options for spending the remaining OH&S funds.

Craig Berggold clarifies that there is an upcoming training that will be available, and this could allow for the membership to be paid for this training. Craig Berggold says that the hope is that the incoming Executive will make every effort to spend all available funds. Craig Berggold also notes the importance of having a Level 2 certified member.

Denys Robinson notes this is an opportunity to share with members in various departments to get paid for training. He also encourages using all funds available.

Dinah Jansen clarifies that PSAC 901 is only entitled to 1 member from Unit 1 and one member from Unit 2 for each of the 4 faculties/joint OH&S committees.

Lorne Beswick asks if we have access to the numbers to determine whether all funds have been used in past years. Dinah Jansen notes that this is the first year of budget numbers as a consequence of the renewal of the CBA this year.

Silja Freitag moves to accept the Treasurer's Report.
Seconded by Nathan Townend.

Motion carries; the Treasurer's Report is accepted.

10. Report on Proposed Budget for 2015-2016

Gabriel Cheung notes there are four new line items (Website Design Fee, Post-Doc Bargaining Team, RA Working Group, and New Computer).

Christopher Twigg (MEC) points out an addition error in the Donation line. Should read 600 for Unit 1 and 600 from Unit 2.

Abdi Ghaffhri (Unit 2) asks if the expenses are tracked by Unit or in total.

Ayman Sabbah asks about the Childcare Bursary being split between Unit 1 and Unit 2, and whether it will be disbursed according to how it is listed. Maryclaire Pappas reports that the intention is to maintain flexibility in order to attend to the needs of the memberships of both Units.

Craig Berggold notes that equity needs for Unit 1 and Unit 2 ought include considerations of the respective funding/salary packages of the membership.

Christopher Twigg asks whether the budget can be changed during the year if needed.

Denys Robinson clarifies that General Meetings have the power to change the budget. Pansee Atta notes that Special General Meetings can be held at any time of year, but require a higher quorum and are generally held in the event of urgent issues.

Christopher Cochrane notes that there is an ability for the budget committee to expend up to \$500 per the Bylaws.

Stephen Smith moves to accept the Report on the Proposed Budget for 2015-2016.

Seconded by Lib Spry.

Christopher Cochrane proposes making a friendly amendment the report; typographical errors. The amendment is taken as friendly.

Lib Sory moves to accept the Report on the Proposed Budget for 2015-2016. Seconded by Amon.

Motion passes.

11. Proposed Budget

Ayman Sabbah proposes an amendment splitting the childcare bursary proportionally between Unit 1 and Unit 2 based on their respective dues contributions to the fund for the bursary.

Mohamed Ibrahim (ECE) moves to accept the amendment. Seconded by Mohamed ElSheikk (ECE).

Maryclaire Pappas raises the concern of needs changing year-by-year and suggests allowing the childcare committee flexibility to allocate the bursary based upon the needs of the membership.

Ayman Sabbah withdraws his amendment.

Denys Robinson makes an amendment to the motion to read that the criteria be determined by the Childcare and Social Justice committee jointly under the broad heading of seeking to redress equity concerns coming from members having childcare responsibility.

After some discussion on the language of the proposed amendment, Denys Robinson withdraws amendment.

Christopher Cochrane asks whether line items in the budgets have ever actually limited the distribution of funds between Unit 1 and Unit 2. Dinah Jansen responds to say that she's been involved with the union for four years and generally funds have been pooled.

Craig Berggold notes that, to date, funds have been pooled.

Denys Robinson makes the point of the need for clarity in order to address potential accountability concerns.

Craig Berggold speaks to maintaining awareness of unevenness in the gross income.

Maryclaire Pappas notes that a system is already in place.

Denys Robinson moves that the Childcare Bursary budget line be made non-specific.
Seconded by Nathan Townend.

Mohamed Ibrahim asks who is evaluating needs. Ayman Sabbah describes the composition and decision-making of the Childcare Bursary committee.

Maryclaire Pappas explains the Childcare Committee is developing two prospective systems for evaluating membership needs in relation to childcare.

Motion carries.

Nathan Townend moves to amending of the proposed budget to reflect the Budget Committee's recommendation for a paid staff member.
Seconded by Ayman Sabbah.

Gabriel Cheung speaks to how this will appear in the budget.

Stephen Smith asks whether this means we will have a staff person for the next AGM.

Denys Robinson speaks to his interpretation that this will involve a hiring committee being created, creating a portfolio for the proposed position, and so forth.

Christopher Cochrane asks how the levy will be applied. Craig Berggold explains the process of dues collection via PSAC national.

Denys Robinson explains that PSAC's dues come from the Employer withdrawing funds.

Christopher Cochrane asks how we will insure that it will only be \$15,000. Craig Berggold replies that we will instruct the Employer to levy the total funds from the membership during the time period. The exact formula is to be determined.

Stephen Smith asks whether the funding that comes from the reserve fund is the same as the strike fund. Gabriel Cheung notes that this is just from operational reserves, which is distinct from the strike fund.

Amendment carries.

Motion carries to accept the Proposed Budget for 2015-2016. budget.

12 . Bylaw Committee Report.

Nathan Townend moves to accept.
Seconded by Stephen Smith.

Craig Berggold speaks against proposed Bylaw amendment #4, and argues this amendment conflicts with the Bylaw's granting of financial responsibilities to the Executive.

Denys Robinson, Maryclaire Pappas, and Pansee Atta all speak in favour of the amendment, arguing that the Executive will have oversight.

Alexander Sonoc speaks in favour of striking the amendment.

Christopher Twigg asks whether the Treasurer has the time to oversee the expenditures. Gabriel Cheung responds that it depends upon the Treasurer in question.

Dinah Jansen speaks to past experience of Executive having generally dealt with financial expenditures collectively rather than devolving the responsibility to the Treasurer.

John Rose clarifies language in the Bylaw.

Christopher Twigg moves to strike bylaw amendment #4
Seconded by Craig Berggold.

Motion fails.

Craig Berggold moves to make an amendment that funds allocated at the discretion of that committee with the approval of the Steward's Council.
Seconded by Mohamed ElShaikh.

John Rose asks about the intent of the amendment.
Craig Berggold replies it is for greater participation in local decision-making.
Silja Freitag raises concern of practicality of Steward's Council needing to approve committee decisions.

Jared Houston raises question of what is being proposed versus the existing language. The author of the proposed bylaw amendment is not in attendance; there is a lack of clarity on the proposal.

John Rose moves to table bylaw recommendation #4
Seconded by John Rose.

John Rose withdraws the motion.

Alexander Sonoc moves to table the bylaw recommendations.
Seconded by Dinah Jansen.

Denys Robinson speaks against tabling all of the bylaw recommendations.
Maryclaire Pappas proposes a friendly amendment to only table bylaw amendment #4. The amendment is taken as friendly.

Amendment passes.

Denys Robinson speaks against bylaw recommendation #6, notes that Travis Skippon brought this forward.

Craig Berggold moves to strike bylaw recommendation #6
Seconded by John Rose.

Motion passes.

Nathan Townend moves to accept report at amended.
Seconded by Stephen Smith.

Motion carries; the Bylaw Committee Report is accepted.

11. Executive Officer Elections.

Stephen Smith, as Chief Returning Officer, conducts the Executive Officer Election.s

Nathan Townend moves to move VP-Postdoc Election to the end.
Seconded by Alexander Sonoc.

Motion carries.

President

Craig Berggold has been nominated.
No additionl nominations.

Craig Berggold accepts nomination and is acclaimed.

VP-Community

John Rose nominates Pansee Atta
Pansee Atta accepts the nomination and is acclaimed.

Treasurer

Ayman Sabbah has been nominated.
Ayman Sabbah accepts nomination and is acclaimed.

Co-Chief Steward

Dan Samosh has been nominated
Silja Freitag nominates Jodi Mackeil.

Dan Samosh and Jodi Mackneil accept and are acclaimed.

Equity Officer

Nathalie Butler has been nominated.
Natalie Butler accepts and is acclaimed.

Information Officer

John Rose nominates Stephanie McKnight

Stephanie McKnight accepts and is acclaimed.

Health and Safety Officer.

Alexander Sonoc has been nominated.

Alexander Sonoc accepts and is acclaimed.

VP-Postdoc

Silja Freitag is nominated.

Silja Freitage accepts and is acclaimed.

12. Announcements.

Craig Berggold proposes going to the Grad Club for drinks.

Denys Robinson asks for help with volunteering at Orientation.

13. Adjournment.

Silja Freitag calls for adjournment.

Craig Berggold moves to adjourn.

Seconded by Denys Robinson.

Meeting Adjourned at 8:58pm.