

PSAC Local 901
ANNUAL GENERAL MEETING
4 April 2013, 5:30pm

Chair: David Thompson (History)
Sean Field (Geography) temporarily acted as Chair.

Original Agenda:

1. Roll call and quorum check
2. Adoption of Agenda
3. Approval of February 8 2013 Special General Meeting minutes
4. Opening remarks by the President
5. Presentation by the Bargaining Committee
6. Executive Reports
7. Report by the Financial Officer
8. Bylaws
9. New Business
10. Electing a Returning Officer
11. Nominations and Elections for the PSAC 901 2013-14 Executive
12. Adjournment

1. ROLL CALL AND QUORUM CHECK

Sean Field, acting as temporary Chair, called the meeting to order at 5:46pm.

The Chair asked for a membership/quorum check. As of that time, 37 members were present, meeting quorum requirements.

The Chair called for a motion to accept the membership/quorum check.

Motion made by Alexandre David-Uraz (Physics)

Seconded by Tara Forbes (English)

No discussion.

Motion carries.

2. ADOPTION OF THE AGENDA

The Chair calls for a motion to adopt the Agenda.

Alexandre David-Uraz motions to amend the Agenda to move #11 Nominations and Elections for the PSAC 901 2013-2014 Executive Elections to #5 on the Agenda.

Seconded by Dinah Jansen (History).

Tara Forbes, proposes to friendly amended the motion from #5 to #6 on the Agenda.

John Rose (Geography) proposes to friendly amend the motion to move #10/11 on the Agenda to #6/7.

End of Discussion.

Motion carries; the Agenda is adopted with #10/11 on the original Agenda moved to #5/6.

3. APPROVAL OF MINUTES FROM SGM (8 February 2013)

Doug Nesbitt (History) reports the minutes have been available on the website.

The Chair calls for a motion to approve the minutes from SGM 8 February 2013.

Alexandre David-Uraz motions to approve the minutes from SGM 8 February 2013.

Seconded by Christo Aivalis (Ex-Officio).

No discussion.

Motion carries.

4. OPENING REMARKS BY THE PRESIDENT

Doug Nesbitt thanks people for coming, notes new faces, and the wide representation of various academic departments.

Notes this is the end of PSAC 901's 2nd fully functioning year. 901 is going into Collective Bargaining negotiations for a 2nd Collective Bargaining Agreement (CBA) on April 30.

Describes efforts to solicit involvement from as all academic departments. Notes the opportunities for involvement through the Steward's Council, through various union committees, and through general meetings.

States that the Executive cannot substitute for an actively engaged membership. The Executive has solicited involvement via various forms of media, the creation of surveys, and other efforts. Notes that grievances have been identified and incorporated into bargaining strategy.

Notes an actively engaged membership holds everyone accountable, including bargaining team.

Encourages participation in the democratic functioning of the union in order to for the union to grow. Notes the new improved website for PSAC 901 should launch by end of April.

5. PRESENTATION BY THE BARGAINING COMMITTEE

[See attached]

John Rose provides introduction/overview:

- Explanation of the difference between the Bargaining Committee (BC) and the Bargaining Team (BT).
- Bargaining survey distributed in February
- Supplemental survey based on results of the February survey is sent out in March
- Also used grievance reports and member involvement/general feedback
- Comparative analysis of other Collective Agreements
- 2 full day workshops where the proposals were put together by the BC
- BC elects the BT, who meet at the table with the administration in actual bargaining
- Once proposals are set, notice to bargain happens. April 30/May 1 first two negotiation dates
- Everyone on the BC raises their hands so that the membership can identify them
- Notes that Jawara Gairey is a paid negotiator (non-student) and works with the BT

Report from Tara Forbes & Stephen Sheps (Sociology):

Specific items being considered and/or advocated for:

- Article 11 Grievance procedure: Prevents anonymous or policy grievances. Seeking to remove this language because of how it may silence student critiques of their TA situation.
- Article 12 academic time to completion: add language for 5th year and beyond. Also
- When students have created course they should have first right of refusal.

- Protection of graduates students' intellectual property rights.
- Article 27 Academic freedom: freedom to teach/discuss/research/express one's opinion without reprisal or fear.
- Health and Safety: need for sufficient facilities, supplies, services for safe duties.
- Administration should establish a website to make employees aware of hazardous situations.
- Benefits: Asking for increase from 100K to 200K in employer contribution.
- Information regarding contributions and TA/TF survey response regarding health/dental plan.
- Employment Equity: Add language to CBA re: employment equity.
- Article 26 Training: Required training should be compensated at TA rate of pay.
- Need for mental health training for identifying and responding to student mental health issues.
- TA/TF option of receiving 10 hours of paid training per year not to exceed 10% of total contract hours.
- Article 10 Executive pay: requesting 100 hour TA ship paid for the executive; this is the standard across academic unions. Idea is that the Executive should be paid well enough to be able to focus on their positions

Tara and Stephen encourage union involvement via:

- Joining committees
- Distributing informational materials
- Serving as departmental stewards
- Spreading the word

[David Thompson takes over Chair duties]

Discussion on the presentation:

Alex Chernoff (Economics) asks about where the benefit contributions from the employer goes.

Answer: It goes to SGPS.

Alex Chernoff (Economics) asks about whether this will increase premiums that students pay for SGPS supplemental insurance.

John Rose: No.

Matthew Scribner (English) asks if first-right-of-refusal will disadvantage younger grad students?

Doulton Wiltshire (School of Business): if the content comes from you, then you have right of refusal. If there is an open development on the course, there is no right of refusal.

Travis Skippon, (Mechanical Engineering): Why do grad students have highest costs (rates) of health/benefits?

Sean Field (Geography): Compared to AMS/faculty for what we pay and get it is among the highest on campus.

Travis Skippon: Acknowledges misunderstanding.

Stephen Sheps (Sociology): uses example of the dental plans available to AMS students versus SGPS students.

Christo Aivalis (History): adding himself to his wife's plan (a campus employee) costs nothing. Suggests that a higher degree of coverage in relation to the premiums needs to be a goal.

Doulton Wiltshire (Business): Our numbers dictate the negotiating power/costs, hence the starting point at a higher rate in relation to the level of coverage.

Terry Bridges (Education): asks who is on the administration's bargaining team?

John Rose: Brenda Brouwer, Dan Bradshaw, Marie Doherty. Notes that the relations are between the respective bargaining teams are generally relaxed.

Christo Aivalis: Notes that professors cycle in as part of the administration's BT as well as Human Resources official, but they also have a core group.

End of discussion.

6. ELECTING A RETURNING OFFICER

Chair notes that in order to conduct the Executive elections, we must elect a Chief Returning Officer (CRO). The Chair notes the CRO is responsible for running elections and nomination processes of the local.

The Chair notes that Nasya Razavi (Geography) is our outgoing CRO and has offered to run again.

Motion by Christine Grossutti (Geography) to nominate Nasya Razavi for CRO.

Seconded by Stephen Sheps.

Nasya accepts the nomination.

There are no additional nominations for CRO.

Nasya Razavi is acclaimed as the CRO.

7. NOMINATIONS AND ELECTIONS OF 2013-14 EXECUTIVE

The Chair recognizes the CRO and turns the process of electing the incoming Executive over to the CRO.

CRO: We are electing a new executive for PSAC local 901 for the term of May 1 2013 to April 30 2014. We will be electing the executive in the following order:

1. President
2. Health and Safety Officer
3. Information Officer
4. Equity Officer
5. Co-Chief Stewards
6. Treasurer
7. VP Post-Doc
8. VP Community

CRO explains the process of nominations and elections.

The following candidates were nominated prior the meeting:

President: Doulton Wiltshire (Business)
Health & Safety: Dinah Jansen (History)
Information Officer: Matthew Scribner (English)
Equity Officer: Erin Clow (Political Studies)
Co-Chief Stewards: John Rose (Geography), Alexandre David-Uraz (Physics)
Treasurer: Doulton Wiltshire (Business)
VP Post-Doc: Harish Chander (Cancer Biology)
VP Community: Leah Sarson (Political Studies)

CRO opens the floor for additional nominations from the floor.

Karl Hardy (Cultural Studies) nominates Stephen Sheps (Sociology) for President.
Seconded by Tara Forbes (English).
Stephen accepts the nomination.

Tara Forbes (English) nominates Mikhail Bjorge (History) for VP Community.
Seconded by Stephen Sheps (Sociology).
Mikhail accepts.

President candidates make brief remarks on behalf of their candidacies.

VP Community candidates make brief remarks on behalf of their candidacies.

CRO congratulates all of the acclaimed candidates.

Voting for President:

Tara Forbes is Stephen Sheps's scrutineer.

Travis Skippon is Doulton Wiltshire's scrutineer.

Doulton is elected president.

Motion to destroy the ballots by Mikhail Bjorge.

Seconded by Tara Forbes.

No discussion.

Motion carries.

Voting for VP Community:

Scrutineer for Mikhail Bjorge is Tara Forbes.

Leah Sarson is elected VP Community.

Alexandre David-Uraz motions to destroy ballots.

Seconded by Dinah Jansen.

Motion carries.

Voting for Treasurer:

CRO notes that Doulton Wiltshire, having been elected president, cannot run for Treasurer. CRO calls for nominations from the floor.

Doulton Wiltshire nominates Stephen Sheps.

Seconded by Tara Forbes.

Stephen accepts the nomination.

Christine Grossutti nominates Sean Field.

Seconded by Dinah Jansen.

Sean declines the nomination.

Alexandre David-Uraz nominates Terry Bridges (Education).

Seconded by Hamid Falahati (Chemical Engineering).

Terry declines the nomination.

No other nominations; Stephen Sheps is acclaimed as Treasurer.

8. EXECUTIVE REPORTS

The Chair reports that the reports have been posted since last week.

Alexandre David-Uraz clarifies that science-dept-related texts have not yet been added as he is still gathering feedback from those depts.

The Chair calls for a motion to accept the Executive reports.

Motion to accept the Executive reports by Doug Nesbitt.

Seconded by Stephen Sheps.

No discussion.

Motion carries.

9. REPORT FROM THE FINANCIAL OFFICER

Sean Field (outgoing Treasurer) presents an annual budget report on an overhead. [See attached]

3 month lag in dues that we collect. That's why the difference is visible. We are expected to hit what we budgeted for.

Honorium – is higher this year because we put off paying exec. last year because we did not have the funds last year.

We are where we expected to be.

By the end of the month we will be exactly where we thought we would be.

We collect this levy until we hit our target goal – strike aversion.

Going forward we have put money into certain lines so that we can do outreach to our members. Very few changes in the budget for 2013-2014.

Other income came from a payment from a discrepancy

Most areas within budget, if not, has been balanced from other areas.

Spent \$5K more as of now, but will be balanced once we receive dues.

Unadjusted refers to raw bank balance, not including outstanding cheques.

Q&A session following Sean's presentation:

Travis Skippon (Mechanical Engineering): What happens to the dues during the lag time?

Sean Field: This is a consequence of the dues being sorted by PSAC

Sean Field: we have been working to get this process faster.

Christo Aivalis: It has been brought up at various levels with various people.

Sean Field: we are working to be proactive with this issue.

Tara Forbes: Why was the travel/training budget changed?

Sean Field: This is simply a re-organization of funds to Triannual Conference Allotment.

Chris Cochrane (Mechanical Engineering): Why is there a difference in overhead and handout? Notes that the Women's Committee budget figures are missing.

Sean Field: The document being projected on screen is accurate, and will be posted online.

Chris Cochrane: Notes a typo on page 3.

Alexandre David-Uraz makes a motion to approve the old budget and end discussion.

Seconded by Douulton Wiltshire.

Motion carries.

The Chair calls for a motion to approve new budget.

Dinah Jansen makes a motion to approve the new budget.

Seconded by Tara Forbes.

No discussion.

Motion carries; the new budget is adopted.

10. BYLAWS

The Chair asks how many people have looked at the proposed bylaw changes prior to the meeting. About half respond in the affirmative.

Christo Aivalis speaks to each bylaw change. Dinah Jansen explains Steward's Council.

Alexandre David-Uraz: Wants to do a better job of getting more stewards rather than lowering quorum. Also wants to just have a single definition to describe the duties of both co-stewards to avoid the potential problems of 1st and 2nd.

Christo Aivalis: Clarifies that the wording is intended to do this.

Travis Skippon: Offers friendly amendment to change the wording.

Tara Forbes makes a motion to adopt the wording as is.

Seconded by Doug Nesbitt.

Discussion.

John Rose: Explains that there is a discussion to have one function as grievance officer and one as chair of stewards council, hence the wording of 1st and 2nd.

Tara Forbes: Asks if the wording is intended to prepare for planned future evolution of the positions.

Matthew Scribner makes a motion to make the friendly amendment based on Travis' suggestion of wording change.

Tara Forbes rejects the amendment as friendly.

Doulton Wiltshire: thinks it would be clearer to members with the friendly amendment, we can revisit the language change in the future.

Matthew Scribner: if we have a need for a grievance officer, we should put the language in.

Doulton Wiltshire seconds the amendment.

Vote on the amendment carries.

Christo Aivalis moves to approve the proposed bylaw change.

Seconded by Alexandre David-Uraz.

Bylaw is accepted.

Christo Aivalis makes a motion to approve the all of the bylaws as an omnibus.

Seconded by Mikhail Bjorge.

Alexandre David-Uraz proposes a friendly amendment to the steward council to quorum to 8.

Mikhail Bjorge calls to question on omnibus bylaws.

Seconded by Stephen Sheps.

Motion carries.

Matthew Scribner: asks a question on the proposed bylaw change regarding rules on experience.

Christo Aivalis: explains

Tara Forbes points out a typo in 2.8.2.

Alexandre David-Uraz calls to question.

Seconded by Dinah Jansen.

Motion carries.

11. NEW BUSINESS

Chair turns the floor over to the Executive for new business.

Alexandre David-Uraz motions to open up nominations to the Bargaining Committee for new people

Seconded by Tara Forbes.

Motion carries.

John Rose clarifies that there is no election. If you accept nomination then you become a member of the Bargaining Committee.

Doulton nominates Chris Cochrane.

Seconded by Stephen Sheps.

Christine Grossutti nominates Leah Sarson.

Seconded by Dinah Jansen.

Hamid Falahati nominates Matthew Scribner.

Seconded by Alexandre David-Uraz.

Doulton nominates Travis Skippon.

Seconded by Stephen Sheps.

Stephen Sheps makes a motion to accept new Bargaining Committee members.

Seconded by Sean Field.

Motion carries.

Dinah Jansen makes a motion to thank the outgoing Executive for their service.

Seconded by Mikhail Bjorge.

Motion carries.

12. ADJOURNMENT

Chair invites all to the Queen's Inn on Brock and Bagot. Chair calls for a motion to adjourn.

Motion to adjourn by Stephen Sheps.

Seconded by Dinah Jansen.

No discussion.

Motion carries.

Meeting adjourned at 7:39pm

Membership in attendance:

1. Erin Clow, Political Studies
2. Sean Field, Geography
3. Christine Grossutti, Geography
4. Doug Nesbitt, History
5. John Rose, Geography
6. Matthew Scribner, English
7. Karl Hardy, Cultural Studies
8. Gillian Barbas, ECE
9. Nasya Razavi, Geography
10. Dinah Jansen, History
11. Doulton Wiltshire, School of Business
12. AW Lee, Cultural Studies
13. Alexandre David-Uraz, Physics
14. Ke Xu, Economics
15. Jian Chen, Computing
16. Stephen Sheps, Sociology
17. Lorne Beswick, History
18. Travis Skippon, Mechanical Engineering
19. Chris Cochrane, Mechanical Engineering
20. Alexander Fraser, Economics
21. Hamid Falahati, Chemical Engineering
22. Joel Roediger, Physics
23. Maja Abdelgader, Physics
24. Leah Sarson, Political Studies

25. Mikhail Bjorge, History
26. Tara Forbes, English
27. Terry Bridges, Education
28. Laura Sabatier, Kinesiology
29. Margaux MacDonald, Economics
30. Dorte Heger, Economics
31. Robert McKeown, Economics
32. Ying Feng, Economics
33. Alexander McCleod, Economics
34. Jonothan Lee, Economics
35. Matt Shultz, Physics
36. Andrea Craig, Economics
37. Koray Sayili, School of Business
38. Sam Kirshner, School of Business
39. David Thompson, History
40. Alex Chernoff, Economics
41. Iris Wang, School of Business
42. Shoeb Muhammad, School of Business
43. Kathleen Adams, Art History
44. Gentry Hanks, Geography

Ex-Officio:

1. Christo Aivalis

Guest:

1. Mary Anne Laurico