



**PSAC Local 901**

**SPECIAL GENERAL MEETING**

**3 October 2013, 5:30**

**305 Goodes Hall**

Minutes October 3<sup>rd</sup> SGM

Chair: Doulton Wiltshire, School of Business

Agenda:

1. Quorum check
2. Adopt the agenda
3. Approval of April 4<sup>th</sup> AGM and July 11<sup>th</sup> SGM minutes
4. Bargaining Update Unit 1
5. Bargaining Update Unit 2
6. Financial Report
7. Elections
8. Other Business
9. Adjournment

1. **Quorum check** – achieved at 5:33.  
Executive members introduce themselves.
2. **Motion to adopt the agenda.** Doulton Wiltshire, School of Business/Sean Field, Geography. Passes.
3. **Approval of April 4<sup>th</sup> and July 11<sup>th</sup> minutes**  
Doulton Wiltshire/Dinah Jansen, History. Passes
4. **Bargaining update Unit 1**— Presented by Bargaining Team members Sean Field and Erin Clow, Politics

Sean Field: Been in bargaining for some time, since spring. We first collected information from our members through two membership surveys. Discussed which articles should apply at this time. Proposals from bargaining committee went to bargaining team, elected from the committee. Can't talk about language specifically: that is being negotiated at the table. There is some initial agreement between the parties.

Erin Clow: Some articles are tentatively signed, some are close to signing, and others are upcoming. This past Thursday and Friday was a really productive meeting. Four articles signed off on:

5. Union Representation and Activities,  
7. Correspondence and Information,  
25 Employment Equity—equity census data beyond what is required in the federal contractor program,  
LOA Information to Union about our members.

Articles moving toward resolving:

Article 6. No strike/lockout,  
12 Appointments,  
15 Discipline, Suspension and Discharge

Sean Field: Big items yet to come:

21. Health and Safety “an area of difficulty” because 901 has been exposing health and safety problems,  
23. Leaves of Absence, Pregnancy and Parental Leave,  
24. Benefits—the employer wants clarification,  
26. Training – employer considers it a monetary issue because training is paid.

Schedule A—Wages and Stipend rates.

Our strategy in moving this way is to finish up the non-contentious stuff first. Let's come to see what we agree on most before we table those.

Upcoming Bargaining dates:

- October 28, 2013
- October 29, 2013
- November 25, 2013
- November 26, 2013
- December 9, 2013
- December 10, 2013

Doulton: How can members participate in bargaining?

Erin: Bargaining committee. Represent more views at the table.

Doulton: Bargaining committee will meet soon, and we will feed you.

## 5. **Bargaining update Unit 2.**

MaryAnne Laurico, PSAC Staff. 200 members in this unit. Had a strike mandate vote, six meetings over three days, 92% mandate. Different than Unit 1 negotiation. This is Unit 2's first collective agreement. Unit 1 is currently experiencing difficulty with problematic language, but trying to prevent that here. Now in conciliation. Two main issues: fiscal and union security. We have closed shop language in unit 1. This is in the context of political attacks on the Rand formula.

Unit 2 has a media strategy. Unit 1 has been helpful. The employer has offered a raise that only about eight postdocs will get. Already the language for a potential agreement is better than postdocs have anywhere else in Canada. There are only three other postdoc unions.

Tim McIntyre, PSAC Staff: The strike mandate is powerful tool going into conciliation. The next conciliation dates are 15<sup>th</sup>, 19<sup>th</sup>, 20<sup>th</sup> of October. There will be a social media campaign. Show support for postdocs on campus. Campaign will be fluid and escalate as necessary. Other thing: postdocs have been very supportive. Lots of energy for first time at Queen's.

Matthew Scribner, English: The attempt to introduce open shop language—is that normal or is it part of the political climate?

MaryAnne: I believe it is part of political climate. An example is Dwight Duncan's letter calling for a pay freeze, using contract employees. All PSAC academic locals in Ontario have quasi closed shop language. Quebec academic locals all have closed shop.

## 6. **Financial Report**--Stephen Sheps, Sociology gave a report as Treasurer. Last April, a budget was passed. These were the spending priorities. Local Defense Fund has now broken \$100,000 – big deal and a lot of money. Bylaws say we need to keep collecting until \$250,000. How solid the local has become in a very short time. We are doing okay. Anyone who wants to shape financial priorities, I invite you to join the finance committee.

Alexandre David-Uraz, Astrophysics: Why is the Local Defense Fund a line under income?

Stephen Sheps: Just goes into a specific pile. .5 of every dues cheque.

Sean Field: It is also an expenditure line.

Sheps: No healthcare top-up and no stipend yet.

[Alexandre David-Uraz and Leah Sarson, Politics, asked additional questions about the numbers in the income area. Stephen Sheps promised to run some numbers and report back].

## **7. Elections**

Doulton: We will now accept nominations for Chief Returning Officer. Stephen Smith, History nominates himself. John Rose, Geography seconds. Smith stands for position. Acclaimed to position.

A single nomination was received for both Vice-President Community Relations and Equity Officer.

VPCR:

Doug Nesbitt, History seconded by Christo Aivalis, History. Doug stands. No further nominations. Doug is acclaimed.

EO:

Alison Fraser, Art History, seconded by Dinah Jansen. Alison stands. No further nominations. Alison is acclaimed.

## **8. A) Nominations to Unit 1 bargaining committee.**

- Greg Bryzinzki, Geological Engineering, nominates himself. Seconded by Doug Nesbitt.
- Alison Fraser. Erin Clow/Stephen Sheps. Stands.
- Jennifer Wigglesworth, Kinesiology and Health Sciences. Alex David-Uraz/Leah Sarson. Stands.

## **8. B) Other Business**

Matthew Scribner: There was supposed to be an election for the position of Vice-President Postdoctoral Fellows, however, we received no nominations.

Doulton Wiltshire: That was pulled from agenda. There will be an election after bargaining.

Alex David-Uraz: We are still looking for stewards. Stewards act as a communication line between departments. There will be some mobilization this year due to bargaining. Are you from a department that doesn't have a steward? Please consider becoming one.

Stephen Sheps [clarifying earlier confusion]: These are expected funds in the income line—We are 3-4 months behind. That's normal, how unions operate. We will post update to website ASAP.

9. **Motion to adjourn.** Doulton Wiltshire/Alex David-Uraz: Passes.

**Members in attendance**

|    | Name                         | Department             | TA/TF/P |
|----|------------------------------|------------------------|---------|
| 1  | Erin Clow                    | Political Studies      | TA      |
| 2  | Dinah Jansen                 | History                | TF      |
| 3  | Matthew Scribner             | English                | TA      |
| 4  | Alexandre David-Uraz<br>Leah | Astrophysics           | TA      |
| 5  | Sarson                       | Political Studies      | TA      |
| 6  | Alison Fraser                | Art History            | TA      |
| 7  | Jennifer Wigglesworth        | Kinesiology and Health | TA      |
| 8  | Greg Burzynski               | Geology                | TA      |
| 9  | Sean Patterson               | Geography              | TA      |
| 10 | Stephen Sheps                | Sociology              | TF      |
| 11 | Doug Nesbitt                 | History                | TA      |
| 12 | Stephen Smith                | History                | TA      |
| 13 | Sean Field                   | Geography              | TA      |
| 14 | Kyle Johannsen               | Philosophy             | TF      |
| 15 | Christo Aivalis              | History                | TF      |
| 16 | John Rose                    | Geography              | TA      |
| 17 | Drew MacDonald               | English                | TA      |
| 18 | Katherine Vingoe-Cram        | Art History            | TA      |
| 19 | Gabriel Cheung               | Art History            | TA      |
| 20 | Mohammed Massodi             | Sociology              | TA      |
| 21 | Gavin Heverly-Coulson        | Chemistry              | PDF     |
| 22 | James McNutt                 | Education              | TA      |
|    | MaryAnne Laurico             | PSAC Staff             |         |
|    | Tim McIntyre                 | PSAC Staff             |         |
|    | Kathryn McDonald             | PSAC Staff             |         |