

Steward's Council Meeting Minutes  
December 1<sup>st</sup> 2014  
M-C D214 5:00pm

Chair (Moderator) Chris Cochrane calls meeting  
Minutes taken by Stéfy McKnight

Attendance: Chris Cochrane (MECH), Travis Skippon (MECH), Stéfy McKnight (CUST), Andrew Law (ENGL), Denys Robinson (PHIL), Alex Cormier (CHEM), Lekhnath Ghimire (GEOG), MaryClaire Pappas (ARTH), Pansee Atta (CUST), Chris Twigg (CHEE), Morgan Oddie (IR), Craig Berggold (CUST), Leah Sarson (POLS)

Quorum: Met

1) Agenda

1. Approval of Agenda
2. Approval of Minutes
3. Departmental issues
4. Discussion of child care letter
5. Committees discussion
6. End of meeting

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2) Adopt Agenda

**Motion: Add agenda item: Committee Discussion and Hiring Committee**

Moved by: Denys

Seconded by: Travis Skippon

Motion Carries

**Motion: Adopt agenda as amended**

Moved by: Denys Robinson

Seconded by: Leah Sarson

Motion Carries

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3) Approval of minutes

**Motion: Approve minutes of last meetings**

Motioned: MaryClaire

Seconded: Chris Twigg

Discussion:

Denys: Name is spelt Denys with a "y".

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#### 4) Departmental Issues?

No discussion.

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#### 5) Child Care letter

(Letter available on website)

Chair calls on Craig Berggold to explain letter

Craig: This is the second draft of the childcare letter brought by the Social Justice committee. Brought to Dinah with new information.

MaryClaire Pappas: Queens is being proactive but slowly. There is a plan in place for next year. There are permits that are needed. We should be more in contact with Queens as the process moves forward.

Craig: There is something being done, somewhere in Queen's but we don't know what that is. We are trying to move as PSAC to be in contact and involved with this. Question of childcare was brought up often during the orientation. We thought we had priority but this might not be the case so we are trying to find out the details. The letter is meant to pressure and acknowledge that this is something that needs to be addressed. (Personally) even if it opens, the general position I would like to move is that we demand more childcare and not only 50 spots. There are always demands, there is a list of hundreds. This letter is trying to get us into the conversation, while also trying to encourage more facilities.

Chris: Question, does anyone know anything about budgeting?

Craig: what we know is that it was closed down due to fire regulations by the fire Marshal and that the University had to close it. A new roof was added, approximately a hundred thousand dollars. We are struggling to get into contact.

MaryClair: To be clear, it was shut down by the fire Marshal and not Queens. There wasn't enough time to do the repairs and not enough money in the budget in March. That being said another location could have been provided.

Chair calls for comments.

Denys: Read the letter; there is language that I don't like and there is something missing. Equity concern that is not expressed in the letter.

“Many of our members are extremely disappointed”: extremely is not the right word to say and disappointment is more frustration. Can't speak to all of the membership.

\*Attach Denys Letter with updates (these updates are on the updated letter posted on the PSAC website)

Craig: Can we have the comments sent to MaryClair, general instead of in committee, to speed the process?

Leah: focus on the equity issues is important.

Craig: Equity, clarity.

Leah: burden falls on women.

Denys: Women drop out of PHD programs, because of the barriers. Success. Language, somewhere were Queens gives accessibility to people. Institutional like Queens proclamations, political opportunity to hold them to it. This is an equity concern, presumes that it poses a barrier to some people if there is no proper childcare. We can grant queens that there are large deferred maintenance, but they have the money to renovate other offices. This should be high on the list, even if the Marshal shut it down, there should be some protocol in process.

MaryClair: The member on SJC who is part of the childcare committee can't speak because it is confidential. We don't know how to bluntly say you have money to put towards this. We don't want to mess up the relationship that this member has with the childcare committee.

Leah: Can we put forth a motion to include gender equity words in the letter?

Chair calls for comments specific to the document.

Craig: Childcare negotiations, we have a much bigger issue. We don't need to back off as PSAC because we should be demanding free, safe, accessible childcare for everyone on campus not just these 50 spots. This is just the beginning of a much bigger campaign.

MaryClaire: Would like to have those spaces provided again.

(Insert name of member –sat beside Leah): Government subsidy is not accessible to everybody. There is a specific, they look at how many children, it isn't easy for students.

Travis Skippon: Feel like getting off track. Do we want this as the closing letter or childcare at Queens in general?

Craig: I don't see this. I see that this letter is very unspecific. It has to strongly suggest that we are strongly frustrated and disappointing, and this is very important for our issues so we have struck a childcare committee. There are childcare bursary that can be distributed.

Leah: Agree with Travis, but can be clarified so that it said something like: in light of this decision, we have struck a childcare committee and we attend to pursue this topic in

the future. In light of the response of our members and this decision, and the resonance it has with the greater Queens committee, we have struck a committee, it would be grateful if you could respond well before the end of term.

Denys: Is the social committee editing then resubmitting, or should we motion the letter?

Craig: We would like to bring this letter to the JUMC meeting this week. The point of today is so that we can create a letter to bring to the meeting.

Denys: Are we formally accepting specific language or is someone else approving the letter. I motion that we have Steward's sign and discuss language.

Chair calls for motion to have Steward's Council signature and to discuss the language now.

Chris; Will the social justice committee be able to change language after it is motioned?

**Motion:** Add Stewards council as the signatory and have a language done we will then modify version and put forward to the SJC.

Motioned by Denys

Seconded by Stéfy.

Motion Carries

Morgan: Can we motion to accept changes put forward by Leah and Denys?

Chair calls for discussion.

Denys: Replace second paragraph with paragraph that was provided.

Amendment Leah: Remove university line, second: Morgan

Discussion: none.

Motion Carries

Chair calls to motion: accept changes that has be proposed thus far in this meeting, included changes made by Denys, including the additional comments brought my Leah.

Motioned by Morgan, seconded by MaryClair

Discussion

Motion passed.

Craig: Like frustrated and disappointed. Frustrated just sounds frustrated, doesn't hold administration to a standard. Frustration is weak.

Chair: Would that fall under the gentle massaging?

Denys: you can add frustration to the failure, holds accountability.

Chair calls to accept these edits.

Chair calls motion to accept edits, bringing it to Social Justice Committee for gentle message (editing) and to bring to the administration at the JUMC meeting on Friday.

Motioned by Denys, seconded by Stéfy

Leah: Should we have PSAC 901? - YES

Chair calls for vote  
Motion Carries

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## 6. New Business – Committee Discussion and Hiring Committee

Denys: The bylaws say that there is a bylaw committee, social justice committee, and stewards council. How can Stewards get involved with the bylaw committee? Proposal about hiring if there is need for extra help, brought to the AGM?

To info Officer

Craig: Former info officer, the committee is chaired by the info officer, it is once a year before AGM.

Stéfy: Bylaw committee can be struck when there are bylaws that are felt need to be addressed. If there are issues that you notice, contact info officer about information. As soon as there is a meeting there will be info sent out.

Chair: Bylaw committee, once a year, look at the bylaw committee, what is the situation with the executives and the stewards community. This is how it should be worded, any member can be, send email to [info.psac901@gmail.com](mailto:info.psac901@gmail.com) about meetings. Grievance, not sure if it has been open because of the low number of grievances filed. Large burden to the co-chief steward.

Denys: Have you send a grievance to arbitrary?

Chair: Yes, but cannot comment more. Traditionally they have been handled in earlier situations.

Travis: I don't know if this is true or not, deciding or not if there is funding decided by the PSAC national.

Craig: We rely on them for information, but we defend the contract.

Chair: Early stages

Craig: Union can defend grievances on behalf of the member, without the member posing a grievance. We protect the CA.

Denys: pointing out, if there is concern, Stewards council be part of the hiring process, go through the budgeting committee. Planning research should start in January if they want to propose something for the AGM.

Craig: point of information. What is the hiring policy.

Chair: Clarification- Past exec have identified as an area of interest for the local, we should look into as we develop, young local, move forward, process more grievances, as people learn they come to us for information, may be more difficult for exec to respond and file all of these grievances in the proper way. Especially during exec turnover, full turnover, you don't get 12 months of experience. Idea, look into putting some funding into having someone as a union administrator who can work as a period of a time, instead of only a year. In may, someone who has to file a grievance learns from it from scratch. Employer has benefit, always has the same person, may be mistake. someone with more history can identify the mistakes before going forward.

Denys: distinction of the political role, versus the technical aspect, legal administrative role that grad students may not be prepared to administer continuity of services. Has some number of staff employed by the local. General administrator working CUPE. Seen potential. Motion, that this is suggested on the agenda, a motion to strike a hiring committee.

Craig: Needs a larger discussion with the group. Discussion hasn't been forwarded to the members through the newsletter. Awareness shared democratically. Getting a bigger audience. Needs more clarification.

Denys: Think that there is a need there, appropriate way is to strike a committee, that will get memberships involved,.

Craig: Put call to the members first, to put a meeting. How can we bring this to the general membership at a meeting. There may be other ways of achieving this with a more democratic process. Way to start, write something to the membership what the intents of this are. Better understanding, shared across campus than just this meeting.

Chris: How do we establish who is responsible. Elect people to look into it further, with more answers.

Craig: Make a presentation, good start.

Denys: Send a paragraph to attach to the agenda.

Leknath: A paper, he wrote about queens university, bureaucracy, number of 7% this has, but the same amount of work. Student increase 5%, staff, 9%' but faculty decreased by

5.4%, they are not hiring faculty but hiring more bureaucracy. Chemistry department, 37 custodians laid off, waste collection. Not sure of how legit the statistics are but good to think about.

Leah: We could post articles like this on the Facebook group.

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Motion to adjourn, by Denys, seconded by Stéfy

Motion Carries