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# Public Service Alliance of Canada Local 901

The Union of Teaching Assistants, Teaching Fellows, Postdoctoral Scholars, and Research Assistants at Queen's University in Kingston, Ontario

## 2020 Special General Meeting

Wednesday, January 22, 2020

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# 2019 Annual General Meeting Agenda

Wednesday, January 22, 2020  
Location: Robert Sutherland Hall 202, 6:00pm

## Agenda:

1. Information Officer Checks Quorum
2. Approval of Agenda
3. Approval of Minutes
4. Executive Reports
5. Budget Report
6. PSAC Ontario Convention Resolutions
7. PSAC Ontario Convention Election of Delegates
8. Election of Vice-President Postdoctoral Scholars
9. Election of Postdoctoral Scholars Bargaining Committee
10. New Business

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## Bourinot's Rules at a Glance

To Do This:	You Say This:	May Interrupt the Speaker?	You Must be Seconded?	Is the Motion Debatable?	Is the Motion Amendable?	What Majority is Required?
Move a Motion	I move...	No	Yes	Yes	Yes	Majority
Change a motion (You may not merely amend to negate)	I move that the motion be amended to read...	No	Yes	Yes	Yes	Majority
End debate on a motion	1) I call the question 2) I move that council proceed to the next order of business	1) No 2) No	1) Yes 2) Yes	1) Yes 2) No	1) No 2) No	1) Motions on which questions called will be debated at the next meeting if the motion fails 2) Majority
Consider something out of its scheduled order	I move the agenda be amended in order to deal with the following item...	No	Yes	No	No	Majority
Have a motion studied more before voting on it	I move that the motion be referred to...	No	Yes	Yes	Yes	Majority
Postpone further discussion on a motion until a more desirable/appropriate time	I move that the motion be deferred until ... (a specified time or indefinitely)	No	Yes	Yes - only to time	Yes	Majority
Postpone consideration of a motion so that more urgent business can be attended to	I move that the motion be tabled. (Consideration of motion may resume upon motion that the matter be taken from the table.)	No	Yes	Yes	No	Majority
Raise a matter previously deferred (if at a different time from when was decided)	I move that the motion about _____ previously deferred, be considered at this time.	No	Yes	No	No	Majority
Raise a matter previously tabled	I move that the motion about ... be lifted from the table	No	Yes	No	No	Majority
Reconsider a motion that has failed	I move that the motion about ... be reconsidered at the next meeting. (Written notice of motion must then be provided, advising that the matter will be readdressed at the next meeting.)	No	Yes	Yes	No	2/3 Majority
Object to something which prevents your continued participation (e.g. excessive noise)	Point of Privilege	Yes	No	No	No	No vote taken; chair rules.
Seek clarification from the previous speaker	Point of Information	Yes, if urgent	No	No	No	No vote taken; chair rules.
Overturn the ruling of the chair	I challenge the chair on ...	Yes	Yes	Yes	No	Majority
Enquire about procedure or consequences	Point of Order	Yes	No	Yes, only on the point	No	No vote taken; chair rules.
Object to incorrect procedure being used	Point of Order	Yes	No	Yes, only on the point	No	No vote taken; chair rules.

## **President's Report**

*Stephanie Mcknight*

### President's Report

Dear PSAC Local 901 members,

Happy New Year! Welcome new and returning members. We are happy to see campus full again.

This last semester was filled with events, demonstrations, mobilization, and strikes. Unions across Ontario, Canada, and Worldwide have been very active, and I am thankful for all of the Local 901 member engagement over the last few months. Our membership is made strong of many types of members, international and domestic. The solidarity that has been extended nationally and internationally over the last semester has been inspiring. We thank all of our members for their constant engagement.

This semester is starting off strong. We are preparing for the next round of Unit 2 Postdoctoral Scholars bargaining. The Unit 2 Collective Agreement expires in June. It is now the time to share your ideas, thoughts, and concerns with your Executive.

I am also happy to announce that our wonderful Equity Officer Rohit Revi was the recipient of the Kingston District Labour Councils Rising Star Award for his contribution to local union activism!

Moreover, we will be electing interested members to participate in the 2020 PSAC Ontario Regional Convention May 20-31. If you are interested in representing Local 901 at this convention, please attend our full SGM meeting Wednesday, January 22nd at 6:00pm. All interested members in good standing may run for delegate on the floor, and be elected by members in attendance. The PSAC Ontario Regional Conventions is a where unions across Ontario join to pass resolutions that impact the ways we function collectively, or mobilize. Past resolutions brought to conventions by PSAC Local 901 include gender neutral language and resolutions regarding the precocity of academic directly chartered locals.

We are sad to announce that our Vice-President Postdoctoral Scholars Prashant Agrawal has resigned from his position. The Local 901 Executive would like to thank him for his service. We will be electing a new Vice-President Postdoctoral Scholars at our next Special General Meeting, January 22nd. If you are interested in nominating yourself for this position, please send an email to [info.officer@psac901.org](mailto:info.officer@psac901.org).

On January 14th at 7:00pm, representatives of PSAC Local 901 joined the Kingston Area Council in a vigil honoring the victims of the PS752 plane crash. PSAC Local 901 would like to extend their condolences to the family, faculty, and colleagues of Amir Moradi, a third year Undergraduate student at Queen's University. We would also like to extend our support and solidarity to our sibling locals PSAC Local 555 and Local 610, whom lost several graduate students and PSAC members. Our sympathy and hearts are with

our colleagues and the victims' families during this time. If you are a member who needs support, please do not hesitate to contact us. Members of 901 interact daily with

Undergraduate students, therefore it is important that we extend our solidarity and care to those around us in this troubling time.

It is important that we continue to work in solidarity with one another, and acknowledge that we work better together, than against. I am thankful for all of the solidarity, mobilization, and organizing initiated by our colleagues, especially from our Social Justice Committee, Iranian members, and the broader community. Events like these should bring us closer together. We all need reciprocity and care.

The upcoming months will include bargaining, mobilization, events, and further opportunities for solidarity and social advancement. I hope to see you out to our events and demonstrations, as they arise.

As always, I am available to chat and be a resource for you if needed.

I wish you all the best - in solidarity,

Stéphanie McKnight (Stéfy)

President, PSAC Local 901

## **Vice President Community Relations**

*Doug Yearwood*

Over the fall semester, in my capacity as Vice President Community Relations, I have worked hard to get our local more embedded in labour organizing. With regard to our local's involvement in organized labour, we have been active participants within Public Service Alliance of Canada's Kingston Area Council, Kingston District and Labour Council, and Queen's Unity Council. Notably, I have been involved in developing PSAC Kingston Area Council's strategy to engage with the federal and provincial government's privatization and austerity policies. Our local has also been extremely committed to helping those who have faced lock outs and those who have gone on strike. I know that the employees of Something Special Children's Centre appreciated our support on the picket line during those cold days, and the Petawawa Cleaners and Kingston Commissionaires are thankful for how deeply involved our local was in supporting their struggle during their strike. Our involvement has not gone unnoticed, and in the coming months I look forward to building even deeper ties to these groups.

In terms of getting involved in social and political activism outside of labour organizing, I have had a hand in developing the Katarokwi Union of Tenants—a group dedicated to improving the state of housing and rental tenure in Kingston—and have attended protests and events centred around the principles of humanity and justice. Additionally, towards the end of the fall term, our local's Political Action Committee (PAC) decided to focus on organizing and raising awareness about austerity, graduate student tuition fees, and climate change in the coming months. Perhaps most importantly, in conjunction with the Social Justice Committee and to emphasize the importance of decolonizing Queen's, the PAC have also committed to organizing an event later this semester that will provide decolonial training to interested members.

- Doug Yearwood

### **Information Officer Report**

*Basil Southey*

In addition to handling emails and social media for the Local, I have also been chair of the Labour Scholarship Committee. We received a number of excellent research proposals which were independently ranked by committee members. We will be announcing the winner shortly so stay tuned! I would also like to reiterate that if you have any suggestions for how I can better serve the Local in my position I encourage you to email me any time.

### **Treasurer/Budget Report**

*Marshall Timmermans*

I as your Treasurer have been working with the executive team to ensure that your dues payments are hard at work representing you at the University. So far this academic year I have been working with the executive team and our Office Manager Emily Boehmer to keep the local's finances running smoothly and ensure that we are able to bring you events and initiatives that advance your interests.

Last semester we analyzed spending patters for the local over the last several years and found some good news. We as a local have historically been underestimating the number of dues-paying members we have in terms of our budgeting process and so have acquired a substantial cash surplus. This means that in the future we will be able to provide more services and events for you and improve the quality of our advocacy for you. At our Special General Meeting in November members also approved a revised budget for 2019-2020 that reflects the higher income level that we have identified.

Over the next few months the I and executive will consult with members to determine how to best go about dealing with our cash surplus and develop a strategy for more accurately forecasting our income and dues payments for future years budgets.

-Marshall Timmermans

### **Co-Chief Stewards and Stewards' Council Report**

*Morgan Oddie & Yam Gotame*

Stewards are vital to the functioning of the union. In the Fall, we met as a council to oversee the election of a new Chief Returning Officer and Scholarship Coordinator, make recommendations for the Union Structure Committee, recruit new departmental stewards to increase member representation, supported initiatives to improve member engagement, and started writing resolutions for the upcoming PSAC Ontario Convention. We also passed a motion that provides an honorarium to new stewards! If you want to get involved in Stewards Council, or if you have any questions about workplace issues or grievances, contact Morgan Oddie [chiefsteward@psac901.org](mailto:chiefsteward@psac901.org) and Yam Gotame [chiefsteward2@psac901.org](mailto:chiefsteward2@psac901.org). This semester's Stewards' Council meetings are February 11 & March 18.

## **Vice-President Research Assistants**

*Hannah Hunter*

I was overjoyed to be elected to the Vice President Research Assistant position in October. Since coming into the role, I have spent time coming to understand my duties, the union, and the issues that need addressing for RAs at Queen's. Since RAs are newly unionised under Unit 1, there is critical work to be done to mobilise and inform this workforce in order to make sure they are best represented and protected. As such, on top of responding to the concerns of members who have contacted me, I ran an open feedback social in November where I spoke to members about their concerns and priorities. Going forward, I plan to gather feedback from a larger sample of the membership through online communications, recruit individuals to form an RA committee, and hold more social events in order to strengthen the membership network. A significant project for this semester will be to expand time-tracking resources to reflect the needs of RAs. My overarching goal is to ensure that RAs at Queen's find PSAC 901 to be truly enriching to their employment, not only through protection and information, but also through the presence of an accessible, supportive student-worker community.

With warm wishes,  
Hannah Hunter

## **Equity Officer Report**

*Rohit Revi*

Executive Report  
Equity Officer  
PSAC Local 901

Over this year, I have largely focussed on programming events that support our international student-workers and providing our local's solidarity towards various actions organized by our allies in and around campus. The Social Justice Committee has been meeting regularly in this period and we have some exciting developments in the pipeline. Here are details about events organized and events to come:

Events Organized:

1. Bake Sale fundraiser in solidarity with PSAC Local 818, organized by a member of our Social Justice Committee – Gaye Onurer.

## 2. Panels on International Politics:

**17<sup>th</sup> October 2019**

### **Stop Turkish Invasion of Northern Syria (Rojava)**

Speakers: Dr. Ariel Salzmann, Dr. Abbas Vali

Activists from Rojava (via Skype): Sevinaz Evdike, Ossamah Mohammad, Salih Muslim Mohammed

**1<sup>st</sup> November 2019**

### **Chilean Uprising: It's not about 30 Pesos, It's about 30 Years**

Speakers: Gabriela Castillo Raga, Jose Luis Proboste Setz, Nathalia Santos

**15<sup>th</sup> November 2019**

### **Kashmir: Stand with the Kashmiri Right to Self-Determination**

Speaker: Dr. Idrisa Pandit

**22<sup>nd</sup> November 2019**

### **Bolivia : Stand in Condemnation of the Coup**

Speakers: Dr. Diana Cordoba and Dr. Vijay Prashad

**29<sup>th</sup> November 2019**

### **Error 404 Democracy Not Found: Digital Technology, Social Movements and Resistance in Our Times**

Speaker: Raziel Miranda

## 3. International Graduate Student Townhall - 4<sup>th</sup> November 2019 (in collaboration with SGPS).

### **Upcoming:**

The Social Justice Committee is in the process of launching a Climate Action working group within the local, to reinvigorate our commitment to climate justice. The first meeting was held on January 17<sup>th</sup>. We hope to develop this platform in the coming weeks. All members interested in organizing events/panels/actions/research into questions surrounding climate justice, environmental racism and sustainability are requested to get in touch with me at [equity.psac901@gmail.com](mailto:equity.psac901@gmail.com).

In the last Social Justice Committee meeting of 2019, we also decided to launch a blog-space within the 901 website, where our members can publish their thoughts on social, political, cultural and/or economic issues. This space can also serve to document the various events we host – potentially also in audiovisual formats. This plan is likely to be realized in this term.

### **Childcare Bursary:**

We have been able to successfully administer the Childcare Bursary for the Winter 2018 term as well as the Summer 2019 terms. I would like to mention and thank the excellent work done by our office staff Emily Boehmer on this.



## Occupational Health and Safety Report

*Christina Frendo*

In addition to performing inspections that ensure you have a safe workspace, the Health and Safety Committee for PSAC 901 also advocates for a safer and healthier workplace for everyone. Last term, we heard concerns from our members about accessibility issues to evacuation routes, and that is an issue that will be a main focus for our committee this year. We are committed to working with other groups to find solutions that suite our members' needs. In addition, we are following up on ongoing safety issues that our members have reported in several buildings to ensure that the matters are dealt with by the University. We will continue to advocate for you throughout the year and are ready to hear any questions or concerns you may have as they arise.

Have a safe and healthy term!  
Christina Frendo

## Budget Report

	May 1, '19 - Jan 15, 20	Budget	\$ Over Budget
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
Benefits Package	0.00	0.00	0.00
Executive Service	0.00	52,270.00	-52,270.00
Health and Safety	0.00	11,500.00	-11,500.00
Interest acct 1	29.98	100.00	-70.02
Membership Dues	1,207.03	132,060.00	-130,852.97
* Other Income	6,710.00	0.00	6,710.00
Special Levy	0.00	17,500.00	-17,500.00
Unit 1 Interest acct 5	0.00	50.00	-50.00
Unit 2 Interest acct 3	9.19	50.00	-40.81
<b>Total Income</b>	<b>7,956.20</b>	<b>213,530.00</b>	<b>-205,573.80</b>
<b>Expense</b>			
<b>Benefits and Bursaries</b>			
Child Care Bursary	5,900.00	23,000.00	-17,100.00
<b>Total Benefits and Bursaries</b>	<b>5,900.00</b>	<b>23,000.00</b>	<b>-17,100.00</b>
<b>Business Expenses General</b>			
Audit and Accounting	122.04	3,000.00	-2,877.96
Bank Charges	107.50	100.00	7.50
Capital Expenditures	0.00	1,000.00	-1,000.00

Donations	1,320.00	1,500.00	-180.00
Executive Service	43,020.00	60,360.00	-17,340.00
General Meeting Expenses	749.49	1,500.00	-750.51
Honoraria	0.00	0.00	0.00
Orientation Advertisement	0.00	1,200.00	-1,200.00
Photocopy & General Advertising	1,743.73	750.00	993.73
Staff Member Salary	18,872.52	33,200.00	-14,327.48
Business Expenses General - Other	0.00	0.00	0.00
<b>Total Business Expenses General</b>	<b>65,935.28</b>	<b>102,610.00</b>	<b>-36,674.72</b>
<b>Dues and Affiliation Fees</b>			
Kingston District Labour Council	0.00	4,500.00	-4,500.00
Other	225.00	100.00	125.00
Transportation to Council Mtngs	0.00	300.00	-300.00
<b>Total Dues and Affiliation Fees</b>	<b>225.00</b>	<b>4,900.00</b>	<b>-4,675.00</b>
<b>Office</b>			
Membership software	-7.50	1,850.00	-1,857.50
Office Contingency	5.41	100.00	-94.59
Office Equipment	0.00	500.00	-500.00
Supplies	913.70	2,100.00	-1,186.30
Telecommunications	0.00	0.00	0.00
Website Hosting	305.10	350.00	-44.90
Office - Other	0.00	0.00	0.00
<b>Total Office</b>	<b>1,216.71</b>	<b>4,900.00</b>	<b>-3,683.29</b>
<b>Projects and Committees</b>			
Events and Networking	2,368.21	5,000.00	-2,631.79
Flying Squad	469.88	1,000.00	-530.12
Gen. Committee Campaigns & Pub.	1,238.57	1,800.00	-561.43
Grad Club Membership	0.00	2,000.00	-2,000.00
Health and Safety Committee	5,929.84	11,500.00	-5,570.16
Labour History&Arts Scholarship	0.00	2,500.00	-2,500.00
Orientation and Outreach	645.22	3,000.00	-2,354.78
Postdoc Bargaining Team	0.00	0.00	0.00
Postdoc Committee	1,594.48	8,000.00	-6,405.52
RA Committee	1,722.71	5,000.00	-3,277.29
Social Justice Committee	508.61	3,000.00	-2,491.39
Stewards Network	2,317.31	4,000.00	-1,682.69
Website Maintenance	0.00	500.00	-500.00
<b>Total Projects and Committees</b>	<b>16,794.83</b>	<b>47,300.00</b>	<b>-30,505.17</b>
<b>Special Funds</b>			
<b>Total Special Funds</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Travel and Training</b>			
Conferences	125.00	2,000.00	-1,875.00
* Per diem	6,777.00	2,000.00	4,777.00
* Training	2,275.52	2,000.00	275.52

Transportation	397.44	2,000.00	-1,602.56
<b>Total Travel and Training</b>	<b>9,574.96</b>	<b>8,000.00</b>	<b>1,574.96</b>
Uncategorized Expenses	0.00	0.00	0.00
<b>Total Expense</b>	<b>99,646.78</b>	<b>190,710.00</b>	<b>-91,063.22</b>
Net Ordinary Income	-91,690.58	22,820.00	-114,510.58
Other Income/Expense			
Other Expense			
Ask My Accountant	0.00	0.00	0.00
<b>Total Other Expense</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Net Other Income	0.00	0.00	0.00
<b>Net Income</b>	<b>-91,690.58</b>	<b>22,820.00</b>	<b>-114,510.58</b>

\* #10,65,66 Other income line item includes \$6,666.00 reimbursement from Regional for training costs associated with line items Per Diem and Training.

### Resolution Drafts PSAC 2020 Ontario Convention

**Title: Regional Office Childcare**

**Problem:**

Many members of the PSAC community have children and struggle with the cost of childcare or are placed on long waitlist. Without affordable childcare and access to childcare centres, our members cannot fully participate in PSAC events and meetings. Member engagement is essential in mobilization and solidarity. This is an equity issue.

**Solution:**

PSAC regional offices hire or contract local childcare facilities or caretakers to provide on-site childcare at PSAC events and member meetings to ensure equity and the capacity for full member participation.

**Title: Ensuring Meeting Accessibility Through Allowing Dependent Attendance**

**Concern:**

Many members of the PSAC community have children/and or other dependants and struggle with the cost of child, elder and other dependent care or are placed on long waitlist. Without

affordable care and access to care centres, our members cannot fully participate in PSAC events and meetings. Member engagement is essential in mobilization and solidarity. This is an equity issue.

**Solution:**

When hosting events and meetings, PSAC allow any dependents of members to attend these meetings to ensure equal accessibility of the space for all members. Meeting rooms and event spaces will be accommodating to dependents as needed.

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**Title: Increase Organizing Capacity**

**Problem:**

Organizing is what allows our union to grow and is especially important given the economic shifts that has been increasing precarious work. Currently, PSAC Ontario only has 1 full-time organizer, which is not enough to maintain the focus on continuing to organize new members.

**Solution:**

PSAC Ontario commits to hiring another full-time organizer to continue to build our union and help positively affect broader labour union density as well as our membership specifically.

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**Title: Transgender & Non-Binary Bargaining Rights Working Group**

**Problem:**

Transgender (gender identity different than sex assigned at birth) and non-binary (gender expression is not man or woman) members face increased levels harassment, discrimination and exclusion in the workplace. This is a barrier to equal opportunities and treatment in employment.

**Solution:**

PSAC form a working group led by LGBTQ+ members that produces resources for bargaining for rights specific to gender diversity that specifically include trans and non-binary members.

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**Title: Respecting Gender Identity in Meetings**

**Problem:**

There is a practice of referring to delegates as “brother” or “sister” when they approach the microphone. This practice assumes the gender of delegates, infringing on their gender identity rights.

**Solution:**

In the interest of respecting the inclusion of all members and acknowledging the gender diversity of our membership, Chairs of all PSAC meetings refrain from assuming the gender identity of members speaking at the microphone.

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**Title: Dependent Care Compensation**

**Problem:**

Many PSAC members are responsible for the care of dependents aside from children. Mirroring the large strides PSAC has made in equity for childcare, there still needs to be efforts made for the care of other dependents.

**Solution:**

PSAC offset the costs of dependent care beyond children under the age of 18 to include other dependents, including elders and family members with disabilities as needed for members to participate in PSAC meetings, conventions, and events.

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**Public Service Alliance of Canada Local 901** represents approximately 2000 Teaching Assistants, Teaching Fellows, Postdoctoral Scholars, and Research Assistants at Queen’s University in Kingston, Ontario.

Visit [www.psic901.org](http://www.psic901.org) or contact [info@psac901.org](mailto:info@psac901.org) for more information.

