**PSAC Local 901 Special General Meeting Minutes**  
Monday, February 27th at 6:00pm, Kingston Hall Room 101

Moderator: Stephen

Minutes: JR

**1. Call to Order**  
Quorum: 22 (quorum met)

**2. Read PSAC Local 901 Equity Statement (Tamara)**

**3. Approval of Agenda**

Motion: Lesley

Second: Yagya

Carried

**4. Approval of Minutes from previous SGM**

Motion: Stefy

Second: Lesley

Carried

**5. Unit 1 Bargaining Update (Craig)**

Survey: It was emailed to the entire membership today. It is a 20-minute survey designed by Theresa (Bargaining Assistant) in conjunction with the Bargaining Committee. PSAC National Legal team approved the survey. Post-survey, members will vote on priorities at the AGM. Bargaining proposals will be developed based on those priorities. Over 100 members filled it out in the first 2 hours already.

Draw: There will be a $500 draw for willing participants. The winner will be drawn at AGM on March 30. Exclusions from the draw: Executive Committee, Bargaining Committee, Mobilizers, and Staff.

Mobilizers: Hired to help with outreach and work with stewards until March 20th. Networking will be done department-by-department. They will reach out to department student council representative and set up departmental meetings, emails, or whatever is appropriate for that department. Tabling will be done to reach out to our members and increase our presence on campus. Tables will include refreshments, information, and postcards with survey information.

Banner: A new banner will be made to set up with the tables. Banner design #3 voted as favourite by the membership (informal vote).

Discussion on the banner:

-Emma: Add DCL of PSAC to the banner?

-Stephen: Keeping equity language on the banner is important.

-Tamara: It needs to be focused and simple to draw people in.

-Various members: Add language about paid training and benefits.

Stefy: Quorum Lost, 18 members (6:27pm)

**6. Unit 2 Bargaining Update (Tamara)**

Last conciliation on February 13 resulted in a tentative agreement with the Employer. The most important item was wage thresholds. Other important issues are childcare benefits, access to campus health care, vacation days. After contract is ratified, the details will be disclosed. The ratification vote is set for March 13-15, 2017.

**7. Election Delegates for the 2017 PSAC Ontario Convention (May 26 – 28 in Toronto)**

Stephen: No quorum, so we will see who wants to go and send details to the Executive and Bylaw Committee to deal with.

Craig: There is a budget line item for 6 members to attend the PSAC ON Convention. PSAC ON will subsidize some of the funding ($500 per delegate) after delegate information is confirmed and sent.

Call for members to attend: John Rose (Geography), Lesley Jamieson (Philosophy), Loretta Idowu (Chemical Engineering), John Haffner (Geography), Stéfy McKnight (Cultural Studies); Morgan Oddie (Cultural Studies, alternate)

Motion to approve candidates as delegates to PSAC Ontario Convention

Motion: Yagya

Second: Abbie

Carried, unanimous

Resolutions: Passed by the three Ontario PSAC academic locals at the Academic Retreat last year (locals 610 at Western, 555 at UOIT, and 901 at Queen’s). See Appendix 1 below for resolution details.

Resolution #1: DCL Representation on the Social Justice Fund Board

Motion: Craig

Second: Stéfy

Carried

Resolution #2: Tri-Annual National DCL Conference

Motion: Yaga

Second: Abbie

Carried

Resolution #3: Tri Annual National Academic Sector Conference

Motion: Tamara

Second: Marshall

Carried

Resolution #4: Gender Neutral Language in Addresses

Motion: Emma

Second: Marshall

Carried

Resolution #5: Fair Terms of Office for Elected Positions

Motion: Yagya

Second: Tamara

Carried

Resolution #6: International Workers’ Day (May 1st) Participation

Motion: Lesley

Second: Abbie

Carried

Resolution #7: Funding match for Ontario PSAC Labour Arts and Culture Scholarship

Motion: JR

Second: Marshall

Carried

8. Election Delegates for the Canadian Labour Congress Convention (May 8-12 in Toronto)

Costs would come out of next year’s budget, with no subsidization from the CLC. The deadline to submit delegates is April 7, so we could motion to move until the AGM on March 30th.

Suggestion would be to send 2 delegates at a cost of about $3000.

Marshall: What would we get out of this conferences?

Lesley: Labour councils have submitted resolutions re: CLC funding clean water initiatives for Indigenous communities, national campaign related to labour standards (e.g like Make it Fair). It’s about allocation of political initiatives of CLC in the coming years.

Emma: Are locals and Labour councils both involved?

Craig: Yes. It’s more about shaping general attitude and direction of labour movement.

Abbie: To what extend are academic unions represented already? Do academic locals send delegates?

Craig: PSAC traditionally does not, but CAUT, OCUFA, FPSE, traditionally send delegates.

Informal vote indicates the membership would like to move discussion of CLC participation to the AGM in March.

9. Election Union Structure Staffing Committee (as per recommendations from the 2016 AGM)

Last year there was a Union Structure Committee to assess the need for a staff employee. We need another committee to look at recommendations about union structure going forward, including having full-time staff, Executive honoraria, among other issues.

Craig will chair the committee.

Call for committee members: Marshall, JR, Silja, Tamara, Loretta

10. Budget Update (Motion to move funds – see the 2016-2017 budget [here](http://psac901.org/budget-committee/" \t "_blank))

This is related to the mobile time tracker. It will be tabled for the AGM in March.

11. Other Business – OFL’s Make it Fair postcard campaign

Lesley: Make if Fair campaign is looking to address Ontario’s labour legislation to help workers (low-wage, part-time, temporary jobs). Postcards to sign to send to the legislature.

12. Meeting Adjourn

Adjournment called (no motion necessary).

**Appendix 1**

**PSAC Ontario Convention Resolutions as voted at PSAC Ontario Academic Retreat, 2016 (PSAC locals 901, 610, and 555)**

Resolution #1: DCL representation on the Social Justice Fund Board”

Whereas PSAC supports a culture of inclusion;

Whereas PSAC has a Social Justice Fund, which is steered by a board

without representation from any DCLs;

Be it resolved that the Social Justice Fund Board include a designated seat

for an AEC member.

Resolution #2: Tri-Annual National DCL Conference

Whereas PSAC promotes and represents solidarity;

Whereas all DCLs share political issues;

Whereas all DCLs need a forum to discuss our shared issues and support

one another;

Be it resolved that PSAC National fund a National DCL Conference.

Be it further resolved that DCLs organize and plan the DCL Conference.

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Resolution #3: Tri-annual National Academic Sector Conference

Whereas PSAC promotes and represents solidarity;

Whereas all Academic DCLs share political issues;

Whereas all Academic DCL’s need a forum to discuss our shared issues and

support one another;

Whereas the DCL Academic Sector is the fastest growing sector within the

PSAC;

Whereas Academic Workers have precarious and atypical working

conditions that require a venue to discuss.

Be it resolved that PSAC National fund a National Academic DCL

Conference.

Be it further resolved that Academic DCL’s organize and plan the Academic

DCL Conference.

Resolution #4: Gender Neutral Language in Personal And Public

Address

Whereas the labour movement has historically been responsible for lifting up

the struggle for equality and;

Whereas Public Service Alliance of Canada (hereafter PSAC) is committed

to promoting and embodying, an inclusive and non-discriminatory society,

and;

Whereas the designations “brother” and “sister” once captured a sentiment

of inclusive identity, today we recognize a far greater diversity in gender

expression and identity;

Whereas “gender expression” has recently been added (2012) to

supplement “gender Identity” in the existing grounds for discrimination under

the Ontario Human Rights Code;

Be it resolved that the PSAC will retire the public use of the designations

“brother” and sister” in the singular or plural form. PSAC will consider these

designations as inappropriate in the discharge of all PSAC’s public business.

Be it further resolved that individual members will be actively discouraged

from the use of said designations in customary greetings.

Be it further resolved that in extension to the aforementioned retirement of

the designations “brother” and “sister”, that alternate forms of personal and

collective address be determined, such as “Friends and Allies”, which satisfy

the terms of inclusive language in the present context.

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Resolution #5: Fair Terms of Office for Elected Positions

Whereas current terms of office are discriminatory towards precarious

atypical workers who are on short-term contracts;

Be it resolved that anyone voted or acclaimed to hold an elected PSAC

office shall be able to hold the term of said office for the full term regardless

of employment status.

Be it further resolved that if chosen by the membership to be a delegate to

fulfill a mandate, delegate status will remain regardless of employment

status.

Resolution #6: International Workers’ Day (May 1st) Participation

Whereas PSAC currently supports the September Labour Day political

action events.

Whereas PSAC is a voice of Labour in our communities.

Whereas many PSAC Locals currently promote and participate in

“International Workers’ Day”;

Be it resolved that PSAC promotes and participates in local “International

Workers’ Day (May 1st) events and activities.

Resolution #7: Funding match for the Ontario PSAC Labour Arts and

Culture Scholarship

Whereas PSAC promotes the advancement of Labour Arts and Culture;

Whereas PSAC promotes membership involvement and development;

Be it resolved that Ontario PSAC match the Ontario DCL Academic Sector

(DCL 555, DCL 901, DCL 610) scholarship of $3000.00. By contributing

$3000.00 to the Ontario PSAC DCL Academic Sector Scholarship Fund for

Labour Arts and Culture.