



**PSAC 901
ANNUAL GENERAL MEETING
MARCH 27th, 2014 5:00pm
JEFFREY HALL 126**

Chair: David Thompson, History

Complete agenda, with full text of all motions, can be found here:

<http://www.pzac901.org/2014/03/2014-annual-general-meeting-agenda/>

Before the meeting begins, Denise Stockley from the Centre for Teaching and Learning gives a presentation on the activities of the CTL. PSAC 901's sessions during Orientation have been highly rated. You can register for events on the CTL website.

The CTL can always be contacted at ctl@queensu.ca. Have a course in mind? They can help develop it. If want to do research on higher learning, they have materials. They can give one-on-one, confidential, consultations when you want to develop a teaching dossier or are applying for a faculty position. Many present at this AGM are in leadership roles, which is part of the program in teaching and learning certificate. Credentialing important. SGS 901 is another such opportunity.

Most CTL programs are open to all postdocs. If a program says "grad students," also open to postdocs and undergrad TAs.

David Thompson introduces himself. Exec and postdoc chairs introduces themselves also.

1. Quorum Check

We have quorum. Dinah Jansen, History/Doulton Wiltshire, School of Business motion to accept quorum check. Carries.

2. Adoption of the Agenda

Erin Clow, Political Studies/Krystle Maki, Sociology move to adopt. Carries.

3. Approval of October 3rd General Meeting Minutes

Alex David-Uraz, Physics/Alison Fraser, Art History move to approve minutes. Carries.

4. Executive Reports

Exec reports were posted online along with the agenda. Additions:

Doulton (President): Quickly: Queen's is developing alternative pension structures, which is relevant to PDFs. PDF agreement one of strongest in the country. I am investigating ways to get a staff card or something for TA/TFs for \$5 Friday in cafeteria. I am also investigating clawbacks for PDFs. I renegotiated the union's Service Agreement [with PSAC] to externalize costs for training. We have national support for training.

John Rose, Geography (Co-Chief Steward): Overpayment of wages has been an issue: check your paystub. Employer admits problems with pay errors. As I say every year, read collective agreement. Can take courage to see the union, but I encourage you to do so.

Alex (Co-Chief Steward): My main mandate is chairing Stewards' Council. I have expanded that council and ensured participation. The Council is important to receive feedback from members. If you don't have a Steward in your department, please select one or see me.

Alison: How much workload is involved in being a Steward?

Alex: It's actually pretty flexible.

Dinah (Occupational Health and Safety Officer): Please give us a shout if something looks unsafe. If it looks unsafe, it probably is.

5. Motion on PSAC Staff on the Executive Committee

Moved: Doug Nesbitt, History/Chris Cochrane, Mechanical and Materials Engineering

Doug motivates: We have had in the past difficulties with administrative and other bodies with PSAC, our parent union. Issues and potential conflicts of interest arise from that. There is the question of financial compensation: Members who are elected receive a \$420 honorarium (which is low compared to equivalent positions), but staff position have greater financial rewards, and benefits. I want to open up a discussion with membership. This issue too important just to be dealt with by exec, must be solved by membership, and it is brought here in that spirit.

John: Good spirit, but there is a major flaw in the motion: the exemptions. The Bargaining Committee has exec on it, and there are lots of people in the service agreement. The motion is self-defeating.

Krystle: Have problems with the motion: I have had pay positions. Organizers excluded: that is part of PSAC's mandate. I have done organizing. Many people from exec are elected to these positions. It's important to acknowledge that.

Doulton: Organizers are part of the service level agreement. As it reads here organizers not affected.

Kathryn McDonald, History: Originally when this was put forth, interpretation was that organizers were affected. That's all in service level agreement. I imagine this motion was designed to prevent execs from taking upper echelon staff positions, but even the Regional Representative could be in the service level agreement. Lots of work to be done on this motion to improve it. I'm an organizer, and I've been on PSAC. I do manage to pay tuition and rent out of it. I'm going to be running for exec tonight even though I get paid more as an organizer, because I get something else out of it

Dinah: Need explicit language about organizers.

Alison: Appreciate spirit: and the attempt to be transparent about exec roles. I would like some language about greater transparency.

John: I move to refer this to the Bylaw Committee. [Dinah seconds].

Alison: How long until the membership has a chance to vote on it?

Doulton: At next GM, but that could be in a year.

Alison: I move to amend for timeline to next general meeting or the Fall. [Kathryn seconds].

Doug: I support this.

Alex: I don't want to constrain the next executive. I'd rather just trust the incoming exec.

Chris: Can we constrain an executive that doesn't exist?

James Macleod, Pathology: Point of order: Referring to committee, that's fine. It is not like tabling.

Amendment carries.

Alex: I call the question. [Gavin Heverly-Coulson, Chemistry, seconds]

Referral to Bylaw Committee carries.

6. Motion on proxy votes at General Meetings

Moved Matthew Scribner, English /Alison.

Matthew gives motivation but says that since the publishing of the agenda, we have received a memo from PSAC National that interprets the motion as unconstitutional.

In light of this, the Chair rules the motion out of order.

7. Motion to approve by-law changes as set out in Appendix A

Moved Matthew/Doulton

Matthew gives the outline of major changes as recorded in Appendix A, emphasizing changes regarding VP Postdoc. Notes the intended changes re declaring the Strike Fund as belonging to Unit 1 were removed in light of motion 8 on tonight's agenda. Thanks the Bylaw Committee for their work.

Alison: I propose friendly amendment to remove notice of the Community Relations committee wherever it appears. Alex seconds. Accepted as friendly.

Alex calls the question. Dinah seconds.

Carries.

8. Motion on Local Defense Fund and Special Levy

Doulton/Chris

Doulton: Strike fund sits at \$122,600 and change. Local defense fund is to be used in labour action, hire organizers; this is not the strike fund from national to pay people during strikes. We get the local defense fund from a direct levy. When PDFs ratified and joined the union, we believed that they could set their own fund, but now PSAC National believes that they can't. But we already have good cash, and union dues are a big issue for members and would-be union members.

Erin: Appreciate the spirit of the motion, my concern is that the optics at the bargaining table.

Matt: We could nuance the optics with a letter of explanation.

Travis Skippon, Mechanical and Materials Engineering: How much is the ideal amount?

Other member: What is the empirical justification for the number?

Dinah: This cut us off at the knees, where does "should be sufficient" come from?

Doulton: In comparing other academic locals: Western has \$50,000, despite being bigger than us. \$100,000 is less than we wanted, but acceptable.

Kathryn M: How long has it taken us to get the amount we have now?

Doulton: Since the inception of the union and dues, so 2 and ½ years

Alex: This will be a popular measure, good will translates into bargaining strength.

Krystle: I echo Erin, it's better to invest in our future members and not just think of ourselves.

Chris: So far it has been ignored that one of the drivers for this is that this special levy is forced upon postdocs, so better to take it away temporarily. How do we get it back again?

Doulton: A general meeting can vote it in again.

Gavin: What Chris was saying: was a little unfair that postdocs are paying this even though we didn't agree to it. Postdocs would generally be in favour of this motion: two years before bargaining. Build good will.

Dinah: What do postdocs think? Haven't seen any survey. Don't know for sure.

Alison: Postdocs did call a strike vote, and in light of that, it's not such a bad idea to have such a fund. Let's table it and arrange a survey.

Alex/Gavin so move.

Chris: Is a survey any more informative than here at the AGM?

Julian Chesterman, Chemical Engineering: The result of a survey would be forgone. Good will for all the membership. No sense tabling.

Alison: I would prefer to table this motion; a survey would probably reveal same information, but there is no consensus in this room as it stands. More time would be good.

Travis: Losing sight of what the motivation for the entire thing was. The fact that we don't know how they would vote is exactly why we are voting on this. The lack of information is why we are looking at this levy.

Motion to table fails.

Julian: The possibility of a strike position was one of the main concerns about a union coming in in the first place. But in my department, union dues are major concern.

Sean Patterson, Geography: We don't know what the optics are, so we do not have survey. We are making an assumption.

James: I can say that people in my department would like to see a removal of this levy.

Other member: I know that in Mech eng, every person is agreeable to this.

Kathryn M: Offer some insight on RAs: they would be foisted into this situation as well. I can say that 2.1% is not something they are happy with. But of course a higher strike fund gives us leverage in bargaining.

Alex: Can we adjust the cap in a different way?

Matthew: We can always add to it from the operations budget.

Karl Hardy, Cultural Studies; I move to amend to keep it at \$250,000 but reduce levy to .25. It will be easier to keep a lower levy than to remove it altogether.

Discussion about how to phrase this. Stephen Smith, History seconds the motion.

Julian: Postdocs: still didn't vote for .25; same will be true for RAs

Travis: I would re-iterate what was just said. Can't see how it's true that it's easier to reduce rather than abolish. Still needs a motion at GM.

James: How do we readjust later?

Doulton: We also have support from PSAC national and the Canadian Federation of Students if we go on strike.

Gavin: how long would it take to reach \$250,000, with postdocs contributing?

Doulton: 1 ½ years.

Karl: My conception was trying to think of the strike fund of \$100,000, that's not a consensus position. Going back after levy has been removed would be something different than renewing levy at .5%.

Amendment fails.

Alex: I propose a friendly amendment for the final sentence: "be suspended until which time it goes under \$100,000." Alison seconds.

Chris: It will go under \$100,000 on strike, will the levy be reintroduced only after the strike is finished?

Dinah: So dues only come off after we go back to work.

Amendment carries.

Motion carries as amended.

9. Financial Report

Doulton: Received more money than we were expecting. Gave SGPS \$20,000 extra based off a misunderstanding—we only received \$100,000 for this year. But we have extra funds in honoraria line due to resignations. We did not spend as much on conferences. Thus we are still balanced even with contribution to SGPS, and this won't be impacting future contributions.

Stephen: Bank charges seem high. Is there a cheaper bank?

Doulton: We actually didn't spend anything on that line. We work with Kingston Credit union. \$150 costs to issue cheques: that will be a cost with the new postdoc bank account.

Chris: What did flying squad spend \$200 on?

Doug: "Flying Squad" is an old labour term for a group of members who take action like visiting the picket line of another strike. I wanted to re-start it as a committee of interested members who wanted to involve themselves in labour actions in Kingston. In December the cuts to Canada Post were announced, so members established ties to CUPW and to other people in Kingston Labour Council.

Doulton: Still a month in current fiscal year, April. Any anticipated expenses are on there.

Julian: What happens with the surplus?

Doulton: We have an operational reserve, and we budget to contribute to that. We have very cyclical income; we only get a fraction in dues during the summer, that's four low months. The reserve is cashflow for those low months.

Discussion of typos in the report.

10. Motion on compensation for acting VP Postdocs

Doulton/Allison.

Doulton motivates, explaining that Gavin and Theresa Wiegert, Physics, have been acting as volunteer chairs of the postdoc committees and been doing great work. But since they were not elected at a meeting with formal quorum, we have not been compensating them.

Carries.

11. Motion to approve the proposed 2014-2015 budget

Doulton: The major difference is Unit 2. Some expenses are split 50/50, and some are split differently. They are paying for their VP postdoc at 13%, all the other exec positions are representing both units. We want to establish a childcare bursary; but we don't have a way to do those provisions yet. A vote for this budget is a mandate to exec to determine a way to administer those bursaries, and investigate whether we need to hire someone to administer.

Travis: Why the changes to committees, especially the increase to the Health and Safety Committee?

Doulton: That money comes directly from employer. We administer that item. Feeding committee members on other committees and Stewards' Council: it is not a heavy job, but still a time commitment. The Postdoc Committee has money to pay honoraria for those who take on special projects.

Chris: Remove line item for local defense fund, in light of motion 8 passing?

Doulton: We'll still get the levy for the next few months, so we will leave it in; it will just be smaller.

Dinah: We can also collect interest from it.

Doulton: That is in another line item.

Chris: What does the Grad Club Membership line mean?

Doulton: The Postdoc Committee decided on that. The Grad Club is considering extending its membership, and postdocs are not currently members. This will allow them to become members.

Dinah/Allison move to approve the budget for 2014-2015. Carries.

12. New Business

None at this time.

13. Election of the Chief Returning Officer

Krystle nominates Stephen Smith. Dinah seconds. No further nominations. Stephen acclaimed.

14. Nominations and Elections of the 2014-2015 PSAC 901 Executive Committee

Stephen explains the process for elections.

Ex-Officio Trustee

Matthew/Doulton nominate MaryAnne Laurico No further nominations. MaryAnne acclaimed.

Moderator

James/Julian nominate Eric Rapos, Computing

Alex/Alison nominate David Thompson; David declines.

Christine nominates John Rose: John declines.

Doulton/Kathryn M. nominate Alex, he accepts the nomination.

Eric and Alex give their platforms and experience.

Equity Officer

MaryClaire Pappas, Art History had submitted a nomination by the deadline.

Dinah/Hannah Johnson, Geography nominate Christine Grossutti, Geography: Christine declines.

No further nominations. MaryClaire acclaimed.

Information Officer

Craig Berggold, Cultural Studies (who joins the meeting via Skype) had submitted a nomination by the deadline.

No further nominations. Craig acclaimed.

Treasurer

Kathryn M/Dinah nominate Hannah Johnson.

No further nominations. Hannah acclaimed.

Occupational Health and Safety Officer

Dinah Jansen had submitted a nomination by the deadline.

No further nominations. Dinah acclaimed.

Co-Chief Steward

Kathryn McDonald, Chris Cochrane, and Travis Skippon all had submitted nominations by the deadline. No further nominations.

Vice-President Postdoctoral Fellows

Gavin Heverly-Coulson had submitted a nomination by the deadline.

No further nominations. Gavin acclaimed.

Vice-President Community Relations

John Rose had submitted a nomination by the deadline.

No further nominations. John acclaimed.

President

Doulton Wiltshire had submitted a nomination by the deadline.

No further nominations. Doulton acclaimed.

First round of voting for Moderator and Co-Chief Steward held. Alex elected Moderator and Kathryn M. elected with over 50% of the vote on first round.

Second round of voting held. Chris elected. There was some discussion on definition of spoiled ballots.

While the votes are being tallied during the second round, Matthew gives a short presentation on PSAC National's We Are All Affected campaign and passes out petition cards associated with that campaign.

Doulton/Alison move to destroy the ballots. Carries.

Doulton recites the PSAC Officer's pledge, and newly-elected officers repeat after her.

15. Adjournment

Motion carries.

Members present (Name/Department/Unit)

Abdou, Mohamed	Global Dev Studies	1
Abou El Atta, Pansee Hany	Film & Media	1
Akseer, Tabasum	School of Religion	1
Beswick, Lorne	History	1
Bridges, Terry	Faculty of Education General	1
Bjorge, Mikhail	History	1
Budd, Sarah Kathryn Martha	Art History	1
Carey, Jeffrey	Geography	1
Chesterman, Julian	Chemical Engineering	1
Christopherson, Kirsten	Art History	1
Clow, Erin	Political Studies	1
Cochrane, Chris	Mechanical and Materials Eng.	1
David-Uraz, Alexandre	Physics	1
Di, Sali	Mechanical and Materials Eng.	1
Dias-Abeygunawardena, Manoj	Faculty of Law	1
Earley, Sinead Kathleen	Geography	1
Fiori, Andrew	Mathematics & Statistics	2
Fraser, Alison	Art History	1
Grossutti, Christine	Geography	1
Halliwel-Macdonald, Emily	English	1
Hardy, Karl	Cultural Studies	1
Hastings, Amber	English	1
Hemsworth, Katie	Geography	1
Heverly-Coulson, Gavin	Chemistry	2
Hurst, Katryn Elizabeth	Faculty of Education General	1
Jansen, Dinah	History	1
Johannsen, Kyle	Philosophy	1
Johnson, Hannah	Geography	1

Long, Fei	Mechanical and Materials Eng.	1
Maki, Krystle	Sociology	1
Masoodi, Mohammed	Sociology	1
MacLeod, James	Pathology & Molecular Med.	1
McDonald, Kathryn	History	1
Mensing, Carolyn Klaske	Art History	1
Nesbitt, Doug	History	1
Patterson, Sean	Geography	1
Pappas, MaryClaire	Art History	1
Radcliffe, Ashley	History	1
Rapos, Eric	School of Computing	1
Rose, John	Geography	1
Scott, Hayley	Mechanical and Materials Eng.	1
Scribner, Matthew	English	Exec
Sheps, Stephen	Sociology	1
Slipp, Nicole	English	1
Skippon, Travis	Mechanical and Materials Eng	1
Smith, Stephen	History	1
Thackway, Amanda	Art History	1
Ventresca, Matthew	School of Kinesiology & Health	1
Wall, Erin	Art History	1
Weima, Yolanda	Geography	1
Wiegert, Theresa	Physics	2
Wiltshire, Douilton	School of Business	1

Laurico, MaryAnne, PSAC Staff