PSAC 901 Annual General Meeting

Date: March 27, 2018

Location: Biosciences 1102

1. Quorum Check by Morgan Oddie (Cultural Studies) Information Officer
   * Declaration of 20 person quorum met
   * Unit 1: 15 members
   * Unit 2: 2 members
   * Research Assistants: 4 members (overlap with Unit 1)
2. Tamara Jamaspishvili (Postdoc) Equity officer reads PSAC Statement on Harassment
3. Moderator Election

* Sean Patterson nominated for Moderator by Marshall Timmermans (Chemistry); seconded by Abbey Agresta (Postdoc)
* Marshall Timmermans (Chemistry) moves to have ballot by show of hands; seconded by Alexander Rey (Engineering); Passed unanimously
* Sean Patterson acclaimed as Moderator

Interim CRO Election

* Jared Houston (Philosophy) nominated by Suhaylah Sequeira (Chemistry); seconded by Lesley Jamieson (Philosophy)
* Vote by show of hands
* Jared Houston (Philosophy) is unanimously acclaimed for interim CRO for this AGM

1. Adopt and Approve the Agenda
   * Marshall Timmermans (Chemistry) motions that we adopt and approve the agenda; Yagya Paudel (Chemistry) seconds
   * Suhaylah Sequeira (Chemistry) moved that matters in need of vote (items 9-11) are moved up in the agenda after original item 5; seconded by Alexander Rey (Engineering)
   * Motion carries
2. Approve 2017 AGM Minutes
   * Marshall Timmermans (Chemistry) motions to approve 2017 AGM Minutes; seconded by Stefy McKnight (Cultural Studies)
   * Motion carries
3. Bylaws Committee Report
   * Report by Bylaw Chair Morgan Oddie (Cultural Studies) accompanied by VPRA Suhaylah Sequeira (Chemistry)
   * Referred to the bylaw report online and Morgan reviews attached summary
   * RA Group inclusion and Professional Employees into Unit 1
   * Change to gender neutral/inclusive language
   * Motion to approve Bylaws Committee Report by Alexandru Sonoc (Engineering); seconded by Marshall Timmermans (Chemistry)
4. Budget Committee Report
   * Report by Marshall Timmermans (Treasurer), Craig Berggold (President), Abbey Agresta (Postdoc)
   * Fiscal year at the end of May and budget is as complete as possible at this point
   * Budget column is last year’s approved budget; actual column is how much was actually spent; Over/Under column shows difference between proposed and actual; Last column shows proposed budget for next year
   * Expectation of $69,000 over the next few months in income due to continued membership dues and ratification of new CA
   * Health and Dental Plan has changed because of new Collective Agreement; changes to lines 11-13 show $0 because of the ratification that included 3% pay in lieu of benefits changing the structure of the previous $120,000 contribution to SGPS Plan
   * Executive Service will increase to account for new VPRA Position
   * Special Funds is new budget line item this year (line 51) for flexibility for upcoming campaigns (e.g. increased time and resources for Research Assistants Campaign; speaker series for general membership); previously budgeted for Unit 1 and Unit 2 Campaigns
   * Small surplus of $674 this year; similar to this year
   * We carry several other accounts that are reflected in the audited report (not annual report) that includes $125,000 Unit 1 defense fund; $35,000 Unit 2 defense fund (will stop building at $100,000); another $120,000 that indicates the positive fiscal situation we have been in for the last three years
   * Motion to accept the report by Astrid Hobil (Art History); seconded by Lesley Jamieson (Philosophy)
   * Discussion:
     + Alexander Rey (Engineering): there is an administrative route to reallocate funds that makes the Special Funds line a bit unnecessary
     + Craig Berggold (Cultural Studies): His proposal to Budget Committee was envisioned for collaboration with other groups (like OPIRG and $15 and Fairness on campus that are less funded than PSAC 901; stewards’ council can only approve up to $500 and beyond that a SGM must be called for membership approval
     + Stefy McKnight (Cultural Studies): Can it be changed to an equity fund? Special Fund is too vague for the expressed intent.
     + Suhaylah Sequeira (Chemistry): Isn’t it also possibly used for RA Bargaining Campaign?
     + Tamara: Not only equity related
     + Alexandru Sonoc (Engineering): Friendly Motion change to budget line item to “Special Campaign Funds”; no seconder; motions fails
     + Alexander Rey (Engineering): In essence, $8000 slush fund in the budget and executive is trusted to allocate funds effectively, but this isn’t good budgeting practice; Stewards’ Council budget powers limited to $500 seems low and maybe should be addressed in Bylaws
     + Astrid Hobil (Art History): Are you proposing that this line item be broken down to different funds?
     + Suhaylah Sequeira (Chemistry): it isn’t too much money for a so-called slush fund when there are brand new campaigns upcoming that may have unforeseen costs; special circumstance this year with RA campaign and it seems unreasonable to limit budget and burdensome for SGM approval
     + Tamara Jamapishvilic (Postdoc): More flexibility to allocate funds is preferable.
     + Alexandru Sonoc (Engineering): Could we designate the $8000 to give authority to Stewards’ Council to disperse?
     + Abbey Agresta (Postdoc): Intention is not to spend money on anything, but events to promote the mission of the union. It’s for a specific purpose, but the outline is as yet unspecified. An amendment on the name or a check for its allocation.
     + Marshall Timmermans (Chemistry): This will give executive more flexibility.
     + Stefy McKnight (Cultural Studies): Asterisk and notes for intent of what the fund is intended for.
     + Alexander Rey (Engineering): Budget document by definition to set priorities and not allocate money and decide what it’s for after. There is a large range of initiatives that are proposed under this line. There should be an answer to specific proposals.
     + Suhaylah Sequeira (Chemistry): For organizational purposes, it’s important to consider a budget line that is without rigidity in order to improve efficiency. This may be a more unique way for a budget to function.
     + Abbey Agresta (Postdoc): Motion to Call to Question; passed
   * Motion to approve report passes
5. Executive Elections
   * Jared Houston (Philosophy) Interim CRO
   * Process of nominations (3 calls), speeches by candidates, voting procedure
   * Current Nominations and platforms online
   * Motion Voting procedure by hands for single candidate and blind for multiple candidates by Morgan Oddie (Cultural Studies); seconded by Abbey Agresta (Postdoc); Motion carries

* President Craig Berggold (Cultural Studies)
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed as President by vote by hands
* VP Community Relations Lesley Jamieson (Philosophy)
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed as VPC by vote by hands
* VP Postdocs Abbey Aggesta (Postdoc)
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed as VPPD by vote by hands
* VP Research Assistants Suhaylah Sequeira (Chemistry)
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed as VPRA by vote by hands
* Information Officer Morgan Oddie (Cultural Studies )
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed as Information Officer by vote by hands
* Treasurer Marshall Timmermans (Chemistry)
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed as Treasurer by vote by hands
* Co-Chief Steward (1)
  + Craig Berggold (Cultural Studies) nominated Astrid Hobill (Art History)
  + They stands for nomination and choose not to speak to membership
  + Candidate leaves room
  + Acclaimed by vote by hands
* Co-Chief Steward (2)
  + Alexandru Sonoc (Engineering) nominated Yagya Paudel (Chemistry)
  + He stands for nomination and chooses not to speak to membership
  + Candidate leaves room
  + Acclaimed by vote by hands
* Equity Officer Tamara Jamaspishvilic
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed by vote
* Occupational Health and Safety Officer Alexandru Sonoc (Engineering)
  + Candidate’s platform is online for review by membership
  + Candidate leaves the room
  + Acclaimed by vote by hands

1. Executive and Stewards’ Council Reports

* Motion to accept all reports Donald Hughes (Politics); seconded by Astrib Hobill (Art History)
* Motion passes

1. Unit 1 Bargaining Committee

* Craig Berggold (Cultural Studies), Alexander Rey (Engineering), Stefy McKnight (Cultural Studies)
* Unit 1 Collective Agreement negotiations for Teaching Assistants and Fellows (not including Professional TAs, who were added to Unit later)
* Process guided by PSAC Negotiator Jawara Gairey
* Retroactive pay and health and dental benefits payment in lieu (totalling 4%) will be in this pay period at the end of March 2018
* It is much more money than we received in previous contract and it reduces Local’s legal liability of allocating large lump sum from employer previously
* Sick days (up to 9 hours) are not above your contract hours, but are included in contract; must inform employment supervisor
* Lesley Jamieson (Philosophy): Will that be covered by Bill 148 which indicates that an employer cannot require a doctor’s note?
* Craig Berggold: That’s a good question we’re unclear on.
* Suhaylah Sequeira (Chemistry): Is there protocol when TAs cover for each other in terms of payment?
* Stefy McKnight (Cultural Studies) and Alexander Rey (Engineering): It would be included in your hours, as discussed with the employment supervisor.
* Stefy McKnight (Cultural Studies): Improved language around workplace harassment
* Alexander Rey: Improved capacity for union communication with members by receiving membership lists earlier
* Craig Berggold (Cultural Studies): Collective Agreement protects Transgender members from workplace harassment in terms of purposeful misgendering in terms of vexatious comments. At the end of the contract, an auto notice will be set up for employee email accounts that have been terminated at the end of the contract, which isn’t in the collective agreement but was discussed at the table
* Alexandru Sonoc (Engineering): Confusion about RA email accounts being shut down.
* Craig Berggold (Cultural Studies): RA email accounts haven’t been negotiated yet, but will be addressed in upcoming Collective Bargaining. Termination of email accounts have been intermittent, but requests can be made to departmental administrative assistants to extend employee email account

1. Research Assistants Committee Report

* Suhaylah Sequeira (Chemistry)
* Recent right to unionize led to education of members to define the differences between employee work and student work as RAs
* 9 Bargaining Demands developed out of Bargaining Survey
* Current bargaining committee will be calling out for new members at the end of the presentation
* Stefy McKnight (Cultural Studies): Are the definitions changeable for Graduate Research Fellowship and Research Assistants? These definitions don’t seem to encompass all of the RA work being done on campus.
* Suhaylah Sequeira (Chemistry): University definitions are trying to show difference between student and non-student work, but this doesn’t reflect the reality of the work being done by RAs.
* Alexander Rey (Engineering): Senate Residence Committee which oversees $5 lunch has a motion at next month’s meeting to launch feasibility assessment for including Graduate RAs
* Craig Berggold (Cultural Studies): At the bargaining table, there was a specific “no” because of the commercial contract with Sodexo
* Stefy McKnight (Cultural Studies): Interested in joining Bargaining Committee.
* RAs vote to approve Stefy’s inclusion.

1. Craig Berggold motions to adjourn the meeting; seconded by Marshall Timmermans (Chemistry); motion passes.

Executive Officers sworn in by Craig Berggold (Cultural Studies, President) as highest ranking officer.