

## 2019 Annual General Meeting Minutes

### 1. Quorum Check

- Information officer notes number of each Composite Unit 1, Unit 2, and Research Assistants- quorum check will be moved down before any votes happen - unanimous consensus
- Craig Berggold (Cultural Studies) - issue figuring out quorum with RAs and GRAFs - Research assistants get money for being a research assistant, GRAFs are fellowships for their thesis research. Some of the people who will become RAs but currently need to separate GRAFs from RAs. Jared Houston (Philosophy – CRO) will have those who are GRAFs mark the ballots in a different way to be segregated. If there is a close vote they may be re-determined. If you are a GRAF and think you will have a TAship your vote will not be segregated

MOTION Craig move to move quorum check down 30 mins to give Morgan time to perform it By Craig (Cultural Studies); seconded by Rob (Chemistry); passed unanimously

### 2. Read PSAC Statement on Harassment

- Tead by Tamara Jamaspishvilli (Postdoc, Equity Officer)

### 3. Adopt and Approve the Agenda

MOTION to move Moderator election down since current terms run until April 30, 2019 at the recommendation of Jared (Philosophy, CRO) by Basil (Geography); seconded by Marshall (Chemistry); passed unanimously

MOTION to adopt and approve the agenda by Marshall (Chemistry); seconded by Basil (Geography); passed unanimously

### 4. Approve the Minutes from 2018 Annual General Meeting

- See here: <http://psac901.org/general-meeting-minutes/>

MOTION to approve minutes by Abby (Postdoc, VP Postdocs); seconded by Basil (Geography); passed unanimously

### 6. Executive and Stewards' Council Reports

- No questions from the floor about reports

MOTION to approve executive and stewards' council reports by Alexandru (Engineering, Health & Safety Officer); seconded by Morgan (Cultural Studies, Information Officer); passed unanimously

### 7. Research Assistants Bargaining Committee Report

- Suhaylah (Chemistry, VP RA) introduces bargaining committee: Rob, Craig and Marshall also on the bargaining team.

- There is a ratification vote on Monday for research assistants after there is finally agreement on the majority of the matters and recommended vote of yes to ratify the collective agreement.
- Put together a research assistant form to define hours, hourly wage and duties.
- Put together the scope of who is in the bargaining unit, which will merge with current Unit 1 for more bargaining power and the benefits of existing language from the current Unit 1 contract.
- Consensus that work is unrelated to one's thesis, if it is directly related to thesis then it is not employee work, when it veers away it is now employee work. This is particularly important for GRAFs since often have non-research related work. Reached agreement in December. Monetary demand of TA wages with one year transition period then all RAs will receive TA wage. From May 2019 - will have an increase.
- Extensive campaign was necessary to pressure the employer to meet RA demands.
- Adriana (Law, RA Campaign Bargaining Assistant) overall can be very proud of the campaign, prioritized the face to face discussion, 4 days a week for 2 hours a day for 4 weeks. Sent over 400 postcards to the Principal
- There was a broad base of people involved with the campaign and there is the possibility to also use this as the on-line campaign.
- Also had radio ads, article in Queen's journal, met with the local MP and drafted a letter that was given to cabinet members
- Suhaylah (Chemistry, VP RA) Please come to ratification vote on Monday if you are an RA at noon, 3pm, or 5:30pm in Sutherland Room of the JDUC

#### 8. Bylaws Committee Report

- See all proposed bylaws changes <http://psac901.org/bylaws-committee/>
- Morgan (Cultural Studies, Information Officer, Bylaws Committee Chair) Bylaws committee meets every year to do a full review, as the Local's bylaws are the foundation of how we conduct everything
- Developed a report that recommends certain changes. Highlights are in the AGM booklet, and full changes found online.
- Some to do with written reports from exec to stewards council because it does not happen in practice- now only if executives cannot attend
- Removal of fourth optional signing officer - three that have always acted make the most sense
- Redistribution of executive tasks
- Changes to the Local minutes and notification for the AGM- now posted on-line and via email
- Updated language that was missed last year for inclusive language
- Some clarified language and grammar

MOTION to approve the report by Astrid (Art History, Co-Chief Steward); seconded by Stéfy (Cultural Studies); motion carries.

## 9. Budget Committee Report

- Marshall (Chemistry, Treasurer) budget meeting happened in March, last year budget so far on page 27 of AGM booklet, on track to run slight surplus of \$2 000. First right column- changes for next year- at end of report vote to accept budget so last chance for changes.
- Big changes in this year's budget include an increase to childcare bursary- this started as essentially a bargaining demand- was rejected for unit 1 but started for unit 2; also, increase budget for social justice campaign to hopefully try to organize a campaign to get this; planning on increasing the donations budget- keep maxing out this budget each year; other major thing- labour, arts and history scholarship- agreed upon with other locals to help advance the labour movement but this has not really happened with the others so we are going to try to get it done under our wing. There will be a member at large to oversee the committee to get this happening.
- Postdocs are going into bargaining next year so giving them more money for bargaining, line 54- 'special funds'- last year- members approved this 'special funds' line- approved for RA campaign if RA bargaining went well and was straight-forwards- ended up getting used for the RA campaign
- Priscilla (Geography) Membership dues 2018-2019 has increased this year- is this an increase per member?
- Marshall (Chemistry, Treasurer) this is the increase of the members overall with new member, not overall
- Craig (Cultural Studies, President) dues that you pay are set by PSAC national, then there is the local special levy each semester of \$6, RAs are not included in this
- Rob (Chemistry) under budget in many lines- any reason?
- Marshall (Chemistry, Treasurer) that reflects financial standing so far- but still expecting income coming in- still expecting all the dues to come in, this is consistent throughout
- Marshall (Chemistry, Treasurer) when approving the report you are also voting to approve this budget

MOTION to approve the report by Basil (Geography); seconded by Doug (Political Studies), motion carries.

## 10. Quorum Check

- By Morgan (Cultural Studies, Information Officer) 31 Unit 1, 11 Unit 2 Postdocs, 5 RAs

## 11. Labour, Arts, and History Scholarship \$2000 approved in the budget

- Craig (Cultural Studies, President) proposing that the member who will be elected to oversee this will be elected at the first stewards' council in the fall
- Value of scholarship is \$1500 and \$500 for administration

MOTION to approve this of the way of administering the scholarship by Marshall (Chemistry, Treasurer); seconded by Basil (Geography); motion carries

12. Executive Officer Elections (see platforms - <http://psac901.org/executive-committee-positions-nominations-and-statements/>)

- Elections done by Jared (Philosophy, CRO) who was elected at the stewards' council meeting
- Jared (Philosophy, CRO) positions are listed in order in the agenda with the change of the moderator position at the end; asks for volunteers to help distribute ballots
- Pricilla (Geography) and Yagya (Chemistry, Co-Chief Steward) offer to help distribute ballots

MOTION to approve the two helpers to distribute and ballots by Morgan (Cultural Studies, Information Officer); seconded by Lesley (Philosophy, VP Community); motion carries.

- Jared (Philosophy, CRO) Procedure placed on board with voting as whole slate, results given at the end

MOTION to amend voting procedures for acclamations to be completed by blind show of hands by Marshall (Chemistry, Treasurer); seconded by Yagya (Chemistry, Co-Chief Steward); motion carries

- Stéfy (Cultural Studies) will those who are not successful for their initial election be able to run for other positions if we do a slate vote?
- Jared (Philosophy, CRO) Was going to have a slate and then announced all at the end.
- Craig (Cultural Studies, President) Historically, they have always been voted one at a time, rather than announcements all at the end for this reason.

MOTION to not nominate as a whole slate but for each position and results after that by Stéfy (Cultural Studies); seconded by Marshall (Chemistry, Treasurer); motion carries.

- President
  - Received nominations from Stéfy McKnight (Cultural Studies), one more on website, but it was withdrawn
  - Stéfy addresses the room: involved in PSAC 901 since 2014; involved with bargaining over multiple years; wants to foster community was well

**Acclamation vote - Stéfy is voted as President**

- Vice President Community Relations
  - Received nomination from Doug Yearwood (Political Studies)

- Nomination from the floor by Craig (Cultural Studies, President) for Sydney Hart (Cultural Studies) and Karina Rider (Sociology)
- Doug is the only one who stands and addressed floor: 2<sup>nd</sup> year PhD student, TA and RA with some experience organizing, has had some experience organising, particularly with Peace Councils; will embark on a similar path to Lesley

### **Acclamation vote - Doug is voted as VPC**

- Vice President Postdoctoral Scholars
- Received one nomination for Tamara Jamaspishvili (Postdoc, Equity Officer)
- Nomination from the floor for Prashant Agrawal (Postdoc)
- Both stand
- Tamara (Postdoc, Equity Officer) addresses the room: she has served on the executive for a number of years, has been the Equity Officer; going in to bargaining, has been through bargaining on the exec before, due to experience would be good to led this
- Prashant (Postdoc) addresses the floor: was here for his PhD has been involved with a number of organisations including SGPS and QUIC, was part of the social team, wants to help with transition to academic and non-academic careers, will be strong in bargaining
- Morgan (Cultural Studies, Information Officer) Point of order do either candidate want a scrutineer?
- Neither do.  
Jared (Philosophy, CRO) there were 12 ballots cast with only 11 members on record with RAND cards but there is a clear winner even without the errant ballot - question to the floor - should there be a re-vote?
- Abbey (Postdoc, VP PD) even if it is time-consuming, it is important to have a revote.
- Show of hands- 12 Post Docs raised hands- go outside to resolve

### **Result of re-casted counted ballots - Prashant is voted as VP Postdocs**

- Vice President Research Assistants
- Received one nomination from Suhaylah (Chemistry, VP RA)
- Suhaylah (Chemistry, VP RA) addresses the floor: has been in position since November 2017; worked with the regional office; on bargaining team since June 2018, wants to help implement it
- Rob (Chemistry) only get one vote for TA/RA but if it applies to one or another

MOTION to complete two simultaneous votes by Astrid (Art History, Co-Chief Steward); seconded by Rob (Chemistry); motion passes

- Jared (Philosophy, CRO) on the ballot if not one of the five identified RAs, put down if you are a GRAF or did not sign in at the door as an RA

### **Acclamation vote passes - Suhaylah is voted as VP Research Assistants**

- Information Officer
- Received one nomination from Basil Southey (Geography)
- Basil addresses the floor: First year MA geography, has had a number of roles as information officer, including for 7 Caribbean nations and four NGOs

### **Acclamation vote passes - Basil is voted as Information Officer**

- Treasurer
- Received one nomination from Marshall Timmermans (Chemistry, Treasurer)
- Marshall addresses the floor: has been treasurer for a while- going to consult with members on what to do with the surplus

### **Acclamation vote passes - Marshall is voted as Treasurer**

- Co-Chief Stewards
- Two received nominations- Yam Gotame (Chemistry) and Morgan Oddie (Cultural Studies, Information Officer)
- Yam addresses the floor: in Chemistry first time and this is first time he has done anything with the union
- Morgan addresses the floor: election statement is on-line

### **Two positions- Acclamation vote passes - Yam and Morgan are voted as Co-Chief Stewards**

- Equity Officer
- Received one nomination from Rohit Revi (Cultural Studies)
- Nomination from the floor by Abbey (Postdoc, VP PD) for Tamara (Postdoc, Equity Officer)
- Rohit addresses the floor: there is discontent with experiences around equity, wants to start grassroots initiatives - no scrutineer needed
- Tamara addresses the floor: currently Equity Officer

### **Result of counted ballots: Rohit is voted as Equity Officer**

- Occupational Health and Safety Officer
- Received nomination from Alexandru (Engineer, Health & Safety Officer)
- Nomination from the floor by Basil (Geography) got Christina Frendo, who stands

- Alexandru addresses the floor: has been H&S officer for 4 years now- one of the biggest duties is that there are joint health and safety committees- before he started there was only one, now there is the full complement plus two post-docs, quite a few are certified members with additionally training and authority- have done many inspections, getting a member empowerment initiative underway- creating a public database of questions and answers- such an initiative does not exist at other universities, will also try to continue with committees, also individual support of other initiatives of the executive
- Christina addresses the floor: first year master's student, has previous experience in H&S, has been on H&S committees before, part of the wellness council, has been in charge of training, has worked in labs, now in human geography- knows the different types of labs

### **Result of casted ballots - Christina Frendo wins vote as Health & Safety Officer**

- Moderator
- Received submitted nomination from Sean Kamin-Patterson (Geography, Moderatory)
- Nomination from the floor by Morgan (Cultural Studies, Information Officer) for Brittainy Bonnis (Cultural Studies)
- Sean addresses the floor: moderator the last two years, familiar with rules of order, work is aligned with the union, has enjoyed serving the membership
- Brittainy addresses the floor: has not been an active member of the union, but has lots of experience moderating for consensus-based committees, which has taught her many skills about making sure that people have voice and that they are equitable, keep a decent pace
- No scrutineer requested from either candidate

### **Result of casted ballots - Brittainy Bonnis wins vote as Moderator**

### **New executive members are sworn into office by REVP Sharon DeSousa**

MOTION to by change order to have Sharon DeSousa speak before the rest of the agenda due to timing by Craig (Cultural Studies, President); seconded by Morgan (Cultural Studies, Information Officer); motion carries.

13. Guest Speaker REVP Sharon DeSousa. Regional Executive Vice President,
  - PSAC solidarity, campaigns on campus and work in the community; Lesley has done excellent in \$15 and Fairness; there is a need to celebrate the success and the innovative ideas by the local, recognition of Craig as president; PSAC is changing and growing, need to work on some solutions, academic sector round table, respect and listening- how to make room for voices; Ford- so many cuts- go to Ontario Federation of Labour- so many cuts across the board- healthcare, tuition, all these cuts will impact all of us, we have to speak out- does

not just stop at OSAP, if it's one group, it's all of us, there is PSAC ideas. There is going to be roundtables asks us to volunteer our time, social safety net- everyone loses when they are cut, extends beyond Queen's, also about childcare, UN developed a paper that talks about the UN position on women- rights and what should be advocated for, how public services impact women and girls, Sharon talked about childcare at the UN, had to be accessible and provide childcare who are differently-abled, you should be able to stay at home but if you want to work you should be, federal election happening this October- work on campaigns, need progressive people making decisions, need to move forwards, the fight is still on, have the conversation but also take action!

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- 14. Union Structure Committee
  - Morgan (Cultural Studies, Information Officer) Union Structure Committee is needed to relook at the way that the executive is organized in terms of power, portfolios, and honorariums
  - When this was raised at the executive meeting, there was no unified recommendation for the AGM because of the divergent opinions on how the executive should be structured for the best functioning of the union
  - Instead, the recommendation is to ask for membership approval to strike a committee for the AGM, hopefully this research can do research in terms of how our Local is structured, led by the membership
  - Don't want to discuss the details of how this will look here, as guidelines should be developed in Stewards' Council in the but want a motion to strike a union structure committee that will take place throughout the year and then respond at the next AGM
  - Canan (Political Studies) should this not be done by the executive members themselves? Striking a committee seems unnecessary and ineffective
  - Morgan (Cultural Studies, Information Officer) I agree, and while I had hoped for it to be resolved at an executive meeting, there were essentially 9 different opinions from 9 different executives about how this needed to look. Also, because there are potentially honorariums involved, executives shouldn't have the final oversight on how much they are getting paid. The last changes were made 3 years ago by a similar committee, so Craig (President) suggested this would be a compromise.

MOTION to strike Union Structure Committee by Basil (Geography); seconded by Marshall (Chemistry; Treasurer); motion carries.

#### 15. Announcements

MOTION to have incoming coming executive write a letter to out-going president by Rob (Chemistry); seconded by Basil (Geography)



- Morgan (Cultural Studies, Information Officer) suggests friendly amendment suggested that this letter should be drafted to all outgoing executive in recognition of their hard work and terms of service
- Rob (Chemistry) accepts suggested change to the amendment
- Motion carries

MOTION to destroy the ballots by Marshall (Chemistry, Treasurer); seconded by Stefy (Cultural Studies); motion carries.

MOTION to adjourn AGM by Morgan (Cultural Studies, Information Officer); seconded by Astrid (Art History, Co-Chief Steward); motion carries.