

**PSAC Local 901**  
Annual General Meeting Minutes  
April 13, 2022  
5 PM via Zoom

**Announcement: Lizzie Bygott (Moderator)**

Attendants are asked to wear headphones if you are in a public space for confidentiality. Attendants are not required to turn your camera on. This gathering will not be recorded by the host.

**Welcome:** Astrid Hobill (President)

**Land Acknowledgement:** Prerna Subramanian (Equity Officer)

**PSAC Statement on Harassment:** Prerna Subramanian (Equity Officer)

**Verification of Quorum:** Brittainy Bonnis (Information Officer)

# of Composite Unit 1 members = 27

# of Unit 2 members = 8

**Election Secretary**

Nomination of Sam Twietmeyer by Brittainy Bonnis. Seconded by Astrid Hobill

Sam accepts nomination.

Vote by show of hands.

**Passed.**

**Rules of Order:** Lizzie Bygott (Moderator) – Reference pgs 3-4 in AGM Package.

**Adoption and Approval the Agenda**

Motion to approve by: Harshavardhan Thyagarajan

Seconded by: Prerna Subramanian

Discussion:

*Brittainy Bonnis:* moves that the 2022 Budget presentation and vote be moved up to follow the Budget Committee Report

AND

that the Bylaw Committee recommendations be voted on following the Bylaw Committee Report.

Motion to Amend Agenda Seconded: Ethan Mitchell

*Mike Chen:* Motion to add discussion of the health and safety report to include the lifting of the Covid-19 mask mandates.

*Brittainy Bonnis:* point of clarification - this can be raised in the existing discussion or in new business.

Motion withdrawn

Moderator calls the vote for Agenda with amendments by show of hands: **Passes**

### **Approval of the Minutes from the 2021 November Special General Meeting**

Motion to approve by: Brittainy Bonnis

Seconded by: Harshavardhan Thyagarajan

Discussion: None

Moderator calls the vote by show of hands: **Passes**

### **Executive Reports:** Provided in advance in AGM Package

Discussion will be called for each report followed by a vote to approve. Any amendments will be noted in minutes under discussion.

### **President – Questions to Astrid**

Discussion: None

Astrid: Thank-you to everyone for all your hard work this year by both the executive and mobilizers and volunteers who supported the bargaining process.

Motion to approve report by: Brittainy Bonnis

Seconded by: Jake Morrow

Moderator calls the vote by show of hands: **Passes**

### **Vice President Community Relations - Questions to Justyna**

Discussion: None

Justyna: It has been a pleasure.

Motion to approve report by: Harsha Thyagarajan

Seconded by: Brittainy Bonnis

Moderator calls the vote by show of hands: **Passes**

### **Vice President Postdoctoral Scholars - Questions to Ramjee**

Discussion: None

Ramjee: none

Motion to approve report by: Miles Lambert

Seconded by: Jesse Gauthier

Moderator calls the vote by show of hands: **Passes**

### **Vice President Research Assistants - Questions to Rohit**

Discussion: None

Rohit: none

Motion to approve report by: Skylar Kovacs

Seconded by: Miles Lambert

Moderator calls the vote by show of hands: **Passes**

### **Information Officer - Questions to Brittainy**

Discussion: None

Brittainy: Thank-you this has been a busy year with a lot of moving pieces and it's been a pleasure serving the members.

Motion to approve report by: Miles Lambert

Seconded by: Astrid Hobill

Moderator calls the vote by show of hands: **Passes**

### **Treasurer – Questions to Ethan**

Discussion: None

Motion to approve report by: Rohit Revi

Seconded by: Doug Yearwood

Moderator calls the vote by show of hands: **Passes**

### **Co-Chief Stewards – Questions to Harsha**

Discussion:

*Kaveh Mousavand:* Question about the number of stewards.

*Harsha Thyagarajan:* There are two stewards generally elected but one had to resign this year.

Motion to approve report by: Skylar Kovacs

Seconded by: Miles Lambert

Moderator calls the vote by show of hands: **Passes**

### **Equity Officer – Questions to Prerna**

Discussion: None.

Prerna: Thanks to the support through the pandemic to everyone.

Motion to approve report by: Miles Lambert

Seconded by: Astrid Hobill

Moderator calls the vote by show of hands: **Passes**

### **Health and Safety Officer - Questions to Astrid**

Discussion:

*Mike Chen:* Curious about the Union's response to the pending suspension of the mask mandate by the University

*Astrid Hobill:* This is something we've discussed earlier – we are waiting on the new announcement before making a public statement. We have been in touch with Queen's administration strongly recommended they do not remove the mandate especially during a 6<sup>th</sup> wave. We have suggested instructors have ability to make the call for their students themselves. Queen's has not yet agreed, saying this would be too complicated. We are in the middle of renewing our covid LOU to provide our membership protections and have been in contact with other units on campus regarding health recommendations that masks should be worn wherever possible.

Motion to approve report by: Justyna Szewczyk-El Jassem

Seconded by: Miles Lambert

Moderator calls the vote by show of hands: **Passes**

*Ethan Mitchell:* comment – in addition to the conversation that people in the executive may be having, if issues come up that members are concerned about, there will need to be a conversation about organizing members around these things. Please get in touch to get specifics on taking these actions by the membership.

**Committee Reports:** Provided in advance in AGM Package

Discussion will be called for each report followed by a vote to approve. Any amendments will be noted in minutes under discussion.

**Bursary Administration Committee Report – Questions to Perna**

Discussion: None

Motion to approve report by: Harsha Thyagarajan

Seconded by: Miles Lambert

Moderator calls the vote by show of hands: **Passes**

**Union Structure Committee Report – Questions to Brittainy**

Discussion: None

Motion to approve report by: Jesse Gauthier

Seconded by: Miles Lambert

Moderator calls the vote by show of hands: **Passes**

**Mobilization Committee Report – Questions to Harsha**

Discussion: None

Motion to approve report by: Brittany Bonnis

Seconded by: Ian Clark

Moderator calls the vote by show of hands: **Passes**

**Social Justice Committee Report – Questions to Perna**

Discussion: None

Motion to approve report by: Miles Lambert

Seconded by: Jake Morrow

Moderator calls the vote by show of hands: **Passes**

**Staff Management Committee Report – Questions to Astrid or Brittainy**

Discussion: None

Motion to approve report by: Miles Lambert

Seconded by: Brittany Bonnis

Moderator calls the vote by show of hands: **Passes**

**Budget Committee Report – Questions to Ethan**

Discussion:

Ethan Mitchell: Voting now on the written committee report, I am saving my comments on the budget itself for the budget presentation.

*Doug Yearwood:* Comment – a push back against wage increase for executive compensation, perhaps idealistic, but it would be better to mobilize a lot more people to have a decision on the budget committee. The committee is currently the executive as a group making decisions on their own wage increase. I'm not opposed in principle, but I don't know that this is necessarily the right model on where money could and should be being spent. More could be gained from having less work on executive shoulders and mobilizing more people in a more long-term way. For the next committee meeting there should be consideration

around long-term mobilization strategy for 901 as a whole, picking up on in-roads made in the previous round of bargaining. Having the executive decide on a pay raise is not a great look and there should be more focus on getting more people involved not just in the social justice or other committees but in the budget committees as well.

*Rohit Revi:* First, to highlight that this point for proposing changes is not a matter of executive making decisions because this is held before the AGM for members to approve. These meetings are also open to members. This has been a long discussion in the local for the last three years. We did not want to increase executive service without a strategy of providing long-term support for these activities. We have decided to increase steward resources and compensation as part of this strategy. We are in a moment where we have won extra money in bargaining specifically for organizing and executing. And in comparison to others in the sector, we are about 50% of what exists in other locals. But it's not solely a matter of putting money in people pockets but a matter of equity so that our most precarious members can take up these roles and are incentivized and are not struggling. It's a matter of principle.

*Brittainy Bonnis:* This has been an ongoing discussion and I've been pushing it. But particularly this is an equity issue, the exec members, particularly presidents, lose time to their studies, the burden can be many hours. Shout out especially to Astrid who put in so much work this year – it's a real cost. Reminder that members in good standing are welcome to budget committees and are encouraged to attend when they see these announced in the newsletters.

*Ethan Mitchell:* Along the lines of what Rohit said, I know we have discussed this in a number of budget committee meetings, the immediate reasoning is the increase in \$ for PSAC 901 administration which covers  $\frac{3}{4}$  of the increase. About \$3000 in total from the increase is left to cover by membership. We agree that we need to empower more members to get involved by the local but since we got this money from the university specifically for this purpose of administration it was a reasonable time to make this decision. And there is still money in the budget set aside for organizing and campaign efforts for the membership in the whole. If there was more of a connection between the membership organizing and executive administration duties

*Ethan Mitchell:* point of Information – are we still discussing the report and not the budget?

*Sam Twietmeyer:* clarification – we are still on the committee report.

Motion to approve report by: Brittany

Seconded by: Astrid

Moderator calls the vote by show of hands: **Passes**

## **2022 Budget presentation**

### **Discussion:**

*Ethan Mitchell:* For the previous year our spending was governed by bargaining and mobilization. A big influence on the way our budget turned out is that a lot was reimbursed by regional, a generous amount, we have more of a surplus than anticipated. A net of \$71,000. We've also entered withdrawals from our reserves as

income so that's not entirely accurate. But we are in a very strong place for doing what Doug was talking about strengthening our membership organization and a discussion should be held about how our resources should be used to do this necessary work while we are in this positive financial position.

Budget has a recurring (accounted maximum amount of expenses we have to meet yearly) and non-recurring (one-time contingent expenses to approve or not-approve on a yearly basis).

We have a very strong reserve right now so hope that the next Executive is not shy about spending and members are not shy about coming forward to see actions taken and efforts done.

On income, as we have previously, the budget committee has proposed a budget based on projected income based on prior two years of complete records (2019-2020; 2020-2021). Since this is based on projects, this is not exactly how much we will receive on membership dues but it should be close to this.

Non-projected income include the two funds we are receiving to be disbursed over two years but will be received all at once. Hardship and Prof. Development. The expense line item is only half the received income on these two funds.

Expenses decisions include the increase of \$200 per executive member per month, again \$171 of those \$200 will be covered by the Queen's financing of the Union administration won in the bargaining agreement. Because executives are paid at a rate below other locals and below hours at TA wage compensation and this would likely represent a loss of income if you would have worked those hours somewhere else, this serves as an equity question to allow members to serve on the executive. There isn't a mutually exclusive relationship between this and spending on rank-and-file campaigns. This is why the budget committee has decided this year to propose this.

We have added an item for educational campaigns to promote awareness of the agreement and membership rights.

Item for rank-and-file campaigns that is flexible for members to draw on by working groups or other groups interested in particular issues. To support new organizing and encourage members who aren't on the executive or stewards to support the union in new ways.

*Avi Friedlander:* What was the discussion around removing specific line items like the AHWG? Was this related to the Rank-and-File campaign line?

*Ethan Mitchell:* Yes this line has been coordinated under the larger fund for the Rank-and-File – a better choice to be more flexible for groups to spend less than or more than anticipated without ending the year with a major deficit or surplus. Thus, leaving money unspent open to other members.

*Craig Berghold:* Question regarding the Labour Research Scholarship Fund – a line item approved last year – is this no longer included? Applications were sent in for this but not appearing on the budget.

*Ethan Mitchell:* This was not approved in last year's budget, the budget committee decided not to reintroduce and removed it from the draft budget proposed at last year's AGM. Not sure what was done around the applications.

*Astrid Hobill:* Within the last year, we have not received any applications, it was not on the last AGM line-items.

*Brittainy Bonnis:* The year we put it through we received no applications which is one of the reasons not to continue it. It was originally proposed as an inter-university idea but this proved to be unsustainable. This could be continued in future but not in the budget as of last year.

*Craig Berghold:* I submitted in response to the general call but never received any response from the local on that process. I did make an application the last time it was advertised and received no response.

*Brittainy Bonnis:* If you could forward that information to me again we can look at it to see if there is anything we can do moving forward.

Motion that the 2022 budget be passed: Miles Lambert

Seconded by: Brittany Bonnis

Vote by show of hands: **Passes**

### **Bylaws Committee Report – Questions to Brittainy**

Discussion: none

Motion to approve report by: Ian Clark

Seconded by: Miles Lambert

Moderator calls the vote by show of hands: **Passes**

### **Motions from the Bylaw Committee**

Brittainy Bonnis: Bylaws are currently suspended and the bylaws are currently in need of a lot of work. They are important rules about how we operate and deserve attention.

### **Motion to Extend Duties of Occupational Health and Safety Officer to include:**

5.1.10 Chair the committee formed to disperse Mental Health Fund.

5.1.11 Represent 901 at Quarterly Employment and Family Assistant Plan (EFAP) meetings.

5.1.12 Address mental health issues within the Local, the University, and related external bodies.

5.1.13 Have chief responsibility for developing and implementing policies related to mental health within the Local

5.1.14 Have primary responsibility for identifying mental health issues within each Composite Local's Collective Agreement and the workplace, and for bringing such issues to each Composite Local's Bargaining Team for negotiations with the employer.

Moved by: Brittainy Bonnis

Seconded by: Miles Lambert

Discussion:

*Brittainy Bonnis:* This is designed to recognize previously distributed duties and to recognize the importance of Mental Health

Vote by show of hands: **Passes**

### **Motion to extend Local Defence Fund Levy to reach a \$200,000 max (Bylaw 13.7)**

**13.7** Deposits to the Local Defence Fund shall be in the form of a special levy of 0.5% of members' earnings. When the Fund reaches \$100,000 contributions to the Fund shall cease. For the purpose of calculating the amount to be deposited in the Local Defence

Fund, the balance in the Local Defence Fund shall be understood to mean the total of all cash, assets, and investments in the Local Defence Fund on the day the Local dues receipt is received.

Moved by: Brittainy Bonnis

Seconded by: Ethan Mitchell

Discussion:

*Brittainy Bonnis:* This is money we collect at a rate of 0.5% of our members wages so we are prepared for a strike. We are asking to double the fund in consideration that a strike would put potentially as many as 2,000 people on the picket line and we need the membership to vote to continue the levy.

*Craig Berghold:* It's not clear which defence fund this is for – there are two (Unit 1 and Unit 2). Request clarification please.

*Brittainy Bonnis:* The amount is the same but the extension is for both funds.

*Ethan Mitchell:* Propose an amendment to the motion to extend both local defence funds in the language. Speaking in favour of amended motion, when we were looking at the precarious nature of our members in facing a strike it makes sense to build up this fund.

*Ethan Mitchell:* moves to amend the motion to read: **Motion to extend Local Defence Fund Levy for both Unit 1 and Unit 2 to reach a \$200,000 max (Bylaw 13.7)**

Seconded by Brittainy Bonnis

Vote for amendment by show of hands: **Passes**

*Jacqueline Giesbrecht:* From my department the largest concern was about strike pay, how would this affect strike pay?

*Brittainy Bonnis:* It would not specifically strike pay directly because that is from PSAC, but it would include bursaries for food and rent and additional supports for immediate needs of striking members.

Vote by show of hands on by-law change as amended: **Passed**

## **Executive Officer Elections**

Miles Lambert, the Chief Returning Officer (CRO), presides over the election procedure.

CRO explains election processes. Nomination for Executive could be made in advance of the AGM and can come from the floor of the AGM. Information on nominees received in advance of the AGM were posted to the PSAC 901 website and emailed to all members in good standing. All members will vote for all positions with the exception of the VP Postdoctoral Scholars and the VP Research Assistant. Votes will be held by zoom poll. Where there is a single nominee an acclamation vote will be held. Successful candidates (50+ of vote) will be announced immediately following the vote. The vote breakdown will not be made public.



## **President**

**Nominee:** Astrid Hobill

**CRO:** Does Astrid Hobill stand?

**Response:** Astrid will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None.

Astrid: If I am acclaimed I hope to continue the work we are doing this year, in Unit 1 we were able to get a lot of additions to the agreement which will need protocols created. In addition we were able to get a lot of involvement from our membership and we hope to work toward increasing this and to push forward several initiatives to increase this engagement. Thank-you.

**Call for questions:** None.

*Brittainy Bonnis:* Thank-you to Astrid for leading us over the past year, she has done an outstanding job in a difficult time.

Call for vote to acclaim.

Vote announced: **Astrid Hobill Elected**

## **Vice President Community Relations**

**Nominee:** Justyna Szewczyk-El Jassem

**CRO:** Does Justyna Szewczyk-El Jassem stand?

**Response:** Justyna will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None

Justyna: I'm new to this position since November and I'm just starting to get the hang of it and would be very happy to continue to find a place where I can be useful – this is how I understand community – I am very happy to be contacted by anyone and everyone who has an idea of what we should do and will be ready to facilitate this in any way I can.

**Call for questions:** None.

Call for vote to acclaim.

Vote announced: **Justyna Szewczyk-El Jassem Elected**

## **Vice President Postdoctoral Scholars**

Note only Postdoctoral Scholars in good standing can stand for this position.

Note only Members in good standing of Composite Local 2 can vote. (Bylaw 6.5.2)

**Nominee:** Ramjee Kandel

**CRO:** Does Ramjee Kandel stand?

**Response:** Ramjee will stand.

**Nominee:** Kaveh Mousavand

**CRO:** Does Kaveh Mousavand stand?

**Response:** Kaveh will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None.

Harsha Thyagarajan: point of information – is this election being done with the role split across two individuals. Is this still happening and how would it happen?

Brittainy Bonnis: The nominations came in separately and so they will be elected separately

Rohit Revi: If the two candidates would like to run as a single seat they can do so but the compensation would be split between the two and they would share a single vote.

Brittainy Bonnis: Put to the candidates a recommendation to go forward with two separate candidates but if the candidates would like to.

Kaveh Mousavand: I hadn't been informed of the arrangement and I am not prepared to discuss this at this moment.

Brittainy Bonnis: We will go forward with two competing candidates.

Ramjee Kandel: The reason I was bringing the consideration of a shared job was because the post-doc job is not very easy and we are heading into a bargaining agreement in 2022-2023.

Kaveh Mousavand: Good evening, I joined Queen's in 2020 and I want to thank Ramjee and all those involved in the post-doc union community for the past two years. I am hoping to bring former experience from preceding capacities to improve what the post-doctoral community has been doing. I look forward to your questions and, if elected, your comments and suggestions.

### **Call for questions:**

*Kaveh Mousavand:* What does Ramjee wish to do in the next year that is different or would be noticeably an enhancement of the post-doctoral community?

*Ramjee Kandel:* We are working on housing and subsidising the fees to address housing and mostly focused on going toward bargaining.

*Kaveh Mousavand:* What are the issues that require two years of work that need more time to accomplish these objectives or something that is not feasible?

*Ramjee Kandel:* These are not easy things to pursue.

*Brittainy:* Ramjee you may ask a question if you like.

*Lizzie Bygott:* I am curious how each of you plan to foster post-doc participation in these Union meetings and to get their views on what they want to see happen and encourage them to participate in order to improve their well-being here at Queen's.

*Ramjee Kandel:* It's not easy to have post-docs commit their time to the work, but even if we can grab 1 hour of time. Asking them to show up to a meeting they won't show up. The only way to get their information is to get stewards in every department. We will be able to use the bargaining year to garner more attention.

*Kaveh Mousavand:* This is an excellent question and one of the reasons I have decided to run for this position. I noticed that from what I have seen from other institutions that the post-doc community here is very disjointed. I was experienced with the Math department community at my previous university which was very disjointed and the model I suggested was a point of contact in

every math department. It took time but it paid off when we hosted a poster session where we increased participation from 4 to 20.

*Kshitiz Singh:* Housing bargaining is very important but career wise other things are important. At Queen's we have the center of advanced computing and this center is being underutilised. Do candidates know about this and have they thought about how this might be used better for research or increasing the learning of post-docs? Canada has a framework of supercomputers and how can this be better utilised?

*Kaveh Mousavand:* Thank-you for raising this, I was not aware of it, I agree there are other underutilised agencies at Queen's. If I get elected, I will try to support any activity that will improve the post-doc experience at Queen's.

*Ramjee Kandel:* The Union is not doing everything that post-docs needs, it's focused on fighting for the rights of post-docs. We should be aware of the difference between the Union and what we are doing for post-docs.

Call for vote.

(8 Post-Doc members eligible to vote)

Vote announced: **Ramjee Kandel Elected**

### **Vice President Research Assistants**

Note only RA members in good standing can stand for this position.

Note only RA Members of Composite Local 1 in good standing shall vote. (Bylaw 6.5.3)

(Good standing counts as holding an RA position in the past 8 months or in the next 4)

**Nominee:** Gabriela Castillo

**CRO:** Does Gabriela Castillo stand?

**Response:** Gabriela will stand

**Nominee:** Miles Lambert

**CRO:** Does Miles Lambert stand?

**Response:** Miles will stand

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None

*Gabriela Castillo:* I am speaking from Chile (land acknowledgement), as a 6<sup>th</sup> year PhD student and in familiarizing myself with the position of VP RA it always amazes me how queen's continues to impress me in all the wrong ways including RA designations meaning they are not all here or represented. People need to know what RAs are and what they do, but also that the bargaining process shows strength in numbers and we need to everyone in our union.

*Miles Lambert:* I served as both chief returning officer and steward from department. As a first year MA student. In this time I have seen the best and worst that Queen's has to offer, put me in a position to deliver the best possible experiences for all of our Ras to ensure their needs are met and accommodations are provided. Accommodations at Queen's are, for lack of a better word, unconstructive and hope to advocate for all Ras and deliver the best experience Queen's has to offer.

**Call for questions:**

*Craig Berghold:* I am a Research Assistant and meet many who are afraid to confront their department with the designation of a fellowship, even strong Union members. Unfortunately the power dynamic between our supervisors and us as employees forces us to rely on their understanding of the difference. Even reasonable supervisors believe the Fellowship is better. How do we reach RAs who are misclassified but in fear of their supervisor?

*Miles Lambert:* I hear what you are saying and I know many RAs misclassified as GRFs doing RA work and the fear that comes with having to approach the supervisor and advocating for yourself. I think part of the role I hope to encompass is to be a vocal advocate on behalf of RAs and those misclassified and try to bring about supports and hearing where needs are not being met and trying to deliver on what they are hoping to get.

*Gabriela Castillo:* This is what I was saying before, I fully agree with Miles that being vocal is a key part of this. My experience in Union work comes from a different country and a different culture and we are not only vocal we are very loud. The key part is to make RAs aware – and also graduate research fellows aware of the benefits of being part of a union. You might make more money on a GRF but who's going to stand for you? We are. The Entire union will stand behind you and if it has to go up the chain of command I will be there to take it up. I have heard RAs are afraid of their supervisor and this is terrible, offering support and spreading the word of the union is the number one priority. Reassuring people through building an RA community that they are not alone.

*Harsha Thyagarajan:* Point of information – regarding the discussion of misclassified RAs. We would consider misclassified RAs as RAs in good standing for the purpose of this election.

Call for vote.

Vote announced: **Gabriela Castillo Elected**

### **Information Officer**

**Nominee:** Brittainy Bonnis

**CRO:** Does Brittainy Bonnis stand?

**Response:** Brittainy will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None.

*Brittainy:* It's been a real privilege to do this job and I hope to continue to do it.

### **Call for questions:**

*Lizzie Bygott:* this is my first year as a Steward with the Union and Brittainy was very capable and extremely helpful this year.

*Gabriela Castillo:* similarly, I feel like Brittainy is the glue that holds all of this together, having to deal with so many questions.

Call for vote to acclaim.

Vote announced: **Brittainy Bonnis Elected**

### **Treasurer**

**Nominee:** Harshavardhan Thyagarajan

**CRO:** Does Harshavardhan Thyagarajan stand?

**Response:** Harshavardhan will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None.

*Harsha:* I've been serving on the executive for the last couple of years as one of two co-chief stewards and mostly with the bargaining and organizing team rather than with bookkeeping. But I've been sitting on the budget and bylaw committees as well and this has given me a good sense of how our budget will be needed in the coming year. We need to build toward a strong bargaining period which is now less than 24 months away. I am very keen to be involved in the general operations of the executive which involves continuing my work in mobilization.

**Call for questions:**

*Prerna Subramanian:* Just a little appreciation for Harsha as mobilisation chair for bargaining with the worst employer in the world – aka queens – killed it comrade/dost!

Call for vote to acclaim.

Vote announced: **Harshavardhan Thyagarajan Elected**

### **Co-Chief Steward 1**

**Nominee:** Avi Friedlander

**CRO:** Does Avi Friedlander stand?

**Response:** Avi will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None.

*Avi:* For the past two years I've been a steward and working on the mobilisation committee. I want to continue this work to drive more enthusiasm amongst our rank-and-file membership by building up committees so no matter who is on the executive we continue to have a strong Union.

**Call for questions:**

*Prerna Subramanian:* I credit Avi with at least 90% of mobilizing the sciences.

Call for vote to acclaim.

Vote announced: **Avi Friedlander Elected**

### **Co-Chief Steward 2 (Grievances)**

**Nominee:** Jake Morrow

**CRO:** Does Jake Morrow stand?

**Response:** Jake will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:**

*Jake:* This is my first year as Steward and I've served on the mobilization committee for this past winter. If acclaimed I hope to continue building the relationships that we started during the mobilization period and continuing the work of Harsha and Canan and strengthening the stewards network with the incredible work already begun by Avi.

Call for questions: none.

Call for vote to acclaim.

Vote announced: **Jake Morrow Elected**

### **Equity Officer**

Note that Equity Officer candidates must identify as a member of one of the five equity-seeking groups recognized by Ontario and Queen's University: women, members of visible minority groups, people with disabilities, Indigenous people, or LGBTQ+ persons. (Bylaw 5.8.1)

**Nominee:** Perna Subramanian

**CRO:** Does Perna Subramanian stand?

**Response:** Perna will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** None.

*Perna:* I have served in this role for two terms and it's not been easy, it was a weird time to join right at the moment of the pandemic and right into crisis response mode and then mobilizing. We have achieved a lot but also there is still much to do. I want to continue the work that all of us have been doing but bringing more equity concerns to wider movements including housing and the migrant workers issue.

Call for questions: none.

Call for vote to acclaim.

Vote announced: **Perna Subramanian Elected**

### **Health and Safety Officer**

**Nominee:** Daniel Reddy

**CRO:** Does Daniel Reddy stand?

**Response:** Daniel will stand.

**Nominee:** Jacqueline Giesbrecht

**CRO:** Does Jacqueline Giesbrecht stand?

**Response:** Jacqueline will stand.

**CRO:** Call for nominees from the floor x 3.

**Other Nominees:** none.

*Jacqueline Giesbrecht:* point of information – can this position be run jointly and split between the nominees?

*Brittainy Bonnis:* no, only the Postdoc position was allowed to be split per the bylaws.

*Daniel Reddy:* My goal is to protect our union members, I seek to represent the diversity of our membership. I want to start a newsletter on ongoing safety concerns and further safety culture across all departments and I hope to be a strong advocate for union members and as a member of the executive.

*Jacqueline:* As health and safety officer I would make sure that Queen's guidelines are being followed and that work locations are hazard free. I also believe that our health and safety extend beyond the physical campus to mental health as a response to wider concerns of covid-19, stress, and digital threats. I would work to educate our members on how to ensure our health and safety both inside and outside the physical workspace.

### Call for questions:

*Jake Morrow:* Question for Dan, you specifically mentioned that health and safety concerns of different departments are treated equally, is there an inequity that you're seeing that needs to be addressed?

*Daniel Reddy:* I am not particularly sure just yet because I am seeing there are issues in the Chemistry department to be addressed but I would pay attention to the potential for inequities across the campus

*Jacqueline Giesbrecht:* different safety concerns can vary so greatly so it's so important that we have full representation across the university on the committee.

*Mike Chen:* In terms of the pandemic, we are likely to see a lot of people disabled due to long-covid, what might you be able to do in this position to respond to this issue in terms of accommodations

*Jacqueline Giesbrecht:* that would more fall within the accommodations realm with the executive but as COVID is an ongoing concern and beyond that similar viruses, so in H&S we would want to continue to have attention paid to these issues moving forward. Continuing sanitation practices.

*Daniel Reddy:* One thing I was thinking is that, for example on the chemistry side of things, when people have ongoing health concerns there's not a structure in place for people to volunteer time to move projects forward in place of sick leave. One thing to look in to would be a system of volunteers to take on this labour.

Call for vote.

Vote announced: **Draw**

Call for a second vote.

Second vote announced: **Jacqueline Giesbrecht Elected**

### Announcements – From the Floor

- *Samantha Twietmeyer* - Congrats to the Executive and thank-you to all those who put their names forward for election.
- *Rohit Revi* - Please remember to fill out the form on mobilization provided by Avi Friedlander
- *Astrid Hobill* - There will be a member appreciation celebration at the Grad Club in the coming months, something to watch for.

### New Executive Swearing-in – Conducted by MaryAnne

*Harsha Thyagarajan:* Thank-you to the outgoing members of the exec. We've had a phenomenal year and we've bargained for a contract far beyond what we might have achieved with bill 21 hanging over our head. I'm excited to work with the new team.

*Astrid Hobill:* Thank-you for all the membership participation this year, it was great.

**END**