Appendix M
Mobilization Committee
Terms of Reference

Article 1 - Name of the MC

The official name of the MC is "Bargaining Mobilization Committee," hereafter referred to as the MC.

Article 2 - MC Mandate

TA unions have faced increasingly hostile employers during collective bargaining or in on-going labour relations (e.g., CUPE 3902 at the University of Toronto and CUPE 4600 at Carleton University). It is imperative to our bargaining process that we have structures in place to call upon during bargaining so that the membership stays informed and in the event that collective bargaining stalemates.

The MC will assist the Bargaining Team in communicating bargaining updates to the general membership and mobilizing the membership on bargaining issues. In the event that a tentative agreement cannot be reached, the MC will coordinate strike/lock-out activities.

Please see section 3.2.6 of the Bylaws for more information on ad hoc committee structure, including membership selection.

Article 3 - Membership

The MC is open to all members in good standing. The position of MC Chair shall be filled on a per-meeting basis.

The Chair shall be chosen by a simple majority vote at the beginning of each meeting. The MC shall endeavour to give all of its members equal opportunity to participate as Chair and ensure equal access to the role along lines of departmental affiliation, gender identification, and other salient divisions.

Article 4 - Finances

The MC autonomously administers an operating budget provided by PSAC Local 610's Executive Council. The MC shall approve motions relating to expenses at the Committee level in the course of meetings without recourse to the Executive Council. The MC shall, however, endeavour to maintain accurate records of its expenses and relay this information to the Executive on a regular basis. Expenses that require more funding than the MC budget allows may be put forward as a motion to the Executive Council for approval. Motions relating to expenses must be sent to the Executive Council a minimum of two business days prior to its next scheduled meeting.

Article 5 - Meetings

During collective bargaining, meetings will be scheduled regularly corresponding to the Bargaining Team's negotiation schedule. These meetings will generally last no more than two hours. In the event that collective bargaining fails, meetings may increase in frequency and duration.

Article 6 - Practices and Procedures

The MC will conduct itself as a direct democratic decision-making body.

Meetings shall be moderated by the chosen Chair (see Article 3). Motions brought forward in MC meetings are put to a vote and will pass or fail on the basis of a simple majority (50% + 1 of those in attendance). No quorum will be enforced for MC meetings at this time.

When debating motions:

1   Speak only when recognized by the Chair. Raise your hand to be added by the Chair to the speakers list.
2   The MC acknowledges the historical denial of speaking rights to certain groups. The Chair shall act to balance speaking rights to ensure equal participation by all members of the committee when it seems that equality and fairness may be obstructed due to the distribution among speakers for a motion and against, along lines of departmental affiliation, or other salient divisions.
3   Be concise, and address your comments to the topic at hand. Whenever possible, limit your comments to constructive criticism and suggestion. Speak using language accessible to the membership of the MC.

Article 7 - Agency

The MC is not an agent of PSAC Local 610's Bargaining Team and maintains autonomy with respect to the style and reach of its mobilizing efforts. The MC will, however, work with the Bargaining Team to relay accurate and transparent information about collective bargaining to the union membership.

Article 8 - Amendments

Amendments to the MC Constitution may be brought forward as a "motion to amend" in the course of MC meetings. Motions to amend the MC Constitution are subject to the same governance model and voting policy established in Article 6 of this document.