

Steward Meeting
November 26, 2015
Minutes

Opening Remarks: 4:37 (Administration Chair & President)

Harassment Statement, 4:38 (Chair of Meeting)

Agenda, 4:40

- Motion (President/Communications) to add an item, “Mobilization Report” after all reports
 - Added by unanimous consent
- Adoption passed unanimously

Minutes, 4:41

- No amendments
- Asked for unanimous consent, no objection

Reports, 4:42

- **President**
 - As said in Stewards Training, we have ads in the Gazette. (Ads displayed.) There will be a total of six ads, two more in December, two more in January. Western News denied the ads. Whether or not we publicize this is up to you, the exec would like your feedback. Press from off campus would like the story.
 - PSAC is providing the money for our mobilization efforts.
 - We had a meeting with SOGS staff last week. A staff person there had told him that the most precarious students who apply for bursary assistance from SOGS assistance are in very dire shape. [Look for verification of the
 - Question, should we publicize this?
 - #10, #29, #27, #3, #1, spoke affirmatively
 - Motion (#11/#20)
 - “That we go public with the Western News refusal to publish our ads.”
 - Communication Chair: Point of information to president, what is the ramification of going public on bargaining?
 - President: 1, the ads are already out. 2, as an important stakeholder on campus, we should have access to campus

publication. 3, these ads are not racist, they are based on empirical evidence. 4, they have no criteria on which to accept or deny these ads.

- #29, the benefit outweighs the cost, we can use this to get our message out and to mobilize.
- #19, ramifications are minimized because this bargaining is in the public eye.
- Arts & Humanities Chair: Point of information to President. Are we paying for these ads?
- President: Nothing is free from Western News.
- Mobilization: PSAC Canada is paying for these Gazette ads, negotiated with the Gazette and they gave us a discounted rate.
- Vote. Passed. #12, #2, #17 abstains.
- **Administration Chair 4:53**
 - We want to keep building longevity and accountability in our operations and that is what my report on office operations is aimed at.
 - Bylaws are not really interesting, but they are important for our operations and our future. Joining the Bylaw Committee is a great way of taking part in the Local and make a difference. When the call goes out to join the committee, if you can't join but you know someone who might be interested, please tell them about it.
- **Communications Chair, 4:56**
 - Thank you all for volunteering your valuable time and energy for this meeting and for your steward duties.
 - Communications Committee has been very active, producing ads in service of bargaining
 - Orientation went well this year.
 - I hope you're all enjoying the memory sticks we distributed.
- **Community Chair, 5:00**
 - Meeting Chair: Community Chair can't be here, so email him at his email address. Pres can answer immediate questions.
 - Unknown speaker: Has the Social Justice committee discussed the White Student Union page?
 - Crosstalk: Was a hoax, had been taken down.
- **Finance Chair, 5:01**
 - Notes transfer to the EHP for the purposes of continued operation.
 - Auditing forthcoming, probably done by December, with audited reports available in January. I will inform you when they are available so that interested members can come and review.

- Finance Committee is looking for membership. It is an important committee for the operation of the Local. We are looking for 7 or 8 people and so far only 3 have offered to join.
 - Grad Club Outstanding Balance: As we had old invoices from Grad Club, we charged them to this year.
 - We are not entirely sure where all our bargaining expenses will go in our line items, so there will have to be an update on our various expenses on this in the future.
 - The PSAC issued a letter to the University's Human Resources department. PSAC federal authorized a dues rate change in May. Our dues will be going up. This will be about a \$2/month increase.
 - President: Point of interest. Is bargaining only \$1000 in our budget?
 - Finance Chair: Yes. This is not mobilization expense.
 - President: What is mobilization?
 - Finance Chair: \$250.
 - #27: Why did the amount given from the EHP go down?
 - Finance Chair: We have ceased getting money from the employer to pay for the program. So we had to reduce the amount significantly because we are loaning the program the money from our reserves.
 - #27: What is a GIC?
 - Finance Chair: It is a fixed deposit that we made two years ago.
 - #20: Because this is a bargaining year, is that is why the employer is holding back the money?
 - Finance Chair: No, the dates of payment were fixed to specific dates in the last contract. There is no contract so there are no specific dates.
 - President: The demand has also increased, so without significant increase, we cannot go back to \$499. Once we have finished bargaining, if we can give more money we will contact those who have already reached the maximum.
 - Finance Chair: Because we had that GIC, we are able to offer the EHP right now.
- **Chief Steward Biological Sciences 5:14**
 - Thank you for attending.
 - 27 of 34 steward positions have been filled. IF you know anyone in the following departments, please ask them to become a steward: Biochemistry, Chemistry, Computer Science, Health & Rehabilitation Science, and Nursing.
 - Many departments have been hiring GSAs, not GTAs. Sometimes there is a good reason for this, but usually not. This denies benefits to students. If you know of this, let me know, even anonymously.
 - Two pieces of homework for (at least) my stewards: 1 email the members in your department, (email me a request for the email list); 2 have a solidarity

event sooner rather than later. The Grad Club will work with you to make sure you don't go over budget.

- **Chief Steward Physical Sciences, 5:19**
 - Meeting Chair: This Chief Steward is not here.
- **Chief Steward Arts & Humanities, 5:19**
 - Been on a number of committees.
 - Only 7 steward positions left unfilled
 - Check in with me and with your membership soon, especially about bargaining. The more feedback we get, the better we can organize our mobilization.
- **Chief Steward Social Sciences, 5:21**
 - Orientation went well. Training went well.
 - All recent concerns have been resolved informally.
 - Need stewards in American Studies, History, Economics, Law, Education, Psychology. Please encourage those you know.
- **Chief Steward Postdoctoral, 5:25**
 - Represents only a small amount of PDs, only the PDAs.
 - PSAC is working on organizing PDFs as well.
- **Extended Health Plan, 5:27**
 - Discussed origin of \$499 amount
 - Added information about Financial Assistance program
 - President: Be clear about expenses.
 - EHP: The expenses for last year at this time were about \$25,000, this year \$45,000. So we have already used 95% of the budget.
 - #1 What does this mean for next semester. It seems unfair that people next semester may not get to apply.
 - President: The exec is meeting tomorrow to discuss this.
 - Finance Chair: Decrease in EHP drove demand for FA program. Note that because of increased demand, we may not get EHP back to \$499.
 - #19: Because a budget sets limits, it doesn't matter how a budget is distributed, someone will not get money who might need it.
 - Communication Chair: Increased demand can help bargaining. Can people apply retroactively?
 - President: Retroactive application is not a good idea. Frankly, the program should have spaced out funding over time. Executive as a whole just discovered the way the program has been operating.
 - Finance Chair: Bargaining is not a good reason for over spending.
 - Chief Steward Social Sciences: Who can we address questions and concerns to?

- President: They can be addressed to me. Last year, we faced hard budget choices. We cut Exec salaries by about 20%. If bargaining does not go well, perhaps we have to make other sacrifices.
 - #29: Are we communicating this? Numbers and statistics can be powerful.
 - President: As a personal request, please do not communicate that we are managing our finances poorly. We are trying to plan out our finances long term, and some of that is dependent on bargaining.
- Finance Chair: Stewards have a role in communication.
- #20: A deviation, we keep saying that we have to mobilize. What is being done?
- Chair: Mobilization Report is next.
- **Mobilization Report, 5:42**
 - Ad copy was presented to the meeting.
 - Mobilization: Placed ads in Gazette.
 - Mobilization: We want everything addressed before February in order to build information and interest. This will either avoid strike or help make a strike effective and short.
 - Mobilization: Don't want to slap admin in the face, but want pointed comment. Send us ideas that we can include in social media. Twitter account @uwo_tas.
 - Mobilization: Next week, we will be on the ground handing out information, pins.
 - #1: Can you speak to the UofT or Your strike?
 - Mobilization: It seemed that it did help. We have attended a talk about the strikes to try to learn about them and effective methods. We are not planning to strike right now, but we are learning on how to build common interest.
 - Mobilization: Chief Stewards will help distribute information to you. We need your help to make this successful.
 - Chief Steward Postdoctoral: Are we going to communicate survey results to members?
 - Mobilization: This is already done: our five points are the results of the survey.
 - Mobilization: Share your experiences, this will help communicate our needs to each other, the employer, the students, and the general public.
 - Chief Steward Postdoctoral: How are we going to communicate the numbers to the membership?
 - Mobilization: The mob team will get info from the bargaining team as appropriate to distribute.

- Communication Chair: We have had a number of events to communicate information, we have to be careful about some of what we communicate.
- Pres: We have to bargain in good faith and, as such, there are some things about bargaining that we have agreed not to discuss publicly.
- Mobilization: The non-disclosure agreement is there to have open and frank discussion at the bargaining table. The mob team is not bound by agreement, so we will try to get as much info as possible to publicize it. We will try to get proper, accurate information.
- #6: Are GSAs designed to undermine the integrity of the agreement?
- President: These are there as a demand for funding through year X. Year X can take a TA if they are open. But the GSAs are being used to avoid giving GTAs.
- Communication Chair: I had a GSA that had no GTA duties, so it can and should be separate

Adjourn 6:06