

# AGENDA FOR STEWARDS MEETING

Wednesday, March 23th, 4:30-6:00 pm – Talbot College 342

## 1. Approvals

### a. Agenda

Admin: There are inaccuracies in the PD Chief Steward Report included in the agenda

PD Chief Steward: we can discuss during my report

Order of agenda amended by President

Community: Can we move the motions up?

Seconded by admin

Passed

Order of the agenda now 1,3,4,5,2

### b. Minutes for Stewards Meeting of Nov. 26, 2015

(See attached.)

## 3. Report from the Chair of the Bylaws Committee

(See attached revised Bylaws and Policies draft.)

### Article 2

President: PDF question. Since the PDF vote is still with the labour board and the ballots are unopened, can we just call say PostDocs?

Chair: Can't call them PostDocs in the Bylaws.

EHP Administrator/Reseracher: We need clear language for the Bylaws. The Bylaws provides specific definition of who members are. Including PDFs opens the Bylaws for PDFs once they are unionized.

PD Chief: If PDFs want to join our local.

Chair: Take that under recommendation.

### Article 3.4

PD Chief Steward: Members have access to three things, 1-benefit, 2-voting rights, 3-eligibility to run for elections. Former members will be decided by the EC. How do we open it to everyone? We do not have access former members lists.

Chair: What if there was a catastrophic accident but the timeline leaves you outside of the eligibility requirements? The change in the Bylaws allows former members to have access to benefits. It will be reviewed based on the situation and at the discretion of the EC. The EC will be able to look at these and review appropriately. Case by case bases because there will be grey areas.

PD Chief Steward: You make a strong point, but we will not have the list of former members.

Chair: We have members lists from the beginning of the Local.

PD: But the contact info will be out-dated. If you don't tell former members, how do they know to apply?

Moderator: will make a list articles in question and return to them after presentation.

### Article 3.1

Communications: Expectation to sign membership card? Members in good standing sign a card.

Chair: Members can choose not to sign but then they are not a member in good standing.

Communications: It's the language "expectation" I am concerned about.

President: Everyone pays union dues.

### Article 4 and 4.2.8:

President: We do not have the right to be at senate meetings, only SOGS. We can demand this at the next bargaining, or ask senate to change this.

61: Delegate will have to be struck.

Chair: Not going to be penalized if they are not permitted to attend.

PD Chief Steward: Responsible for delegates added to the list of Administration and internal communications chair.

Chair: The Bylaws reads something similar.

EHP: Changing it would require many changes throughout the document. It may be worth looking into in the future.

PD Chief Steward: call for volunteers, etc.

Chair: It is standard practice to have the committees chaired by EC officers.

Community: Should it say University of Western Ontario?

Chair: Yes

### Article 4.3.11 (including Article 8.1.5.2)

Communications: Does the Admin and Internal Communications Chair have the option of letting a member chair a committee?

Chair: I don't see why not. Normally it is an EC officer.

Communications: What if we have a member who is very committed and qualified and would benefit of the organization.

Chair: Can propose to the EC to change the TOR. The best procedure is for an EC officer to chair the committee.

### Article 4.3.9

Chair: The goal is to have the internal, external, and president, working together as they have in the past. Such as the JTC, events, actions of solidarity, sending the word out to members, outside of committee, etc.

Community: At the moment it also includes university community and connections with other

universities.

#### Article 4.4 - Finance Chair

PD Chief Steward: Can we publish Finance Reports on the website?

Chair: Reads full language in Bylaws. All newsletters are available on website

PD Chief Steward: How about just an updated financial report?

Chair: We also need an updated budget.

#### Article 4.5 – external communications chair

Finance Chair: We can discuss this later under salaries, but how would this affect officer compensation?

Chair: we are reducing one position which frees up about \$9,000.

#### Article 10.2

7: Any language for overlap, one member continuing on to the bargaining?

Chair: The negotiating committee usually has members also on the bargaining team. The PSAC chooses the team. But yes, you can be on both.

#### Article 10

Communications: What happened to the communications committee?

Chair: There was no record of an active committee.

Communications: We did have a committee in the summer for the posters.

Chair: This was for bargaining, no?

Communications: I will look at the terms of reference.

#### Article 12 – Election Procedure

PD Chief Steward: I have the same question about eligibility of former members. Former members should not have voting rights.

EHP Administrator/Researcher: The document does not say voting rights.

PD Chief Steward: If you don't have a voting right, you can't run for elections.

Chair: It means they can be nominated. But they cannot vote.

EHP Administrator/Researcher: The way it is written is that a former member who had a TAship in the previous academic year can be nominated.

PD Chief Steward: Members in their 5<sup>th</sup> year, for example, are eligible to run?

Chair: Let's say we take a year off, when I entered the nomination period I would be a former member. When the following semester starts, I get another TAship.

PD Chief Steward: So even members in 6<sup>th</sup> year could run?

Chair: yes.

President: I think this is great. We tried to fight for 5<sup>th</sup> year TAships in bargaining. I recommend

5<sup>th</sup> years also be eligible for FA. In the next bargaining round we can see if we can get funding for this.

Chair: Something we can definitely look at over the summer.

### Article 13 – Policy Documents

Communications: What about policies that are not under a committee?

Chair: Governed by CA and general administration. Money comes from the university and is governed by a policy.

Communications: under the EC?

Chair: Yes, and subject to the membership approval. And this article assures that it goes through the membership.

### Article 13 – Finances and Banking

President: 14.1 amendment: “the steward should be responsible.” As the president, I oppose this.

Chair: The reason that was changed was because the EC and FC administer the locals funds. The budget has to be approved by the stewards. The stewards do not do our banking, but they provide input. The Bylaws used to reads as the stewards do the banking of the local.

President: Administration of each funds should go back to the stewards.

Chair: It goes to the GM. It means the EC and FC conduct the transactions. It is about who actually administer our banking. The budget is modified with the stewards approval.

President: How the EC spends the money has to come back to the stewards.

Chair: That is in article 14.8.

EHP Administrator/Researcher: At the stewards meetings, the stewards direct the specific actions of the EC to administer funds a certain way.

PD: Article 13.9?

Chair: We look at the programs in reference to the TORs. It is explained.

### Article 14 – Conflict of Interest

PD Chief Steward: What about volunteers on the committee?

Chair: Only EC members. It is a conflict of interests, explains conflict of interest.

PD Chief Steward: I mean volunteers in a different committee?

Chair: Either the committee member stays in and their application out, or application in, and committee member out.

Communications: A member of the scholarship committee cannot submit scholarship application?

Chair: The scholarship TOR will be under review this summer, but meanwhile, the Bylaws win out.

### Article 16 – Compensation

EHP Administration/Researcher: We could say as of the 2012-2015 Collective Agreement.

Chair: It does not specify the base rate of pay.

Finance: Just say base rate of pay than.

Chair: Or we can just simply say 32.50\$/hour. This is clearer.

PD Chief Steward: Or, we could do it by percentage of the current GTA salary.

Chair: POI to Finance Chair. Is it clear to say that a certain number of TA hours at a 32.50\$ base rate of pay equals an officer's compensation?

Finance: Yes.

## Article 17 – Strikes

President: Thank you!

Moderator: We will return to questions about the Bylaws after the Motion from the Finance Committee.

Bylaw Questions:

PDF

3.4 – Former members

3.1.1 Cards

4 – Senate

4.3.11 + 8.1.5.2 – AI C committee

4.3.9 – Contacts in university community

10 – Communications Committee

12.1.2 - Former member

14.1, 14.8, 14.9 – Money

16 - Compensation

## 4. Motions

### b. Motion from the Finance Committee

Admin: PDA Bargaining?

Chair: There is confusion about the separate teams/committees, we have now included all in one line item.

Admin: Salaries for teams?

Chair: Comes from PSAC.

President: Labour Research Program Scholarship – One scholarship that will be around 3000\$ that anyone member from PSAC 901, 555, and 610, can apply for.

Chair: Only members can apply? For masters or PhD?

President: Yes, for both.

Communcations: Will look into changing the scholarship and focus on labour and community involvement rather than academic.

Admin: What will the 20 years of PSAC contain?

President: It will be decided.

President: Child Care used to come from the General Budget but the new CA gives us this fund.

Admin: Was the number arrived at based on statistics from the pilot program?

President: Less than 10% applying for child care.

EHP Administrator/Researcher: All the money that has covered Child Care has always come from the Financial Aid Fund given by the university.

President: But the university didn't specify child care.

Bio Chief Steward: I will be proposing an amendment at the end.

AH Chief Steward: You left in the line item Activism Chairs executive expense? That is a mistake.

Regarding the FA Fund, last year's budget was 10,000\$ for food bank and it has been reduced. I propose an amendment to reduce UHIP back to 40,000\$ and move 4,000\$ to TA Assistance Program and the other 4,000\$ to the Food Bank.

Seconded by Admin Chair.

AH Chief: I was able to get some figures for this. Since we have been tracking the program, the food bank usage, 43% are international students, and if you include PRs it increases to 48%. The increase in the Food Bank and FA would help our international members more.

Admin Chair: The increase over all for each UHIP Cheque would be about 15 to 20\$, but what if there was an emergency and they needed that money from Food Bank or FAF? International students face more expenses, these changes will help them in the long run. These types of vulnerable members are better served with these distributions of funds.

Communications: For the motion. I was a member of the FC. I believe the UHIP fund should be re-reviewed. I do not think it is the best way to use the fund. The way it is being currently distributed, the \$48,000 is divided equally among all who apply. There might be other ways it could be approved, such as another stream in the FA application to reach members in need. I don't think it should be increased.

PD Chief Steward: Against. We are currently using \$40000 for UHIP and \$35000 for FA. This year it was increased. We increased the UHIP to \$48000. We do this to keep it consistent. We had two separate funds, and one was used for UHIP. It comes in to support the UHIP.

President: Against. The maximum a UHIP applicant can receive is 100\$. For any international student, an extra 20\$ (from \$77 last year) may help them.

60: Members should receive more money.

Communications: It is nice to get the extra \$77+. But the increase we received in bargaining could be better spent. The FA could have an application to the most needy international students. The current UHIP process adds extra work on office staff which is costly.

Admin: Are there statistics for departments who cover UHIP fees.

Finance: 35%.

POI: How many international members are there in this Local?

Finance: 25%.

Admin: But some departments cover UHIP fees. The distribution of two programs where 30 - 40% are international members, if you compare the gains for a member getting a slight increase from UHIP or a FA fund? \$90ish or \$400+ for those in need.

EHP: 27% are international members. Less than full international members applied. 35% departments cover their UHIP. Everyone was issued a check. Last year, we had the application system and only they applicants were given a cheque. The increase was around \$60 to \$77. The local invested in the past unclaimed UHIP cheques into FAF.

Communications: Even if UHIP is covered by their department or not, as long as they apply, they are given funding. So those members are given extra funding for the UHIP.

President: I don't really understand Communications point. We get funding for conferences? Can we not

get double funding for conferences? It is more precarious for international members. It is their right to give them the money.

PD Chief Steward: I see the point giving to members who are in need. But the fund is given to us for a purpose.

Admin: if there are no further new speakers, I'd like to call for motion.

AH seconded

16 in favour , 6 against, 1 abstention

Passes

Community: I have an amendment and an emergency motion that I need to present before 7pm. Can we change the agenda order?

All in favour

Motion: Increase the Mobilization Committee budget from \$250 to \$500. They need the funds to do the work.

Admin: seconded

As seconder, we had previously an error in the budget (activism chair expense line), that money can go to the Mobilization Committee.

19 in favour, none against, no abstentions

Emergency Motion:

You have heard in the news about Black Lives Matter. Requesting that we send a donation of \$500 and a press statement in support.

Seconded by President

President: Do we have enough money?

Finance: Yes, we have \$1600 remaining in the budget line item.

Motion passes. 1 against.

Bio Chief Steward: FAF line items. Right now we have \$37,000 in FAF, \$5,000 of child care. I propose we split it into medical/personal and child care/academic.

Seconded by Social Science Chief Steward

Finance: The amendment has passed on the disbursement of funds, so \$37000 + \$5000 + \$4000.

BIO Chief Steward: So we have \$46000. 75% (\$34,500) for medical/personal, and 25% (\$11,500) child care/academic. For example, if there is a year where there are a lot of medical/personal claims, there would be no money for child care/academic. The difficulty is ranking the need.

Admin: I was the chair of the committee and I can back up Bio Chief Steward's proposal. You can never anticipate members' needs. Having to adjudicate the needs is incredibly difficult for the committee. This split helps the committee make the decisions so that members do not have to go without just because of the application category.

26: What is academic? Conference? The President mentioned earlier that you could claim for a conference that was already covered?

Admin: No. Some departments have funding. The fund is for members in need who do not get funding elsewhere. If you already received funding or are not in financial need, you are less likely to get this.

Bio: You have to prove that you applied elsewhere first.

Communications: We put \$5000 separate with the purpose to make it clear to the employer that we are

spending their money. Now putting it in the same line item as academic funding, will that be okay? Will it affect our bargaining?

President: I suggest keep child care separate.

Admin: Would the Bio Chief Steward be ok amending the motion to keep child care separate?

Bio Chief Steward: I don't know. It is already complicated by splitting.

EHP Administrator/Researcher: We submit a detailed reports to employer about how we spend the funds.

President: The employer didn't specify the money.

Seconded by Social Science Chief Steward

1 abstention

Passes

AH Chief Steward: EHP budget line item and increasing the EHP to \$400. I propose a reduction to \$375.

POI: We are not looking at how it is disbursed?

Finance: FC made this increase based on the EHP Administrator/Researchers recommendations.

Tabling EHP allotment to next meeting – passed.

Admin: I propose to table a motion to increase EHP salary. One of the things that members don't see is the work staff do. Office

Manager's roll is clearly defined. EHP Administrator/Researcher is newer. 10 hours per week is devoted to the EHP, and 5 additional hours for duties that not only LMC ask of us, but also EC ask of (statistics, data, fiscal accountability). Whenever projects need to get done, can we have to discuss if we can afford to have extra hours for this? We have a demonstrable need, the EHP Administrator/Researcher has undertaken the task of programing the database, grievance database, etc. Every time we want a project done, we have to go back to the EC. Between the demands of the EC, it is apparent we have to increase the salary in the EHPAdministrator/Researcher. I propose a motion to increase that line item.

Seconded by AH Chief Steward

Passed, motion tabled

Budget

1 abstention

Budget passes

Lost quorum at 7:13pm

Remaining agenda, motions, reports tabled.

POI: Is this tabled to the AGM or Stewards meeting?

Moderator: AGM on April 7, 2016