

**Bi-Weekly Executive Meeting  
PSAC 610**

**January 9, 2020  
7:00 - 9:00 pm**

**Agenda**

Present: Anil, Dicho, Dika, Matt, Reza, Ari, Katie, Greg, Wes

Absent: Sandeep

Call to order:

7:05pm

Motion to add Reza report to agenda (Reza)

Second: Anil

All in favour

Motion to approve agenda (Anil)

Second: Katie

All in favour

1. Approve the Agenda
2. Moment of silence for the members that were lost on Ukrainian International Airlines Flight PS752
3. Approve Minutes
4. Reports
  - (a) Presentation of report from the President
  - (b) Presentation of report from the Admin Chair
  - (c) Presentation of report from the Finance Chair
  - (d) Presentation of report from the Communications Chair
  - (e) Presentation of report from the PostDoc Chair
  - (e) Presentation of reports from the Chief Stewards
5. Bargaining Updates
6. Planning for the upcoming semester
7. Unfinished business
8. New business

Amend the minutes with (Present Absent and Regrets to Minutes):

Absent – Sandeep

Regrets – Wes, Anil

Motion to approve the minutes as amended (Matt)

Second (Anil)  
All in favour

## Presentation of report from the President

### Past Events

- Attended the UWOFA Christmas lunch and talked with a number of their members about our bargaining. They are ready to help where they can with mobilization after we assisted them
- Have held a number of meetings with members about possible grievances. Where members would like to proceed, we are. A number of people are hesitant to proceed as they are scared of the reaction their department could have.

### Current and upcoming Events

- A callout was made for the CRO election. I have not received any nominations to date.
- January 23 is the United Way Labour Awards night. Doors open at 5:30 and the ceremony starts at 7. UWOFA-Librarians and Archivists were unanimously awarded one of the awards. As a thank you to our local for the nomination, United Way is offering us free access on the VIP list. Two or three people should go. Let me know if you would like to come.

### PSAC Convention

- 6 delegates total
- President and Communications Chair (or their delegate) are already delegates
- After passing motions at the recent stewards meeting, we are looking for at least 3 of the remaining 4 delegate spots to be filled by gender minorities. It is preferable that a post-doc fill at least one of these positions.
- A callout will happen on Monday, January 13 and will close on Friday January 17. Nominations should be accompanied by a one paragraph statement of interest. If members of the executive besides the President and Communications Chair wish to attend the convention they should go through the proper nomination process.
- At the executive meeting the week of January 20 – 24 the executive will vote on which of the nominations for delegate will be chosen to go.

### Action Items

- See December executive meeting action items. They all should be completed by our next executive meeting.
- Admin Chair, meeting minutes should have a section saying who is in attendance, who is absent with regrets and who is absent without regrets (...Greg).

### Discussion:

- No nominations for CRO at this point

- Pushing the Executive meeting on the 23<sup>rd</sup> to the next week
  - January 30<sup>th</sup>
  
- Tri-annual Convention
  - president and communications chair are delegates
  - call-out on Monday for that
  
- TAXES: (flagged by CRA) – cannot pay quarterly anymore (due to missed payments)
  - only allowed monthly payments

Action Item:

Dika and Wes

Ask the standing committees if they want the delegates to push at the convention (May 29<sup>th</sup> - 31<sup>st</sup>)

Motion:

Whereas four members of our community died on board Ukrainian International Airlines Flight PS752,

Be it resolved that \$2,000 be moved from the general meetings budget line and be put into the special events budget line to put towards a cause to commemorate those who were lost.

Secunder: Dika

Discussion:

- Ari: We can move this money towards
- Dika: I think it's important that we as a union do something of support for our members
- Reza: Clarification of the event, three TAs and another incoming the member. I appreciate this motion and we can find ways to show union support
- Matt: do we know what groups we would be working with?
- Ari: There isn't any clarity yet, but we may work with stewards in that department
- Matt: So essentially this is mostly freeing up this money for an event or something in the future

All in favour

- In the next few weeks, we will figure something out in regards to this

### **Presentation of report from the Admin Chair**

Action Items to be completed:

- Will do another call out for Food Support and Bylaws committee

Tasks completed:

- signing of cheques (EHP and Food support)
- Meeting with FAC chair to discuss Financial Aid next week

Discussion Point:

- If there are any ideas that the EC want my committees to work toward please let me know.
  - This entails – Bylaws, Women’s, and Food Support Committee

Action Item for Admin Chair:

- Collect resumes for hiring new administration position (Astrid Resigned)
- Will make this a priority

- Let the Admin chair know of any changes the committees should work on.

### **Presentation of report from the Finance Chair**

### **Presentation of report from the Communications Chair**

Communications Chair

- Using all means of communications, not just email ✓
- We need a monthly newsletter. A first semester recap should be sent out the first week in January – in progress (Monday next week – been really busy)
- Minutes from the stewards meeting needs to be distributed to the entire membership ASAP ✓
- Our audits need to be posted on the website. Every audit dating back to the unions creation needs to be publicly available. Work with Jessie to get these up. – Meeting with Jessie next week to address this
- Do committee callouts again ✓

I’ve received 3 more requests to join the Mobilization committee, but no one has indicated interest in the communications committee. I’ll send out another call out email next week to see if we can get more members. I also attended the OSSTF rally in December against #DougFord cuts to education.

Action item: Ari, did we get a quote from the printing place we agreed on (the one that’s unionized) for the new banner?

- Banner – there is a printing place that is unionized (on campus with UWOFA)
  - Western Graphics Services
  -

## Presentation of report from the PostDoc Chair

- 1) Will be working on the bargaining demand updates and need to schedule a meeting with the mobilization team
- 2) Need to review the results to prioritize the the demands based on the recent survey
- 3) Lot of question recording the refunds, I previously forwarded the email from Sharon to president and communication chair to be posted on our website. It need to be done

Discussion:

- Asking about the Post-Doc dues refund
  - send inquiries to the website (a popup outlines it)

## Presentation of reports from the Chief Stewards

### Social Science

My main priority is still filling the 5 remaining stewards' positions. I have sent a call-out email to the Economics and Education departments, which have no stewards between them. I think it will be difficult to find stewards in Education particularly, as there are very few members in the department.

I have also sent a reminded to the departmental stewards in my division regarding solidarity events, and am planning to have my divisional stewards' meeting next week, probably on Thursday (just need to firm up a time and place).

- After I sent this report a steward resigned
- Divisional stewards meeting schedule for January 16 3-4pm

### Biological Sciences

Prior to the break, the Medical Science Department had their solidarity event. Event went well, no major concerns.

I have met with two different students about various problems about a student encounter and overtime hours.

- An informal meeting about the overtime hours occurred with the appropriate people and went fairly well.

Going forward, I will be filing grievances with the help of Ari, and will be hosting more solidarity events

### Arts and Humanities

- I am waiting to hear back from stewards for a divisional stewards meeting.
- I will begin organizing solidarity events with stewards.

Motion from Katie:

Whereas many members have requested the status of their honorarium cheques

whereas the term for stewards ended in October

whereas the union needs to continue functioning

whereas a motion was passed on how to allocate the steward honorarium

whereas there is a budget line for it

BIRT the president write the steward honorarium cheques for the previous term 2018-2019

Secunder: Greg

This motion needs to get done.

- There is a large amount of cheques that need to be cut but the finance chair has not done so, and we are about 1.5 months behind

All in favour

## Physical Sciences

My plan for the remaining period of the year follows:

- I am planning to fill the vacant steward positions specifically from the departments with no representatives.
- I will also work on organizing solidarity events with stewards in physical science division.
- Continue to follow up and help with the grievance procedures from the physical science division.

## Post Doc

Nothing to report.

Bargaining Updates:

- A printer will be purchased for the bargaining team as needed

Timeline Preparations:

- We need to begin promoting the positions as elections will be held in the last week of April
  - we can have people shadow you
  - if you get questions – answer truthfully
  - prepare for informing people about your position
- AGM will be at the start of April (no dates set yet)

- For the AGM if you TA at that time, the union will buy out your TA that day so that you may be present
- The elections will be electronic again
  - 2 weeks before the elections, you can get your credentials to vote
  - don't have that line up prior to
- Stewards meeting
  - in February or March?
    - First week of Mar. – stewards come with motions for things like the budget/bylaws
      - get a whole month to work on the suggestions
- Hold an executive meeting that focus on the budget

Move to go in camera 8:08pm (Matt)

Secunder: Katie

All in favour

Motion to go in camera 8:21pm (Ari)

Secunder: Greg

All in favour

Issues with the budgeting:

- Ari: Talking about the budgeting for the local
  - We need to get a financial report out the membership
  - There are getting a lot of issues
  - we are not getting our bills paid on time
  - nothing has been reconciled since April last year
  - There are lots of cheques that need to be cut
  - The auditing has not been completed
  - We haven't given a financial report to the membership since May
  - at the stewards meeting there needs to be a financial statement to the members
    - this hasn't been done the last stewards meeting
- Greg: If we have so much money in the meetings budget, can we order some food for the divisional stewards meeting?
- Ari: Yes
- Anil: Even when this finance chair took over, he knew there was previous issues with the reconciliation
  - if you look at previous minutes you will even see his commitment to do this and it has not been getting done, this needs to be accountable especially with bargaining

- Wes: This is work that needs to get done and we need to start to work on this immediately. We need to hire someone to get this work done as it's not getting done by Sandeep.
- Ari: I've been advised by the PSAC regional office and PSAC that we should hold on hiring another staff for this as this may look like we are disciplining Sandeep before we go into mediation.
- Wes: I think we are beyond the point where we can worry about whether it looks like we are disciplining him. This is work that needs to have been done already. Can I take an informal poll of the executive and does anyone agree with what I'm saying?
- (ALL IN FAVOUR)
- Wes: Then we will work towards hiring another staff member.
  
- Ari: Divisional Stewards Meetings: Please get them done by the end of the month
  - we want to hear from the stewards so get their input in what we could change
- Ari: I also want to confirm the motion passed that the executive approved to pay the stewards from last year \$190. This is the total amount of the budget divided by the number of stewards.

- New Business/Unfinished Business

Motion to adjourn 8:46pm (Wes)

Secunder (Matt)

All in favour