



**Union of Graduate Student Workers (PSAC Local 60550)
Annual General Meeting - Wednesday, NOVEMBER 7, 2018**

Present: Amy Savile, Fady Botros, Tammy Bo, Bipin Kumar, Anthea Plummer, Perry Reimer, Marzieh Abadi, Ishtar Al-Tahir, Mahdi Daghmehchi, Marco de Cesare, Kristin Dinning, Md. Ashiqul Haque, Saleem Khan, Suzanne Lanery, Alex Reurink, Larissa Roehl, Lauren Rowsey, Naghmeh Shahverdi, Ramin Shamsdini, Sam Sweeney, Joey Tallon, Venkata Timmavajjula, Marija Veljanovska, Lydia White

Guests: Darlene Bembridge (PSAC) & John Eustace (PSAC/ Negotiator for Post-Doctoral Fellows)

1. Call to Order

Meeting called to order at 5:04 PM by A. Savile.

2. Wolastoq Acknowledgement

Amy Savile acknowledged the meeting is taking place on unceded Wolastoq territory

3. Reading of the PSAC Statement on Harassment

Various members read the PSAC Statement on Harassment to those in attendance

4. Approval of the Chair

Motion by Perry Reimer: Move to appoint Amy Savile as meeting chair

Seconded by Fady Botros

Motion carried

5. Approval of Agenda

Motion by Perry Reimer: Move to approve the agenda

Seconded by Bipin Kumar

Motion carried

6. Approval of the previous General Membership Meeting Minutes

Motion by Lauren Rowsey: Move to approve previous GMM minutes

Seconded by Anthea Plummer

Motion carried

7. Business Arising from the Minutes

None

8. Updates from the PSAC

Amy provided a brief overview of some of the initiatives coming from the Public Service Alliance of Canada, including campaigns for universal childcare, combating precarious work conditions, clean water, and addressing the Phoenix pay disaster.

Introductions from Darlene Bembridge: Provincial PSAC Director for New Brunswick and John Eustice: PSAC's Chief Negotiator for the Post-Doctoral Fellows

9. Reports of the Executive Officers and Committee Chairs

- President Report: Full report available online on the UGSW website. Amy provided an overview of the work she's done on the union.
- Vice President Fredericton Report: Full report available online on the UGSW website. Fady provided an overview of the work he's done over the last year on the union.
- Vice President St. John Report: Full report available online on the UGSW website. Tammy provided an overview of the work she's done over the last year on the union.
- Secretary's Report: Full report available online on the UGSW website. Anthea provided an overview of the work she's done over the last few months she's been standing as Secretary.
- Treasurer's Report: Bipin's full report is forthcoming and will be on the UGSW website, it was delayed due to technical issues. He provided an overview of his activities and the work he's done on the union.
- Chief Steward's Report: Full report available online on the UGSW website. Perry provided an overview of the work he's done during the time he's been standing as Chief Steward.

Floor opened for questions. None raised.

Motion by Anthea Plummer: Move to adopt all reports

Seconded by Lydia White

Motion carried

10. New Business

- a. **Financial Audited Report from Auditor**: For the 2016-2017 cycle, the auditor recommended standardized expense forms and travel expenses forms, for clearer documentation on who was receiving reimbursement and for what events/purposes. The Executive created and utilized these forms in time for this financial report. The Auditor noted this improvement and made no further recommendations. All accounts were deemed to be in order.

Motion by Perry Reimer: Move to accept the auditor's report

Seconded by Joey Tallon

Motion carried

- b. **Midterm Financial Report**: Question was raised in terms of what travel expenses were arising that PSAC does not cover. Bipin explained that UGSW often sends at least observer-status member to PSAC events in order to support and diversify our representation. Also noted that there are also conferences hosted by other groups, such as the binational Coalition of Graduate Employee Unions at which UGSW ensures representation. No further questions.

Motion by Ramin: Move to adopt the mid-term financial report

Seconded by Saleem Ahmad Khan

Motion carried

- c. **Proposed Dues Changes:** Having received unanimous recommendation from the Executive Committee, the following dues changes were proposed:

First, in light of a reduction of the dues rate owed to PSAC National (0.9739% to 0.9557%) effective January 1, 2019, that the overall amount of 1.586% of salary be maintained through an increase of 0.0183% to the current 0.612%¹ of Component equivalent and going back to the Local's operating budget.

Motion by Perry Reimer: Move to adopt this change to maintain the per salary rate of 1.586%, effective January 1, 2019.

Seconded by Saleem Khan

Motion carried

Second, alongside current \$1 per member per month for National Strike Fund, a proposed monthly fixed rate per member of \$5.00 to supplement administrative allowance provided by the university (the equivalent of 6 one-semester PhD GSTA positions per year) that is distributed as honoraria to Executive Committee members. This proposal directly affects certain areas of proposed bylaw changes in terms of Executive Honoraria and, in addition, \$6800 proposed to be distributed amongst Stewards and Joint UGSW-UNB Committee Members.

Motion by Lydia White: Move to change the proposed amount to \$2.18 per member per month, with adjustments to proposed bylaw amendments noted below and \$3000 to be allocated for distribution amongst Stewards and Joint UGSW-UNB Committee Members.

Seconded by Sam Sweeney

Motion carried.

Resulting dues rate, affective January 1, 2019 shall be 1.586% (0.9557%+0.612%+0.0183%)² of salary and \$1 + \$2.18 per member per month; **[1.586% of salary + \$3.18/month]**

It was recommended that the incoming Executive Committee look into requirements in terms of registration with the Canada Revenue Agency and the distribution of tax receipts for members receiving these honoraria.

- d. **Proposed Bylaw Amendments:** The Executive Committee recommended changes to six sub-articles. Each amendment was explained and the change resulting for the dues adjustment was incorporated where appropriate.

- i. Article 12.13 – Replace repeated Vice-President Fredericton with Vice-President Saint John.

Motion by Bipin Kumar: Move to adopt change to Article 12.13. Seconded by Joey Tallon. No questions raised from the floor.

Motion carried.

¹ Following the General Membership Meeting, the Local was informed that, as of January 1, 2019, the Component Equivalent amount will be increased from 0.612% to 0.6232%. In order to maintain the spirit of the motion on the floor, the Executive Committee has ruled in principle that the adopted increase be reduced from 0.0071% in order to maintain an overall per salary rate of 1.586%.

² Amended per salary formula of (0.9557%+0.6232%+0.0071%).

- ii. Article 13.12 – Standardizing Executive Honoraria, transitioning from unit measure per role to fixed annual dollar amounts, and to be distributed monthly instead of once per term.

Motion by Lauren Rowsey: Move to adopt proposed amendments with the following adjustments: President to receive \$6000 per year and Treasurer to receive \$4500.

Seconded by Joey Tallon

Motion carried

- iii. Article 13.8 – Reiterate Executive member presence as requisite at call to order for General Membership Meetings.

Motion by Bipin Kumar: Move to adopt change to Article 13.8.

Seconded by Perry Reimer

Motion carried

- iv. Article 13.13 – Executive Accountability & Opportunities for Improvement

Motion by Perry Reimer: Move to approve new Article 13.13

Seconded by Anthea Plummer

Motion carried

- v. Article 15.8 – Duties of Information Steward

Motion by Joey Tallon: Move to approve new Article 15.8

Seconded by Ramin

Motion carried

- vi. Article 15.9 – Duties of Shop Stewards

Motion by Fady Botros: Move to approve new Article 15.9

Seconded by Lydia White

Motion carried

- e. **Election of Executive Members:** Amy Savile hands over the meeting chair position to Darlene Bembridge for the election of officers.

Motion by Bipin Kumar: Move to give the position of Chair to Darlene

Seconded by Perry Reimer

Motion carried

All positions are deemed vacant. Darlene calls for nominations be open to the floor for the following positions:

Election of President

Fady Botros (motion)/ Anthea Plummer (second)

That Amy Savile be nominated for the position of President.

Amy Savile was declared elected as President

Election of Vice-President Fredericton

Amy Savile (motion)/ Tammy Bo (second)

That Fady Botros be nominated for the position of Vice President Fredericton

Fady Botros was declared elected as Vice President Fredericton

Election of Vice-President St. John:

Lydia White (motion)/ Sam Sweeney (second)

That Tammy Bo be nominated for the position of Vice President St. John

Tammy Bo was declared elected as Vice President St. John

Election of Treasurer:

Perry Reimer (motion)/ Fady Botros (second)

That Bipin Kumar be nominated for the position of Treasurer

Anthea Plummer (motion) / Lauren (second)

That Anthea Plummer be nominated for the position of Treasurer

Voting by secret ballot was carried out. Amy requested a scrutineer

Following the count on both campuses, Anthea Plummer was declared elected as Treasurer

Election of Post-Doc Fellow Liaison:

No names were put forward. Position will remain vacant until the Executive appoints a standing member or another election is called.

Election of Secretary:

Lydia White (motion)/ Lauren Rowsey (second)

That Lydia White be nominated for the position of Secretary

Lydia White was declared elected as Secretary

Election of Chief Steward:

Tammy Bo (motion)/ Sam Sweeney (second)

That Lauren Rowsey be nominated for the position of Chief Steward

Lauren Rowsey was declared elected as Chief Steward

With the elections of Executive Committees Members complete: Darlene Bembridge hands over the meeting chair position back to Amy Savile.

f. Volunteer Committee Members: The following members put their names forward

Working Group for No Harassment, No Discrimination, & Whistleblower Protection:

- Co-Chair: Anthea Plummer
- Joined: Saleem Ahmad Khan
- Joined: Lauren Rowsey (Saint John)

Joint Committee for Employee-Employer Evaluations:

- Joined: Lydia White (Saint John)
- Joined: Saleem Ahmad Khan

Joint Committee for Intellectual Property Rights:

- Co-Chair: Fady Botros
- Joined: Anthea Plummer
- Joined: Lauren Rowsey (Saint John)

Joint Committee for International Graduate Student Employees:

- Co-Chair: Saleem Ahmad Khan
- Other position remained vacant to be filled ex-officio by executive representatives until volunteers come forward

Election of the Joint Health & Safety Committees Representatives

Amy Savile (motion) / Joey Tallon (second)

That Joey Tallon be nominated for the position Fredericton Representative
Joey Tallon was declared the Fredericton Representative

Amy Savile (motion)/Joey Tallon (second)

That Amy Savile be nominated for the position of Fredericton Alternate
Amy Savile was declared the Fredericton Alternate

Lauren Rowsey (motion)/Lydia White (second)

That Lydia White be nominated for the position of Saint John Representative
Lydia White was declared the Saint John Representative

Larissa Roehl (motion)/Lydia White (second)

That Larissa Roehl be nominated for the position of Saint John Alternate
Larissa Roehl was declared the Saint John Alternate

g. Oath of Office

Led by Darlene Bembridge, the incoming elected officers read their oath of office in unison

11. Other Business: Recommendation from the floor that the Local Union investigate and push for having TA/RA work formally recognized during applications for Permanent Residency

Motion by Saleem Ahmad Khan

Seconded by Perry Reimer

Motion carried

12. Adjournment

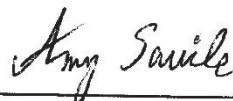
Motion by Perry Reimer

Seconded by Anthea Plummer

Motion carried



Recording Secretary



President