

CUPE2626.ca

Student Academic Workers' Union

**Annual General Assembly
Special Stewards' Council
March 23rd, 2011 - 6:00 pm
Chapel, Tabaret room 112
University of Ottawa**

1. Call to Order

The Assembly Special Steward's Council starts at:

Time: 6:21

Date: March 23rd, 2011

2. Roll Call of Officers

President: Felix Grenier

Vice-president: Majid Naji

Secretary-Treasurer: Maryam Haghighi

Chief Steward Francophone: Stanko Krstic

Chief Steward Anglophone: Amir Khan

Recording secretary: Olivier Desharnais-Roy

Equity Officer: Taiva Tegler

Officer without portfolio 1: Zohreh Galehdar

Officer without portfolio 2: Payam Sadeghi

3. Equality Statement

4. Adoption of Meeting Rules

Motion: "That the Meeting Rules be adopted as presented/as amended"

Proposed by:	Felix	
Seconded by:	17	
Results:	Yea: 9	Nay:

Abstentions:	2	
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5. Adoption of Agenda

Felix proposes a modification.

Change point 7.3 to 8.3: **Date of Referendum**

New point 8.0 to be added: **GSAED**

Add point on Varia

Report of Secretary Treasurer moved to point 7.

Motion: to have GSAED member present report to Stewards.

For: 11

Against: 0

Unanimous

Agenda cannot be formally adopted by Special Stewards' Council.

6. Adoption of Minutes

Minutes of previous General Assembly cannot be adopted by Special Stewards' Council.

7.0 Treasurer's Report

Maryam presents the Budget for the previous fiscal year (May 2010 – March 23, 2011)

We have exceeded the amount of fiscal revenue for this year.

Maryam presents some highlights of the previous year's budget:

- We have created an Investment policy to assist us in assigning monies and growing the Strike fund.
- Hundreds of our members have received Conference funding and several of our members have benefited from Financial Assistance.
- We have supported many student conferences and events all over campus.
- Responsible and accurate fiscal management: all trustees and external audits of CUPE 2626 have been completed for the previous (not current) fiscal year.
- Both trustees and auditors have found CUPE 2626 books satisfactory.

Maryam presents upcoming fiscal budget (2011 – 2012).

Q: Emergency fund; how much did we spend during previous years.

A: Controlled under a provision in the CA. We set aside 5000 each year and we usually exhaust these funds.

Q: Conference funds; where do we get info about this (about Student events).

A: We don't have a formal adjudication process for this. One must simply write a letter to CUPE 2626 Treasurer. Each petition is considered on a case by case basis.

8.0 GSAED

Sean Kelly addresses the Assembly (Internal Commissioner at GSAED). Sean informs members about GSAED elections; all five commissioner positions are up for grabs. Also, positions to sit on the University's Board and Senate are up for grabs.

Referendum questions are also on the election ballots: these questions determine next year's student levy. One levy is for OPIRG.

So far. 7.5 percent participation: one more day to vote! Sean reads out election locations.

GSAED General Assembly: April 29th, 2011 at 5pm. 7pm: PARTY!!!

All info. available online.

Q: When do we get election results.

A: Voting ends tomorrow at 6pm. We will divulge results ASAP via email and at our website.

8.1 Bargaining

Eric has copies of the new CA passed around to members.

Felix tells audience that these are only the articles that will be modified by the Agreement. Only these amended Articles require ratification.

Felix will describe Ratification Procedure first before going through each article amendment with BC one by one.

Felix tells members that CA must be ratified by Referendum. The Referendum question and date will be voted on today by the Stewards.

Paul addresses the Assembly. The Bargaining Committee recommends this deal.

Paul tells the membership that this deal is retroactive to the expiry of the last CA.

As far as monetary gains go, we did not receive any less than other public sector unions have been receiving across the province.

Q: How does retroactivity work?

A: Members who have signed contracts now governed by the new CA will receive compensation cheques. You obtain this payment within 60 days of ratification.

Paul calls for round of applause for members of the Bargaining Committee.

Paul notes that University will be referred to as Employer in future correspondence.

Clarification on SFRB students: if the majority of your income is from a bursary, you are not included in the Bargaining unit.

Felix: this article is important as it relates to one of the three principal issues pursued by the Bargaining Committee. The Employer wanted to exclude as many members from the Bargaining unit. The Union agreed to cut SFRB students from the Bargaining group in exchange for Employer's agreement not to exclude law students from the Bargaining Unit.

Anyone receiving funding to do thesis work is not a member of the unit. Anyone who received funds to do RA or TA work will be included.

Q: If external award goes to a Prof, and that Prof hires a student, is he or she included.

A: Matter of who pays is no longer relevant; the type of work contracted out will determine a student's place in the Bargaining Unit.

On the issue of replacing a Profs, Paul tells members that we have come to an agreement where Prof and student must mutually agree to this arrangement. Furthermore, a student will be paid approx. double the current TA wage. Other restraints apply.

Relationship between Local and Employer: the Employer will house a link on their website of the current CA. Also, the Union will issue out info kits to all new hires.

Improvements to discriminatory language. Language is more broad to protect members anywhere at the workplace. Discriminatory language need only occur once to be a grievable offence. University must publicize its new stance on discrimination.

Steps in the grievance procedure have been reduced. We've altered timelines in order to resolve grievances more quickly.

Felix tells assembly that this amendment gives the Union much more leverage pursuing its main function which is to file grievances on behalf of members.

Paul tells everyone about clarification on language: `convening` of meeting.

Personnel files kept by the Employer must include documents relevant only to Employment.

Reordering of priority.

Q: Wouldn't an undergraduate within a Dept. be more qualified than a Graduate from another Dept?

A: The BC says that our priority is to protect Graduate students; furthermore all candidates must still have minimum qualifications.

Q: How does the admission scholarship come into play in terms of priority?

A: the Employer must leave aside a certain number of contracts to fulfill admission scholarship requirements.

Q: How do we know the Employer is honouring its commitments to scholarship students?

A: We can't. We can only react. Which is why we need members to complain. Furthermore, we do conduct occasional Dept. audits which keeps administrators on their toes. HR must also inform the University's staff about changes to the CA.

Paul: Employer was generally okay with giving jobs to students. They were not interested in outsourcing.

Right to refuse an appointment: can now be done via email rather than a form.

Union asked for an increase in Financial Aid fund. Formula devised to calculate increases to this fund on a yearly basis.

Tuition support bursary: new calculation based on 4 per cent per year will have payments automatically issued to them.

Stickers: all employees must have easier access to stickers on their student cards in order to benefit from software discounts, parking, etc.

HR will now distribute all stickers.

Employer came to Bargaining with a far more comprehensive agenda on disciplining members. Discipline has never been a grave problem at this Local. Nothing has changed on language for Discipline.

Changes proposed under Article 18 were substantial. We have set up 2 committees with Employer reps and Union reps to address significant issues about Late Payment and payment system in general.

Stanko tells members that if Committee fails to resolve issue, we are still able to proceed with a Policy Grievance against the Employer.

Motion: to symbolically vote in favour of the ratification put forward by 17. Seconded by 36.

For: 7
Against: 0
Abstention: 1

President of the BC, Felix, would also like to thank Paul.

8.2 Vote

Felix says we will hold the Referendum next week (Thurs., Fri). Stewards must also vote two thirds majority to accept it.

Q: How can members vote on a document they cannot see?

A: At every table, one person from the BC will be present to inform members as well as explain the document.

Motion: to make this document available at the CUPE Office for all members who would like to see it. Seconded by 17.

Discussion: this is acceptable but no discussion can take place at the Office. That discussion can only happen at the table.

Motion to amend: make email address available to some qualified officer.

For: 6
Against: 0
Abstentions: 0

All in favour of adopting questions and dates.

For: 7
Against: 0
Abstentions: 0

9.0 Reports

9.1 President's Report

See attached.

Ten minute break.

9.2 CRO report

Big round of applause for Joanne!

Three contested elections = success!

Pierre recommends some sort of assessment process in regards to Language requirement. Also, some modifications to CROs role must occur.

Two public forums were generally well attended.

168 ballots cast; 5 percent of total membership. Excellent turnout!

Pierre`s recommendation: Total budget of 4200, half of which goes to scrutineers, means that we might want to consider running all elections at the AGA. Also, publicity should begin in Dec. before nomination period.

Q: How were you hired as CRO?

A: I was sworn in at an Executive meeting.

Follow up: Article 11.4.1.

Felix: at the end of November, I asked if anyone had any candidates for CRO as Eric was not willing to do so. Pierre was still obliged to swear an oath in front of Steward.

Follow up: this seems to be in apparent breach of the Bylaws.

Q: Can the CRO head up a committee made up of Stewards instead of assuming all responsibilities him or herself?

A: That is a good suggestion.

Motion: to adopt the CROs report. Forwarded by 44. Seconded by 17.

For: 5

Against:

Abstentions: 2

10.0 Elections

Motion to name three scrutineers: Sarah, Olivier, Ashley.

For: 5
Against: 0
Abstentions: 1

Chief Steward Francophone

Point of order: to postpone elections until we can get two thirds of Stewards at a next Stewards council.

Eric: we still have Stewards` quorum.

Sean: members are entitled to propose an adjournment. That motion is not out of order.

Motion: to postpone the elections until the next SC proposed by 3. No seconder. Motion fails.

Opening up nomination period.

Pierre. Forwarded by Matt. Seconded by Marie-Michelle.

Robert nominates Stanko. Seconded by Philippe Decheneau.

End of nomination period.

Stanko and Pierre accept. Both read Oath and present stump speech.

Question period ensues followed by vote.

TIE!!! P of A has to break tie; Stanko wins.

Equity Officer

Eric presents roles and responsibilities of position. Nomination period open.

Number 14 nominates Robert. Seconded by 3.

Philippe nominates Pierre. Seconded by Marie-Michelle.

Robert accepts nomination; Pierre accepts nomination.

Robert reads oath. Both candidates present speech.

Question period followed by vote.

As votes are tabulated, Nicole debriefs Assembly on roles and responsibilities of Health and Safety Officer.

Result of Equity officer vote: ROBERT

Number 14 nominates Nicole; seconded by 44.

Nicole wins by acclamation.

Recording Secretary

19 nominates Olivier; seconded by 44.

Olivier declines the nomination. Position left vacant.

Officers without Portfolio (1 and 2)

Robert nominates Zohreh. Seconded by Philippe.

Matt nominates Pouya. Seconded by Ali Reza.

44 nominates Azizur. Seconded by 26.

Nominations closed. Zohreh, Pouya, Azizur accept nominations.

Candidates read oath and present speeches.

Question period begins.

Zohreh and Pouya win.

Eric is elected **President of Assembly**

Regular Member in Good Standing

Nomination period is open. 44 nominates Philippe Dechenau. Seconded by 14.

Philippe wins by acclamation.

Trustees (2 positions)

Ali Reza addresses Assembly about the roles and responsibilities of Trustees.

Nomination period opens.

44 nominates Oliver; seconded by 14.

Pouya nominates Ali Reza. Seconded by Robert.

We need a third candidate.

Philippe nominates Taiva.

Oliver, Ali Reza, and Taiva accept nominations. All three are acclimated.

All new officers are called up to the front to swear oath of election.

12.0 Varia

Felix wants to thank Sarah for all her hard work as member of the CUPE executive.

Olivier reminds members to vote in GSAED election.

Motion to adjourn: Number 3 followed by 14.

Unanimous.