

RESOLUTION G-1: Length of elected position

SUBMITTED BY: MATTHEW MALONE

BE IT RESOLVED THAT section 35.2 of the AMURE by-laws be amended as follows:

35.2. Length of term in an elected position

*The term for an elected executive position shall ~~be twenty four (24)~~ **twelve (12)** months **or in the event of a replacement by an election, until the end of the initial mandate to the position concerned.** ~~New elections for the position shall take place at the first general assembly following 24 after the person was elected.~~*

RESOLUTION G-2: AMURE Remuneration Policy

SUBMITTED BY: MATTHEW MALONE

BE IT RESOLVED THAT AMURE adopts the AMURE Remuneration Policy under Chapter VIII of the AMURE's bylaws.

CHAPTER VIII – AMURE Remuneration Policy

41 The purpose of this policy is

(a) to ensure that a living wage is paid in a timely way for all work done for AMURE, and to ensure that the wage takes into account the debt that our members tend to carry

(b) to ensure responsible, transparent, and efficient spending of AMURE funds; and

(c) to foster an atmosphere of mutual trust.

42 Work done for AMURE by members or former members is remunerated at a rate of \$17 per hour, unless the work is remunerated by McGill liberations or directly by PSAC. No one, however, will be paid less than \$17 per hour.

43. Work done for AMURE is remunerated on a bi-weekly basis, by direct deposit or e-transfer (whichever is most cost-effective for the union).

44. AMURE's Payroll Coordinator will be the AMURE President, or any other person chosen to fulfill this role by the AMURE board.

45. *The Payroll Coordinator will ensure that every new AMURE executive, board member, steward, or other person who will foreseeably be remunerated is informed of this policy, and set up to receive remuneration on a consistent basis within two weeks of taking on their role.*

46. *Hours worked are submitted to the Payroll Coordinator using a timesheet developed for this purpose on a bi-weekly basis by Monday of the pay week.*

47. *AMURE members fulfilling the following roles are expected to work the following minimum number of hours.*

(a) 10 hours every 2 week period, for executives (not including the President);

(b) 1 hours every 2 week period, for board members; and

(c) 0 hours every 2 week period, for stewards.

8. *At every AMURE board meeting, the Payroll Coordinator will report on the members whose work exceeds the number of hours in Section 7.*

RESOLUTION G-3: COUNSELLING SERVICES AMENDMENT

SUBMITTED BY: AMURE BOARD OF REPRESENTATIVES

WHEREAS AMURE has an existing Counseling service for AMURE members who have experienced sexual assault, domestic violence or abuse which was passed at the general assembly in 2015.

BE IT RESOLVED THAT the policy be amended as follows:

Members of the AMURE executive and board of representatives have worked towards implementing the policy Supporting AMURE Members Who Have Experienced Sexual Assault, Domestic Violence or Abuse, which was passed at our Annual General Meeting in January. The system devised will provide two means by which any research employee at McGill who has experienced sexual assault, domestic violence, or abuse can anonymously access counselling and support services at the expense of AMURE's savings.

~~The first involves working with a licensed counselor and trauma specialist that AMURE has already made arrangements with, for a set of ten sessions, renewable as necessary.~~

AMURE has made connections with a few counselors with whom our members can schedule up to ten appointments, on a renewable basis, at AMURE's expense. AMURE is also prepared to cover members with up to 800\$ of their fees, also on a renewable basis, with any therapist or counselor of their choosing

1. Make an appointment with Lindsay Chipman by calling (514) 237-6643 or by emailing her at lindsaychipman22@gmail.com.
2. Explain that you are covered by AMURE's policy as a McGill research employee.
3. Go to your appointment, schedule follow-ups as needed.

The second option applies to those research employees who would rather work with a counselor whom we do not have on retainer (i.e. someone they are already seeing or feel more comfortable with) for a set of ten sessions, renewable as necessary.

1. Bring to your counsellor a print off of this letter, which explains the policy in full.
2. If your counselor can accommodate an arrangement, as described in the form, have them contact us.
3. Schedule up to ten sessions with them to deal with experiences of sexual assault, domestic violence, , and abuse, at the expense of AMURE's savings.

Please note that the policy allows for very broad definitions of sexual assault, domestic violence, and domestic abuse, and we believe that everyone has the right to define their own experiences.

Should you have any questions or feedback, you are welcome to contact us by email or phone, with or without disclosing your identity, or through a third-party.

RESOLUTION G-6: COUNSELLING SERVICES AMENDMENT

SUBMITTED BY: Nicolas Sgarioto

WHEREAS AMURE has an existing Counseling service for AMURE members who have experienced sexual assault, domestic violence or abuse which was passed at the general assembly in 2015.

WHEREAS to continue to support member of the union without medical benefits considering therapy and to ensure fairness through union member.

WHEREAS The insurance coverage for regular employees through MANULIFE currently reimburses 80 % of costs up to 1000\$ per year.

BE IT RESOLVED THAT the policy be amended to cover 80 % of costs up to 1000\$ per year.

RESOLUTION G-5: PROFESSIONAL ACCOUNTANT

SUBMITTED BY: Nicolas Sgarioto

WHEREAS in the interest of transparency and accountability

BE IT RESOLVED THAT AMURE obtain the service of a professional accountant to produce and publish a certified financial statement within 6 months.

BE IT FURTHER RESOLVED THAT the accountant reviews the accounting practices of AMURE and ensure that AMURE is following sound accounting practices.