

AMURE Special AGM Minutes

March 22nd 2017
Leacock 219, McGill University

* Attendance not taken due to lack of voting items.

Agenda:

- 1) Call to Order
- 2) Approval of Agenda
- 3) Budget Presentation
- 4) Pay Equity Update
- 5) Bargaining Updates
 - a. Research Assistants and Associates
 - b. Post Docs
- 6) Adjournment

3) Budget Presentation by Treasurer, Francois

Budget from 2016 presented.

Questions:

Q: Will we eventually received the \$70000 that caused the deficit?

A: Yes, this is due to delays from PSAC and McGill processing.

Q: How much do post-docs bring in per month?

A: Right now approximately \$5000 in dues are collected from approx. 400 Post Docs per month. At the current rate it is 0.4%, it will increase to 1.4% after a Collective Agreement is signed.

Q: If post-docs decertify before/instead of signing a CA will the dues be refunded?

A: No, the dues cover the cost of the negotiations with McGill and will not be refunded.

Q: How are we covering the \$70 000 deficit?

A: Our savings.

Q: Can we put the budget online to increase transparency with members?

A: Yes, we will do that.

Q: How many people were trained?

A: About 16-20 in total. We did training with all existing board and executives, which was about 10 people, we trained approximately 3 new board members, and 3 stewards. We also did some IUC trainings with our sister Union AMUSE.

Q: There were no events at Mac Campus. Why were they listed on the budget?

A: The budget provided examples of events we have hosted in the past to contextualize this line item.

Q: Why did we go over on some items such as 15 and Fair and the Psychologist, and vastly under on other items?

A: We attempted to adjust the budget as things arose. We added a line for 15 and Fair to increase transparency, previously the cost of the project had been integrated into other budget lines such as Union Activity, Employee Pay, etc. We wanted to be clear about this project's cost. We have budgeted in our 2017 for a special project in case something like this comes up again.

Q: It seems like the majority of the funds are going to paying employees but it is unclear how much they are making from this budget. How are payments to executives done? Are they overseen? Is there any oversight of the timesheets from PSAC? The board has not been given access to the executives timesheets.

A: The executives are paid on a biweekly basis using the payroll application ADP. The executives provide timesheets with the time they worked and the task they worked on which are uploaded to the GoogleDrive on a biweekly basis. The timesheets are reviewed by the President Sean Cory before distributing pay. The timesheets are further reviewed by the Treasurer Francois Charron. The timesheets and all financial statements, receipts, and documents are also provided to our parent Union PSAC.

4) Pay Equity Update

Sean Cory presents on Pay Equity.

Q: Will new employees see 30% raise?

A: They will enter at the higher wage so no they will not be given a 30% raise.

Q: I have 11 years of experience and because of pay equity I am less likely to be hired. I don't know if I made the right choice when I was offered a severance package or reduction of hours. I am still waiting on Pay Equity and have been to see the President about grieving. What can I do?

A: We can talk more about your options on a one on one basis. This is a difficulty a lot of people are facing and we want to help. One way we are trying to help is to get internal hiring priority in our next Collective Agreement. That would be that when your contract ends at McGill, if there was another job you were eligible for, you would be given priority notification about this post.

Q: The collective agreement finished last year. My supervisor wants to give me a raise but was told by HR that raises are frozen during bargaining. Is this true?

A: No, in our collective agreement we stipulate that only supervisors are given discretion over raises. Our collective agreement although expired remains in place until we sign a new collective agreement. Sometimes supervisors say their hands are tied when they are not, and push blame onto HR. It is possible that they are not aware they can demand you are given the raise. Encourage your supervisors to read the collective agreement as well so they know their rights and responsibilities as employers.

Q: When will we know the status of our raise?

A: It's unclear, McGill knows it has to happen, but they are slow. Everything is done by hand, salaries are changed individually in Excel. Meetings are scheduled for April 7th, 21st.

5) Bargaining Updates

Presented by Sean Cory

Q: How many people are required for a bargaining team?

A: There is no set amount. We need volunteers, for post-docs in particular.

Q: How does bargaining work?

A: We meet with McGill's team, which is composed of a several professors and an negotiator. We bring our own PSAC negotiator, Jean Michel. We exchange proposals and spend most of our time going over the proposals as individual teams. Then we exchange our ideas through the negotiators and try to come to an agreement.

6) Adjournment.