

Meeting is called to order at 5:15pm.

Adoption of the Agenda

- Motioned by Sean
- Tim seconds
- **All in favour**

Adoption of the minutes of the 2015 General Assembly

- Sean introduces the minutes, motions to approve
- Jill seconds
- **All in favour**

Preliminary motion on AGM Time Limit

- Sean introduces motion, motions to adopt it
- **All in favour**

Board of Governors Report

- (See document)
- Given by Mark
- Question from Didier: It's quite common to become an RA without knowing anything about the collective agreement. He's worked elsewhere where, after two weeks as an RA, every employee would know about the CBA and how to protect themselves from exploitation.
 - After this CBA, what will AMURE do to get people more directly involved and informed about their rights?
 - Jill answers: There are Union membership forms our members are supposed to fill out after being hired, but McGill doesn't enforce them. We've gone to our members directly to have them fill out cards and become acquainted with us.
 - Mark: Jill you talked about the membership kits, but we're also trying to get in the new collective agreement a mandatory 15 minute meeting with a Union worker for each new hire. And give Know Your Rights workshops, too.

- Tim: We are also working towards building and improving upon our stewards network—talk to one of us if you're interested!
 - Didier: In the Faculty of Law there are people who work as "Tutorial Leaders" who pay to do unpaid work for credit—seems a totally McGill kind of thing.
 - Mark: When a student here, there were workshops and panels about precarious labour in the Faculty of Law. Organizing efforts, though, seemed to have been quelled.
 - Sean: I thought there were courses for teaching assistants, didn't realize there were courses for research assistants.
- Question from Hannah: Are post-docs members yet?
 - Sean, they are certified but they're still growing as a bargaining unit.
 - Hannah: Is no one here a post-doc? (No.) Were they invited? (Yes.) There should be something done to incorporate them. There is still lack.
 - Sean: We're trying to improve that and have more stewards, build the board. We've created an executive position for mobilization, another to organize a steward network.
 - Francois: Many post-docs are also paid externally and don't even qualify for membership.
 - Hannah: How's it organized if you're paid externally but within Canada?
 - Sean: If the funds go through McGill, then they are supported by us.
 - Kaustuv: We need more stewards, but I'll tell you my experience: We went to the post-docs in my building, had them sign cards. They want to be members, but don't want to be involved.
 - Francois: Same in the Bellini building.
 - Hannah: The only thing I can suggest is to have them talk to MUNACA members who were on strike for three months.

- Sean: We joked about putting a strike motion on the agenda to get more people interested.
 - Jill: We should get people informed about peoples' actual experiences.
 - Benoit: There are research assistants and associates who don't sign their membership forms.
 - Sean: We're changing the wording in our agreement to make sure people have to sign them when they are hired.
- Motion to adopt the Board report moved by Tim.
 - Seconded by Jill
 - **All in favour.**
- Executive report: delivered by Tyler
 - (See document)
 - Questions?
 - What's a DCL?
 - A Directly Chartered Local.
 - Not a component (a collection of smaller unions).
 - At the triennial convention most groups were components (e.g. taxation and border guards)
 - There was a motion put forward to disproportionality represent components at the National level but we fought it and won.
 - Motion to accept moved by Francois.
 - Seconded by Hannah
 - **All in favour**
- Health and Safety Report
 - Isabel—Health and Safety officer—absent
 - Sean: AMURE pushing for better representation on the Health and Safety committee
 - Hannah: Have there been grievances about Health and Safety?
 - Yes. Isabel brought issues to the committee herself. Francois brought some, too.
 - Sean motions to accept the report
 - Tim seconds

- **All in favour**
- Budget report for 2015
 - Sean goes over budget
 - Hannah: What are “AMURE activities?”
 - Francois: BBQs, outreach events, Exec/Board/Committee meetings.
 - Sean: We didn’t budget for board stipends last year.
 - Hannah: What’s up with the savings?
 - Sean: They’re in the bank, collecting interest.
 - Khalil: How many employees do we have?
 - We had one—someone hired from outside of McGill. Liberations go to our members who are employed.
 - How many meetings?
 - Sean: About one board meeting a month. The executive met on a once-a-month basis outside of that, until made obsolete by the Board.
 - Sean motions to accept the report.
 - Seconded by Jill.
 - **All in favour.**

Proposal and approval of the 2016 Budget

- Highlights:
 - Includes a .2% dues increase, from 1.2% to 1.4%. The PSAC portion remains as is (0.9668%), but our local dues would increase from 0.2335% to 0.4335%.
 - “AMURE activities” now accounts for liberations besides Sean’s salary: Executive work—board work, subcommittees, office supplies, know your rights workshops, steward trainings, etc.
 - “Employees” accounts for Sean’s salary and—our outreach worker at Mac Campus—George’s salary, too.
 - “Services” = Sexual assault support service.

- Post-docs are not technically paying dues yet—but the budget accounts for this influx of money.
 - 3 month delay between their employment start and the union receiving the money.
 - Hannah: How many post-docs?
 - Sean: About 250 post-docs. Their salaries are typically lower than research assistant and associates.
- Sean motions to approve the budget and dues increase for 2016
 - Seconded by Tim
 - **Budget accepted with two opposed**
- Benoit, the auditor: Francois doing a good job. Looked at 2014, is looking at 2015.

Three motions

- Ratification of bylaw amendments
 - Any questions?
 - Hannah: We don't have any quorum already in the by-laws. Looking around, it's almost impossible. There can be a general assembly, anybody can come, you can change anything. It seems we're bending the rules. Finds it a bit dangerous that we're changing this to only one general assembly without quorum.
 - Sean: I understand. We can look at quorum for next time.
 - Mark: Think that caution makes a lot of sense. Do you have an alternative?
 - Hannah: If we wanted to have a second general assembly, how much of an effort?
 - Sean: To forward motions to PSAC for triennial conference we had to have a special general assembly. It went okay.
 - Hannah: Engagement issue.
 - Didier: Administration does everything it can to dissociate members from the union. Only so much

new stuff that can be done! If it was mandatory for the University to allow for all new hires to meet with a union person, we would develop that culture.

- Hannah: Could we take the vote to the Internet?
 - Mark: Not opposed to putting this stuff online but unsure how we could move on that in the moment?
 - Tim: It might be easier to amend the by-laws if we vote yes on this with a commitment to amend voting procedures after.
 - Benoit: The concept of having two general assemblies is intended to make sure things are working properly. Thinks it's important for transparency. Can block the process in case something is going wrong?
- Josh: This is a lot of discussion—anyone have an amendment?
 - Hannah: What can we do to amend the by-laws?
 - Can propose changes to the motion.
 - Sean: If we do pass something that people don't like, can propose something to change it back. But the general assembly is supposed to be the voice of the union—to have two assemblies, it would cause problems.
 - Benoit: Changing the rules as easy as this makes him uncomfortable.
- Tim: Motion to split the motion.
 - Josh: Any debate?
 - **No, all in favour of splitting the motion.**
- First, the amending formula.
 - Does anyone want to speak more to the amending formula?
 - Tim moves that we remove the two AGM requirement for constitutional amendment. Seconded by Jill.

- **Motion passes.** Two opposed. One abstention.
 - Second, moved by Tim, seconded by Jill. All in favour of rest of by-law changes approved at last year's meeting.
 - AMURE membership motion.
 - Sean introduces it.
 - Hannah: So if someone is terminated, they remain members of the union?
 - Sean: Gives his experience as an example.
 - Didier: Missing the point if we limit everything to the employee and not fair for those who aren't employees.
 - Tyler: About institutional memory. Membership will assure that representatives remain representative over time.
 - Mark: It would be a concern if everyone on the executive and board hadn't been employees for ten years.
 - Jill: It would be really difficult to develop a culture of unionism if we hadn't experienced people working for the union and its membership.
 - Hannah: Concern is that if none of the board or executive are not McGill employees, is McGill going to pay for liberations? Or are people employed thanks to the dues? To be honest, it's scary.
 - Yes, they are paid with the dues.
 - Benoit: The danger is that we're slowly unraveling the balance of power.
 - Tyler: This is the norm elsewhere. And it's also very easy to renew membership as it is—doesn't change much of anything.
 - Hannah: How are they paid?
 - Sean: The person working for the union would pay dues to PSAC.
 - Tim: Share the concerns. Strongly believes that the place for that accountability is at election time. Always in the power of members to elect people who don't work on the shop floor. Do have means to prevent that from happening. Doesn't think that term limits would make a difference.
 - Benoit: Like a dog eating its tail.

- Francois: If the President weren't doing his job, I would not vote for him.
- Jill: We're all members. We're all here because we care and are working hard.
- Macho: Calls the question.
 - Seconded by Jill
 - Vote on whether to vote on this. 2/3rds.
 - Passes.
- All in favour of the new union membership by-laws.
- Nine in favour, one opposed, one abstention. **Motion passes.**

Motion for Portfolio-based Executive Positions

- Sean introduces the motion.
- Any questions?
- Benoit: A suggestion: Should we really put the compensation and time commitment specifications in the by-laws? How easy is it to change the by-laws?
 - Sean: Motions to remove 32.1 from the proposed motion.
 - **All in favour.**
- Sean motions to call the question.
 - Jill seconds.
 - **All in favour.**

Sean's motion: Skip the 15 minute break, go through the executive and board positions, and vote on motions B and D.

Executive positions:

- President:
 - Jill nominates Sean
 - He accepts.
 - Tyler nominates Jill.
 - She declines.
 - Question—what do you want to do as President: Needs to renegotiate the CBAs for post-docs and RAs. Grievances to be heard at arbitration. That's when we really start to fight for our members. Improving member contact—talking with our

members, stewards—face-time with every member. Pay equity is a big thing. Will happen again. A lot of work to be done.

- **Sean is acclaimed.**
- Macho: For the record, each candidate answered questions in advance, need not really ask questions at this time.
- Grievance coordinator:
 - Jill nominates Tim.
 - He accepts.
 - No other nominations.
 - **Tim is acclaimed.**
- Treasurer:
 - Sean nominates Francois.
 - He accepts.
 - No other nominations.
 - **Francois is acclaimed.**
- Communications:
 - Tyler nominates Kate.
 - Kate accepts.
 - No other nominations.
 - She is acclaimed.
- Mobilization and Outreach Coordinator:
 - Didier Chelin nominates himself.
 - Seconded by Tim.
 - Tyler nominates Jill Vasko.
 - She accepts.
 - Didier: Second-year law student increasingly interested in labour law. He wants to get involved because of an issue at work, realized how important it is to know about our rights. Wants members to know the collective agreement.
 - Jillian: Has been the de facto mobilization and outreach coordinator for the last year. General goals are to continue her work with the IUC to promote workers rights and an understanding of antioppression

principles. Has worked on sexual assault policy, bargaining committee, and more.

- Both would nominate themselves for steward network coordinator if not elected for this position.
- **Jill is elected.**
- Steward network coordinator:
 - Tim nominates Didier.
 - Tyler seconds.
 - He accepts.
 - **Didier is acclaimed.**
- Research and Member Education Coordinator
 - Jill nominates Tyler.
 - Sean seconds.
 - **Tyler is acclaimed.**
 - Everyone claps.
- Board of Representatives
 - Sean nominates Kaustuv. Jill seconds.
 - He accepts.
 - Sean nominates Benoit for board and as auditor. Jill seconds.
 - He accepts.
 - Tim nominates Macho. Jill seconds.
 - He accepts.
 - Jill nominates Greg. Jill seconds.
 - He accepts.
 - Jill nominates Matt. Jill seconds.
 - He accepts.
 - **All are appointed.**
- No one to nominate to stewardship.
 - Sean: We will recruit people in coming weeks.

Feminization of AMURE name:

- Sean introduces the motion.
- Tyler motions to call the question.
- **All in favour.**

Motion to allow time-sensitive board motions

- Sean introduces the motion.
- Macho with a friendly amendment.
 - 50% + 1 required.
- **All in favour.**

AGM is adjourned at ~8:20pm.