



Association des Employées et Employés de
Recherche de l'Université McGill.

Association of McGill University **Research**
Employees

MINUTES

2019 AMURE General Assembly

July 3, 2019

AGENDA:

1. Call to Order
2. Adoption of Agenda
3. [Adoption of Minutes from last general assembly \(April 27th. 2018\)](#)
4. AMURE Yearly Updates
5. Budget presentations
 0. [2018 report](#)
 1. [2019 proposed budget](#)
6. Resolutions
 0. G1 - Divestment ([LINK](#))
 1. [G2 - Bylaw Updates \(merge English and French to one bilingual document\)](#)
 2. [G3 - Bylaw Updates, Remuneration and pay equity for AMURE executives.](#)
7. Election of Board Members (12 board members)
8. Election of Executive
 0. Grievances Coordinator
 1. Member Communication Coordinator
 2. Steward Network Coordinator
 3. Collective Agreement Coordinator
9. Election of auditors (2)
10. Adjournment

MINUTES

1. Call to Order
2. Adoption of Agenda
3. Adoption of previous minutes
 - Camille motions to adopt
 - François seconds
 - All in favour
4. AMURE Yearly Update
5. Budget report FY-2018
 - a. Alfred motions to approve the 2018/2019 budget
 - b. Zach seconds
 - c. **All in favour**
6. Proposed 2019 budget
 - a. Isabelle proposes to approve the budget
 - b. Margarite seconds
 - c. Hannah abstains
 - d. **All in favour**
7. **Resolutions**
 - a. Sean motions to refer G1 and G3 to electronic vote
 - i. Divestment: By-laws amendment: Sean to add the financial cost for the online motion
 - ii. **Alfred motions**
 - iii. **Zach seconds**
 - iv. **All in favour**
 - b. Alfred motions to accept the second by-law motion (G2), regarding: translation
 - i. Margarite seconds
 - ii. **All in favour**
8. Elections
 - a. Board members - Suzanna Arcand
9. Executive
 - a. Sean – President
 - b. Francois Charron – Treasurer
 - c. Tyler Lawson – Research
 - d. Other executive positions – vacant
10. Ajournment

FINANCIAL STATEMENT FY2018

AMURE/AERUM
January 2018-December 2018

Revenues	PROPOSED	ACTUAL
Dues (0.4%)	180,000.00	185,573.85
McGill contribution to liberations	75,000.00	74,021.52
Interest	2,400.00	3,566.31
Total Revenue	257,400.00	263,161.68

Expenses		
Promotional Items / Printed materials	1,500.00	0.00
Executives and Employees (ADP)	161,390.06	113,035.72
Meeting attend stipend	17,540.00	0.00
Member meeting expense	5,600.00	965.59
Grievance	2,000.00	5.00
External union meeting	5,000.00	615.87
Amure member events	5,500.00	2,376.04
Office	11,620.00	13,939.71
Software	500.00	243.83
Solidarity funds	4,000.00	101.00
Translation	1,000.00	0.00
New web site	2,000.00	0.00
Legal obligation	1,500.00	1,045.67
Library	1,000.00	169.21
Register APRQ	600.00	600.00
Service	20,000.00	10,935.00
New project	5,000.00	6,087.40
Unexpected expenses	1,000.00	0.00
Hardship fund	-	1095.11
Total Expenses	246,750.06	151215.15

*Hardship fund still available on request, contact AMURE executive for any informations

Savings in Bank start of year	\$ 260,559.43
Increase to Savings over the year	\$ 106,278.57
Savings in Bank at the end of the year	\$ 366,838.00

ACCOUNT DETAIL

** Amure activity:

- Exec. meeting
- Board meeting
- Committee meeting
- General assembly
- Accomodation to attend meeting
- Post-Doc bargaining
- Grievance

*** Amure member events:

- Downtown event
- Special event
- BBQ summer
- Wine and cheese
- Macdonal campus Event
- Christmast event

**** Office:

- Computer
- Stationnary
- Insurance
- Furniture (for GA meeting)
- Telecommunication

§ Training:

- Annual for board and executive
- New steward network

(Internet, phone, cell, Ipad, Google mail, Mad mini)

Proposed Budget FY2018/FY2019

AMURE/AERUM

Revenues	Proposed 2018	2018	Proposed 2019
Dues (0.4%)	\$180,000.00	\$185,573.85	\$180,000.00
McGill contribution to liberations	\$75,000.00	\$74,021.52	\$75,000.00
Interest	\$2,400.00	\$3,566.31	\$4,000.00
Total Revenue	\$257,400.00	\$263,161.68	\$259,000.00
Expenses			
Promotional Items / Printed materials	\$1,500.00	\$0.00	\$1,500.00
Executives and Employees (ADP)	\$161,390.06	\$117,526.37	\$161,780.06
Meeting attend stipend	\$17,540.00	\$0.00	\$9,060.00
Member meeting expense	\$5,600.00	\$965.59	\$4,000.00
Grievance	\$2,000.00	\$5.00	N/A
External union meeting	\$5,000.00	\$615.87	\$2,500.00
Amure member events	\$5,500.00	\$2,376.04	\$5,500.00
Office	\$11,620.00	\$9,449.06	\$14,192.00
Software	\$500.00	\$243.83	\$500.00
Solidarity funds	\$4,000.00	\$101.00	\$4,000.00
Translation	\$1,000.00	\$0.00	\$1,000.00
New web site	\$2,000.00	\$0.00	\$5,000.00
Legal obligation	\$1,500.00	\$1,045.67	\$1,500.00
Library	\$1,000.00	\$169.21	\$1,000.00
Register APRQ	\$600.00	\$600.00	\$1,200.00
Service	\$20,000.00	\$10,935.00	\$20,000.00
New project	\$5,000.00	\$6,087.40	\$6,000.00
Unexpected expenses	\$1,000.00	\$0.00	N/A
Hardship fund	\$0.00	\$1,095.11	\$0.00
Total Expenses	\$246,750.06	\$151,215.15	\$238,732.06

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AMURE General Assembly

July 3rd 2019

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Agenda

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Previous Minutes

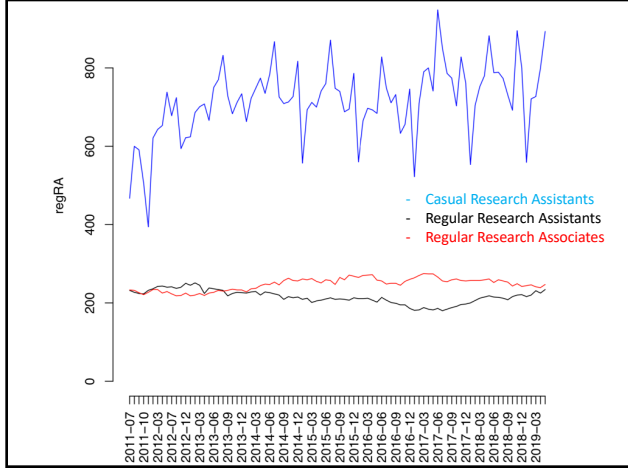
3) Adoption of Minutes from last AGM (April 27th. 2018)

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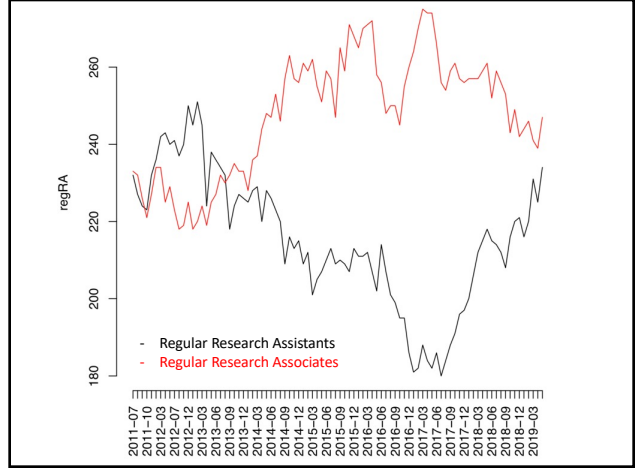
AMURE Yearly Updates

- June 18th 2018 Collective agreement for research assistants/associates
- October 2018 - Pay Equity Agreement
 - Currently Employed Assistants
 - Salary increase
 - Retro Payment
 - Former Employees that McGill could not find
 - 382 (found all but 6 so far)
 - \$9.1 Million
 - Former Casual RA
 - Left before 2016 – 1719 \$3.4 Million (538 remaining 747K)
 - Left after 2016 - ?? Get the data this week.

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Assistants		Associates	
1 juin 2019 June 1, 2019	1 juin 2020 June 1, 2020	1 juin 2019 June 1, 2019	1 juin 2020 June 1, 2020
\$ 28.15	\$ 28.44	\$ 27.18	\$ 28.44
\$ 28.86	\$ 29.15	\$ 27.87	\$ 29.16
\$ 29.59	\$ 29.89	\$ 28.56	\$ 29.89
\$ 30.33	\$ 30.64	\$ 29.28	\$ 30.64
\$ 31.08	\$ 31.40	\$ 30.01	\$ 31.41
\$ 31.86	\$ 32.18	\$ 30.75	\$ 32.18
\$ 32.66	\$ 32.99	\$ 31.52	\$ 32.98
\$ 33.48	\$ 33.82	\$ 32.32	\$ 33.82
\$ 34.31	\$ 34.66	\$ 33.12	\$ 34.66
\$ 35.17	\$ 35.53	\$ 33.94	\$ 35.52
\$ 36.05	\$ 36.42	\$ 34.80	\$ 36.41
\$ 36.96	\$ 37.32	\$ 35.68	\$ 37.33
\$ 37.88	\$ 38.26	\$ 36.56	\$ 38.26
\$ 38.83	\$ 39.22	\$ 37.47	\$ 39.22
\$ 39.80	\$ 40.20	\$ 38.42	\$ 40.20
\$ 40.80	\$ 41.21		
\$ 41.82	\$ 42.24		
\$ 42.87	\$ 43.30		
\$ 43.94	\$ 44.38		
\$ 45.04	\$ 45.50		

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Associates						Assistants		
Échelon/ Step	1 juin 2016 June 1, 2016	1 juin 2017 June 1, 2017	1 juin 2018 June 1, 2018	1 juin 2019 June 1, 2019	1 juin 2020 June 1, 2020	1 juin 2018 June 1, 2018	1 juin 2019 June 1, 2019	1 juin 2020 June 1, 2020
	\$ 24.19	\$ 24.73	\$ 25.95	\$ 27.18	\$ 28.44	\$ 27.87	\$ 28.15	\$ 28.44
1	\$ 24.79	\$ 25.35	\$ 26.60	\$ 27.87	\$ 29.16	\$ 28.57	\$ 28.86	\$ 29.15
2	\$ 25.47	\$ 25.99	\$ 27.26	\$ 28.56	\$ 29.89	\$ 29.29	\$ 29.59	\$ 29.89
3	\$ 26.05	\$ 26.64	\$ 27.95	\$ 29.25	\$ 30.64	\$ 30.02	\$ 30.33	\$ 30.64
4	\$ 26.70	\$ 27.30	\$ 28.64	\$ 30.01	\$ 31.41	\$ 30.77	\$ 31.08	\$ 31.40
5	\$ 27.37	\$ 27.97	\$ 29.35	\$ 30.75	\$ 32.18	\$ 31.54	\$ 31.86	\$ 32.18
6	\$ 28.05	\$ 28.68	\$ 30.09	\$ 31.52	\$ 32.99	\$ 32.33	\$ 32.66	\$ 32.99
7	\$ 28.75	\$ 29.40	\$ 30.85	\$ 32.32	\$ 33.82	\$ 33.14	\$ 33.48	\$ 33.82
8	\$ 29.47	\$ 30.15	\$ 31.61	\$ 33.12	\$ 34.66	\$ 33.97	\$ 34.31	\$ 34.66
9	\$ 30.21	\$ 30.88	\$ 32.40	\$ 33.94	\$ 35.52	\$ 34.82	\$ 35.17	\$ 35.53
10	\$ 30.97	\$ 31.65	\$ 33.21	\$ 34.80	\$ 36.41	\$ 35.69	\$ 36.05	\$ 36.42
11	\$ 31.74	\$ 32.45	\$ 34.05	\$ 35.68	\$ 37.33	\$ 36.58	\$ 36.95	\$ 37.32
12	\$ 32.53	\$ 33.26	\$ 34.89	\$ 36.56	\$ 38.26	\$ 37.50	\$ 37.88	\$ 38.26
13	\$ 33.35	\$ 34.09	\$ 35.77	\$ 37.47	\$ 39.22	\$ 38.44	\$ 38.83	\$ 39.22
14	\$ 34.18	\$ 34.95	\$ 36.67	\$ 38.42	\$ 40.20	\$ 39.40	\$ 39.80	\$ 40.20
15						\$ 40.39	\$ 40.80	\$ 41.21
						\$ 41.40	\$ 41.82	\$ 42.24
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						\$ 44.59	\$ 45.04	\$ 45.50

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Upcoming

- July 2019 to Jan 2020 – Pay equity
 - Confirm receipt of payments
 - Find former Post-2016 casual research assistants
- July 2020 - Expiry of Postdocs collective agreements
 - Start Surveying members soon, collecting bargaining priorities, Submit collective agreement proposal
- December 2020 Pay Equity Audit
 - Pay Equity Committee will start audit around January 2019
- May 2021 - Expiry of Research Assistants/Associates collective agreement
 - Start Surveying members (Dec 2020), collecting bargaining priorities, Submit collective agreement proposal

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Budget presentations (2016 report, 2017 budget)

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Proposed Budget FY2018/FY2019 AMURE/IAERUM

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- RESOLUTION G-1: Submitted by: Guido Powell
- **WHEREAS** all 196 nations in the United Nations Framework Convention on Climate Change (UNFCCC) have agreed on a target of limiting emissions to a level that would prevent global temperature increase beyond 2 C above pre-industrial levels, based on research from the Intergovernmental Panel on Climate Change, in order to "prevent dangerous anthropogenic interference with the climate system"; and
- **WHEREAS** the major fossil fuel companies severely impair the global community's ability to adhere to the UNFCCC's protocols, by continuing exploration and extraction of fossil-fuel reserves beyond sustainable limits, and by actively undermining the transition toward renewable and sustainable energy sources; and
- **WHEREAS** divestment campaigns, such as McGill University's divestment from companies doing business in South Africa's apartheid regime in 1985 and divesting from tobacco companies in 2007, have historically been a successful means by which public institutions can apply pressure on and change the practices of regimes and industries engaged in documented social injury; and
- **WHEREAS** approximately 1,000 institutions worldwide, including 164 educational institutions, such as University of Laval Université du Québec à Montréal, as well as student unions and teachers associations, such as the Students' Society of McGill University and the McGill Association of University Teachers, have fulfilled or are committed to divesting from holdings worth nearly 8 trillion USD in fossil fuels ;
- **WHEREAS** it is well documented that fossil-free investments have consistently outperformed conventional ones when compared over 5- and 10-year periods and
- **BE IT RESOLVED** that the Association of McGill University Research Employees pledge to keep its existing funds from being invested in companies whose primary business is the extraction, distribution, and/or sale of fossil fuels; and from all mutual funds that directly invest in such companies; and demand that McGill University divest all fossil fuel holdings from its endowment fund and from the McGill University Pension Plan.

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Resolution G-2

- **WHEREAS** AMURE currently has two version of Bylaws, an English and a French version.
- **WHEREAS** the English and French versions differ in content, with some paragraphs appearing in only the English version and some paragraphs only in French.
- **BE IT RESOLVED THAT** the two versions of the Bylaws be merged into a side-by- side bilingual version as per the text attached.

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Resolution G-3

- **WHEREAS** there is currently a cap on the maximum number of hours worked per executive position.
- **WHEREAS** article 32.1 of the AMURE constitution states that all AMURE positions are to be compensated at a fair wage.
- **WHEREAS** the 2018 Pay equity agreement increased the salaries of research assistants retroactively to December 2010.
- **BE IT RESOLVED THAT** the pay equity agreement be applied to AMURE executives at 50% of the value of the agreement retroactive to June 1st, 2015. (15% retroactive increase). The expense of this adjustment to be taken from AMURE reserve funds and separate from the 2019 budget, but to be included as a separate line in the 2019 report at the next general assembly.
- **BE IT RESOLVED THAT** AMURE index the compensation for executive and board work to the minimum salary of research assistants and associates (Currently \$27.18/hour and \$28.44 as of June 1st 2020) through the constitution and bylaw amendment that follows.
- **BE IT RESOLVED THAT** should an AMURE executive position be vacant, the AMURE board may assign tasks performed by that position to another as per the constitutional amendment.

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Elections

1. Election of Board Members (12 board members)
2. Election of Executive
 1. Grievances Coordinator
 2. Member Communication Coordinator
 3. Steward Network Coordinator
 4. Collective Agreement Coordinator
3. Election of auditors (2)

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Adjournment

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