**GMM Minutes – October 02, 2019, 6-8:30pm CO 214 (in Residence Commons)**

1. **Statement on Unceded Territory** Acknowledged by President
2. **Update on Sister in Spirit action (Aalya)**

October 4th is a day when we honour the lives of missing and murdered Indigenous women, girls and gender diverse people, support grieving families, and create opportunities for healing. In Ottawa, there is a march from1 Nicholas Street at 12:45 pm to the Confederation Park where the Vigil will begin at 1:00 and finish at 3:00 pm.

1. **Equality Statement** read by attendees
2. **Executive Board Roll Call**
   1. President: Present
   2. VP Internal: Present
   3. VP External: Yaroslava has resigned her position on Sept 20th
   4. Secretary Treasurer: Present
   5. Recording Secretary: Present
   6. VP Unit 1: Sends regrets
   7. VP Unit 2: Present
   8. Chief Stewards Unit 1: Present
   9. Chief Steward Unit 2: Present
3. **Approval of Agenda**

Agenda adopted and approved with the addition of “constitutional amendment” under new business and “EAF” under Bargaining team updates.

**Motion: To approve the agenda with the two changes**

**Moved by Gareth**

**Seconded by Narges**

**Motion passes with all in favor**

GSA VP Operations (Shalimar) reported that at the same time as our GMM tonight, the GSA is organizing an action to challenge the attendance of PPC candidate Merylee Sevilla at CUSA's election debate. More info can be found here:

<https://www.facebook.com/notes/graduate-students-association-carleton-university/public-statement-on-ppc-participation-in-carleton-debate/2691034847583032/?notif_id=1569945640002790&notif_t=page_post_reaction>

1. **Approval of Previous Minutes**

Previous minutes available at shared drive:

<https://docs.google.com/document/d/1AOP2rm_rMPPmgZz6WmbX8Or8u9xwwmFT-97UF_3rvwI/edit>

**Motion to approve the minutes**

**Moved by Meg**

**Motion passes with all in favor**

1. **a) Mental Health Initiative (Shalimar)**

GSA VP Operations (Shalimar) presented a report about the ‘GSA mental health program for graduate students’. GSA is asking CUPE 4600 to donate $2500 for the mental health program.

There was a lot of questions about the program which were answered by Shalimar. The concerns are:

1. This money is a lot for the CUPE 4600 given our current financial standing. Moreover we have already passed an e-motion to donate $200 for this program.
2. CUPE needs to know how this money is going to be spent.

**Motion: Shalimar to take the discussion regarding Mental Health Initiative to the GSA Executive Board and come back to CUPE 4600 with more information.**

**Moved by Britt**

**Seconded Amy**

**Motion passes with all in favor**

1. **Executive Board Reports**

The Board Reports can be found here: <https://www.cupe4600.ca/octgmm2019>

President’s report is on CUPE 4600 website

VP Unit 2 report is on CUPE 4600 website

VP Unit 1 report is on CUPE 4600 website

Recording Secretary’s report is on CUPE 4600 website

Chief Stewards Unit 1 report:

Molly has been elected in the last Unit 1 caucus meeting. She is looking for TA stewards

Chief Steward Unit 2 report:

* Aalya and Dan has been working on CIs grievances about their issues.
* Trying to find CIs who are willing to be stewards.
* She is working on a handbook which addresses basic thing such as CIs rights, FAQs, grievances procedure and so on. The first draft is sent to the staff and will be taken to EBM.
* The CUPE National’s Initiative to get as many people as possible to become members in the standing, which means they pay a $1 fee and sign the union card. Aalya can sign people up at the end of the meeting.
* Has organized the stewards training.

VP Internal report:

* Narges is in bargaining team for both units, mainly Unit 1 bargaining team.
* Has met with employers of JCC regarding the EAF for which there is report today.
* Has been involved with peer support program with the GSA meetings.
* She is one of the LMC Board Members.
* President and VP Internal had a meeting with Mobilization Coordinator regarding the Mobilization Committee. We also are going to have a new view of our website.

Secretary Treasurer’s report:

* Zahra gave the attendees a report about our financial issues (Find the finance reports here: <https://drive.google.com/drive/u/1/folders/1AZfeSHuvOEoRk7wu5FILBTzjZ0ODsSV4>).

**Motion: To spend the last two years Strike fund for the purpose of Strike/Negotiating Campaign**

**Moved by Zahra**

**Seconded by Mokhtar**

**Motion passes with all in favor**

**c) Bargaining team updates (especially EAF)**

We had a few issues with EAF and the money is run out. We had a meeting with the employer and they gave us a draft of total expenses from 2016 up until now. The university did not tell us that our budget was overspending until all the funds for three years were exhausted. The university then put $78,000 towards our fund which was exhausted as well. Then CUPE agreed them to take $170,000 fund from this year. We have recently (2 weeks ago) notified that only around $44,000 of that money is left. This money is going to last us up until end of October at the best. On Thursday, September 26th the JCC met with the employer regarding the EAF depletion. Both sides expressed concerns that the funds will likely be exhausted by the end of October 2019. The JCC stayed informed the employer that CUPE4600 members directed the board in April that they are not in favor of any sort of reduction or adjustments to the benefits, and have directed the board not to put in any union money for the continuation of the benefits. The employer gave these potential solutions:  
1- Adjust the EAF:

For example, reducing UHIP reimbursement claiming that UHIP can also be tax deductible and international students can claim their UHIP from other sources as well (which is incorrect since there are no other resources), and removing benefits such as childcare, claiming that it is tax deductible  
2- The other potential option was to use funds from following years but it will count towards the %1 increase under bill-124.

Bargaining Team Plan: To bargain to separate UHIP fund from EAF and the employer shall pay the entire UHIP amount for international TAs from whom they make great profit. This amount should be paid automatically and to ALL international TAs. Currently, about % 41 of international TAs get reimbursed for their UHIP.

Even if we get %1, U Ottawa are in bargaining and are likely to get %1, we will still be %7 below U Ottawa for the same work in the same city.

We are currently spending around $240,000 for the EAF this year and the university is saying that $100,000 would be around %0.44. And they are saying that they can give us the benefits, but then we would not have anything for wage increase. Everything that the bargaining team proposed, the employer just says we did our part and put the money that we were supposed to and it is not our problem from now on.

**Motion: To empower Unit 1 bargaining team to not accept a deal that is not good for our members and we will not take benefit cuts.**

**Moved by Meg**

**Seconded by Alex Miller**

**Seconded by Amy**

**Motion passes with all in favor**

Unit 2 updates:

Unit 2 Bargaining Team has had 2 meetings with management so far. The Unit 2 Bargaining Team gave the Employer language asking for a moratorium on the use of student teaching evaluations (SETs) for hiring and firing decisions until a joint committee between the Union and the Employer has come to a mutually agreed upon way to evaluate Contract Instructors’ teaching in a more fair and equitable manner. The Team is currently finishing up drafts on a number of other non-monetary articles, which will be shared with the membership as soon as possible.

**7) Election**

**Motion: To give each candidate 1 minutes to speak on why they will be a good candidate.**

**Moved by Dan**

**Seconded by Meg**

**Motion passes with all in favor**

Vice-President External

Pansee Atta Elected

Unit 2 (CI) Bargaining Team alternate

Vacant

Financial Trustee

Vacant

**Motion: To store the election ballots**

**Moved by Codie**

**Seconded by Meg**

**Motion passes with all in favor**

**8) New Business /Motions**

* Solidarity with CUPE Ontario Education workers (Aalya)

We cannot stress enough how important this strike is. These are CUPE workers. CUPE, which represents some 55,000 education workers in Ontario, said in a news release on Wednesday night that it will strike on Monday if there's no deal by then. It is very crucial that we support each other.

**Motion: Support for striking education workers in this province including taking the right action to support them**

**Moved by Aalya**

**Seconded by Pat**

**Motion passes with all in favor**

* Constitutional amendment (Pansee)

Bargaining vs Motion

Because of the student choice initiative, lots of on campus groups faced problems with their funding. We have two plans. Plan A to ask the employer to give us a sum of money that we would control and distribute to the campus-based civil society organizations. Should this plan fail, plan B is to add a levy to the union dues and use that money to insure the performance of important groups on campus (The Leveller, GSA, OPIRG, CKCU FM, the Charlatan). Since the membership has not gotten the chance to read the language of the motion in advance, it is not fair to ask the membership to vote on it at this meeting. To add the motion to the agenda of the next GMM.

**9) Announcement**

* Committee updates
* Remember to vote
* Go support GSA if we’re done early enough
* Happy Halloween

1. **Adjourned** at 8:50.

***Who to contact if you have concerns about this meeting:*** *In order to better put into practice the principles that are contained in the Equality Statement, specific individuals have volunteered to make themselves available to help address any issues that work against the full inclusion and participation of all our members. If you would like to talk to this volunteer, the chair will identify them at the beginning of the meeting.  Please contact Pansee Atta @* [*pansee.atta@carleton.ca*](mailto:pansee.atta@carleton.ca)*.*