

Tuesday, January 14<sup>th</sup>, 2020  
5:30-8pm (Dinner 5:30-6pm)  
Paterson Hall 133  
Carleton University

## January 2020 General Membership Meeting

1. **Statement on Unceded Territory** Acknowledged by the chair
2. **Equality Statement** read by attendees
3. **Executive Board Roll Call**
  - a. President: Present
  - b. VP Internal: Sends regrets
  - c. VP External: Sends regrets
  - d. Secretary Treasurer: Present
  - e. Recording Secretary: Present
  - f. VP Unit 1: Present
  - g. VP Unit 2: Sends regrets
  - h. Chief Stewards Unit 1: Present
  - i. Chief Steward Unit 2: Present
4. **Approval of Agenda**

Agenda adopted and approved with the addition of approval of previous GMM Minutes (October 2<sup>nd</sup>).

**Motion: To approve the agenda as amended**

**Moved by Morgan**

**Seconded by Molly**

**Motion passes with all in favor**

5. **Approval of Previous Minutes x 2**

Previous minutes available at shared drive:  
<https://drive.google.com/drive/u/1/folders/11OCtWy3fjU0zN5tbAaoVas8e44IMBHO>

**Motion: To approve GMM minutes for October 2<sup>nd</sup>**

**Moved by Molly**

**Seconded by Amy**

**Motion passes with all in favor**

**Motion: To approve GMM minutes for November 20th**

**Moved by Meg**

**Seconded by Zoey**

**Motion passes with all in favor**

6. **Executive Board Reports**

## **ODC (Meg on behalf of Mathew)**

Read by Meg

The Board Reports can be found here: <https://www.cupe4600.ca/gmm-jan-14th-2020>

President's report can be found on CUPE 4600 website

- Overview of critical issues facing our union right now, particularly around engagement in mobilization as well as high level overview of issues at both bargaining tables.

VP External report can be found on CUPE 4600 website (Meg on Pansee's behalf)

- Zoey read Pansee's report.

Recording Secretary can be found on CUPE 4600 website

- Please get involved with your union.
- We are looking for chair of mobilization committee for unit 1.
- Unfortunately, we lost many people in the Ukrainian airline Flight 752 crash in Tehran. To honour the lives of the victims, a national moment of silence will be held at 1 p.m. EST this Wednesday, Jan. 15. Join us on the same day for a Carleton vigil planned for 2 p.m. in the Tory Building foyer.

Secretary Treasurer can be found on CUPE 4600 website

- Zahra reviewed the financial report. Find the details on our website.

VP Unit 1 can be found on CUPE 4600 website

- Bargaining updates
- Accessibility survey
- Attended "CUPE Winter School" leadership training series in December

VP Unit 2 can be found on CUPE 4600 website

Chief Stewards Unit 1 report:

- Continue working on different mobilization
- Steward training

Chief Steward Unit 2 can be found on CUPE 4600 website

Report from the Mobilization Committee can be found on CUPE 4600 website

## **7. Bargaining Team Updates**

Unit 1 updates (Zoey):

- Our bargaining team is working really hard. Unfortunately, the employer does not seem to want to meet with us very often.
- We had one half day of bargaining last week, and one half day in December. We also have two full days this week and that's all we have booked.
- At the moment, we have all non-monetary proposals on the table.
- We are continuing to trade proposed changes to articles with the Employer. They have returned to us on our proposal on Discipline, Suspension, & Discharge, and we are still in discussions about Article 4 (Discrimination and Harassment) with some major elements in contention.
- The Employer has not returned to us on most of our significant proposals, including proposing a cap for student to TA ratios, increasing wages, and expanding eligibility for Tuition Increase Assistance. They have indicated they might be willing to discuss monetary items (like wages) prior to a benefits solution
- We said to the employer that by the end of bargaining on Friday, we want to be concluded all of the non-monetary things, so that we know where the sticking point are,

so we can file for conciliation and this means the start of the process to move in towards job action. The employer seems a little alarmed by that. They are kind of dragging their feet for no reason.

- They have not responded to monetary articles.
- We asked parity with University of Ottawa in the first year and 2% raise every year after that to match inflation.
- We do not have any solution on the benefits issue.
- We've had problems with our benefits system. It is not sustainable the way currently it is. We managed to get the employer to hire a consultant. In JCC, they said that it might take up to 4 weeks for them to get us a report back. They are supposed to propose recommendation for how to make our benefits sustainable.
- The employer has asked us if we would be willing to sign a collective agreement that does not deal with the benefits issue. We did not answer this at the bargaining table and wanted to bring this to the membership. It basically means that we would negotiate and sign on everything else and leave the benefits issue to continue working on it. Dan Sawyer elaborated more on this.
- We do not think that it is an advisable for the local to enter into any kind of deal involving monetary stuff until we are presented a complete lecture from the employer.
- The Bill 124 is being taken to the court. CUPE's direction to us is not to sign a contract which does not include a real language that allows us to reopen the monetary articles if Bill 124 is turned over. Another suggestion from CUPE National is that we could bargain for a shorter contract.
- The timeline is another big issue. Our strength is a unit relies on the university being busy and open. If we want to be in a position to have job action, we would want to be in that process by mid-March.
- A couple of the seats on both bargaining teams are tied to positions on executive board. Our terms end up at the end of April. If we bargain into summer, the new board members will take over roles on bargaining teams, which is not ideal.
- If anyone wants to attend the bargaining sessions, they can email Dan Sawyer or Zoey. We have to give the employer 24 hours notice.

There was an extensive discussion over the benefits and monetary article. The answers from the employer seem cut and dried for the membership and they were asking how this moves us forward towards action.

Meg, Zoey and Dan explained the reasons why the union negotiated to hire a consultant: we want to see if there is a mismanagement with regard to benefits and how we can make the benefits sustainable. We need the report to figure out how dire the situation is and how much of that direness is directly the results of the employer's mismanagement of the benefits. No argument was made in favor of signing a collective agreement without benefits issues addressed. Zoey to open it to the bargaining team. The members know our timeline issues right now, but we do not have to make a decision on that right now. We are having caucus meeting for unit 1. After seeing what the employer concretely presenting probably in 3 weeks or so, then we can talk about timeline issues.

Unit 2 updates (Meg):

- If you would like to come and watch, email us

- Unit 2 is drastically ahead of unit 1 in the timeline. We have tabled almost all significant nonmonetary articles. We are proposing a minor tweak article 17 at our meeting tomorrow.
- We have not yet received a monetary offer from the university despite asking for the monetary package for months
- Unlike unit 1, there is their benefits crisis. Tomorrow we will be tabling our monetary offer which is parity with University of Ottawa in the first year plus 2% raise every year after that.
- The two major issues for unit 2 is teaching evaluations which they have said that they will not negotiate a separate form of student teaching evaluations for CIs. They want one set of teaching evaluations for everyone who teaches at Carleton despite the fact that we were not consulted and CUASA was. CUASA is currently running a pilot project with full professors. Carleton's lack of willingness to substantively engage with our proposals on student teaching evaluations is evident.
- The other major issue is Carleton's tabling of massive cuts to job security by gutting the protections under current incumbency language
- We have reiterated that job security and teaching evaluations are priorities of the membership given the financial limitations following the passage of Ford's bill-124 booked.
- Similar issue with unit 1 table, we have one and a half days of bargaining booked. We gave them full availability for the entire month except for the afternoon of our caucus meeting last week, but they asked to meet us during the caucus meeting. We are meeting with them tomorrow and next Friday
- The employer are not meeting with us. It is not a good situation. The bargaining team is of the opinion that unless something miraculous happens at the meeting tomorrow, we should start the process to file for conciliation because we are not having negotiations go anywhere.
- Our CUPE National rep, Margo, helped us draft a job description language. Both units have tabled that language and by getting that to the collective agreement, we could have a Human Rights equity challenge against CUASA: equal pay for equal work.

Moving to conciliation. Dan Sawyer described the conciliation process and the role of conciliator. Both of the bargaining teams are thinking about moving towards conciliation some time in the next couple of weeks. This is very typical for this local. This local has always gone to conciliation in every round of bargaining.

Never before has just unit 2 facing going out alone on strike. Meg explained the difficulties and key issues with unit 2 going on strike alone and what unit 2 strike would look like. If unit 2 moves towards the job action, we will be hosting a lot of events to educate TAs not to scab on unit 2 members. The Union will grieve every single instance of a TA taking over a CI's job.

Pierre: If we do end up in a position where unit 2 striking without unit 1, the striking unit will be bound by strike protocol which dictates what activities are permitted, but the other unit is not bound and is free to do whatever we want.

## **8. Committee Updates**

### **a) Mobilization**

Pierre:

- Key thing in mobilization: please get involve.
- We looking for a second co-chair (unit 1) for the mobilization committee. Pierre explained the roles and responsibilities of the chair

## **b) Strike**

Pierre:

Strike Committee is the other committee which works in our union. This committee works closely with Mobilization Committee. Pierre explained the duties of strike committee. Strike committee does the behind the scene work like:

- Getting the membership fired up; getting the membership informed about what the issue are, what our timelines look like and so no
- They gather the necessary permits; meet with cops; book a strike office off-campus; recruit picket captains; run the strike vote
- Explained the duties of picket captains. We need about 30 picket captains.
- There is definitely a dire need for members to join these committees to help them operate well during strike years.

## **9. Old Business**

- Update from President Re: Trustee's Report and finances  
Meg: In our last GMM, our long-time trustee for the local gave his send-off words. It was neither the trustees' report nor on behalf of trustees, but laid out a long list of issues both historical and contemporary that are facing the local regarding finances. I had a long talk with the folks at finance committee and at the board meeting we discussed the list of issues and broke it down into sections regarding the time lines. The most pressing issue is that:
  - We are three years behind on our audits which needs to go to National.
  - It is supper important because if we are too far behind, National can withhold financial support if we are on strike. Our top priority is to get this done.
  - We usually have three trustees but currently we have only one, Garret Lecoq, who is member of bargaining team. We requested that he takes back from the bargaining and get the report done.
  - The local can organize training.
  - Meg and LeAnne explained the responsibilities of the trustees
- Electing Financial Trustees (two positions) (Garret Lecoq & Dan)  
[Amy Burlock volunteered to serve as one of the local's trustees](#)
- Electing Bargaining Team Unit 1 members (two positions)  
[Josh Hawley acclaimed](#)  
[Miranda Sophia Leibel acclaimed](#)
- Conference Report Backs (Zoey and Pansee) (10 minutes total)  
Can be found in our website: <https://www.cupe4600.ca/gmm-jan-14th-2020>

## **10. New Business**

a) Unit 2 Strike Vote

- Very likely to see Unit 2 strike vote in the next couple of weeks

- The strike vote does not necessarily mean that we go on strike. A “yes” vote gives our bargaining team strong leverage to negotiate for a better contract. It shows the employer that we are prepared, if necessary, to defend our bargaining proposals.
  - If we actually feel like we may have to go on strike, often times we call a second round of strike vote.
  - Meg and Dan explained the time frame for the strike vote
- b) Ontario University Workers Coordinating Committee Feb. 20-23 (Zoey, Meg & Dan)
- To try to network with other university workers in the province and do some education and training around that. At the next GMM, we will report the results of this conference to the membership
- c) Results of Accessibility Survey and next steps
- We sent out an accessibility survey in November for our members to look at the accessibility within the union. Zoey presented some of the results and talked about next steps:
- Remote attendance or other ways to engage with the material without physically being present
  - Having meeting materials available farther in advance and having them more accessible by being in an email or our website
  - Having off-campus events particularly for CIs as the accessibility of campus is really bad
  - People expressed concerns about hostility that makes them uncomfortable during GMMs or other meetings
  - People said we should have open invitations for accessibility needs in each email
  - Some people said that knowledge of union meeting procedures are barrier to attending

## 11. Announcements

- Statement on plane crash & solidarity with those impacted (Meg on Narge’s behalf)
- Executive Council January 21st, 5-7:30pm in Paterson 234 (*All Stewards, Committee Chairs, and Committee Members are expected to attend*)
- Stewards Training, February 8th, 2020 @ 9 am - 12 pm (The location will be sent)
- If you are an Iranian member or know Iranian members who are having trouble work, or maybe not being able to show up for work and maybe stuck in Iran, or you just need some time off come and talk to union. We will assist you.

## 12. Adjournment (8pm)

**Motion: To adjourn the meeting**

**Moved by Mark**

**Second by Molly**

**Motion passes**

### ***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 Jo [they/them pronouns] at [equitychair@cupe4600.ca](mailto:equitychair@cupe4600.ca).*