



TRAC General Meeting
September 9, 2015 at 5:00 pm.
Hall Building, 7th floor, Room 763

Chair:

Nader Jafari Nodoushan - President

Recorder:

Parmida Atighehchian - Secretary-Treasurer

Agenda:

1. Call to order
 2. Opening session
 3. Appointment of the Chair and the Minute taker
 4. Approval of the agenda
 5. Reports of the following subjects
 - a. Mobilization
 - b. Election of mobilization Officer
 - c. Bargaining
 - i. Pay structure
 - ii. Merging the TA and RA Collective Agreements
 - d. Labor Relations and Grievances
 - i. Approval of the Invigilators Unionization under TRAC
 6. Financial report,
 - a. Approval of the budget plan for 2015-2016 year,
 7. Solidarity Concordia Group
 8. Adjournment
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1. Call to Order

Meeting called to order at 5:22pm.

2. Opening Session

President gave a brief description about the whole content of Agenda and the rules and the regulations for the meeting.

3. Appointment of Chair and Minute taker

Motion-GA150909-01

Be it resolved that the president and the secretary-treasurer will be the chair and the minute taker for the meeting.

**Moved by Nader
Seconded by Parmida
Motion Carried**

4. Approval of the Agenda

1. Call to order
2. Opening session by president
3. Appointment of the Chair and the Minute taker
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5. Reports

a. Mobilization

The mobilization progress is reported to the GA by Nader.

b. Election of mobilization Officer

Mandana Rezaee is introduced to the GA as the new mobilization officer of TRAC, since there was no other candidate for the seat to be called for election.

Motion – GA150909-02

To postpone the election for mobilization officer.

Moved by Mohammad Soltani

Point of Order given by Stephy

The motion is out of order since the deadline is already passed and talking about who is nominated her/himself is out of the scope.

Point of order is accepted by the chair.

Point of Privilege by Catlen

The information for mobilization officer election is not properly spread and the deadline wasn't a good timing due to fact that the school wasn't started yet.



Motion-GA150909-03

To give the opportunity to everyone who is inside the room to apply for the position and then take the vote for the seat.

Moved by Gonzalo

Seconded by Catlen

Motion carried (1 abstention)

Point of Order by Gounash

The candidates should present their TRAC membership proof documents to the registration desk.

Point of order is accepted by the chair.

The election for the mobilization officer seat is delayed until the interested members nominate themselves for the position and get checked in terms of being member.

c. Bargaining

Bargaining Officer - Mohammad Langari- reported the report of the ongoing negotiations.

i. Pay structure

The issue with the current TA's ratified pay structure is explained by Mohammad.

Point of Order Guillum

To follow the agenda because of the long discussion on the current ratified pay structure and the reasoning behind that. Since, there is going to be no vote for this section and the reports are just for the information of the members, the discussions should be stopped and the agenda's priorities should be respected.



Point of Order accepted by the chair.

ii. Merging the TA and RA Collective Agreements

Resolution 01 – Bargaining (Merging the TA and RA Collective Agreements)

WHEREAS there are two collective agreements with a high level of overlap in terms of articles and contents and the nature of TAs and RAs working environment is the same.

WHEREAS the bargaining always has been done once for those two collective agreements on the same negotiation table; and

WHEREAS considering TAs and RAs as one unit will result in having bigger number of members supporting the proposed collective agreement as one bargaining unit in front of Concordia and TRAC can be shown much stronger than before:

BE IT RESOLVED THAT this request will be sent to the Board of Labor Relation for approval.

BE IT FURTHER RESOLVED THAT if approved the two current collective agreements will be merged into one and TAs and RAs will be considered as one bargaining unit represented by TRAC union.

Resolution is passed (4 abstention)

Election of Mobilization Officer

Candidates:

- Mohammed Al Sharqawi
- Mrinmoy Nath
- Mandana Rezaee

Candidates are asked to present themselves for one minute and half each. Members asked their questions and the candidates are passed to the GA to vote. Vote is taken by secret bullet and the results will be announced by the end of the meeting.



d. Labor Relations and Grievances

i. Approval of the Invigilators Unionization under TRAC

Motion – GA 150909- 04

To get the current GA members (TAs and RAs) votes on unionization of the invigilators under TRAC which was already done without our members' acceptance, , knowing that this will help TRAC get stronger in front of the employer as well as helping the invigilators to have a union to support their rights.

Moved by Gounash

Seconded by Parmida

Call the Question to get votes on whether our members accept invigilators as another bargaining unit under TRAC union

Moved by Parmida

Seconded by Meysam

Question is called

Motion – GA150909-04 is passed to the GA to get vote on:

Motion Carried (2 abstention)

The following resolution is passed to the GA to get vote on, regarding to the revision of Bylaws with respect to the fact that now invigilators are part of TRAC by law and by vote of the members:

Resolution 02 - Revision in Bylaws

WHEREAS invigilators are unionized under TRAC union; and

WHEREAS the nature of their job is different from two other units (teaching and research assistants);
and

WHEREAS they are minority, seasonal employees and not necessarily students:

BE IT RESOLVED THAT one position, Grievance Officer-Invigilator, will be added to TRAC executive committee; and



BE IT FURTHER RESOLVED THAT this is the only position in TRAC executive committee that can be hold by invigilators

BE IT FURTHER RESOLVED THAT the quorum of a (Special) General Assembly is 36 members, there must be at least 30 Teaching and Research Assistants and at least 6 invigilators.

Motion- GA150909-05

To remove the specific quota portion from the last part of the resolution 04, saying: “the quorum of a (Special) General Assembly is 36 members, there must be 30 Teaching and Research Assistants and 6 invigilators”

Moved by Ryan

Seconded by Aria

Motion defeated

Resolution 04 is passed to the GA for voting:

Resolution is carried (abstention 6)

Point of Order by Ryan

Changing the bylaws will be passed by majority of 2/3

Point of Order is accepted by chair

Motion –GA20150909-06

To count the numbers by showing hands.

Moved by Gounash

Seconded by Parmida

Motion Carried



Motion – GA 150909- 07

To amend the second part of resolution to: “have at least 30 TA and RAs and at least 3 invigilators to have the quorum for the GAs”

Moved by Catlen

Seconded by Guillum

Motion carried

Resolution for Revision in Bylaws is passed to the GA to get vote on.

Resolution 02 - Revision in Bylaws

WHEREAS invigilators are unionized under TRAC union; and

WHEREAS the nature of their job is different from two other units (teaching and research assistants); and

WHEREAS they are minority, seasonal employees and not necessarily students:

BE IT RESOLVED THAT one position, Grievance Officer-Invigilator, will be added to TRAC executive committee; and

BE IT FURTHER RESOLVED THAT this is the only position in TRAC executive committee that can be hold by invigilators

BE IT FURTHER RESOLVED THAT the quorum of a (Special) General Assembly is 33 members, there must be at least 30 Teaching and Research Assistants and at least 3 invigilators.

Resolution carried (24 in favor, 4 oppose, 3 abstention)

Gounash Pirniya - Grievance Officer – reported on the labor relation and the most important grievances that are filled from March 2015 and informed the GA by the current problems with Concordia.

e. Financial report,

i. Approval of the budget plan for 2015-2016 year



Report of the finance audition of 2014-2015 is proposed to the GA by Meysam Salari (Vice President and Chair of the finance committee).

Budget plan for 2015 -2016 is passed to the GA to get vote on:

Moved by Meysam

Seconded by Parmida

Motion – GA20150909-09

To increase the amount of political actions costs from 500\$ to 3000\$.

Moved by Guillum

Seconded by Mona

Motion Carried (1 abstention)

Point of Privilege by Weixian Pan

To break down the finance sections such as Mobilization part in more details and publish it to the members in a newspaper or in next GA.

Call the Question to get vote on the proposed Budget Plan

Moved by Gounash

Seconded by Helia

Question is called unanimously

The budget is passed to the members to vote by the GA:

Budget Plan for 2015-2016 passed unanimously



Election of Mobilization Officer Result

The result of the election for mobilization officer position is reported by the chair of the meeting.

Mandana Rezaee won the election with the majority of the votes

6. Solidarity Concordia Group Report

The speaker didn't show up in the GA.

7. Adjournment

Meeting adjourned at 8:30 pm.

Moved by Nader

Seconded by Meysam

Carried Unanimously