

Friday, January 31st, 2020 (5-6:30PM)

ENCS Town Hall

Loose notes taken by Jacqueline (Mob/Comms Officer)

Short Overview of what TRAC has done in 2019 even by Jacqueline

Zarish explains the importance of trac(k)ing your hours

- Go to TRAC to ask for more hours; your professor may not have the ability to guarantee a contract, even if they want to help
 - Profs often just don't know the situation
- Workers have the right to stand up for themselves!
- Professors often don't know the rules (these are made by the dept. And HR)
- When you TRAC your hours, you have the ability to say "hey, i'm out, I'm done." You don't have to work more hours than listed on your contract and workload form.
 - **The vice-provost has made this clear**
- Burden of proof for reprisals **is on Concordia**
- Question: "If the professor says you are slow, what do you do?"
 - A: Concordia hires another person to help with the workload. Concordia doesn't work via timesheets when it comes to TAs.
 - Follow up question answer: signing a contract is a way of saying you are available for the hours as indicated by the contract.
- Positive example: Shabnam (ENCS delegate) explains how she was able to win more hours for a contract when she was out of hours.
- Question around retaliation - Zarish explains how we are protected from retaliation.
 - Idea: TRAC send out an anonymous survey to hear about issues
- Question about research assistant paying retroactively?
 - Paying a RA at the end of the semester for a full semester's work
 - Prof's reasoning in this case: based on quality?
 - This is not ok!! Don't work without a contract!!
- **Zarish the grievance officer's email address: grievance@trac-union.ca**
- Make sure you are paid on time: No more than a month from the beginning of your first contract (as decreed by Quebec Labour Code), then every two weeks.
- Mid-term feedback question: qualitative feedback from the professor (or maybe students?)
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