GRADUATE STUDENTS’ ASSOCIATION
GRADUATE REPRESENTATIVE COUNCIL MEETING
TUESDAY, March 27, 2018, 5:30 PM
Theatre 1, Foothills Campus

Attendees:
Brit Paris, President
Negar Mohammadi, VP Academic
Willem Klumpenhouver, VP External
Kyle McCallum, Speaker
Haley Vecchiarelli, Clerk

Quorum:
Biochemistry and Molecular Biology DGA
Rhiannon Campbell
Elizabeth Barretto

Biological Sciences Graduate Students’ Association
Jeremy Morris
Danielle Clake
Haley Glass

Biomedical Engineering GSA
Alex Wyma

Biomedical Technology Graduate Students Association
Liam Whalen-Browne

Cardiovascular Respiratory Students Association
Nadia Maarouf

Chemical and Petroleum Engineering Graduate Students’ Association
Natasha Garner
Duncan Brownsey
Thomas Welsh

Chemistry Graduate Student Association
Dinu Attalage
Priya Dharwalkour
Hiva Jalilzadeh
Chee Wong

Civil Engineering Graduate Society

Classics and Religion DGA
Mohammad Sadeghi
Esfahlani

Communication Media and Film
Monica Henderson
Yangyang Fang

Community Health Sciences Student Executive
Celina Boothby
Rebecca Lang

Computer Science Graduate Society
Ali Poostindouz

Council of Foothills
Catherine Greene
Alya Heirali

Doctoral Association for Students of Haskayne (DASH)
Steven Granger
Alyson House

Economics Graduate Association
Abraham Saucedo Cepada
Ghazaleh Maleki Tabrizi

Electrical and Computer Engineering GSA
Mohammad Mansouri
Patricia Groves
Linhui Yu

English Graduate Student Association
Hong Nguyen-Sears

Environmental Design Student Association
Graham Allison
Gastrointestinal Sciences Graduate Program
Meghan Lamb
Fernando Vicentini
Geography Graduate Students' Association
Sarah St. Germain
Kyle Plotsky
Ilyar Asl Sabbaghian
Hokmabadi
Geomatics Graduate Group
Alyssa Haggard
Graduate Anthropology & Archaeology Student Association
Kelsey Pennanen
Graduate Association of Geology and Geophysics Students
Chee Wong
Graduate Engineering Students Consortium
Jennifer MacDonald
Graduate Programs in Education Students Association
Christoper Ostrowski
Graduate University of Calgary Mathematics Society (GUMS)
Nuiok Dicaire
History Graduate Students Union
Matthew Adams
Immunology Graduate Association
Allison Bailey
Kinesiology Graduate Students Association
Zach Bates
Linguistics Graduate Students' Association
Rachel Kratofil
Masters of Public Policy Student Association
Simon Barrick
Medical Science Graduate Student Association
Jodi Nettleton
MBA Society (Haskayne)
Lindsay Hracs
Mechanical Engineering Graduate Students' Association
Jack Zayrany
Medical Science Graduate Student Association
Alexandra Bohm
Microbiology & Infections Diseases GSA
Myra Chen
Neuroscience Hotchkiss Brain Institute Trainee Organization
Keith Lau
Nursing GSA
Alya Heirali
Philosophy GSA
Kyle Mayr
MBA Society (Haskayne)
Lorraine Smith-MacDonald
Medical Science Graduate Student Association
Ananya Chatteraj
MBA Society (Haskayne)
Aaron Thomas-Bolduc
Mechanical Engineering Graduate Students' Association
Anna Ordog
Medical Science Graduate Student Association
Taylor Cameron
Neuroscience Hotchkiss Brain Institute Trainee Organization
Erica Kunimoto
Nursing GSA
Michelle Flynn
Philosophy GSA
Devon Currie
Physics & Astronomy Grad Students' Association
Alicia Clifford
Political Science Graduate Student Association
Courtney Petruik
Psychology Graduate Students Association
Strategic Studies Students' Consortium
Aruna Amarasinghe
Sustainable Energy Development Society
Persephone Greco Otto
Veterinary Medicine Grad Students Association
Alfred Mulinda
School of Creative and Performing Arts
Vox Condiscipulum (French, Italian, Spanish)
GENERAL COUNCIL MEETING MINUTES

Meeting Began 17:32

Territorial Acknowledgement 17:32

Approval of Agenda 17:33

Motioned/seconded
Opposed:0
Abstained:0
CARRIED

Approval of February 2018 Minutes 17:33

Motioned/seconded

Discussion:
Q: How are abstentions recorded? Missed some last time, so what can we do make sure that they are calculated? Raise our hands higher? Shout?
A (Brit): Yes, please raise your hands higher and keep them held.

Opposed:0
Abstained:1
CARRIED

Rights and Responsibilities of Graduate Assistant (Brit Paris, GSA President) 17:35

- Where can I find the Collective Agreement (CA)?
  o GSA website
    ▪ https://gsa.ucalgary.ca/services/collective-agreement-information
  o HR website
    ▪ www.ucalgary.ca/hr/grad-students
- Collective Agreement Basics
  o Which contract are you under?
    ▪ Graduate Assistant = collective agreement
    ▪ Sessional covered under TUCFA
    ▪ AUPE covers administration
  o GA Categories
    ▪ Teaching
    ▪ Non-teaching
    ▪ Research
  o Appointment details (article 5.3, 5.4)
    ▪ Office of Employment is the contract (make sure to read and sign it!)
    ▪ Assignment of duties
    ▪ Normal hours of work (avg. / week)
o Remuneration (article 6)
  - Pay!
o Leaves (entitled to pay in some cases, but need to ask for it)
  - Medical (article 7)
  - Parental (article 8)
  - Special (article 9)
o Discipline (article 11)
  - Come to GSA to get representation if there is alleged misconduct
  - Come talk to us if not sure
o Grievances (article 14)
  - If you make one, cannot stop you from working while being settled

Q: Not going to burn that bridge, do not want to complain if only a couple of hours.
A (Brit): Come talk to us! Could be endemic problem and add up over the semester. If no one has ever spoken up prof might not think that this is a problem.
A (Willem): Should not be considered burning bridges if overworked.
Q: Is it better to talk to Prof first?
A (Brit): Yes! But we can guide you through that process.

Q: If you lodge a grievance, you cannot get fired from TA-ship, but could this penalize a student the year after?
A (Brit): We do not want to run this up to the Dean right away, want to be the first step in and this to be a harmonious painless process.

Q: Big problem in our department, but hard to take that first step, is there a guide?
Q: Integrating this into contract?
A (Brit): Today, my job is to empower students. We are trying to get the word out. Good idea.

- Role of the GSA and HR
  - GSA
    - Earth Sciences 1030
    - lgirgis@ucalgary.ca
  - HR
    - Academic Relations
      - gsahr@ucalgary.ca
- Role of the Ombuds
  - Confidential advice and support for issues including: academic and non-academic misconduct, grievances and complaints, student rights and all academic and non-academic appeals.
  - Contact:
    - MacKimmie Block 207
    - 403-220-6420
    - www.ucalgary.ca/ombuds
    - ombuds@ucalgary.ca
- Do not go to FGS!
• Only go if you have academic concerns (i.e. you are working so many hours that you cannot complete your program), might you want to go to them, but always come to the GSA first!

• Role of your DGA
  o Direct link to the GSA
  o Understands the unique context of your department
  o Labour Relations Committee wants to meet with various departments

• Role of Office of Diversity, Equity, and Protected Disclosure
  o Providing a safe and confidential space for individuals to discuss protected disclosure matters (e.g. breaches of ethical conduct including alleged breaches of research integrity; (sexual) harassment and/or discrimination)
  o Contact
    ▪ Administration 116
    ▪ Ucalgary.ca/odepd
    ▪ aberbic@ucalgary.ca (general inquiries)
    ▪ wsvoyna@ucalgary.ca (protected disclosures)

• Scenario 1
  o Check your assigned duties (AoAD)
  o Bring it up at time of contract signing
    ▪ Need to fill it out together, dialog, negotiation
    ▪ Do not sign it until you discuss it!
  o Discuss it ahead of time

• Scenario 2
  o Long-term problem, needs to be brought up sooner
  o Get a paper trail
  o Go on what the AoAD says

Q: Talked about in DGA new student orientation and TA orientation, but these are not mandatory? Is there something we can do?
A (Brit): Hard to make mandatory. Want to do a traveling road show (in your building, on your floor, pizza @ lunch time). Want to make it enticing.

Q: What about the case where Professors are on top things, but students are not working the hours they should be? Differences in duties executed by people in the same position. Should act like employees on a contract.
A (Willem): More accountability that we expect from them, more net accountability should be expected from us.

Q: Different departments have a lot of different structures, and on Foothills, there’s not a lot of TA-ships, so would be great if we could customize (survey?) for DGAs.
A (Brit): Great idea. Also, annual survey on Monday. Maybe in September before we come out to visit.

Please come talk to us and your DGAs.

Roll Call Quorum 17:59
BE IT RESOLVED THAT the Graduate Representative Council approves the 2018-2019 GSA Budget as recommended by the Finance Standing Committee.

Motioned/seconded

GRC Initiative blank this upcoming year?
A (Brit): Yes, GRC always votes for awards, so we are rolling the GRCI award into the Awards Committee.

Q: Regarding the GSA reserve fund are there any plans for sustainability and investment?
A (Jason): Not allocated for anything specific, really meant to serve as a buffer in case anything happens going forward (e.g. changes to PSLA). We do have an investment fund. We are not using any realized revenue from our investments, so we are going to keep investing it.

Q: University owns a lot of the housing around the University? Can we start buying housing and use the rent?
A (Jason): This is not the first time we’ve heard that. If we are going to have a reserve fund and are going to be sitting on this money, what is the plan going forward with this money? GSA is allowed to buy property under PSLA. Long term plan, potentially could bring down fees depending on investment; but we do not have the ability to generate revenue aside from fees. Big picture thinking is great and we are going to need a plan going forward. An organization like ours should have 2-3 years of operating revenue in reserve. Once we hit that, what do we do? Big plans? We are healthy as an organization, thanks to the work of the past and current staff and boards.
A (Kevin): FSC Went through investments in January, and are determined that they are safely invested.

Q: Subsidizing the LDL? Why?
A (Brit): Yes, but less than last year. We are subsidizing less and less.
A (Jason): Historically, LDL was losing about 200k a year. We are likely to only lose 35k this year. If you look at campus restaurants and pubs throughout Canada, they are not money makers, but are a service. Being able to host events, without a high cost, is a service to users. Look at cost of goods sold (COGS), we have a zone of tolerance of what people are willing to pay. It is not meant to make money, business model does not work (for example, the Den Black Lounge does not make money either). A bit of a subsidy for the services provided.
A (Willem): Way to frame, providing the service at 200k a year probably was not worth it, but is the service provided by the LDL as a gathering space, is that worth $35k or what is that worth?

Q: While LDL has a loss, is it worth doing something more often to get our inputs regarding it? When we talk about it continually losing money, what does that mean to students.
A (Jason): Focus group occurred a little over a year. Wanted LDL to run more like a business, not kicking people out to host events. Menu items was overwhelming because
people had preferences. Renovated the kitchen, but really needed to renovate the menu. Good point, every year should have an LDL committee. Be good to continually get the grad student input.
A (Brit): Sustainability has done a lot of work around the LDL. Sustainability statement on menu; paying staff.

Opposed: 0
Abstained: 4
CARRIED

2018-2019 Health and Dental Dependent Fee Changes (ED, Jason Unsworth) (see PowerPoint presentation) 18:15

- Discussing the 2 or more (2+) dependents category
- Current State
  - Current Fee: $1,397.13
  - Insurer cost: $1,710.81
    - $313.68 deficit per student
  - We have more families on our program than other GSAs in Canada
  - Not set up properly, trying to rectify this, get the family up to where they should be without increasing all at once
- History
  - Last year, increased 10% + 150$
  - This year, plan was to increase by 10%, and likely will maintain next year
- Should be
  - 1X plan cost for individuals
  - 2X plan cost for individual and one dependent
  - 3X plan cost for individual and two or more dependents
- 2017-2018 Numbers

<table>
<thead>
<tr>
<th>Plan</th>
<th>GSA Fee</th>
<th>Plan Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$566.67</td>
<td>$570.27</td>
</tr>
<tr>
<td>Individual &amp; 1 Dependent</td>
<td>$1,185.25</td>
<td>$1,140.54</td>
</tr>
<tr>
<td>Individual &amp; 2+ Dependents</td>
<td>$1,397.13</td>
<td>$1,710.81</td>
</tr>
</tbody>
</table>

- 2018-2019 Numbers

<table>
<thead>
<tr>
<th>Plan</th>
<th>GSA Fee</th>
<th>Plan Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual *</td>
<td>$600.67</td>
<td>$581.69</td>
</tr>
<tr>
<td>Individual &amp; 1 Dependent</td>
<td>$1,219.25</td>
<td>$1,163.38</td>
</tr>
<tr>
<td>Individual &amp; 2+ Dependents</td>
<td>$1,514.18</td>
<td>$1,745.07</td>
</tr>
</tbody>
</table>

- *Already approved increase for the Individual at February GRC meeting
- Cost for Individual & 1 dependent is same
• Proposed option
  o Increase cost of 2 or more dependents by 10 %
  o Outcome
    ▪ Reserve will grow by approximately $7,000
    ▪ If fee remains at current rate, reserve will be deplete by approximately $5,000 depending on enrollment

BE IT RESOLVED THAT the Graduate Representative Council approves the increase of 10 % to the 2 or more Dependents Health and Dental fee from its current amount of $830.46 to $913.51 for the 2018-2019 academic year.

Motioned/seconded

Q: If someone has more than two dependents, what is cost of the plan?
A (Jason): Same price as 2 dependents.

Q: Have thought about raising more than 10 %?
A (Jason): Plan we had 3 years ago. Motions can be amended. Wanted to leave up to GRC.

Q: Of the conversations we had last year, a lot of these people do not necessarily have a working spouse or access to another health care plan.
Q: How many people? 150 families? What fraction of these work versus relying on this plan solely? Maybe not for this year, but could ascertain going forward how many this affects.
A (Jason): Fluid number on the number of families.
Q: Do not want to put too much burden, but maybe resolve this with bursaries.
A (Brit): Main thing was how to incrementally bring it up to where it should be. If you feel strongly, join the Health and Dental Committee.

Q: How many more years of 10% increases to bring up?
A (Jason): 2 more years; but this is the last year of our current plan, so are looking over the whole plan. Join the Health and Dental Committee if you are interested.

Opposed:4
Abstained:4
CARRIED

President’s Report (Brit Paris) (see PowerPoint presentation) 18:26

Thanks for all your work with Health and Dental, if you are interested please join the committee or message VPFS.

Read the report!

• Transition
  o More people running for our positions than for SU positions
  o Thank you to everyone who ran

• Grad College
• Staff changes (Katherine Lidgren is no longer our Governance and Media Coordinator, please message Thao Nguyen, our new Governance and Media Coordinator instead)
• What’s coming up next GRC
  o Special general meeting (April 24) before GRC, because we have to make bylaw changes
    ▪ Bill 7, have to make changes to labour relations components
    ▪ Made some other bylaw changes

Vice-President (Academic) Report (Negar Mohammadi) (see PowerPoint presentation) 18:31
Read the report!
• Awards!
  o Evaluations have completed and notifications will go out by end of month
• IDEA Pitch Ceremony-April 12
• Transition

Vice-President (External) Report (Willem Klumpenhouwer) (see PowerPoint presentation) 18:32
Read the report!

Vice-President (Student Life) Report (Taha Afyouni, absent) (see PowerPoint presentation) 18:32
Taha is ill, and was unable to attend today’s meeting, please read the report.
• GradFest!
• FGS/GSA Graduate Research Photo Competition

Vice-President (Finance & Services) Report (Christiana Manzocco, absent) (see Power Point presentation) 18:33
Read the report!
• Stay tuned for sustainability report

Question Period 18:33

Q: Is it possible to send the minutes and current agenda sooner than 5 days?
A (Brit): We can do it 5 business days.

Q: One rep per DGA? Easier for one rep per department. We never get close for votes?
A (Willem): Good for discussion if we do make changes, but this is just a straw poll.
A (Brit): We want the same person to show up to all the GRC meetings, so it is really important that we maintain consistent attendance. We have not really been enforcing. It could be a problem moving forward, because we should be enforcing.
Q: Do not think we are getting paid enough for sessional work, is there a way to take it up with TUCFA?
A (Brit): An issue for all sessionals, not just graduate students. Part time adjunct type appointments is a big issue in academia, little benefits, low pay, not long term, not predictable. We do not have standing as GSA with TUCFA. Maybe if we got all sessionals together as a large cohort to advocate.
Q: Different for grad students.
A (Brit): Same for all sessionals. Let’s talk about this some more at a different time, good points. Let’s finish our negotiations. TUCFA just negotiated theirs and will be up again in two years.
Q: All awards? GRCI?
A (Negar): All will go out soon.
A (Kelsey, GRCI Vice-Chair): GRCI will go out soon.
Q: EB for Health and Dental? How does this work? Is this a formal process?
A (Jason): Through Emergency Bursary process; in rare situations, funding will come from Health and Dental Reserve.

**DGA Period 18:42**
- Biology—Provincial Budget and University Budget have made cuts and these cuts have been made at the expense of grad students
  - Particularly bad across the University, but in Biology and Science, but maybe across the University
  - Money almost entirely came out of grad student funding
  - Met with Dean of Science and FGS
  - Wanted to reach out to other students and departments to see if this was an issue
  - Bring DGAs together
  - Change in biobar, work load now being shifted to graduate students
    - How are these budget cut being felt?
      - 200k for performance awards, taking place of TAs
        - Eliminated, not coming back
    - Department experienced budget cut and took it out of grad student funding?
    - Guaranteed funding in these departments?
      - If you are not getting what guaranteed in offer letter?
        - Come talk to the GSA!
        - University’s responsibility to pay this minimum amount
      - May be meeting minimum funding, but no longer opportunities for increases

**Other Business 18:49**
- Coming up next month
  - Please show up at 5 pm so we have quorum!
- Provost and VP Academic, VP research to talk about research plans
- Executive Swearing In
- Elections
  - FSC, Speaker, Clerk, CRO

**Adjournment of Open Session 18:53**

Moved/seconded
Opposed:0
Abstained:0
CARRIED

Meeting adjourned at 18:53