



**PSAC LOCAL 60550
Bargaining Committee Meeting
Thursday February 3, 2022**

Present: Sajad Shakerin, Ehsan Kianfar, Ramin Shamsdini, Quinn Carvey, Mona Jazinaninejad, Sarah Durham, Mahsa Bajestani (joined later)

Regrets: Fazilat Yousefi, Farzaneh Mamikhalifani, Fazilat Yousefi, , Navid Hasani

1. Call to Order

Meeting starts at 4:30 pm.

2. Ramin S recommends that we have a bargaining committee
 - a This can be separate from the executive meetings
 - b Keep a separate agenda and minutes
 - c We have a budget for bargaining, which we can disburse to members involved in this work
 - d Once graduated, members cannot be a part of the bargaining committee
 - i Thus, we should have backup members to step in
3. Ehsan K suggests we go through the surveys line by line for comments
4. Ramin S asked Quinn C if they have been updated on the meeting bargaining committee members had with Raphaelle V-N. Quinn C stated they received an update from Sarah D, but requested the main points to be restated
 - a Survey feedback due to Raphaelle V-N by next Tuesday
 - b We will send the final survey to members by February 18
 - c Members have two weeks to respond (due March 4)
 - d Meet with PSAC about the survey results on March 9, 10
5. Ehsan K asked about the final numbers for graduate students and post docs (contact list)
 - a Quinn C said there are approximately 75 post docs
 - b Still waiting for post doc dues report

6. Ramin S asked if we can have a bargaining folder in the Drive
 - a Quinn C agreed to make this folder and will post minutes there
7. Ehsan K suggests that we reduce the length of the bargaining survey if we can
8. Ramin S asked if we have a record of questions and concerns from members
 - a Ex. post docs with questions regarding parental leave, child care
9. Graduate student survey comments
 - a Question 5, option to specify why UNB isn't meeting accommodations (if applicable)
 - b Question: do the childcare questions only show up if they answer 'yes' to having children?
 - c Question 6: why is this specific to international students?
 - i Ehsan K stated harassment is brought up several times, so this is specific to international students
 - d Question 16: more nuance? New contracts each term, sometimes review contracts, sometimes don't (not a one-time contract)
 - i Range: never, rarely, sometimes, frequently, always
 - ii Sarah D said there is confusion with B1 form: who should fill this out, professors don't often fill this out, which they should be; should we ask more questions: are you aware of these forms, do you have problems with these forms
 - iii Ramin S agreed and said we should add additional questions for TAs; each member should come up with a list of issues that can be addressed in some more questions
 - iv Ramin S gave ex. where a prof wasn't clear about how they were dividing the work load between TAs; one question: have you experienced unfairness in allocation of duties
 - v Sajad S asked how many hours does the department provide to TAs? (ex. one TA gets 40 hours, another TA gets 100 hours)

- e Question 17: follow up asking if anyone used Appendix B2 form if they are performing different duties
- f Question 19: do we have members in Moncton?
- g Question 20: how important are these issues to you
 - i Ramin S thinks these are vague
 - ii Quinn C suggests rephrasing this to “how UNB meets these categories”
- h Question 24: drop “per week” and track cumulative hours (total)
- i Question: whose burden is it for hour tracking
 - i Do supervisors need to ask?
- j Add a question about department?
- k Question 26: same recommendation as question 20 (ask how well UNB addresses)
 - i Change answer to scale: disagree to agree
- l Question 28: we have many supervisors, so need to change this from a yes/no
 - i Scale: never, rarely, sometimes, usually, always
 - ii Ask instead: have you ever been unsatisfied?
- m Question 29: change the question to ‘negative’ (unsatisfied); or change scale: never always
- n Question 33: add question for training, supplies, publishing, software, etc.
- o Question 34: re-word (how well UNB is addressing this); same as earlier
- p Question 35: what is the financial package? TA and scholarship?
 - i Is there a question about if students need to work part time to cover these expenses?
 - ii Ask how much of a deficit there is?
 - iii Add question: do you work a part-time job
- q Mona J asked if we should ask if the TA appointments were a part of their initial hiring package
- r Sarah D suggested adding a question about delays in pay, who has experienced this, paid the correct amount
 - i Ehsan K suggested addressing this in the collective agreement
 - ii Ramin S brought up late-charges for late tuition, but nothing similar for pay delays

- iii Quinn C agreed we should implement a consequence for late-payment
 - s Question 37: TAs don't get leaves, right? How does that work?
 - t Question 38/39: should we rank these options
 - i 39: items not in the collective agreement (versus 38 which is already there) if so, should re-word this to make this clear
 - ii Question 40 does get to this, is that enough?
 - u Question 40: missing some important issues
 - i Pay?
 - ii Is there an overall ranked list?
 - v Question 50: this is the style we want for earlier questions like this
 - w Question 52: bigger box
- 10. Post doc survey
 - a Question 17: makes sense (unlike 16 in the TA survey)
 - b Ramin S suggests to add question: are your responsibilities clear/funding source clear?
 - c Question 20: covid funding (support or funding for research?)
 - d Ramin S says need to discuss intellectual property in the bargaining processes
 - e Question 22: change wording like other Qs
 - f Question 25: per week wording makes sense (unlike TA)
 - g Question 26: is there ever an option for overtime?
 - h Question 28: same suggestion for updated wording
 - i Question 30: is this specified in the collective agreement? Is this asking how many they have used?
 - j Question 31: typo "If"
 - k Question 35: is there a similar wording in the TA survey?
 - l Question 38: same recommendation as TA survey (broaden from just conferences)
 - m Question 39: should have a box to say why (if unsatisfied)
 - i Add question: expecting more benefits other than health and dental? Other employees do have these benefits
 - n Question 40: same wording recommendation

- o Question 42: rank these again?
- 11. Quinn C will share these minutes with our questions and comments; members will make additional recommendations
- 12. Schedule short meeting Monday afternoon to finalize
- 13. Mona J still doesn't have access to online banking
 - a Ehsan K suggests calling them for access to business online banking
 - b Ehsan K still has access; the monthly report for January has not been posted
- 14. Adjournment
 - Adjourn the meeting at 5:54 PM