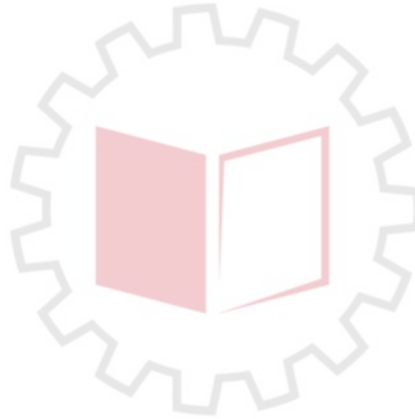


2023 CARE Annual General Assembly

AERC Assemblée générale annuelle 2023



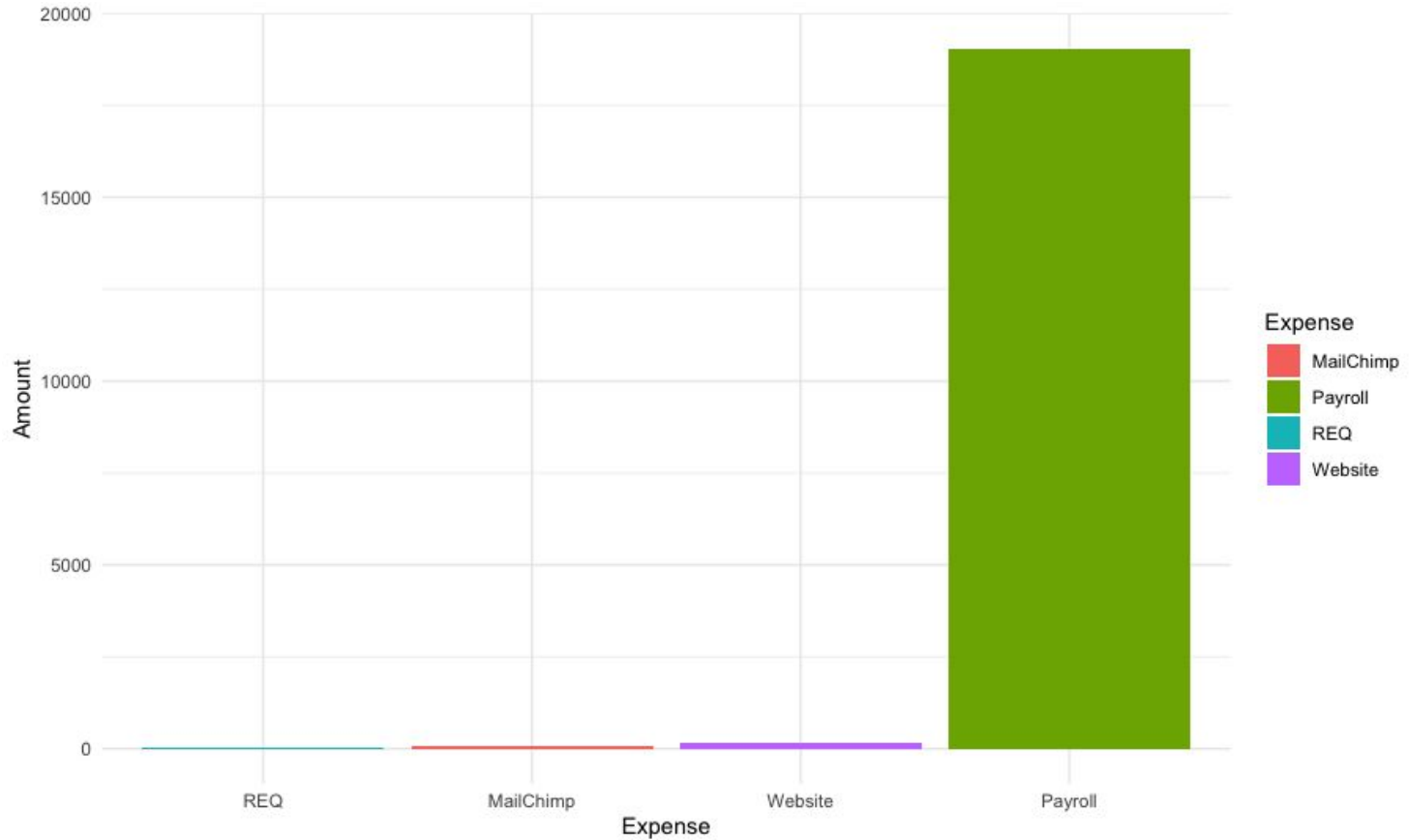
Concordia Association of Research Employees
Association des employé.e.s de recherche à Concordia

Agenda

1. **Accounts and Budget**
2. **Bargaining and Mobilization**
3. **Communications Report**
4. **Pay Equity Committee - Members & Annual Report**
5. **JUMC + IUC Report**
6. **Operations Report**
7. **Resignations**
8. **Elections/Appointments**
9. **Remarks by Outgoing Executive**
10. **Varia**

Est. time: 1 hour

Accounts and Budget



Accounts and Budget

Transactions Summary

- Total Income: \$ 58 266.58
- Total Expenses: \$ -19 311.70

Current Accounts

- BMO: \$ 105 726.67

Accounts and Budget

Suggested Budget for 2023-24:



Operations Officer Salary + Overhead (management fees, govt. contributions, etc.)	45000.00
Communications	2000.00 to 3000.00
Equipment	2000.00 to 3000.00
Social/Mobilization	2000.00 to 3000.00
Accounting	500.00 to 3000.00

Proposal

Bargaining and Mobilization

Bargaining Committee Members / Membres du Comité de négociation

- Gabrielle McLaren
- Guénolé Choné
- Nicholas Geoffrion
- Resignation: Adrian Crawley Da Costa

PSAC Counsel / Conseiller syndical de l'AFPC

- Wesney Duclervil

Bargaining and Mobilization

Bargaining Updates / Mise à jour sur la négociation actuelle

- Limited Movement on Non Monetary items
- Employer refuses to discuss salaries

Letter to HR

- Form letter available through newsletter asking HR to bargain in good faith
- Letter from the committee to Employee Relations forthcoming

"Flash Mob Tuesday" on 21st February 2023

- From 8:30 AM to 9:00 AM
- Handed out flyers about the university's uncompetitive salary compared to other institutions in front of the Faubourg Tower entrance

Flashmob Tuesday on 21st February 2023



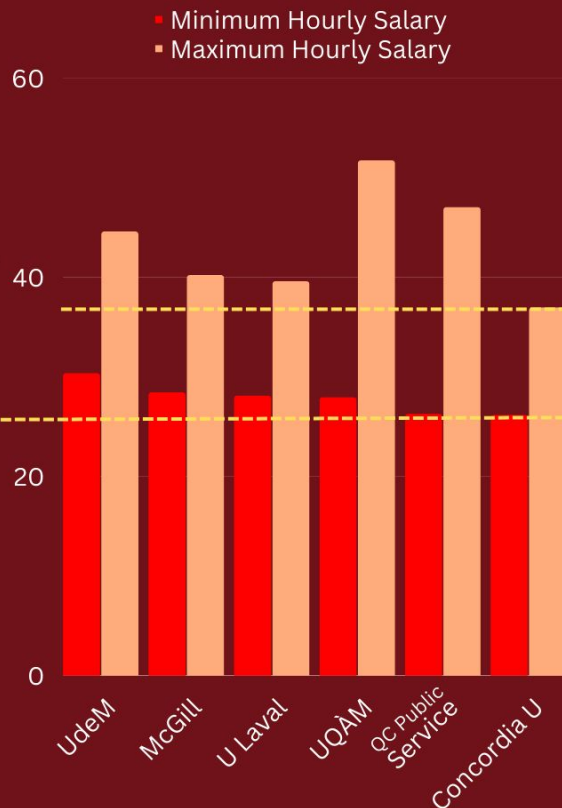
Flashmob Tuesday on 21st February 2023



Infographics

We,
research
associates,
did
our research.

Concordia
University is
underpaying
us.



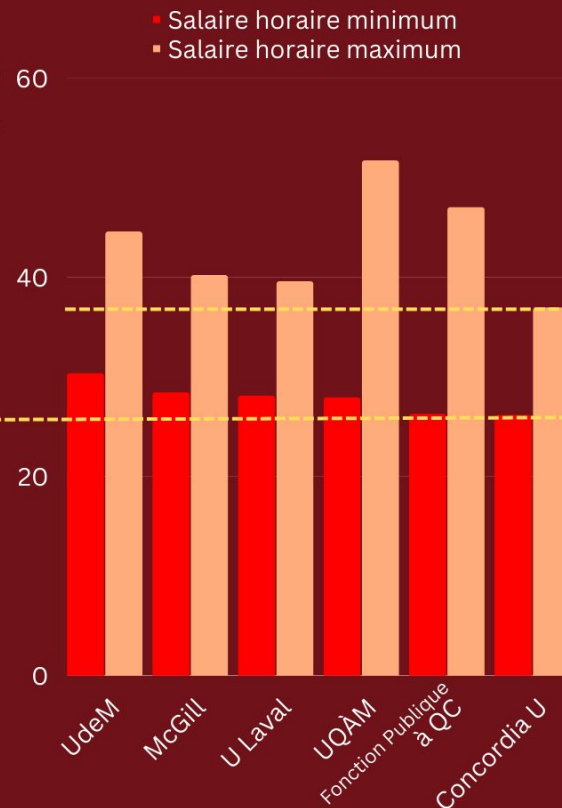
Concordia Association
of Research Employees
Association des employé.e.s
de recherche à Concordia



AFPC · Québec
Alliance de la Fonction publique du Canada

Nous,
les associé.e.s
de recherche,
avons fait
nos
recherches.

L'Université
Concordia
nous
sous-paye.



Concordia Association
of Research Employees
Association des employé.e.s
de recherche à Concordia

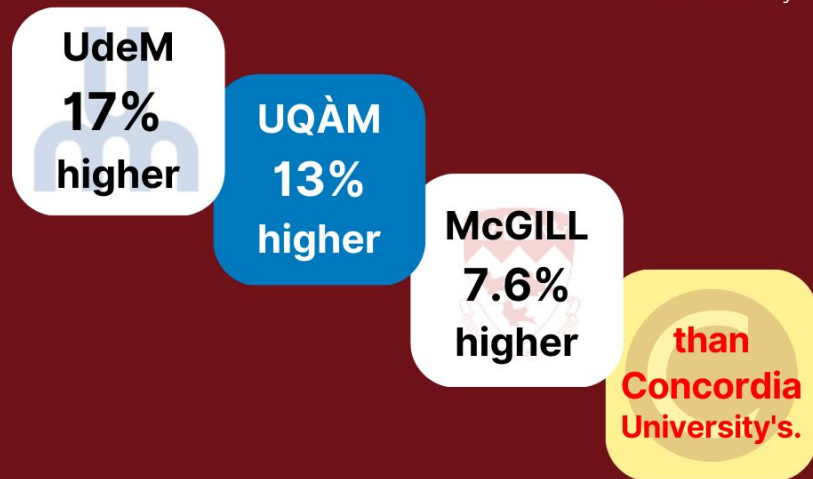


AFPC · Québec
Alliance de la Fonction publique du Canada

Infographics

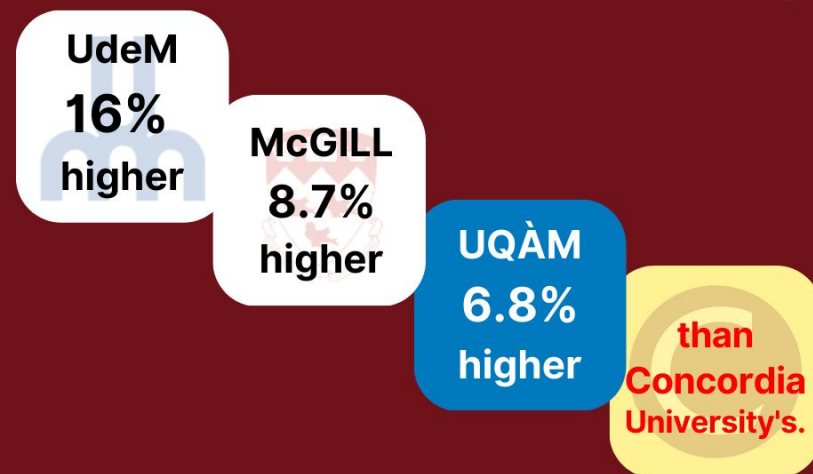
A PROFESSIONAL RESEARCH ASSISTANT'S STARTING WAGE* IS...

*Minimum Hourly Salary



A RESEARCH ASSOCIATE'S STARTING WAGE* AT...

*Minimum Hourly Salary



TELL CONCORDIA TO DO **BETTER.**



Concordia Association of Research Employees
Association des employé.e.s de recherche à Concordia



AFPC · Québec
Alliance de la Fonction publique du Canada

TELL CONCORDIA TO DO **BETTER.**



Concordia Association of Research Employees
Association des employé.e.s de recherche à Concordia



AFPC · Québec
Alliance de la Fonction publique du Canada

Bargaining and Mobilization

Mobilization Plan / Plan de mobilization

- Expect rallies/demonstrations in upcoming months

You Can Help By:

- Being present!
- Wearing your union swag
- Signing any petitions/forms
- **Sending form letter asking HR to bargain in good faith**
- Speaking up about problems

English



Français



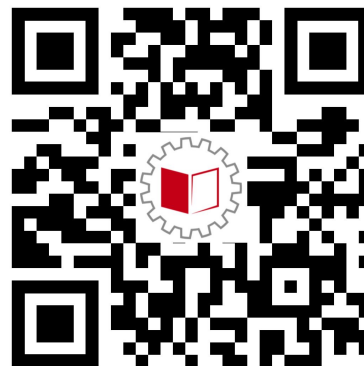
Communications Report

Website: launched fall 2022; regular updates including [online member signup form](#)

Mailchimp to members: 3,698 emails in total sent since last AGA
(16 campaigns)

Physical mailout : 1 sent with QR codes!

English



Français



Pay Equity Committee – Members

Pay Equity Committee Members

Membres du Comité de l'équité salariale

- Geneviève Moisan

Need Volunteers

- For parity reasons, we must have non-male representation

Pay Equity Committee – Annual Report

**Annual Report by Geneviève Moisan, presented by So Young Park
(Operations Officer)**

2021: The Committee finished the job evaluation plan for CARE.

2022: A lot of changes in the composition of the Committee:

1. PSAC counsel: Robert Lamoureux → Jessica Wallis → **Tawfik Said**
2. The Employer's representative:
Alexandra Lerebours → **Dominic Bouchard**
3. PEC member(s)
 - resigned: Larysa Lysenko, Kathryn Urbaniak
 - currently active: **Geneviève Moisan**

Pay Equity Committee – Annual Report

2022 (Continued) Accomplishments:

Finalised drafting **the job evaluation questionnaire** for distribution

- **More details should be decided** for the distribution.
- We **aimed at distributing the questionnaire** widely at the beginning of this year 2023.
- Once the committee **resumes** its work, **testing and distributing the questionnaire** will be **the first priority**.

JUMC + IUC – Report

JUMC = Joint Union-Management Committee

- 6 meetings to discuss labour relations (grievances, benefits, etc.)
- Reps of CARE exec. + CU HR

IUC = Inter-Union Council

- Meetings approx. monthly to discuss issues relevant to all CU unions and the Concordia community
- CARE president + reps of other unions

Operations Report

Executive Committee's Weekly Operations Meeting

- **Meeting minutes available** for members who are interested.

Focus on Communications for Mobilization

- Bilingual physical letter
- Bilingual website launch and updates
- Mass email communication (Mailchimp)
- Infographics about pay grid comparison
- Mobilization execution (5 à 7, letter to demand good faith, flashmob)

Operations Report–Accomplishments

1. **More channels and sources of information** for members

- a. CARE official website launch
- b. Monthly Bulletin
- c. Bargaining News
- d. Physical letter with QR codes
- e. CARE member toolkit (available on our website)

2. **CARE's registration as an employer** with Registraire des entreprises du Québec and others (i.e., Canada Revenue Agency, Revenu Québec).

Operations Report–Accomplishments

3. **Creating a sustainable system** for the Executive Committee and other CARE delegates

- a. Archiving documents for union operations and governance
- b. Creating a style guide for consistency in visuals
- c. Documentation
 - i. Weekly operation meetings
 - ii. Special joint meetings with our parent union PSAC and other CARE committees (Bargaining and Pay Equity)
 - iii. mass email communication

Resignations

Executive Members:

Resignation since last AGA:

- VP/Grievance Officer LOY: Adrian Crawley Da Costa (Jan. 29, 2023)

Upcoming resignations:

- President: Nicholas Geoffrion
- Communications Officer: Lorraine O'Donnell

Both parties will remain available for maximum of 2 months (April 22nd, 2023). Afterwards available for information exchange only

Elections/Appointments

Executive Members:

- President
- Vice President/Grievance Officer Loyola
 - Nomination/Candidature: Chris Law
- Vice President/Grievance Officer SGW
- Communications Officer
- Secretary/Treasurer

Elections/Appointments

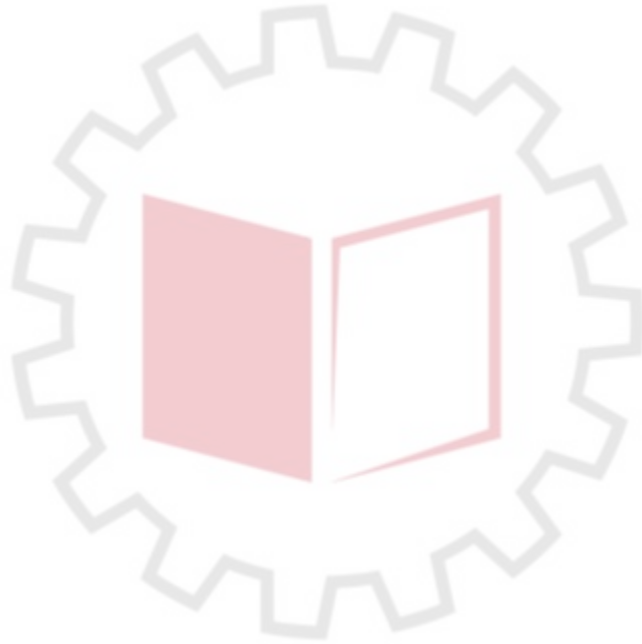
Delegates:

Delegates can be appointed at any time.

Commitments are much lower, primarily sit on standing committees.

- Central Advisory Health and Safety Committee
- Standing Committee on Sexual Misconduct and Sexual Violence

Remarks by Outgoing Executive



Question and Answers

