

GSA Council Meeting AGENDA
Monday, 17 January 2022 at 6:00 pm
Held online via Zoom

The GSA and the University of Alberta reside on Treaty 6 territory and the homeland of the Métis. This territory is a traditional gathering place for diverse Indigenous peoples including the Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, Ojibway, Saulteaux, Anishinaabe, Inuit, and many others whose histories, languages, and cultures continue to influence our vibrant community. In acknowledging this traditional territory and its significance for the Indigenous peoples who lived and continue to live upon it, we recognize its longer history that reaches beyond colonization and the establishment of European colonies and recognize the GSA's ongoing collective responsibility in working with First Nations, Métis, and Inuit (FNMI) peoples and what that means for the work of the GSA as it aims to practice the principles of being Good Relations with FNMI peoples, Nations, communities, and lands.

Substantive material is sent to all GSA Council members at least one week prior to the date of the meeting to give members abundant time to review. Any additional substantive material received after this mailing will be emailed as soon as possible.

Reports from committees, Directly-Elected Officers, and GSA Management are emailed the Friday before a Monday meeting so that the content is as current as possible.

Speaker Lauren Hill in the Chair

OPEN SESSION

**Attached
Numbered Pages**

1. Approval of the 17 January 2022 Agenda (*suggested time: 1 min*)
2. Approval of the Minutes from the 15 November 2021 GSA Council Meeting (*suggested time: 1 min*)
Attachment:
 - i. Minutes from the 15 November 2021 GSA Council Meeting **2.0 - 2.5**
3. Changes in GSA Council Membership (*suggested time: 1 min*)
 - i. Introduction of New GSA Council Members (*If you are new to GSA Council, please let us know it is your first meeting*)
 - ii. Farewell to Departing GSA Council Members (*If this is your last GSA Council meeting, or if your last GSA Council meeting is approaching, please let us know*)

GSA Council Member Announcements

4. GSA Council Member Announcements (*suggested time: 5 mins*)

Presentations

5. University of Alberta Tomorrow and University Growth Strategy (*suggested time: 45 min*)
Anas Fassih (President) will present the item and introduce the guest.

Guest: Dr. Bill Flanagan (President and Vice-Chancellor)
6. Student Service Centre and Graduate Financial Aid (*suggested time: 30 min*)
Anas Fassih (President) will present the item and introduce the guest.

Guest: Melissa Padfield (Vice-Provost and University Registrar)

Discussion Items

7. GSA Board Strategic Work Plan (SWP): Update to GSA Council (*suggested time: 20 min*)
Anas Fassih (President) will present the item.

Attachment:

- i. GSA Board Strategic Work Plan 2020-2021: Update to GSA Council **7.0 - 7.3**

Prepared by C Thomas and E Heiberg for GSA Council 17 January 2022

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8. Academic Restructuring Update (*suggested time: 10 min*)
Anas Fassih (President) will present the item.

Elections

9. GSA Council Elections (*suggested time – to be determined*)
Kenzie Gordon (GSA Nominating Committee Chair) will present the item.

GSA Standing Committees

- a. GSA Appeals and Complaints Board (GSA ACB) (Renewal of Two (2) GSA Member Positions)

Attachment:

- i. Nominees for the GSA ACB (2 Renewals) 9.0 - 9.1

Reports (*suggested time: 15 min*)

10. President (**Anas Fassih, President**)
- i. President’s Report 10.0 - 10.1
 - ii. GSA Board Report 10.2
 - iii. GSA Budget and Finance Committee Report (**no written report at this time**)
 - iv. GSA Equity, Diversity and Inclusion Committee Report (**no written report at this time**)
 - v. GSA Governance Committee Report (**no written report at this time**)
11. Vice-President Academic (**Kathy Haddadkar, Vice-President Academic**)
- i. Vice-President Academic’s Report 11.0 - 11.1
12. Vice-President External (**Mohd Tahsin Bin Mostafa, Vice-President External**)
- i. Vice-President External’s Report 12.0
 - ii. GSA Awards Selection Committee Report (**no written report at this time**)
13. Vice-President Labour (**Jessica Grenke, Vice-President Labour**)
- i. Vice-President Labour’s Report 13.0 - 13.26
 - ii. GSA Labour Relations Committee Report (**no written report at this time**)
14. Vice-President Student Services (**Paresh Kumar, Vice-President Student Services**)
- i. Vice-President Student Services’ Report 14.0 - 14.1
15. Senator (**Peter Iselele, Senator**)
- i. Senator’s Report (**no written report at this time**)
16. Speaker (**Lauren Hill, Speaker**)
- i. Speaker’s Report (**no written report at this time**)
17. Chief Returning Officer (**Muneeb Mohiuddin, Chief Returning Officer**)
- i. Chief Returning Officer’s Report 17.0
18. GSA Nominating Committee (**Kenzie Gordon, GSA Nominating Committee Chair**)
- i. GSA Nominating Committee Report 18.0 - 18.1
19. GSA Elections and Referenda Committee (**Jennifer Bertrand, GSA Elections and Referenda Committee Chair**)
- i. GSA Elections and Referenda Committee Report 19.0
20. GSA Management (**Courtney Thomas, Executive Director**)
- i. Executive Director’s Report 20.0 - 20.3

Question Period

Prepared by C Thomas and E Heiberg for GSA Council 17 January 2022

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21. Written Questions

22. Oral Questions

Adjournment

GSA Council Meeting MINUTES
Monday, 15 November 2021 at 6:00 pm
Held online via Zoom

IN ATTENDANCE:

Anas Fassih (President)	Zhiying Wang (AFNS)	Janan Assaly (History, Classics, & Religious Studies)	Alexia Maheux (Pharmacology)
Kathy Haddadkar (VP Academic)	Devyn Caldwell (Anthropology)	Anita Amir Labonno (Human Ecology)	Fadumo Isse (Pharmacy & Pharmaceutical Sciences)
Mohd Tahsin Bin Mostafa (VP External)	Madeleine Fleming (Biochemistry)	Jesse Alook (Indigenous GSA)	Avontay Williams (Philosophy)
Jessica Grenke (VP Labour)	Andrew Cook; Ish Jain (Biological Science)	Jaskiran Kaur (Internetworking)	Bryanna Chan (Physical Therapy)
Paresh Kumar (VP Student Services)	Thomas Goodhart (Biomedical Engineering)	Matt Ormandy (KSR)	Isha Ralhan (Physiology)
Lauren Hill (Speaker)	Juan Carlos Alcantara (Business MBA)	Janet Zhou (Laboratory Medicine & Pathology)	Telisa Courtney (Political Science)
Sophie Shi (DRO)	Jennifer Sloan (Business PhD)	Kim Jones (Library & Information Studies)	Emilie Desnoyers (Psychiatry)
Amber Ali (Councillor-at-Large)	Brenna Hourigan (Cell Biology)	Hannah Lam (Linguistics)	Angela Ma (Psychology)
Hope Eze (Councillor-at-Large)	Omnath Ekambaram (Chemical & Materials Engineering)	Alain Gervais (Mathematical & Statistical Sciences)	Naima Riaz (Public Health)
Laura Manerus (Councillor-at-Large)	Karen Hoy (Chemistry)	Daniel Hackborn (Media and Technology Studies)	Kathryn Lambert (Rehabilitation Science)
Sanhita Pal (Councillor-at-Large)	Ifaz Kabir (Computing Science)	Adrienne Watson (Medical Genetics)	Elena Schaefer (Renewable Resources)
Varshini Prakash (Councillor-at-Large)	Nathalia Fernandes Fagundes (Dentistry)	Asna Latif (Medical Microbiology & Immunology)	Hotaka Kobori (REES)
Abigail Ameley Quaye (Councillor-at-Large)	Xavia Publius (Drama)	Billy Wang (Medicine)	Robert Piazza (Secondary Education)
Janmejy Rao (Councillor-at-Large)	Avni Patel (Earth & Atmospheric Sciences)	Charbel Baaklini (Neuroscience)	Rebekah McNeilly (Sociology)
MD Tanzil Shahriar (Councillor-at-Large)	Devon Heath (Educational Psychology)	Farrell Bryenton (Nursing)	Kasra Shayeganpour (Surgery)
Sabrina Rashid Sheonty (Councillor-at-Large)	Kapil Gangwar (Electrical & Computer Engineering)	Benjamin Schultz; Yan Shu Kong (Oncology)	
Saeed Siddik (Councillor-at-Large)	Yina Liu (Elementary Education)	Shubham Soni (Paediatrics)	

Guests: Chanpreet Singh (International Students' Association President); Shing Kit Lao (Internetworking; GSA ASC nominee); Erika Nelson (Educational Policy Studies; GSA ASC nominee); Fernanda Laís Fengler Dal Pizzol (Nursing; GSA ASC nominee); Dweej Nimesh Shah (Mechanical Engineering; GSA ASC nominee); Violet Sun (GSA Nominating Committee Vice-Chair); Elisabeth Kezia Widjaja (GSA Nominating Committee member).

Speaker Lauren Hill in the Chair.

The meeting was called to order at 6:03 pm. Speaker acknowledged the Traditional Territory of Treaty Six.

Approval of Agenda

Prepared by M Toghrai and F Robertson for GSA Council 15 November 2021

1. Approval of the 15 November 2021 Consolidated Agenda

Members had before them the 15 November 2021 Consolidated Agenda, which had been previously distributed on 10 November 2021. A Cook **MOVED**; I Kabir **SECONDED**.

Motion **PASSED** unanimously.

Approval of Minutes

2. Minutes from the 18 October 2021 GSA Council Meeting

Members had before them the 18 October 2021 GSA Council meeting minutes, which had been previously distributed on 5 November 2021. A Patel **MOVED**; E Desnoyers **SECONDED**.

Motion **PASSED**.

Changes in GSA Council Membership

3. Changes in GSA Council Membership

- i. **Introduction of New GSA Council Members:** A Amir Labonno (Human Ecology).
- ii. **Farewell to Departing GSA Council Members:** There were no departing members of GSA Council.

GSA Council Member Announcements

4. GSA Council Member Announcements

C Baaklini invited members to join the Neuroscience Graduate Students' Association's Trainee Sessions, where individuals would have the chance to present and practice talks related to neuroscience, and anyone could listen and give feedback.

T Courtney of the Political Science Graduate Students' Association invited members to get in touch with them regarding an Alberta-wide student coalition against government budget cuts and tuition hikes at telisa@ualberta.ca.

Action Items

5. 2021-2022 GSA Fall Term Budget and Expenditure Report

A Fassih (President and Chair of GSA Budget and Finance Committee (GSA BFC)) presented the item.

MOTION BEFORE GSA COUNCIL: That GSA Council **RECEIVE FOR INFORMATION** the GSA 2021-2022 Fall Term Budget and Expenditure Report.

A Fassih noted that enrollment was slightly higher than anticipated and there were some savings in other budget lines which helped offset the loss of revenue from Chopped Leaf, which had been closed for much of the pandemic. He also noted that additional expenses related to operational costs were incurred as some office equipment needed to be upgraded to support virtual and hybrid meetings during the pandemic.

MOTION: That GSA Council **RECEIVE FOR INFORMATION** the GSA 2021-2022 Fall Term Budget and Expenditure Report. A Cook **MOVED**; J Sloan **SECONDED**.

Motion **PASSED**.

6. 2022 Referendum and Associated Draft Question Initiated by the International Students' Association (ISA)

M Muhiudden (Chief Returning Officer) and S Shi (Deputy Returning Officer) presented the item and introduced the guest (CSingh, ISA President).

MOTION BEFORE GSA COUNCIL: That GSA Council **APPROVE** the holding of a referendum on the collection of a fee from international graduate students to support the International Students' Association, to run concurrently with the 2022 GSA General Election (with only international graduate students deemed eligible to vote) and using the draft question as attached.

M Muhiudden noted that the referendum question had been developed over the course of a month between himself, S Shi, the ISA, and GSA staff. He highlighted the main points of the draft question, including the proposed fee and that this was not a GSA service.

He then invited C Singh to present on the proposed use of the fee if it were collected. C Singh noted that the ISA surveyed international graduate students and received 227 responses, the majority of whom were supportive of the fee. C Singh highlighted that the fee would be assessed to only international graduate students and it would be \$3.50/term (Fall, Winter,

Spring/Summer) for full time students and \$1.50 for part time students. There would be a voluntary opt-out period for the first 30 days of each semester. The funds collected (about \$27,000 annually from international graduate students) would be used to support ISA programming in the areas of communication, outreach, and advocacy; services, events, and programs; community, diversity, and culture; health, wellness, and professional development; and the operations of the ISA. He noted that the fee would be in place for three (3) years. The ISA had registered as a society under the Alberta *Societies Act*; this required them to hold an annual general meeting (AGM), make their finances publicly available, and conduct an annual financial audit. C Singh also noted the consultation with various stakeholders had been ongoing for the past 8 -12 months. The ISA was now requesting that GSA Council approve this fee proposal to go forward for international graduate students to vote on it, as GSA Council had the authority to approve referendum questions and their inclusion in the annual GSA General Election.

Speaker requested that GSA Council members who wished to speak and who were also ISA members should disclose this.

Member asked a series of questions including, but not limited to, the role of GSA Board (GSAB) in reviewing the proposal before it was brought forward to GSA Council (A Fassih explained that the proposal came to the GSAB twice for review and, as the GSAB continued to have concerns (budget allocation, auditing, feasibility of services, deliverables), it moved it forward to GSA Council for more feedback); the low survey response rate from international graduate students and concerns around whether it was truly representative (C Singh responded that the survey was accessible and many mechanisms were used for distribution; they could not have done anything else given the online environment; other ISA members also expressed that they did not feel this was a low response rate, and should be considered representative); the difficulty of the automatic enrollment/opt-out model (C Singh acknowledged that yes, students might not know about the opt-out or forget to do so but the ISA would remind students they can opt-out); a lack of distinction between services for graduate students and undergraduate students, and the possibility of graduate students paying for services they could not use (students who had not paid would not be allowed to access services and C Singh also stated that this proposal was graduate student specific; almost 400 graduate students participated in the ISA election and about half of their current program attendees were graduate students and the ISA was already doing 70% of the things in the attached proposal but budget increases would allow for an increase in quality and the ISA wanted programs to appeal to both graduate and undergraduate so the needs of each population were balanced); concerns about the size of the annual budget and the lack of experience of the group, particularly with the lack of demonstration of deliverables (C Singh referred to established student groups with large budgets as examples of student groups who had successfully managed large budgets, such as the Engineering Students' Society); given the size of the proposed budget, members expressed concern over the lack of rigorous financial management (the GSAB brought up the issue of financial management multiple times) (C Singh expressed that their registration under the *Societies Act* would ensure appropriate financial oversight); the burdensome structure of the group (run by 130 volunteers, no professional staff); clarification around the difference between International Student Services (ISS) and the ISA and where there might be significant overlap (they worked together closely; ISS was an office of the University while the ISA was student run; could a student access services if they opt-out (exceptions were possible); why Campus Saint Jean and Augustana students were not included (it would be hard for them to access services; very few graduate students were there); if either the graduate or undergraduate proposals were contingent on the other passing (they were not); if they were not contingent, how could one be run independently when the proposal did not include separate budgets (if graduate students did not pass this, the ISA would determine why it did not pass and bring it forward again the next year; for that year, only those students paying could access services); how the wellness services being proposed differed from those graduate students currently had access to (focused more on community programs; information focused rather than counselling; more than half of this allocation would go toward professional development resources); how the ISA claimed the right to represent international graduate students when they had no jurisdiction to do so (the GSA is mandated by provincial law to represent graduate students, the ISA had no such equivalent) (C Singh stated that if the ISA said they represent all international graduate students, then it was so). Several members of GSA Council who were also ISA members spoke about the personal benefits they've experienced in participating with ISA and the need for programming specifically geared toward international graduate students; these members felt the benefits in the proposal outweighed any downsides and encouraged GSA Council to vote to move this forward. Members of the GSAAB reiterated that they reviewed this proposal extensively and found many areas of concern that they did not feel were addressed by the ISA; it was the duty of GSAB members to perform due diligence and share these concerns with GSA Council members. While some GSAB members saw value in these ISA offerings, they had concerns around the sustainability of such a large undertaking.

I Kabir **MOVED** to call the question. Speaker clarified that GSA Council would first vote to Call the Question, which would effectively close debate, before moving to vote on the motion. Speaker also clarified that there was now a motion on the floor to call the question, T Courtney **SECONDED**.

Motion **PASSED**.

MOTION: That GSA Council **APPROVE** the holding of a referendum on the collection of a fee from international graduate students to support the International Students' Association, to run concurrently with the 2022 GSA General

Election (with only international graduate students deemed eligible to vote) and using the draft question as attached.
A Ma **MOVED**; A Cook **SECONDED**.

Motion **FAILED**.

7. Recommended Changes to GSA Bylaw and Policy, Section O: Recognition Awards

M T Bin Mostafa (Vice-President External and Chair of the GSA Awards Selection Committee (GSA ASC)) presented the item.

MOTION BEFORE GSA COUNCIL: That GSA Council on the recommendation of the GSA Awards Selection Committee, **APPROVE** recommended changes to GSA Policy, Section O: GSA Recognition Awards, as shown in the attached track changes document and effective upon approval by GSA Council.

It was noted that the recommended changes involved changes of wording to the description of the award sponsored by TD Insurance Meloche Monnex and clarification of its eligibility criteria of award, which mirrored the GSA's signed agreement with TD; the value and purpose of the award have not changed.

MOTION: That GSA Council on the recommendation of the GSA Awards Selection Committee, **APPROVE** recommended changes to GSA Policy, Section O: GSA Recognition Awards, as shown in the attached track changes document and effective upon approval by GSA Council. A Cook **MOVED**; Devon H **SECONDED**.

Motion **PASSED**.

Discussion Items

8. Academic Restructuring Update

A Fassih (President) presented the item and noted that the Academic Leaders' Task Group has concluded its work and that the release of their report to the public was forthcoming.

Elections

9. GSA Council Elections

Violet Sun (GSA Nominating Committee Chair) presented the item.

GSA Standing Committees

- a. GSA Awards Selection Committee (GSA ASC) (4 GSA member vacancies)
 - Shing Kit Lao (Internetworking)
 - Erika Nelson (Educational Policy Studies)
 - Fernanda Laís Fengler Dal Pizzol (Nursing)
 - Dweej Nimesh Shah (Mechanical Engineering)

V Sun asked the nominees the following: "please tell us why you'd like to serve on the GSA Awards Selection Committee." The nominees were given the opportunity to respond.

- b. GSA Elections and Referenda Committee (GSA ERC) (1 GSA Councillor vacancy)
 - Juan Orozco (Business MBA)

Nominee was not in attendance.

Reports

10. President

i. President's Report:

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, A Fassih wished to bring attention to the recent commitment made by the University to continue to subsidize the Graduate Student Assistance Program until 2026; a change from the previous year-by-year arrangement. Other ongoing work related to the establishment of a formal Graduate Student Alliance of Canada in partnership with the student leadership at UBC Graduate Students' Society; and recruitment for the position of Sexual Violence Response Coordinator at the University.

ii. GSA Board

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted.

iii. GSA Budget and Finance Committee

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted.

iv. GSA Equity, Diversity, and Inclusion Committee Report

No written report at this time.

v. GSA Governance Committee

No written report at this time.

11. Vice-President Academic

i. Vice-President Academic's Report:

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, K Haddadkar noted that she was turning her attention to the issue of funding packages and how these offers operated in theory versus practice.

12. Vice-President External

i. Vice-President External's Report

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, M T Bin Mostafa noted that the Alberta Graduate Provincial Advocacy Council was launching its Advocacy Week soon and he would be meeting with the Minister of Advanced Education, Demetrios Nicolaides, as well as with prominent members of the NDP. Some of the priorities for these conversations would be the topic of affordable child care, supports for caregiving students, and increasing student aid and lifetime loan limits, among others.

ii. GSA Awards Selection Committee

No written report at this time.

iii. Alberta Graduate Provincial Advocacy Council (ab-GPAC) Update to Member Organizations

No written report at this time.

13. Vice-President Labour

i. Vice-President Labour's Report

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, J Grenke highlighted newly-elected Faculty Stewards, as well as the remaining vacancies in this vein. She also noted that preparations were underway for collective bargaining for the next GSA Collective Agreement, as this process would commence in December.

ii. GSA Labour Relations Committee

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted.

14. Vice-President Student Services

i. Vice-President Student Services' Report

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, P Kumar shared that more than 40,000 campus community members had registered via the CampusReady app and of these, less than 1,000 were reporting as unvaccinated.

15. Senator

i. Senator's Report

No written report at this time.

16. Speaker

i. Speaker's Report

No written report at this time.

17. Chief Returning Officer

i. Chief Returning Officer's Report

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, M Mohiuddin stated that planning was underway for the 2022 GSA Election. He encouraged members to reach out with any questions.

18. GSA Nominating Committee

i. GSA Nominating Committee Report

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, V Sun emphasized the immense value of the governing bodies which currently had vacancies for GSA Councillors or Alternates. Time commitments were varied, and especially for the GSA Governing Committee and GSA Nominating, who conducted most of their business via email. Vacancies would be advertised again.

19. GSA Elections and Referenda Committee

i. GSA Elections and Referenda Committee Report

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted.

20. GSA Management

i. Executive Director's Report

Members had before them a written report, which had been previously distributed on 10 November 2021. The report stood as submitted. In addition, C Thomas noted, for anyone interested in getting involved with student governance, that the Discover Governance program was launching in late November and follow-up events would take place in January.

Question Period

21. Written Questions: None submitted.

22. Oral Questions

I Kabir asked if there was any advocacy related to assignments due during Reading Week. K Haddadkar explained that there was no University policy that prohibited a professor from assigning work during Reading Week.

Adjournment

The meeting was adjourned at 8:48 pm.



2021-2022 GSA Board Strategic Work Plan 17 January 2022 Update to GSA Council

Each spring the GSA Directly-Elected Officers (hereafter referred to, informally, as the student executive team) work with the GSA Board to produce a Strategic Work Plan (SWP). The SWP is the document that steers and prioritizes the work and initiatives of the GSA, and is subject to revision as opportunities arise, shifting directions as needed. The SWP reflects the GSA's vision and mission to advocate for all graduate students to the University of Alberta and the Alberta Government for a safe, supportive, respectful, accessible, and inclusive community that fosters the multi-faceted roles played by graduate students.

This year, in order to develop a set of strategic priorities that reflect the changing needs of graduate students, the student executive team invited graduate students to participate in a townhall event on 17 May 2021 and circulated a feedback survey to graduate students during the period of 7-18 May 2021. These consultation initiatives yielded a significant amount of feedback and helped shape the 2021-2022 GSA Board Strategic Work Plan. The final document was approved by the GSA Board in late June and received by GSA Council for information at their July meeting. It can be viewed [on the GSA website](#).

The student executive team will continue to engage in ongoing conversation with the GSA Board and GSA Council, and other GSA standing committees, concerning the pursuit of the goals outlined in the SWP. Updates are provided to GSA Council in October, January, and April; this document is the second of these three updates. A selection of ongoing work and new initiatives pursued and undertaken by the 2021-2022 student executive team (GSA President Anas Fassih, GSA VP Academic Kathy Haddadkar, GSA VP External Mohd Tahsin Bin Mostafa GSA VP Labour Jessica Grenke, and GSA VP Student Services Paresh Kumar), in harmony with the 2021-2022 SWP, can be found below.

-
- Engaging in repeated consultation efforts with the graduate student body to gauge reactions to, and—later—experiences resulting from the Fall 2021 Return to Campus. This consultation was conducted primarily via two surveys and results were reviewed by the GSA Board and used to guide advocacy directions;
 - Securing a multi-year agreement with the University pertaining to their existing subsidization of the Graduate Student Assistance Program (GSAP), a commitment that will allow the GSA to continue offering this highly valued service to its members at an affordable rate. This agreement will guarantee the contribution of \$84,000 per year, starting with the 2022-2023 year, for a period of 3 years;
 - Supporting the Faculty of Graduate Studies and Research (FGSR) Student Supervisory Excellence suite of regulations and guidelines as academic units work to implement its changes in advance of the Fall 2022 term;
 - Working with the FGSR to reimagine how graduate funding packages can be improved so as to provide much needed financial stability for students. This project has been a priority at the GSA for several years and the University's restructuring to a college model now provides an opportunity to reassess graduate student funding on campus;



- Relating to the continuing work of academic restructuring, the President served as a member of the Academic Leaders' Task Group (ALTG) which sought to evaluate the role of academic leaders (that is, professors with administrative contracts) given the reimagining of departments and faculties in the new college model of the University. The ALTG has finalized a report of its recommendations and it was recently reviewed by General Faculties Council (GFC);
- On behalf of the GSA, the President has also devoted significant efforts into advocating for the FGSR to remain a standalone faculty for graduate students and ensure that graduate students' services remain within said faculty. This includes preventing migration of services from the FGSR to other offices in the new college model and working with the Provost and Vice-President (Academic) to ensure that there is robust consultation with the GSA regarding any changes in the structure of FGSR;
- The President has been engaged in conversation with both the University President and the Provost and Vice-President (Academic) about tuition increases which the GSA opposes, while expressing an openness to discussing grandfathering a cohort of graduate students into the previously GSA-negotiated rebate (2019). The GSA will hear back from the Provost and Vice-President (Academic) in January 2022;
- Working alongside the Students' Union (SU) to hire a Sexual Violence Response Coordinator, a role that will contribute to achieving our goal of ensuring safety and wellness for all graduate students and other University community members. Recruitment is currently under way for this role;
- Also in this vein, the GSA recently signed a letter alongside the SU which outlined ten concrete demands from the University to better support survivors as well as create a preventative framework against sexual violence. This action [garnered media coverage](#). In further emphasis of this demand, undergraduate student representatives, GSA student leaders, and graduate student representatives staged a walk-out of the 29 November 2021 meeting of GFC in a call to action to University administration and the campus community more broadly;
- The President and VP Student Services are continuing to explore ways in which the GSA can formalize financial support to graduate students who face the often-prohibitive cost associated with technologies essential to learning at the post-secondary level. Discussions are ongoing with the Office of the Registrar, Office of Advancement, and the Office of the Dean of Students on the possibility of establishing a bursary program. Meetings are set up to discuss ways to fundraise for the program;
- The GSA Equity, Diversity, and Inclusion Committee (GSA EDIC) circulated a consultation survey to help it identify upcoming initiatives. The committee aimed to consult with the graduate student population on dimensions of EDI that they find most pressing, and what initiatives students would most benefit from in the short term. The committee is now in the process of reviewing the survey feedback and determining next steps;
- The President and VP External participated in the Alberta Graduate Provincial Advocacy Council (ab-GPAC) Advocacy Week, an annual initiative during which ab-GPAC executives meet with members of the provincial government and the opposition to advance graduate student interests;
- In the same vein, the VP External and President met with 24 MLAs from the provincial government and opposition, including several high profile government officials, to discuss introducing a dedicated

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immigration stream for international students, reforming financial aid, and implementing funding for care-giver graduate students;

- The GSA office continues to operate in a hybrid format where staff work in office as well as remotely in order to balance public health standards with the need to support graduate students in-person;
- Under the supervision of the President, the GSA Budget and Finance Committee (GSA BFC) is currently reviewing the GSA's investment policy to ensure it remains reflective of the organization's goals of assuming a low-risk stance and adhering to the principles of ethical investing;
- The GSA launched Surviving and Thriving in Grad School to in October 2021. This event series works to connect new graduate students with experienced ones. In addition to this, an end of term event was held in December 2021: the GSA presented a free and virtual improv comedy event featuring Edmonton's Rapid Fire Theatre and several door prizes for attendees;
- The VP Student Services and other GSA student executives are collaborating with Studentcare to solicit feedback from members on the GSA Health and Dental Plan, its associated fee, and coverage;
- Affordable student housing and housing for families continue to be a significant priority for the VP External. Among other efforts, the GSA VP External meets regularly with the Associate Vice-President (Campus Services) to further advocacy efforts and cultivate a foundation for future collaboration;
- Work to formalize the Graduate Student Societies of Canada, a national student advocacy group, is ongoing in collaboration and cooperation with other prominent graduate student leaders. Among other priorities, this group will prioritize advocating for immigration support for international students, and increased Tri-Council funding and student loan subsidies;
- Pertaining to the position of the GSA as the union for Academically-Employed Graduate Students (AEGS), the following pursuits have been undertaken:
 - The GSA Labour Relations Committee, with significant guidance and leadership from the VP Labour, has recruited and trained a number of faculty stewards as part of ongoing efforts to bolster the bargaining power of the union;
 - The GSA has now formalized its service agreement with the Public Service Alliance of Canada (PSAC); a partnership which will strengthen the union and its bargaining position. This service agreement is funded by the newly established GSA Labour Union Fund;
 - The GSA Labour Union Fund—which is comprised of a seed fund of \$100,000 transferred from the GSA's 2019-2020 operating budget surplus, following a recommendation from the GSA BFC and the approval of GSA Council, and sustained by the collection of a 1% union due of the salary portion of stipends received by AEGS—will also strengthen the steward network and allow for more comprehensive communication strategies with the union members;
 - The VP Labour has launched an outreach effort to all recognized graduate student groups to raise awareness of AEGS rights. Presentations on the Collective Agreement rights and

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feedback sessions on union effectiveness were given to all interested student groups (25% of those contacted). Also in this vein, the VP Labour has led regular efforts to connect and share information with GSA unions at the University of Lethbridge and the University of Calgary;

- The work summarized above is culminating in a stronger bargaining position as the negotiations for the GSA Collective Agreement commence. This process launched in the fall with two town halls and a survey circulated to all AEGSs to collect feedback on bargaining priorities. In December 2021, AEGSs voted in favour of the bargaining mandate, and the GSA Negotiating Team is now ready to submit their opening proposal to commence bargaining;
- The team is seeking to finalize an agreement before the termination of the existing agreement in August 2022; *and*
- The GSA executive team continue to cultivate and sustain productive relationships with prominent members of University administration and stakeholders which remains a high priority. The student executives therefore engage in regular meetings with University President, Bill Flanagan; Provost and Vice-President (Academic), Steve Dew; Vice-Provost and FGSR Dean, Brooke Milne; Chief Strategy Officer, Catherine Swindlehurst; and Dean of Students, André Costopoulos, among many others.

The student executive team will continue to move these initiatives forward, as well as pursue other, new initiatives for the fulfilment of the goals outlined in the 2021-2022 SWP. The next and final update on the SWP will be brought forward to GSA Council in April 2022.

GSA NOMINATING COMMITTEE (GSA NoC)
GSA APPEALS AND COMPLAINTS BOARD (GSA ACB) (Renewal of Two (2) GSA member positions)

As per GSA Bylaw and Policy, terms of office for the GSA ACB may run for a one (1) or two (2) year term and members may stand for re-election (GSA Bylaw and Policy, Section H.POL.7.4). Accordingly, as the terms of office for three (3) members of the GSA ACB are soon to expire/have expired over the past two months, those members were contacted on 8 November 2021 to inquire if they wished to stand for re-election. Two (2) members indicated they wished to extend their service. Additionally, the two (2) members have been previously interviewed by GSA NoC members who have been trained in procedural fairness by the GSA and have a record of demonstrating impartiality through their work on the GSA NoC (a member of GSA management was also present for said interviews) and have themselves, following their initial election to the GSA ACB, received training in the basic tenets of procedural fairness.

There will be an electronic vote held at the 17 January 2022 GSA Council meeting.

If you and your alternate are unable to attend the 17 January 2022 meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Nominating Committee Coordinator (gsanomco@ualberta.ca) BEFORE 3:00 PM on Monday, 17 January 2022 in order to cast your vote in advance of the GSA Council meeting.

Nominees for this position are listed in alphabetical order by last name. 'None of the Candidates' will also be considered a nominee.

- 1. Jessica Kennedy (Human Ecology)**
- 2. Emmanuel Marfo (Nursing)**

Current GSA ACB membership can be found [here](#).

Jurisdiction:

Section H.POL.7.1 and H.POL.7.2

"Eight (8) GSA members elected by GSA Council as voting members [and] four (4) Departmental Councillors (including the Indigenous Graduate Students' Association (IGSA) Councillor), alternates, or recent former Departmental Councillors, elected by GSA Council as voting members."

Section H.POL.7.4

"Terms of office may run for a one (1) or two (2) year term as recommended by the GSA Nominating Committee (GSA NoC)."

Section H.POL.8.1

"The GSA NoC will interview all nominees to the GSA ACB and forward selected nominees to GSA Council."

The biographies and brief resumes received for the two (2) nominees are BELOW on pages x.1-x.2. The biographies and brief resumes are presented as received (ie not edited).

**NOMINATIONS FOR THE RENEWAL OF GSA APPEALS AND COMPLAINTS BOARD (GSA ACB) POSITIONS
(TWO (2) POSITION RENEWALS FOR 2 GSA MEMBERS)
Two (2) Nominees**

1. Jessica Kennedy

Statement of Interest:
For the last two years I served as a Department Councilor for Human Ecology on the GSA, during which time I also served on the GSA ACB committee. While I am no longer a Department Councilor, I do wish to continue my volunteer service on the ACB committee.
Bio:
I am a part-time student in the Department of Human Ecology, and I work full-time in the Office of Alumni Relations at the University of Alberta. I have received excellent training and support from the GSA staff regarding the ASB committee and I think I can continue to be an asset to this committee.

2. Emmanuel Marfo

Statement of Interest:
I am currently in the second term of my MN-thesis program. My research interest is centered on factors that influence curriculum development in nursing education. I am yet to begin my training as a volunteer at the Good Samaritan Society come January 16. I am usually unoccupied besides course assignments
Bio:
I was borned in Kumasi Ghana, speaks Asante Twi but have had all my formal education in English Language. I studied Bsc. Nursing at the University of Ghana, served as a Teaching Assistant in the following year and practiced as a Rotation Registered General Nurse in a sub-urban area within Ghana's capital city, Accra for a year. I also worked as an industrial nurse at Nestle Ghana Limited before setting off to further my studies here

President
Report to GSA Council for the 17 January 2022 Meeting

To: GSA Council
From: Anas Fassih
Date: 14 January 2022

Dear Council Colleagues,

I hope you are doing well, and Happy New Year. It has been light since the last time I reported because of the Winter break, but I am happy to report some high-level updates about tuition, student services, and external advocacy.

The GSA proposal to the Tuition and Budget Advisory Committee (TBAC) has witnessed some developments after the break. I have had meetings with the Provost, President, Dean of the Faculty of Graduate Studies and Research (FGSR) and Registrar to discuss ways to bring some relief to graduate students in the face of the anticipated 7% increase to domestic tuition. I asked for the possibility of grandfathering the 2021 cohort in the tuition rebate that was negotiated between the GSA, Students' Union (SU) and the University in 2019. As a response, the Provost indicated that grandfathering the 2021 cohort in the rebate would cost \$3 million in year 1 and would grow year by year, which was not in the University's ability to support. He rooted the argument in the principle that it is unfair to approve the rebate for one cohort and not for another if the University were able to do it in the first place. As an alternative scenario, I advocated for an extension of the 2019 rebate, which was approved for 4 years to 5 years, an additional year for the pre-2020 cohort to benefit from the rebate in light of the delays to programs over the past two years as we've navigated the pandemic. The Provost said that would cost the University \$1.6 million, and they would need to do some more calculations on the feasibility, which raises two questions: is the University able to offer it? And if it is, is it the right way to spend money on graduate students? Alternative ways of spending could be increasing financial aid and student support funds. I will continue the conversation with the Provost in the next few weeks, and I am confident I'll be able to report on some financial gains for graduate students. I would like to remind our Council members that this is the only option we have at the table, given that there is no way we can stop the 7% increase. We will use all of our social capital to get some money back in the pockets of students in whichever way we deem most efficient and appropriate.

In Student Services, we have made progress on the establishment of a graduate bursary program with the Registrar's Office (RO), the Office of Development and Alumni Relations, and the Dean of Students (DoS). Very soon, we will have a meeting with Interim Vice-President, Advancement (Office of External Relations) Kelly Spencer and her team to discuss fundraising options and ways to identify donors, including the requisites for seed funds the GSA, RO and DoS will need to explore. This is going to be an important mark in the Student Services portfolio as our members rely a great deal on our emergency bursaries, academic travel grants, childcare grants, and the health and dental plan, which makes it highly pivotal for the team this year to find ways to pour dollars into further programs that financially support our members.

At the external level, I ended the last month attending meetings with Members of the Legislative Assembly (MLAs) from both the elected government and opposition, including high government officials to discuss student aid, funding for caregiving, and immigration as part of the Alberta Graduate Provincial Advocacy Council (ab-GPAC) advocacy week. On the immigration front, I am delighted to report that the Minister of Immigration, Tyler Shandro, made a commitment to review the current immigration programs in February this year. My colleagues in ab-GPAC and I attended the meeting armed with data-based arguments and ascertained that the Minister understood the importance of graduate students in the province, and how important talent retention is for the province's economic recovery.

Last, I have directed that our communications be updated and that we develop a more robust social media presence. This starts by featuring Directly-Elected Officers talking about their portfolios and priorities for the year, as well as featuring some graduate students talking about their research and experience on campus in our social media. I'll explain more during our Council meeting.

This concludes my month of advocacy. Feel free to reach out to me via email (gsa.president@ualberta.ca) should you have any further questions. I hope you all a blissful season!

Thank you,
Anas Fassih, President 2021-2022

Please find below a list of meetings I attended between 14 December and 17 January 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

16 December	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Advocacy Week Meeting with Minister Shandro
16 December	Meeting with S Dew, Provost
17 December	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Board
17 December	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Advocacy Week Meeting with MLA R Gotfried
3 January	UASU/GSA/NASA/AASUA Presidents' Meeting
4 January	Meeting with R Ley, Students' Union (SU) President
10 January	Discover Governance: Meet the GSA Executives
11 January	Joint Student-University Committee on Mandatory Non-Instructional Fees (MNIFs)
12 January	Meeting with B Milne, Vice-Provost and Faculty of Graduate Studies and Research (FGSR) Dean
12 January	General Faculties Council Academic Planning Committee (GFC APC)
14 January	Meeting B Flanagan, President
14 January	Tuition Budget Advisory Committee (TBAC)

**GSA Board
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Anas Fassih, President and Chair of the GSA Board

The GSA Board (GSAB) reports regularly to GSA Council by listing its agenda items, motions/agreements, and main items of discussion (meeting reports are also offered at each meeting). Motions of Agenda approval and approval of the Minutes are not included unless there were amendments made. Closed session items are not minuted. GSA Council members are always able to ask questions about items that were discussed in closed session. Open session Minutes are available upon request. The President, Vice-Presidents, and the administrative team will be happy to answer any questions or provide more information at the GSA Council meeting. Also see the weekly Management Reports to the GSAB in Item 20 (Executive Director's Report to GSA Council) on pages 20.0-20.3.

15 December 2021 GSA Board Meeting:

Main Agenda Items:

University of Alberta BIPOC and Allies Student Association: Request for an External Grant; GSA Board Strategic Work Plan: Update to GSA Council; COVID-19 Update; and Meeting reports.

Motions and Agreements:

MOTION: That the GSA Board **APPROVE** an external grant of \$1,500 in additional funding for the University of Alberta BIPOC and Allies Student Association, as requested in the attached proposal. PK **MOVED**. KH Seconded. **CARRIED**.

4 January 2022 GSA Board Meeting:

Main Agenda Items:

GSA Board Strategic Work Plan: Update to GSA Council; COVID-19 Update; and Meeting reports.

Motions and Agreements:

None to report.

11 January 2022 Special GSA Board Meeting:

Main Agenda Item:

COVID-19 Update and Meeting Reports.

Motions and Agreements:

None to report.

**Vice-President Academic
Report to GSA Council for 17 January 2022 Meeting**

To: GSA Council
From: Kathy Haddadkar
Date: 14 January 2022

Dear Council Colleagues,

Happy New Year! While we are still surviving a longstanding pandemic, I wish each of you a renewed 2022 which is filled with unexpected joy, good health, and hope for all that is to come. As the GSA is getting back into the post-holiday swing of things, my meetings for this month are relatively few but still of great importance. I wish you a safe, somewhat restful, and of course, studious semester.

Here are some of my meeting highlights for this month:

17 December – Meeting of the GFC *ad-hoc* Review Committee

- During this working session of the *ad-hoc* review committee, we continued our focus on reviewing the Academic Restructuring process, specifically regarding consultation
- As each member shared findings from their assigned sources, we found significant gaps, which indicate that data is currently missing from the consultation
- Specific to this concern, we also found that many questions and areas of concern were left unanswered, especially between the General Faculties Council and the Board of Governors on the matter of Academic Restructuring
- To better navigate these gray areas, we began creating a rough timeline from July 2021 to the present day to close in on any holes within this process
- In the new year, this *ad hoc* review committee hopes to focus on contacting and interviewing individuals who would be ideal contacts for further knowledge

10 January – General Faculties Council Executive Committee Meeting (GFC Exec)

- During this rather efficient meeting, a few items of note were discussed including a notice of motion to implement proposed changes to the GFC meeting procedural rules on voting, which would propose to change from votes based on ‘majority of those present’ to ‘majority of votes cast’
- Several details were discussed regarding the secondary revisions of the Review of the GFC Guiding Documents, of which the potential removal of the 30-minute cap on the question period, as well as concerns on extending the discussion past the 3-minute point when called on by the chair of the committee
- Finally, the reapportionment of the General Faculties Council was also brought forward. Here, the Secretary and Manager of GFC, Kate Peters, expressed how policy language ratified in 1971 ensured that the number of students to statutory faculty must be equal
 - As a result of this, the number of seats for graduate students was dropped from 14 to 13 in order to balance a drop from 54 to 52 on the statutory faculty seating at GFC
 - As far as we know, this should not cause numbers for graduate student seats to dwindle at GFC

I warmly welcome further discussion and correspondence on this report, as well as any other academic-related matters, and can be reached at gsa.vpacademic@ualberta.ca.

Respectfully,
Kathy Haddadkar, Vice-President Academic 2021-2022

11.1

Please find below a list of meetings I attended between 14 December and 17 January 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

17 December	General Faculties Council (GFC) <i>ad-hoc</i> Review Committee
10 January	General Faculties Council Executive Committee (GFC EXEC)
10 January	Discover Governance: Meet the GSA Executives
11 January	Joint Student-University Committee on Mandatory Non-Instructional Fees (MNIFs)
12 January	Meeting with B Milne, Vice-Provost and Faculty of Graduate Studies and Research (FGSR) Dean
12 January	CTL Open Education Symposium Steering Committee
12 January	Faculty of Graduate Studies and Research Policy Review Committee (FGSR PRC)
13 January	General Faculties Council Program Committee (GFC PC)
13 January	General Faculties Council Council of Student Affairs (GFC COSA)
14 January	Tuition Budget Advisory Committee (TBAC)
14 January	Festival of Teaching and Learning (FoTL) Steering Committee
17 January	General Faculties Council Executive Committee (GFC EXEC) Subcommittee on Governance and Procedural Oversight

**Vice-President External
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Mohd Tahsin Bin Mostafa
Date: 14 January 2022

Dear Council Colleagues,

Last month we had the second phase of our advocacy week for the Alberta Graduate Provincial Advocacy Council (ab-GPAC), where ab-GPAC had the opportunity to meet with the honorable Minister of Labour and Immigration, Tyler Shandro, and Member of the Legislative Assembly (MLA), Richard Gotfried. The Minister agreed to talk to us over the phone to discuss our ask on international immigration for graduate students. However, it was an extensive meeting covering many different aspects of the Alberta Immigrant Nominee Program (AINP) and how it can be made easier for graduate students. I am happy to report that we both shared some common ideas that need to be brought into this to make it more student friendly. However, the Minister refrained from making any commitment, concluding that he would raise some of the points discussed in their review of the program in February. I am optimistic and looking forward to some good news in the coming months. The meeting with the MLA was similar to the ones attended in phase one, where all of our asks were discussed, ranging from financial aid to immigration to childcare.

As the Vice-Chair of ab-GPAC, I have been attending meetings with the executive team as well, where we are now focusing on continued advocacy to the provincial government, long-term strategic planning for the organization, and drafting new governance, advocacy and outreach policies.

In the Residence Advisory Committee (RAC) meetings, I have been working with members to find a solution for the lack of Couples' Housing and marketing ideas to keep more second year students in residence. There will be a shift to an 8-month lease agreement to attract more residents from an 11-month one. However, the graduate residence will not be impacted by this new change as by and large, graduate students need year-round accommodation. Regardless, I would love to hear from you on this if there are any concerns you may have about the lease length or residence in general.

Thank you,

Mohd Tahsin Bin Mostafa, Vice-President External 2021-2022

Please find below a list of meetings I attended between 14 December and 17 January 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

16 December	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Advocacy Week Meeting with Minister Shandro
17 December	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Board
17 December	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Advocacy Week Meeting with MLA R Gotfried
21 December	Meeting with Associate Vice-President, Facilities and Operations, K Huising
21 December	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Executive
4 January	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Executive
10 January	Discover Governance: Meet the GSA Executives
12 January	Residence Advisory Committee (RAC)
14 January	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Governance Meeting

**Vice-President Labour
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Jessica Grenke
Date: 14 January 2022

Dear Council Colleagues,

I begin my report with the hope you have arrived back at your research and teaching posts renewed from the winter holidays. COVID continues to challenge our resiliency and ability to adapt and your continued contribution to the University community in light of such challenges is not to be taken lightly.

Our union began the winter term with a strong start to Collective Agreement negotiations. On January 6 we formally exchanged bargaining proposals with the Board of Governors, beginning negotiations proper with the University for stronger academically-employed graduate student rights. I could not be more pleased with the bargaining proposal and our current position at the table. Your feedback received at town halls, surveys, many informal zoom meetings, emails, and our formal bargaining mandate vote enabled us to construct a proposal blazingly relevant to our community. The expertise of our incredible GSA Labour Relations Committee (GSA LRC), union stewards, and GSA staff allowed us to place the goals you identified within a logistically achievable context. I'd especially like to thank our Public Service Alliance of Canada (PSAC) colleagues for their leadership during preparations. Their deep knowledge of every aspect of negotiations elevated the work of our U of A community into a first-class proposal. I look forward to providing regular updates on our bargaining progress over the next term (in addition to the report specifically on this topic attached below).

Unions are communities and I continued to strengthen our U of A union network through partnerships across and beyond campus. Continuing the strong Alberta graduate union alliance I've invested in my entire term, I met again with the heads of graduate unions at the University of Lethbridge and the University of Calgary. As we are all set to begin bargaining within the same time-frame, these consultations are especially crucial. We have also signalled our support for the Concordia University of Edmonton Faculty Association strike through a joint statement. I also had the pleasure of training our newest faculty steward, Kenna McDowell in the Faculty of Arts!

Please do not hesitate to contact me if you have any concerns, ideas, or suggestions. I'm here to serve you!

In solidarity,
Jessica, Vice-President Labour 2021-2022

13.1

Please find below a list of meetings I attended between 14 December and 17 January 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

14 December	Sexual Violence Coordinator Selection Committee Meetings (3)
14 December	NASA Meeting: Humans of the U of A
15 December	University of Alberta Safety and Security Committee (UASSC)
16 December	Steward Training
21 December	Meeting with a Graduate Student
21 December	Meeting with a Graduate Student
5 January	Meeting with the GSA Negotiating Team (GSA NT)
6 January	Meeting with Faculty Relations to Exchange Collective Bargaining Proposals
10 January	Meeting with Labour Counterparts at the University of Calgary GSA and University of Lethbridge GSA
10 January	Discover Governance: Meet the GSA Executives
12 January	Labour 101
17 January	University of Alberta Safety and Security Committee (UASSC)

GSA Collective Bargaining Update to Academically-Employed Graduate Students (AEGSs), 14 January 2022

GSA Bargaining Begins

The GSA Negotiating Team met with the University of Alberta team to exchange its non-monetary bargaining package on the 6th of January. This initial exchange was the culmination of several months of hard work by the GSA's Negotiating Team and Labour Relations Committee (LRC).

The GSA began preparing for bargaining in fall of 2021 when it solicited input from the members through outreach, town halls, and a web survey. The Negotiating Team truly appreciates the level of engagement from the membership during the consultation process, particularly given how busy we know all of you are.

The GSA Team, consisting of Jessica Grenke, Josephine Bolaji, and Dayton Chen (supported by GSA Associate Director Erika Heiberg, PSAC Representatives Mathew Ashworth and Rachel Stark, PSAC Researcher Silja Freitag, and PSAC Negotiator John Eustace), held several caucus meetings with members of the LRC to review member input, to audit the collective agreement, and to develop a bargaining mandate and a package of bargaining demands. The mandate was then put to a vote by the membership, where it received overwhelming support.

The full non-monetary package is attached to this update for your review, and we encourage all members to read it. Some of the highlights follow:

- There is a strong equity theme throughout the proposals, whether it is through the insertion of management rights language to ensure that the Employer accepts its positive obligation to ensure fair, reasonable, and equitable treatment of members; through new leave provisions for Traditional Indigenous Practices and for victims of Domestic Violence; or through a proposal to create a committee to survey the members and report on Equity, Diversity, and Inclusion.
- Several proposals address member concerns about inconsistent application of the collective agreement across campus, requiring training for those who administer the agreement, making sure that the Union is involved in all departmental orientations where GA duties will be discussed, and ensuring that duties and responsibilities are more clearly articulated in the initial meeting between Gas and the GA Supervisors.
- The GSA has also proposed improvements to the appointment process, ensuring that members get an opportunity to indicate a preference for TA assignments and requiring the University to provide a rationale when preferred courses are not assigned. We have also proposed to expand eligibility for combined GTA/GRA appointments from 12 to 20 hours/week so that members can make ends meet.
- Time off has been an issue for members, so the GSA has tabled new proposals on vacation time and holidays.
- Members report that they are being required to work more hours than those prescribed by their employment contracts, so the GSA has tabled language requiring payment for hours worked in excess of the employment contract. And the GSA has replaced the old GA Time Use Guidelines form with a more robust Assignment of Duties and Allocation of Hours form so that members have a clear idea of how many hours are allocated to specific duties.
- We have tabled many proposals for new provisions to bring the collective agreement into line with what is in other collective agreements in the sector and to put the GSA in a better position to support its members.

The tenor of the initial exchange was respectful. The GSA Team went first, introducing its package to provide context to its proposals. And the University followed with a much shorter statement of interests, rather than actual proposals. Notably, the University's initial package contained a significant concession: 0% increases to salary over the life of the agreement.

Future dates for bargaining have yet to be established, but the parties have committed to a virtual meeting at some point in February to continue the process. The GSA will inform members once dates have been established, and you can look forward to another bargaining update after the next meeting.

The GSA Team would like to thank you again for engaging in the pre-bargaining process. You are our strength at the table.

In solidarity,

Jessica Grenke (GSA VP-Labour)
Josephine Bolaji (GSA Team Member)
Dayton Chen (GSA Team Member)
Erika Heiberg (GSA Associate Director)
Mathew Ashworth (PSAC Rep)
Rachel Stark (PSAC Rep)
Silja Freitag (PSAC Researcher)
John Eustace (PSAC Negotiator)

Proposals for a Collective Agreement

Between

The Graduate Students' Association of the University of Alberta

and

The University of Alberta

**GSA Non-Monetary Package
6 January 2022**

INTRODUCTION

Graduate Students' Association of the University of Alberta (hereafter "GSA") enters these negotiations in good faith with a view to renewal of the Collective Agreement between the GSA and the University of Alberta (hereafter "the University"). Such agreement shall be subject to ratification by members of the bargaining unit.

The GSA submits these proposals for a new collective agreement. These proposals are being advanced without prejudice to any future proposed amendments and/or additions and they are subject to any errors and/or omissions. The GSA reserves the right to introduce, amend and withdraw its proposals, and to introduce counter-proposals to the University's proposals or counter-proposals.

~~Strikethroughs~~ denote proposed deletion. **Bolded text** denotes new language/editorial changes.

RESERVE means that the GSA reserves the right to make proposals at a later date. In particular, the GSA reserves the right at an appropriate time during negotiations to introduce a comprehensive financial package that may include but not be limited to proposals on rates of pay, allowances, expenses, hours of work, leaves, and benefits. The GSA also reserves the right to table new proposals in response to legislative changes that occur during the course of bargaining.

If neither party has a proposal on a specific article, clause, or Appendix, that article, clause, or Appendix shall be renewed.

The GSA requests that the University disclose any plans for changes at the workplace level that may affect this round of negotiations and reserves the right to make additional proposals after receiving this information.

The GSA will not engage in concessionary bargaining.

ARTICLE 2: DEFINITIONS

Add definition of “Day”

“Day” means business days unless otherwise stated. A normal business day is a day when the University is open, i.e., days other than weekends, statutory holidays, and other days when the University is officially closed.

ARTICLE 3: ASSOCIATION RECOGNITION

Amend Article 3.02 to read:

3.02 ~~The Board of Governors recognizes the President, GSA, and the Vice-President Labour, GSA, management and staff of the GSA, and Stewards designated in writing by the GSA as official representatives of the GSA. From September 1, 2020 until August 31, 2022, the number of Stewards will not exceed fifteen at any one time. The list of representatives will be sent to Faculty Relations on an annual basis and when changes to the list are made.~~ **The University shall not make with any Graduate Assistant a written or oral agreement that conflicts with the terms of this Collective Agreement.**

ARTICLE 4: TERM AND VARIATION OF THIS AGREEMENT

Delete Article 4.05:

~~4.05 A Graduate Assistant and their Graduate Assistantship Supervisor and Appointing Officer may agree to vary the terms of this Agreement, provided that such agreement:~~

~~(a) Is in the best interest of the Graduate Assistantship Supervisor and the Graduate Assistant; and~~

~~(b) Does not result in a rate of pay that is lower than the applicable rate stipulated in this Agreement; and~~

~~(c) The variation is documented by the Graduate Assistantship Supervisor and appended to the Graduate Assistant’s Letter of Appointment; and~~

~~(d) The variation is approved by the Provost following consultation with the Vice-President Labour of the GSA.~~

ARTICLE 5: COLLECTIVE BARGAINING

Add new Articles 5.01 and 5.02 and renumber subsequent articles:

5.01 This Agreement shall be in effect from September 1, 2022 to August 31, 2025.

5.02 Either Party may, after October 1 of the year preceding of the expiry date of the Collective Agreement but in any event not less than sixty (60) days prior to expiry, give notice in writing to the other Party of its desire to bargain with a view to renewal or revision of the Collective Agreement.

ARTICLE 6: APPOINTMENTS

Amend Article 6.02.02 to read:

6.02.02 The Letter of Appointment will be signed by the Appointing Officer and acknowledged and signed by the Graduate Assistant. If the Graduate Assistant is being supported from restricted funds, the Graduate Assistantship Supervisor will also sign the Appointment Letter. **The signed Letter of Appointment shall be placed in the Graduate Assistant's Personal File and copied to the Graduate Assistantship Supervisor, the Graduate Assistant, and the GSA.**

Amend Article 6.03 to read:

6.03 **Amendment to Appointment**

Any subsequent amendments to the Letter of Appointment must be in writing and signed by the Appointing Officer, the Graduate Assistantship Supervisor, and the Graduate Assistant no later than the end of the first week of the term. **An amended Letter of Appointment shall be placed in the Graduate Assistant's Personal File and copied to the Graduate Assistantship Supervisor, the Graduate Assistant, and the GSA.**

ARTICLE 7: SELECTION CRITERIA

Amend title to read: ELIGIBILITY AND SELECTION CRITERIA

Add new Article 7.01 and renumber subsequent articles:

7.01 Eligibility

7.01.01 A written commitment of funding as a Graduate Assistant for a defined duration over the course of a graduate student's graduate program may be given at the time a graduate student applicant is offered admission to the program.

7.01.02 Having once received an initial appointment(s) as a Graduate Assistant, the Graduate Assistant shall receive annually at least the equivalent appointment(s) or equal financial support for the duration defined in their letter of admission.

Amend existing Article 7.01 to read:

7.01±2 In cases where a GTA or GRA appointment cannot be filled within a department, departments are ~~encouraged to~~ **shall** advertise the assistantship opportunities outside the department or faculty, **copying the GSA on all advertisements.**

ARTICLE 8: GRADUATE TEACHING ASSISTANTS (INCLUDING PRINCIPAL INSTRUCTORS)

Add new Article 8.01 and renumber subsequent articles and adjust cross-references as appropriate:

8.01 At least thirty (30) days prior to the deadlines established in Article 6.01, Graduate Students who have completed at least one (1) GTA will be solicited for their input into course assignment preferences. Departments shall give GTA course assignment preferences due consideration. If a preferred course is not assigned, the department shall provide a rationale and shall endeavour to assign a course that aligns with the GTA's research interests and/or skill sets.

Amend existing Article 8.07 to read:

8.078 The Graduate Assistantship Supervisor and the GTA will meet at the start of the term to develop a work plan, a manageable schedule, to confirm expectations, and to complete a ~~Graduate Assistantship Time Use Guideline~~ **Assignment of Duties and Allocation of Hours Form** (Appendix C). The discussion should cover such issues as the amount of time to be spent on various aspects of the assignment (e.g. training, grading papers, course preparation, research, and related duties). **The completed Form shall be signed by the Graduate Assistantship Supervisor and the Graduate Assistant to acknowledge approval of the allocation of duties and hours specified in the Form. The signed Form shall be placed in the Graduate Assistant's Personal File**

and copied to the Graduate Assistantship Supervisor, the Graduate Assistant, and the GSA.

Amend existing Article 8.18 to read:

~~8.18~~**19** The total numbers of hours in combined appointments including a GRA and GTA shall normally not exceed ~~12~~ **twenty (20)** hours per week. Exceptions require agreement of the Graduate Assistant, the Graduate Supervisor, Appointing Officer, the GSA Vice-President Labour (~~when appropriate~~), and approval of the Provost (or designate).

Add new Article 8.22:

8.22 Excess Hours

8.22.01 All hours worked by a GTA in excess of the hours described in their Assignment of Duties and Allocation of Hours Form (Appendix C) shall be compensated at the GTA's hourly rate of pay. The hourly rate of pay shall be determined using the following equation: monthly stipend (award + salary) divided by four (4) (weeks) divided by hours/week worked.

ARTICLE 9: GRADUATE RESEARCH ASSISTANTS

Amend Article 9.07 to read:

9.07 The Graduate Assistant and Graduate Assistantship Supervisor will meet at the start of the GRA appointment to develop a work plan, a manageable work schedule, to confirm expectations, and ~~to complete a Graduate Assistantship Time-Use Guideline~~ **Assignment of Duties and Allocation of Hours Form (Appendix C). The completed Form shall be signed by the Graduate Assistantship Supervisor and the Graduate Assistant to acknowledge approval of the allocation of duties and hours specified in the Form. The signed Form shall be placed in the Graduate Assistant's Personal File and copied to the Graduate Assistantship Supervisor, the Graduate Assistant, and the GSA.**

Amend Article 9.16 to read:

9.16 The total numbers of hours in combined appointments including a GRA and GTA shall normally not exceed ~~12~~ **twenty (20) hours per week**. Exceptions require agreement of the Graduate Assistant, the Graduate Supervisor, Appointing Officer, the GSA Vice-President Labour (~~when appropriate~~), and approval of the Provost (or designate).

Add new Article 9.20:

9.20 Excess Hours

9.20.01 All hours worked by a GRA in excess of the hours described in their Assignment of Duties and Allocation of Hours Form (Appendix C) shall be compensated at the GRA's hourly rate of pay. The hourly rate of pay shall be determined using the

following equation: monthly stipend (award + salary) divided by four (4) (weeks) divided by hours/week worked.

ARTICLE 10: GRADUATE RESEARCH ASSISTANT FELLOWSHIPS

Amend Article 10.05 to read:

10.05 There are no working hours attached to a GRAF. A graduate student can hold a GRAF and also be appointed as a GRA and/or GTA up to a maximum of ~~12~~ **twenty (20)** hours per week.

Add new Article 10.06:

10.06 A graduate student holding a GRAF shall not perform duties of a GTA, a GTA-PI, or GRA as a part of their GRAF duties.

ARTICLE 11: REMUNERATION

Amend Article 11.04 to read:

11.04 a) The minimum rate of the stipend is negotiated as part of the collective bargaining process. For a GTA and GRA, the award component is a fixed rate based on any change in the graduate fee index. In determining a Graduate Assistant's stipend, factors such as merit, seniority, experience, and market influence should be considered.

b) The parties agree that the full amount of any percentage increase negotiated by the parties shall result in a real increase of that percentage to the stipend received by the Graduate Assistant from the University. For clarity, the stipend for Graduate Assistants receiving more than the minimums prescribed by Appendix B shall increase by the negotiated percentage. There shall be no clawbacks to other funding received from the University as a result of negotiated increases to the stipend.

Add new Article 11.09:

11.09 GTAs and GRAs shall receive four percent (4%) of salary in lieu of vacation as vacation pay. This amount is not included in the Graduate Assistant's base salary. It shall be added to the Graduate Assistant's bi-weekly salary and shall be identified as a separate line item on the Graduate Assistant's pay statement.

ARTICLE 12: PERFORMANCE EVALUATION

Amend Article 12.01 to read:

- 12.01 Where a GTA or GRA's performance is satisfactory, Graduate Assistantship Supervisors may provide Graduate Assistants with written performance appraisals **at least ten (10) days prior to expiry of the appointment.** With the approval of the Department Chair, these appraisals may be placed in the Graduate Assistant's department file **Personal File.** A Graduate Assistant is entitled to provide written feedback to a performance appraisal, which will also be placed in the Graduate Assistant's department file. The Department Chair (or designate) will acknowledge receipt of the response, in writing. **If a Graduate Assistantship Supervisor does not provide a performance appraisal in accordance with this Article, the Graduate Assistant's performance will be deemed to have been satisfactory.**

ARTICLE 13: VACATIONS

Amend title to read: VACATIONS FOR GRADUATE ASSISTANTS HOLDING GRAFS

Amend Article 14.01 to read:

- 14.01 Graduate Assistants **holding GRAFs** are entitled to one week of vacation leave without a reduction in pay **from their GRAF** for each four-month University Term (i.e. September 1 to December 31, January 1 to April 30, May 1 to August 31).

Amend Article 14.03 to read:

- 14.03 Graduate Assistants may ~~not~~ carry forward unused vacation time from one four-month University term to another **for up to three University terms., ~~without the advance written consent of the Appointing Officer, the Graduate Supervisor and all relevant Graduate Assistantship Supervisors. In some cases, vacation carry forward may not be allowed based on the funding source.~~**

Delete Article 14.05:

- ~~14.05 There is no vacation pay on contract expiry or termination in lieu of vacation time not taken.~~

ARTICLE 22: SAFETY, HEALTH AND WELLNESS

Add new Article 22.01.02 and 22.01.03:

22.01.02 There shall be no discrimination or harassment against or by any Graduate Assistant.

22.01.03 A Graduate Assistant alleging that they have been personally harassed or discriminated against may file a complaint in accordance with the University's Discrimination and Harassment Policies and Procedures and/or may file a grievance in accordance with Article 24.03. The timeline for initiating a grievance under this article shall be up to twelve (12) months after the event(s) giving rise to the matter.

ARTICLE 23: DISCIPLINARY MATTERS RELATED TO EMPLOYMENT

Add new Article 23.04:

23.04 It is agreed that any disciplinary letter within a Graduate Assistant's Personal File shall be deemed null and void after completing the lesser of two (2) Graduate Assistantships over two (2) terms or a twelve (12) month period from the date of the letter and provided that no further discipline has been recorded within the period noted above. Such letter(s) shall be removed from the file by the University at the end of the period noted above. If the Graduate Assistant does not have any further appointments during their program the letter will be automatically removed from their file at the completion of their degree.

Add New Article on Management Rights

ARTICLE X1: Management Rights

- X1.01** The GSA recognizes that the management of the University is fixed exclusively with the University and shall remain solely with the University except as specifically limited by the express provisions of this Agreement.
- X1.02** The University shall exercise its management rights in a manner that is fair, reasonable, and equitable, and in a manner consistent with the spirit of this Agreement.
- X1.03** By September 1 of each year, the University will make available to all persons who administer the Collective Agreement a workshop on the provisions of this Collective Agreement. The University shall consult with the GSA through the Joint Labour/Management Committee as to what topics may be appropriate to emphasize in the workshop.

Add New Article on GSA Representatives and Activities

Article X2 – GSA Representation and Activities

- X2.01** The University agrees that no Graduate Assistant or group of Graduate Assistants shall undertake to represent the GSA to the University without proper authorization of the GSA.
- X2.02** The University recognizes the right of every Graduate Assistant to participate in any official activities of the GSA, and it shall not interfere with this right.
- X2.03** A GSA representative shall be entitled to up to thirty (30) minutes to provide an overview of the role of the GSA at any University-wide orientation event involving Graduate Assistants. A GSA representative shall be entitled to participate and provide a fifteen (15) minute overview of the role of the GSA at any Department orientation event at which Graduate Assistant responsibilities may be discussed. Departments shall notify the GSA by every August 15th, December 15th, and April 15th whether or not they are having an Orientation session where a GSA representative could be present.
- X2.04** When in the course of negotiating or administering this Collective Agreement, a Graduate Assistant representative acting in an official capacity for the GSA is meeting with representatives of the University, the parties will make best efforts to arrange for mutually convenient meeting times that do not conflict with the Graduate Assistant's duties.

- X2.05** If it is necessary for a Graduate Assistant to leave their work duties to perform GSA duties, they shall first receive approval from their Graduate Assistantship Supervisor. Such approval shall not be unreasonably denied.
- X2.06** Upon written application by the GSA, the University will grant leave of absence without pay to Graduate Assistants elected or appointed to represent the GSA at labour conferences or conventions.

Delete Article 5.08 and Add New Article on No Strikes and No Lockouts

~~5.08 — The parties agree that there shall be no strike or lockout during the term of this Agreement.~~

Article X3 – No Strike/No Lockout Provision

- X3.01** The GSA agrees that there will be no strike or full or partial withdrawal of services during the term of this Agreement.
- X3.02** The University agrees that there will be no lockout during the term of this Agreement.
- X3.03** Where individuals in a labour dispute, other than those in the bargaining unit, engage in a strike and maintain picket lines, and where members of the bargaining unit could suffer personal harm, the University will endeavour to safeguard such members.
- X3.04** Strike and lockout bear the meanings used in the Alberta *Labour Relations Code*, as amended from time to time.

Add New Article on Joint Labour Management Committee

Article X4 – Joint Labour/Management Committee

- X4.01** The GSA and the University acknowledge the mutual benefits to be derived from joint consultation and approve the establishment of a Joint Labour/Management Committee consisting of three representatives from each party. The Committee shall function in an advisory capacity only.

- X4.02** The purpose of the Committee shall be to provide a means by which to facilitate and promote cooperation, understanding, confidence and harmonious relations between the University and the GSA.
- X4.03** The parties shall meet, in person, for a minimum of one (1) time per term at a mutually agreeable time. At the in-person meetings each party will designate its own representative to act as a joint chairperson and the two persons shall alternate in presiding over meetings. The parties shall alternate minute-taking and shall jointly agree to the approval of minutes. The parties can mutually agree to conduct any meeting virtually.
- X4.04** In addition to its advisory capacity in matters relating to this Agreement, the Joint Labour/Management Committee shall function as a forum in which the University and the GSA shall advise each other of anticipated trends or policy changes which may have a major impact on the bargaining unit.
- X4.05** Consistent with this Article, the Appointing Officer and the appropriate GSA representative are encouraged to meet to discuss any general concerns which may exist relative to the working conditions within a Department.
- X4.06** If unforeseen circumstances are likely to impact working conditions of Graduate Assistants, either party may, with twenty-four (24) hours' notice, convene an emergency meeting of the Joint Labour/Management Committee to discuss the issues and potential options. The parties will take reasonable actions to mitigate adverse effects on Graduate Assistants. Emergency meetings convened under this Article shall not count towards the minimum meeting requirements prescribed by Article X4.03.

Add New Article on Services and Facilities

Article X5 – Services and Facilities

- X5.01** The University agrees that the GSA will be provided access to space on existing bulletin boards for the posting of official GSA notices in Departments with Graduate Assistants.
- X5.02** The University agrees that the GSA may make use of the University's internal post and e-mail services at standard internal user rates for the purpose of communication on official GSA business with its members and University representatives. Furthermore, the GSA may use the University's external postal services. The University agrees that the GSA's or its officers' communications with the membership will not be monitored or surveilled.

- X5.03** The University agrees to provide the Labour Relations Committee of the GSA with office space in an appropriate and central location on campus.
- X5.04** The University shall assist the GSA in locating suitable meeting rooms at standard internal user rates as required for GSA business, provided reasonable notice is given and space is available.
- X5.05** The GSA shall have access to the following additional services of the University at standard internal user rates: telephone services, audio-visual services, reprographic services, internet access, and web page access, subject to the protocols determined by the University for internal users.
- X5.06** Upon request from the GSA, the University will provide Visitor Parking Passes for use by PSAC representatives on official GSA business.

Add New Article on Personal Files

Article X6 – Personal File

- X6.01** Upon request, Graduate Assistants shall have the right, normally within two (2) days, to consult their Personal File in the presence of a representative of the University, and, if they so wish, a representative of the GSA. Graduate Assistants have the right to review their Personal File no more than once per Academic Term.
- X6.02** A Graduate Assistant's Personal File shall be kept separate from their academic records.

Subject to agreement on X6, replace references to "Departmental File" throughout the Agreement with "Personal File."

Add New Article on Union Security

Article X7 – Union Security

- X7.01** During the term of this Agreement, the University will deduct from the wages of Graduate Assistants covered under this Agreement, an amount equal to the bi-weekly membership dues as certified to the University by the GSA. The University shall remit the amount deducted to the GSA twice monthly during the pay period in which deductions were made. With each remission, the University shall provide the GSA with an electronic spreadsheet containing a unique identification number for each Graduate Assistant, name, identification, employment status, job title, current

appointment start date, current appointment end date, department name, faculty, compensation rate, dues amount, and email address. Other details may be added to the spreadsheet by agreement between the University and GSA.

- X7.02** For the purpose of applying Clause X7.01, deductions from pay for each Graduate Assistant of each biweekly period will start with the first pay period to the extent that earnings are available.
- X7.03** The University shall provide a statement of Union dues deducted for each calendar year on the Graduate Assistant's T4 statement.
- X7.04** The GSA must provide at least thirty (30) days' notice of any change in the membership dues.
- X7.05** The GSA agrees to indemnify and save the University harmless against any claim or liability arising out of the application of this Article, except for any claim or liability arising out of an error committed by the University and such claim or liability would be limited to the amount actually involved in the error.

Add New Article on Information

Article X8: INFORMATION

- X8.01** The University agrees to provide the GSA with a list of active Graduate Assistants on the first day of each month. This list shall include the Graduate Assistant's:
- a) identification number;
 - b) name;
 - c) graduate program;
 - d) degree;
 - e) date of initial registration in the graduate program;
 - f) international/domestic status;
 - g) gender identity (as may be identified by the member);
 - h) e-mail address;
 - i) hiring department;
 - j) disaggregated information for each contract (GTA, GTA-PI, GRA, and GRAF) including:
 - a. name of Graduate Assistantship Supervisor;
 - b. current course assignment (where applicable);
 - c. total hours per contract;
 - k) individual compensation, including award and total disaggregated stipend including:
 - a. the minimum salary;

- b. all supernumerary amounts awarded for merit, seniority, market influence, and performance; and
 - c. the total stipend plus supernumerary amounts as an hourly rate.
- l) total approved hours worked in excess of contract hours (where applicable)

This information shall be provided in an electronic spreadsheet. In exceptional circumstances, the University will consider the request for an additional list to be provided to the GSA.

- X8.02** By September 1st, January 2nd, May 1st of each year, the University shall provide the GSA with a complete list of names and contact details of the Appointing Officers. If an Appointing Officer changes during the intervening period, the University shall provide the GSA with written notice of the change and updated contact details of the new Appointing Officer within ten (10) days of the change. The University shall publish and maintain the above list as a publicly and easily accessible page on the University web site. This public list shall include the date of the last revision.
- X8.03** The University shall provide the GSA with University-wide written rules, policies and practices and amendments thereto affecting the working conditions of bargaining unit members. Introduction or amendment of any such rules, policies or practices shall be discussed at Joint Labour/Management Committee meeting prior to the introduction or amendment, and a written copy shall be provided to the Vice-President, Labour, GSA within thirty (30) days of its implementation.
- X8.04** The GSA shall provide the University with a list of the representatives of the GSA as well as any updates or changes to that list within ten (10) days of the change.
- X8.05** When a Collective Agreement has been signed, the University shall post a searchable PDF of the Collective Agreement on its website. The Employer shall arrange to have the Collective Agreement printed and will ensure that there will be enough hard copies of the Collective Agreement for two (2) copies per Department.

Add New Article on Holidays Article X9 – HOLIDAYS

X9.01 No Graduate Assistant shall be required to work on the following holidays:

- New Year's Day
- Alberta Family Day
- Good Friday
- Victoria Day

Canada Day
 Heritage Day (currently 1st Monday in August)
 Labour Day
 National Day for Truth and Reconciliation
 Thanksgiving Day
 Remembrance Day
 Christmas Day
 Boxing Day

or any other holiday or holiday period declared by the University or the Employment Standards Code, as amended from time to time.

- X9.02** No Graduate Assistant shall be required to work on a Saturday or a Sunday attached to any one of the twelve (12) holidays specified in Article X9.01.
- X9.03** In consultation with the Graduate Assistant's Appointing Officer, and with at least one (1) month's advance notice, a Graduate Assistant shall be entitled to reschedule assigned hours of work without a loss in pay to observe holidays of the Graduate Assistant's religion other than those specified in X9.01.

Add New Article on Training

Article X10: TRAINING

- X10.01** The first appointment of a Graduate Assistant shall include mandatory participation in a training program as determined by the University. This mandatory training program will include all legislatively required training and an introduction to relevant University policies and procedures. This mandatory training program shall count as hours in the fulfillment of the Employment contract, and shall be recorded on the Assignment of Duties and Allocation of Hours Form (Appendix C).
- X10.02** Department and course specific training, including training on laboratory supervision, shall be provided at the Department level, shall count as hours in the fulfillment of the Employment contract, and shall be recorded on the Assignment of Duties and Allocation of Hours Form (Appendix C).
- X10.03** Where the University requires that a Graduate Assistant attend training, the Graduate Assistant will be provided with timely, advance notice of the scheduling, location, and time requirement for the training.

Add New Article on Workplace Accommodation

Article X11: WORKPLACE ACCOMMODATION

- X11.01** The University and the GSA agree to take a collaborative approach to supporting ill, injured, and/or disabled Graduate Assistants. Graduate Assistants will participate in an accommodation program, if possible, in light of their medical condition. The Program is focused on the coordinated efforts of the individual, their physician, their Graduate Assistantship Supervisor and the Human Resources Office. Individuals attending meetings regarding their accommodation program may be accompanied by a representative of the GSA.
- X11.02** The University reserves the right to require medical certification of illness, injury, and or/disability by a qualified physician. The University may request an additional medical certification of the illness, injury, or disability and/or medical examination by a second qualified physician to be chosen from a list which has been agreed to by the GSA and the University. Any cost associated with the medical certifications will not be at the Graduate Assistant's expense. All medical information will go to the Human Resources Office and is kept confidential. The Human Resources Office will inform the Graduate Assistantship Supervisor about the accommodations required.

Add New Article on Safe Disclosure

Article X12: Safe Disclosure

- X12.01** Any Graduate Assistant who in good faith reports a suspected or actual violation of law, regulation, University policy or procedure, or ethical or professional standards, will be protected from retaliation as a result of such reporting, regardless of whether or not, after investigation, a violation is found to have occurred.
- X12.02** No member of the University community shall discharge, demote, suspend, threaten, harass, or discriminate against a Graduate Assistant for making a *bona fide* report. This protection extends to each individual who, with *bona fide* reasons to believe the veracity of information of which they are aware, provides that information in relation to an investigation of a report by a Graduate Assistant.
- X12.03** Individuals who knowingly make false allegations may be subject to the appropriate disciplinary action.

Add New Article on Outside Activities

Article X13: Outside Activities

- X13.01** Accepting an appointment as a Graduate Assistant shall not restrict a Graduate Assistant from engaging in any activity outside the University, as long as the Graduate Assistant does not represent themselves as acting on behalf of the University. However, nothing shall prevent the Graduate Assistant from stating the nature of their relationship with the University.
- X13.02** Graduate Assistants shall be free to engage in any other activities outside working hours, provided that no Graduate Assistant shall exploit their connection with the University in the course of such activities without permission.
- X13.03** Graduate Assistants on International Student Visas are advised to review their study permits and/or consult with Immigration, Refugees and Citizenship Canada before engaging in outside employment activities.

Add New Article on Leave for Traditional Indigenous Practices

Article X14: Leave for Traditional Indigenous Practices

- X14.01** Every Graduate Assistant who self-identifies as an indigenous person shall be granted a paid leave of absence of up to five (5) days in every calendar year to engage in traditional practices, including:
- a) Hunting;
 - b) Fishing;
 - c) Harvesting; and
 - d) Ceremonial practices
- X14.02** The leaves of absence may be taken in one (1) or more periods.
- X14.03** A Graduate Assistant requesting Leave for Traditional Indigenous Practices shall make their request to their Graduate Assistantship Supervisor no later than ten (10) days before the proposed leave. Leave requests shall not be unreasonably denied.

Add New Article on Leave for Labour Conferences, Conventions, and Union Training

Article X15: Leave for Labour Conferences, Conventions, and Union Training

- X15.01** Subject to operational requirements, the University shall grant a leave of absence without pay to up to ten (10) Graduate Assistants at one time and a maximum of twenty (20) Graduate Assistants per contract year who may be elected or selected by the GSA to attend labour conferences or conventions. Subject to operational requirements, the University shall grant a leave of absence without pay, not to

exceed ten (10) hours per term, to five (5) GSA representatives who are attending a union training session which is directly applicable to this Agreement. At least ten (10) days' notice must be provided to the Graduate Assistantship Supervisor, and the Graduate Assistant must endeavour to arrange to exchange their duties or for another qualified individual to substitute for them.

Add New Article on Academic Conference Leave

Article X16: Academic Conference Leave

X16.01 Subject to the approval of the Graduate Assistantship Supervisor and supported by a copy of the invitation to make a presentation as part of an academic conference relevant to the Graduate Assistant's discipline, a Graduate Assistant shall be granted Conference Leave with pay not to exceed five (5) consecutive days. Conference Leave may only be taken once between September 1 and the following August 31. Such a Graduate Assistant must endeavour to arrange to exchange their duties or for another qualified individual to substitute for them.

Add New Article on Domestic Violence Leave

Article X17: Domestic Violence Leave

X17.01 Graduate Assistants are entitled to ten (10) days of paid Domestic Violence Leave, as defined in the Employment Standards Code, per calendar year.

**Add New Memorandum of Understanding
Memorandum of Understanding**

Between

The University of Alberta

And

Graduate Students' Association of the University of Alberta

Equity, Diversity, and Inclusion Survey and Action Plan

The University of Alberta and the GSA have a joint interest in achieving Equity, Diversity, and Inclusion (EDI) in the workplace so that all Graduate Assistants are treated with dignity and respect and are provided the opportunity to achieve their full potential.

Given that shared commitment to EDI, the parties agree that within sixty (60) calendar days of signing this Agreement, they will form an Ad Hoc EDI Committee (hereafter "The committee") consisting of three (3) members chosen by the University and three (3) members chosen by the GSA. Within sixty (60) days of the committee's formation, the committee shall design and conduct a confidential EDI survey of Graduate Assistants. The committee will follow best practices in designing and conducting the survey. The committee will survey factors including but not limited to the equity profile of the membership by Department, experiences of systemic discrimination, and perceived obstacles to EDI at the University of Alberta.

The committee shall provide a report containing a recommended action plan for fostering EDI, based on the collated results of the EDI Survey, within sixty (60) calendar days of conducting the survey. The report shall be presented to the President of the University and the VP Labour, GSA.

Dated this [day] of [month], [year]

For the University

For the GSA

Delete Existing Appendix C and replace with the following (adjust references throughout the collective agreement to reflect change in title):

**Appendix C:
Assignment of Duties and Allocation of Hours Form**

This form must be completed by the Graduate Assistantship Supervisor and Graduate Assistant by the end of the first week of the appointment. This does not replace the requirement for a Letter of Appointment. The purpose of this form is to record the number of hours necessary to complete the assigned duties and to assure that the required duties can be performed within the assigned hours. Note: a Graduate Teaching Assistant and a Graduate Research Assistant performing duties which are not directly related to their own research cannot work more than 192 hours in a four- month term (average of 12-hours per week) regardless of the number of teaching and/or research assistantship appointments held.

Name of Student:	Department:	
Graduate Assistantship Supervisor:	Type of Appointment (circle one): GTA/GTA-PI/GRA/GRAF	Total Hours:
Course Code (if applicable):	Estimated Enrollment in section(s) (if applicable):	
Course Title (if applicable):		
Mandatory lab or tutorial: (circle) Yes / No	Does this appointment require any training? (circle) Yes / No	
Start date:	End date:	

Graduate Assistantship Supervisors and Graduate Assistants shall complete Sections I, II, and III by the end of the first week the appointment.

Section I - Training Requirements

**Required?
(Check)**

Training	Total Hours:
Departmental training	
Health and Safety	

Tutorial/Lab Training	
Other (Specify)	
Total Hours:	

Section II – Duties/Activity and Allocation of Hours

Duties/Activity: (include all expected duties/activities)	Time per task: x	Number of tasks: y	Total time: xy
Examples: Marking exam, literature searches, office hours	Ex. 20 mins	Ex. 64	Ex. 21.33 hrs
Total Hours:			

Section III - Allocation of Hours Summary

Duties	Total Hours:
Total Hours Section I	

Total Hours Section II	
Total Hours:	

Graduate Assistantship Supervisor

Signature

Date

Graduate Assistant

Signature

Date

Original: Personal File

Copies: Graduate Assistantship Supervisor, Graduate Assistant, and GSA

**Vice-President Student Services
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Paresh Kumar
Date: 14 January 2022

Dear Council Colleagues,

I want to start by wishing you all a very happy and prosperous new year. I hope you all are doing well and everything will be back to normal again soon. Here are the main takeaways from the meetings I attended last month:

- Examinations: There have been no issues reported with the offline examination process. The Registrar's Office staff was checking the CampusReady pass for every student and if there was a student without the pass then they noted the details of the student and checked in with them later after the exam. Information was also shared with University administration and the Code of Student Behaviour was applied for any student found to be unvaccinated or without an exemption.
- Vaccination: As of now, there is no mandate for the booster shot but if the government updates the regulations, the University will also update its requirements to align with the government.
- Incoming students: FGSR is getting a lot of requests for deferrals because some international students are not able to travel to Canada amid the pandemic restrictions.
- Rapid Testing: International students will get rapid testing kits if they are not double vaccinated upon arrival, either because of unavailability of vaccine in their country or because they do not have an Alberta Health Care card yet.
- Health and Dental Plan: Membership in the Plan has increased from last year and we are seeing an increase in usage of some services, which will likely result in the need to modestly increase the fee associated with the Plan. We are continually working on making the Plan better as per students' needs and will be coming forward to GSA Council with the fee proposal for 2022-2023 in the coming months.
- Mandatory Non-Instructional Fees (MNIFs): As per an agreement between the University, the GSA, and the Students' Union, these fees will increase equivalent to the academic price index of 1.38% for next year.
- For safety related updates or COVID measures, please refer to the University's safety measure general directives:
<https://www.ualberta.ca/covid-19/campus-safety/safety-measures-general-directives/index.html>

I wish you all a safe winter season. Feel free to reach out to me with any comments/concerns regarding this report or any other specific issue you want to discuss regarding student services at gsa.vpstudentservices@ualberta.ca

Thank you,
Paresh Kumar, Vice-President Student Services 2021-2022

Please find below a list of meetings I attended between 14 December and 17 January 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

14 December	Student Experience Committee Meeting
22 December	Days of Action (DOA) Committee
11 January	Joint Student-University Committee on Mandatory Non-Instructional Fees (MNIFs)
12 January	Meeting with R Paches, Program Manager (Studentcare) re Change of Coverage and Annual Claims Reports
13 January	E-Scooter Meeting
13 January	Return to Campus Safety and Logistics Committee
14 January	Coalition for Action on High-Risk Drinking (CAHRD) Meeting
14 January	Meeting with R Paches, Program Manager (Studentcare) re GSA Health and Dental Plan Survey

**Chief Returning Officer
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Muneeb Mohiuddin
Date: 14 January 2022

Dear GSA Council Colleagues,

I met with the GSA Elections and Referenda Committee (GSA ERC) on 10 January 2022. As reported by Jennifer in the GSA ERC report, the committee is discussing an array of matters related to the 2022 General Election. The agenda for the All-Candidates Meeting was also approved by me on the recommendation of the GSA ERC at this meeting.

The timeline for the 2022 General Election was approved by myself on the recommendation of the GSA ERC. The full timeline will be available on the GSA website. Below are some highlights:

Tuesday, 8 February 2022: The nomination period for the General Election opens
Tuesday, 22 February 2022 at 12 PM MST: Nominations close for the General Election
Monday, 28 February 2022 at 12 PM MST: GSA General Election Candidates Forum – Via Zoom
Tuesday, 1 March 2022 at 10 AM MST to Thursday, 3 March 2022 at 10 AM MST: Voting period for the General Election

I would like to ask all GSA Council members to invite their colleagues to participate in the GSA General Election by attending the GSA General Election Candidates Forum on 28 February at noon (the Forum will also be livestreamed, and a recording will be made available on the GSA website for those unable to attend) and by voting on 1 March through 3 March.

If you have any questions or concerns, please feel free to contact me: gsacroff@ualberta.ca.

Sincerely,
Muneeb Mohiuddin, Chief Returning Officer 2022-2023

**GSA Nominating Committee
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Kenzie Gordon
Date: 14 January 2022

Dear Council Colleagues,

The report from the GSA Nominating Committee (GSA NoC) this month is a summary of discussions/decisions the committee has made since its last report, together with a list of all vacancies filled and those which will be filled shortly.

GSA Policy governing the GSA NoC is located in GSA Bylaw and Policy, Section E: Nominating. As provided for in its Terms of Reference, the GSA NoC has been conducting business via e-mail.

Sincerely,
Kenzie Gordon, Chair of the GSA NoC

Memorandum to GSA Councillors

As reported previously on multiple occasions, there are a number of vacancies on GSA Standing Committees for GSA Council Members (Departmental Councillors, Alternates, and Councillors-at-Large). These positions play a pivotal role in the GSA's ongoing efforts to keep its processes transparent and itself accountable and long-term vacancies adversely impact these efforts. **GSA Councillors (including Alternates) are strongly encouraged to consider serving on these committees.**

It is important to note that the time commitment for these committees varies greatly. While some meet regularly throughout the year (usually every two (2) to three (3) months) others meet less frequently, and some do almost all of their work over email. Additionally, **there is an appreciation of people's schedules and other commitments and accommodations are routinely made for those who cannot attend all meetings.**

Service on these bodies is an excellent way to make sure your voice is heard and a great opportunity to add to your CV/resume!

On behalf of the GSA NoC, I strongly encourage GSA Councillors (and Alternates) and Councillors-at-Large to consider the next round of vacancies, which will be circulated to GSA Council electronically and which are listed below. Questions can be directed to me at mlgordon@ualberta.ca or GSA Elections Coordinator Monica Brzak at gsanomco@ualberta.ca.

GSA Standing Committees

1) GSA Appeals and Complaints Committee (GSA ACB) (One (1) GSA Councillor Position)

Information regarding the position for one (1) GSA Councillor was circulated via email to GSA Council 10 and 17 December 2021, and 7 January 2022 with a nomination deadline of 11 January 2022. **No nominations were received; this vacancy will be advertised again.**

2) GSA Appeals and Complaints Committee (GSA ACB) (Two (2) GSA Member Positions)

Information regarding the position for two (2) GSA members was circulated via the GSA newsletter on 10 and 17 December 2021, and 7 January 2022 with a nomination deadline of 11 January 2022. **No nominations were received; these vacancies will be advertised again.**

3) GSA Appeals and Complaints Committee (GSA ACB) (Two (2) GSA Member Positions) – Renewal of Positions

Information regarding the terms of office of three (3) GSA ACB members coming to an end were emailed to current GSA ACB members on 8 September 2021. **Two (2) members were interested in seeking an additional term and nominations were received; there will be an electronic vote (see Item 9 – Nominees for Renewal of Positions on the GSA Appeals and Complaints Board).**

4) GSA Governance Committee (GSA GC) (Two (2) GSA Councillor Positions)

Information regarding the position for two (2) GSA Councillors was circulated via email to GSA Council 10 and 17 December 2021, and 7 January 2022 with a nomination deadline of 12 January 2022. **No nominations were received; these vacancies will be advertised again.**

5) GSA Board (GSAB) (One (1) GSA Councillor Position)

Information regarding the position for one (1) GSA Councillor was circulated via email to GSA Council 10 and 17 December 2021, and 7 January 2022 with a nomination deadline of 12 January 2022. **No nominations were received; this vacancy will be advertised again.**

6) GSA Board and GSA Nominating Committee (GSAB/NoC) (Two (2) Joint GSA Councillor Positions)

Information regarding the position for two (2) GSA Councillors was circulated via email to GSA Council 10 and 17 December 2021, and 7 January 2022 with a nomination deadline of 12 January 2022. **No nominations were received; these vacancies will be advertised again.**

External Committees: Vacancies

6) Faculty of Graduate Studies and Research (FGSR) Council (Two (2) Graduate Student Positions)

Information regarding the two (2) vacancies for Alternates on the FGSR Council was circulated via the GSA newsletter on 10 and 17 December 2021, and 7 January 2022 with a nomination deadline of 12 January 2022. **One nomination was received; Ademola Itiola was elected. The remaining vacancy will be readvertised.**

**GSA Elections and Referenda Committee
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Jennifer Bertrand
Date: 14 January 2022

Dear GSA Council Colleagues,

The GSA Elections and Referenda Committee (GSA ERC) met on 10 January 2022 to continue planning the 2022 GSA General Election.

At this meeting, members reviewed and recommended to the Chief Returning Officer (CRO) the 2022 GSA General Election All-Candidates Meeting agenda and discussed additional restrictions around campaigning owing to the University directives related to COVID-19. The GSA ERC also discussed social-media communications graphics for the election.

The GSA ERC will next meet on 4 February 2022 to continue the process of planning the 2022 GSA General Election.

Sincerely,
Jennifer Bertrand, Chair of the GSA ERC

**Executive Director
Report to GSA Council for the 17 January 2022 Meeting**

To: GSA Council
From: Courtney Thomas
Date: 14 January 2021

Dear GSA Council Members,

As reported last month, the office, following a meeting of the GSA Budget and Finance Committee (GSA BFC) in December and with another scheduled for next week, is beginning to prepare the 2022-2023 GSA operating budget. The budget will come before GSA Council in February. When the operating budget comes forward, it will be accompanied by the most recent term financial report so that GSA Council members can also be kept apprised of where the organization's finances currently sit. A Budget 101 session will also be offered in advance of the February meeting to help familiarize members with the GSA's budget.

We are also continuing work with the Chief Returning Officer, Deputy Returning Officer, and members of the GSA Elections and Referenda Committee to prepare for the 2022 GSA General Election, which will happen in February. In advance of the General Election nomination period opening (8 February 2022), the office hosted Discover Governance sessions in November, December, and January for those interested in running for elected office. If you were unable to attend any of these sessions but are interested in participating, please let me know and we can arrange for a separate session to be held.

With the start of a new term, we have recirculated the online GSA orientation e-class and are also planning the organization of some peer panel events to be held online in the coming weeks. Finally, the office has been accepting applications for the GSA Recognition Awards and staff will be supporting the GSA Awards Selection Committee as it adjudicates applications.

As always, the detailed weekly reports from the management team to the GSA Board are attached for your review and I hope everyone had a restful holiday break.

Best,
Courtney Thomas, Executive Director

Management Report to the GSA Board, 15 December 2021

Management has been engaged with the following issues since the last GSA Board meeting on 1 December 2021:

Strategic

- Preparing for the office closure dates over the holiday break (prepping January GSA Council and GSA Board material, etc).
- Circulating materials for the cancelled 13 December meeting of GSA Council and organizing an email vote to ratify the representative selected by the Kinesiology, Sport, and Recreation Graduate Student Society to serve on that Faculty's dean selection committee.
- Development of the 2022-2023 operating budget (following the review of various recommendations with the GSA Budget and Finance Committee (GSA BFC)) and supporting a review of the GSA's investment policy by the GSA BFC.
- Planning for the 10 January Discover Governance event – the event is hosted by the GSA Nominating Committee Chair and current Directly-Elected Officers participate by introducing themselves and speaking briefly on their work with the GSA and then taking questions from attendees interested in potentially running in the 2022 GSA General Election.
- Continued support for the GSA Elections and Referenda Committee as it plans the 2022 GSA General Election (the committee will next meet in the new year to finalize things and we're working on preparing materials, etc).
- Work associated with the Collective Agreement (soliciting expressions of interest for the steward network and planning training sessions for newly appointed stewards, advising individual graduate student workers, and preparing for the next round of negotiations (working with PSAC and the GSA Negotiating Team to draft the GSA's bargaining mandate, which will be subject to a ratification vote by the bargaining unit) and supporting the work of the GSA Labour Relations Committee.
- Moving forward a proposal to amend the mandate of the GSA Appeals and Complaints Board with respect to Councillors-at-Large (hoping to bring forward to GSA Council in February, following consultation with the GSA Appeals and Complaints Board (this body has just completed a very thorough review), the GSA Governance Committee (an email vote will be circulated in January), and the GSA Board).

Operations

- Opening of the application period for GSA Recognition Awards, hosting a Recognition Awards 101 session, and providing training sessions for adjudicators.
- Forward planning for GSA Awards Night (an in-person event, scaled down and with appropriate safety measures, may be possible by late March), online winter orientation, and future peer panel events.
- Supporting the work of the GSA Nominating Committee: vacancies on the GSA Appeals and Complaints Board (advertised directly to GSA Council and via the GSA newsletter), GSA Governance Committee (advertised directly to GSA Council), the GSA Board (advertised directly to GSA Council), the GSA Board/GSA Nominating Committee (advertised directly to GSA Council), and the Faculty of Graduate Studies and Research Council (advertised via the GSA newsletter).
- Facebook = 1,719 likes (down 2 from 8 December); Facebook posts reached 291 users since 8 December. Twitter = 1,242 followers (up 4 from 8 December; our tweets earned 699 "impressions" over the past week. Instagram = 766 followers (up 1 from 8 December); Instagram posts reached 203 users last week.
- GSA Academic Travel Grants = new funding period started 1 October (now accepting applications for travel within Canada as well as online; uptake on travel option remains very low); GSA Child Care Grants = new funding period started 1 October; GSA Emergency Bursaries = no funding periods; GSA Graduate Student Group Grants = new funding period started 1 October. All funding continues to be closely monitored so we can direct it to where the most need is and funds not projected to be spent are being transferred to the University to dispense in the form of COVID-related supplementary bursaries for graduate students.

Management Report to the GSA Board, 4 January 2022

Management has been engaged with the following issues since the last GSA Board meeting on 15 December 2021:

Strategic

- Preparing for the first mailing of GSA Council on Friday.
- Planning for Discover Governance programming beginning on 10 January; the first event is hosted by the GSA Nominating Committee Chair and current Directly-Elected Officers participate by introducing themselves and speaking briefly on their work with the GSA and then taking questions from attendees interested in potentially running in the 2022 GSA General Election.
- Development of the 2022-2023 operating budget.
- Continued support for the GSA Elections and Referenda Committee as it plans the 2022 GSA General Election.
- Work associated with the Collective Agreement (soliciting expressions of interest for the steward network and planning training sessions for newly appointed stewards, advising individual graduate student workers, and preparing for the next round of negotiations (following a ratification vote of a draft mandate, the GSA Negotiating Team has drafted the GSA's opening position in order to exchange proposals with the University) and supporting the work of the GSA Labour Relations Committee and GSA Negotiating Team.
- Moving forward a proposal to amend the mandate of the GSA Appeals and Complaints Board with respect to Councillors-at-Large (hoping to bring forward to GSA Council in February, following consultation with the GSA Appeals and Complaints Board, the GSA Governance Committee (an email vote will be circulated in January), and the GSA Board).

Operations

- Receiving applications for GSA Recognition Awards and providing training sessions for adjudicators.
- Forward planning for GSA Awards Night (an in-person event, scaled down and with appropriate safety measures, may be possible by late March – although this now seems like a very big “maybe”) and future peer panel events (first one speculatively set for late January).
- Supporting the work of the GSA Nominating Committee: vacancies on the GSA Appeals and Complaints Board (advertised directly to GSA Council and via the GSA newsletter), GSA Governance Committee (advertised directly to GSA Council), the GSA Board (advertised directly to GSA Council), the GSA Board/GSA Nominating Committee (advertised directly to GSA Council), and the Faculty of Graduate Studies and Research Council (advertised via the GSA newsletter).
- Facebook = 1,722 likes (up 3 from 15 December); Facebook posts reached 203 users since 15 December. Twitter = 1,243 followers (up 1 from 15 December; our tweets earned 560 “impressions” over the past week. Instagram = 769 followers (up 3 from 15 December); Instagram posts reached 205 users last week.
- GSA Academic Travel Grants = new funding period started 1 January (24 applications funded and \$8,152 disbursed in the last period; travel applications remain open, with links to Travel Directive and Field Research Office; uptake on travel option remains very low); GSA Child Care Grants = new funding period started 1 January (49 applications funded and \$82,000 disbursed in the last period); GSA Emergency Bursaries = no funding periods (93 applications funded and \$296,054 disbursed since 1 April 2021); GSA Graduate Student Group Grants = new funding period started 1 January (2 applications funded and \$2,650 disbursed in the last period). All funding continues to be closely monitored so we can direct it to where the most need is and funds not projected to be spent are being transferred to the University to dispense in the form of COVID-related supplementary bursaries for graduate students.

Management Report to the GSA Board, 11 January 2022

Management has been engaged with the following issues since the last GSA Board meeting on 4 January 2022:

Strategic

- Preparing for the second mailing of GSA Council on Friday.
- Planning and hosting Discover Governance programming.
- Various human resources (employee performance reviews, updating vacation and leave records, etc) and office administration tasks (cleaning out files, cross checking hard copy files against electronic ones, etc).
- Development of the 2022-2023 operating budget and most recent term financial report in advance of a meeting of the GSA Budget and Finance Committee on 24 January.
- Working with elected officers to record video content for the GSA's social media platforms.
- Continued support for the GSA Elections and Referenda Committee as it plans the 2022 GSA General Election (the committee met on Monday).
- Work associated with the Collective Agreement (soliciting expressions of interest for the steward network, advising individual graduate student workers, and preparing for the next round of negotiations (exchanging proposals with the University) and supporting the work of the GSA Labour Relations Committee and GSA Negotiating Team.
- Moving forward a proposal to amend the mandate of the GSA Appeals and Complaints Board with respect to Councillors-at-Large (hoping to bring forward to GSA Council in February, following consultation with the GSA Appeals and Complaints Board, the GSA Governance Committee (an email vote is currently pending), and the GSA Board).

Operations

- Receiving applications for GSA Recognition Awards and preparing for the adjudication process.
- Forward planning for GSA Awards Night (while it was previously reported that an in-person event, scaled down and with appropriate safety measures, may be possible by late March – this now seems like a very big “maybe”) and peer panel events (tentatively set for late January).
- Supporting the work of the GSA Nominating Committee: vacancies on the GSA Appeals and Complaints Board (advertised directly to GSA Council and via the GSA newsletter), GSA Governance Committee (advertised directly to GSA Council), the GSA Board (advertised directly to GSA Council), the GSA Board/GSA Nominating Committee (advertised directly to GSA Council), and the Faculty of Graduate Studies and Research Council (advertised via the GSA newsletter).
- Facebook = 1,726 likes (up 4 from 3 January); Facebook posts reached 504 users since 3 January. Twitter = 1,246 followers (up 3 from 3 January; our tweets earned 147 “impressions” over the past week. Instagram = 778 followers (up 9 from 3 January); Instagram posts reached 152 users last week.
- GSA Academic Travel Grants = new funding period started 1 January (travel applications remain open, with links to Travel Directive and Field Research Office; uptake on travel option remains very low); GSA Child Care Grants = new funding period started 1 January; GSA Emergency Bursaries = no funding periods; GSA Graduate Student Group Grants = new funding period started 1 January. All funding continues to be closely monitored so we can direct it to where the most need is and funds not projected to be spent are being transferred to the University to dispense in the form of COVID-related supplementary bursaries for graduate students.