



**GSA COUNCIL**  
Notice of Meeting  
 November 4, 2020  
 4:00PM – 7:00PM

Zoom Meeting (Details in Outlook Invitation)

**AGENDA**

| <b>Time</b> | <b>Item</b>   | <b>Action</b>                    |
|-------------|---|----------------------------------|
| 4:00PM      | <b>1. SPEAKER'S WELCOME AND OPENING REMARKS</b>                             | -                                |
| 4:02PM      | <b>2. ADOPTION OF THE AGENDA</b>  | For Approval                     |
| 4:03PM      | <b>3. ATTENDANCE</b>  | For Information                  |
| 4:04PM      | <b>4. APPROVAL OF MINUTES</b><br>a. September 2, 2020<br>b. October 7, 2020 | For Approval                     |
| 4:05PM      | <b>5. UPDATE FROM THE BOARD</b> – Reid (5 mins)                             | For Information                  |
| 4:10PM      | <b>6. OMNIBUDSMAN</b> – Andrew/Billedeau (25 mins)                          | For Approval                     |
| 4:35PM      | <b>7. COUNCILLOR FEEDBACK</b> – Robbins/Small Group Discussion (50 mins)    | For Discussion                   |
| 5:25PM      | <b>8. TA ISSUES</b> – Small Group Discussion (45 mins)                      | For Discussion                   |
| 6:10PM      | <b>9. COUNCILLOR DIGITAL ENGAGEMENT</b> – Khamisa (10 mins)                 | For Information                  |
| 6:20PM      | <b>10. UPDATE ON ORGANIZEUW</b> (25 mins)                                   | For Information/<br>For Approval |
| 6:45PM      | <b>11. COMMITTEE RECRUITMENT</b> – Robbins/Hampton (5 mins)                 | For Information                  |
| 6:50PM      | <b>12. UPDATE ON MENTAL HEALTH TRAINING</b> – Salman (5 mins)               | For Information                  |
| 6:55PM      | <b>13. SEXUAL VIOLENCE TASK FORCE</b> – Yeung (5 mins)                      | For Information                  |
| 7:00PM      | <b>14. ADJOURNMENT</b>  | -                                |
| —           |   |                                  |

## MINUTES:

### **1. Speaker's Welcome and Opening Remarks** **04:00pm**

*Robbins takes the chair and calls the meeting to order at 4:00 pm*

### **2. Adoption of the Agenda** **04:03pm**

*Motion to approve the agenda. Approved unanimously.*

### **3. Attendance** **04:04pm**

*Chugh takes the attendance.*

### **4. Approval of Minutes** **04:04pm**

*a) The Minutes of the September 2, 2020 meeting were approved unanimously.*

*b) The Minutes of the October 7, 2020 meeting were approved unanimously.*

### **5. Update from the Board Reid** **04:05pm**

*Reid gave an update that there were some tasks planned on Executive Limitations. She also mentioned that the Board approved President's workplan. The tenure of the fiscal year would be September 2020 to October 2021. She also mentioned that the Board voted to expand membership of JPRC to include at-large members, rather than only Council members as it was difficult to find Council members for JPRC.*

*Reid mentioned that the Board appointed officers, Corporate Secretary, Treasurer and Deputy Chair. Board also approved holding the AGM in April 2021, subject to the circumstances of Covid19 pandemic. The AGM was held in August 2020 for the year 2020 due to Covid19 and was approved by the Ontario Government to be held online. She mentioned that there were some upcoming discussions on the role of the Council and the Governance structure which would help the Councillors feel like they were heard.*

### **6. Omnibudsman Andrew/Billedeau** **04:09pm**

*The President gave an overview about having ombuds office on campus. He mentioned that University of Waterloo used to have an ombudsperson on campus which was later terminated. He also mentioned there is a provincial ombudsperson that reviews every aspect of the public service including education, but the ombudsperson of Ontario encourages the University to set up their own on campus ombudsperson to resolve issues locally.*

*The President also mentioned that the Council's review was needed in this regard. An open letter would be sent out from GSA which would indicate to have an ombudsperson on campus, if Council supported this initiative. GSA would be working with WUSA to have a joint approach in communicating the mutual objectives to University's stakeholders.*

*Andrew gave review on the ombuds office. He mentioned that ombuds office is an independent multi-party dispute resolution which is funded by a combination of students, faculty and the Administration. The ombuds office is meant to provide policy advocacy to the students. This office would help its clients to get some viable solutions be it academic or non-academic issues which related to the University. The ombuds office is not a provider of legal advice and does not make decisions. He also outlined functions of ombuds office at the University of Waterloo and those functions were not addressed by any other office. He said that in 2007, the ombuds office at the University was funded by WUSA and the GSA and which was later dissolved in 2010. He explained that there were two types of ombuds office: Watchdog and Hybrid. The benefits of having an ombuds office is that it is pro-active and helps in building trust between individuals and the institution. Some weaknesses of ombuds office is connected to the lack of national and provincial mandate within Universities. There is a funding vulnerability associated with the ombuds office.*

*The Councillor from Physics and Astronomy asked how complicated it is for students to navigate their way to the ombuds office after going through all the standard channels. Andrew replied that this depended on the nature of the ombuds office. If it was Watchdog office, then it goes through some standard channels and if it was Hybrid office, then the students could approach the office directly to get advice on how to resolve the problem and receive training on problem solving techniques.*

*The Councillor from Theological Studies asked why the ombuds office dissolved in the past. Andrew replied that the reason was unknown on why the ombuds office was dissolved in the past. The President replied that there were some discussions in the past to adopt a more Student Advocacy approach to dispute resolution which was incorporated at the University of Waterloo in favour to continue an ombudsperson to manage disputes.*

*The Councillor of Accounting and Finance asked for clarification on the cost regarding individual graduate student fees. The President answered by saying that the fee aspect of ombuds office would be determined once the scope of the office was set through negotiations between WUSA, GSA and the Administration. He also mentioned the fee for the ombuds office would be levied through a referendum put to the GSA membership.*

*A Senator asked what would stop the ombuds office from being dismantled again and if the ombudsperson was employed by the University and was subjected to cuts by the University. Andrew replied that this would depend on how the ombuds office was structured.*

**“BIRT that Council approves of the open letter supporting an on-campus ombudsperson”. (Billedeau/Jean) (30-0-6)**

## **7. Update on Mental Health Training Salman**

**04:31pm**

*A Senator presented an update on the Mental Health Training. He mentioned that there was a lack of harmonized online TA module across campus for the graduate students who were willing to be a TA. He mentioned that GSA wanted to ensure that the graduate students immerse themselves into the resources that were available on campus and also to provide an insight into the use of mindful language when they communicate with an undergraduate student or a peer who is exhibiting signs of mental stress. He mentioned that the graduate students and the graduate TAs are frontline when it comes to issues like mental health and undergraduate students may be more comfortable speaking to graduate students. Therefore, a mental health online training module had been is in the works for all graduate students who are TAs, which was addressed in an open letter that the GSA Council supported.. This training would be paid, and the duration would be 1-2 hours. In the Fundamentals of University Teaching program, the CTE has a particular module which explores the mental health and how to deal with the mental health crisis of undergraduate students and others around the campus. The Senator mentioned that in collaboration with the CTE, Councillors of GSA would pilot the module that had been put together by the CTE. He also said that the Councillors would not be paid to pilot the module, and this would be by virtue of a position as a Councillor of GSA and goodwill that the Councillors would pilot the module and provide feedback on it.*

*The Councillor from SYDE asked about the duration of the pilot course. A Senator replied that this would take about two hours.*

*The Councillor from Global Governance asked if the TAs would be paid for this mandatory training. A Senator affirmed and said that this training would be paid for the Graduate students who would serve as a TA.*

*The Councillor from English Language and Literature asked for some clarification on the difference between this mental health module and CTE module which helps students with social anxiety. A Senator replied by mentioning that they wanted to deploy the mental health module permanently after receiving Councillors feedback which would be mandatory and harmonized across campus. The Councillor from English Language and Literature also asked if the module only open to Councillors as they have an Equity Representative in their department for someone who studies mental health. The Senator replied saying that the Councillors were used as an easy access group because it was easy to represent them back and forth, though the Equity Representative could still take part in piloting the module.*

## 8. Councillor's Feedback Robbins

04:41pm

*Within small group discussions, Councillors raised concerns about issues within their department. Below is a summary of the issues discussed during a debriefing session:*

### *Issues being faced in the **AHS Faculty**:*

- *Capping of the counselling services after several visits to them as they shuffle each time the students go to them and there is no consistency. So, each time students encounter a different Counsellor. People seeking mental health support face issues because of this as, due to COVID19, increased mental health support is needed. Students requested to book an appointment with the same Counsellor so the service experience can be made comfortable for the students each time*
- *Lack of overtime pay for TAs as they are being stretched for funding as when they are applying for jobs or funding, University is moving back on funding the students. Overtime was also not being compensated*

### *Issues being faced by the **Math Faculty**:*

- *CS and Computational Math department does not have comprehensive exams*
- *There was lack of consistency in people being paid each term in the Computational Math Department*
- *There were issues raised on external financing as TA's were not eligible for CERB, academic readiness bursary. The support for the bursary was limited and procedure was not clear.*
- *Students demanded a decrease in tuition with online learning*
- *Winter courses being online or not*
- *UW status for international travel*
- *Exact time for GRT refunds*

### *Issues being faced by the **Engineering Faculty**:*

- *Confusion regarding the procedure for applying for the Academic Readiness Bursary*
- *Students were unsatisfied with the way doctors work on campus*
- *Health systems in Canada were confusing for the International Students to navigate*
- *International students were unable to travel to Canada and they were unable to participate in the Graduate experience. University is not communicating the process properly to the International students*
- *Untimely payments to the Graduate students*
- *Lots of delays in research specially for the new students who require some training as there is a push back in research since the students cannot find someone to train them*
- *Communication with professors has become harder*

- *There is a big disparity in time for students not in Canada as they were in different time zones*

*The Deputy-Speaker raised a concern faced by the **Arts Faculty** that University of Waterloo was not under the list of schools that were approved for International Travel and Covid19 bursary. The Deputy Speaker also mentioned that the lack of communication made things difficult and lots of information was publicly announced without giving the students an actual notice about it. The graduate students feel that there is no transparency and there is no streamlined method of communication.*

*Issues being faced by the **Arts Faculty**:*

- *There was no transparency with respect to the change in the research structure as different departments were dealing with research in different ways. The conference fees, travel and research fees were suspended in some departments*
- *Clear guidelines were needed for deal with unexpected changes be it supervisors facilitating the research, conferences, or meetings with the supervisors.*
- *Better communication with the faculty is needed as everything is changed due to Covid19 in terms of expenses, access to the archives, and access to resources*

*Issues being faced by the **Science Faculty**:*

- *Concerns related to the timing of the labs needing to have more lab time in the University*
- *There have been lack of consistency between departments for example, eating lunch in the hallways*
- *The roles between supervisors and the department were not consistent*
- *Communication has not been consistent between the employee and student E-mails*
- *Potential Bursary issues for International students and having a different procedure for the International and Domestic students*
- *Issues with preference for professors to do some of the work hence graduate students concerned about safety.*

*The Vice-President (Administration) gave an update that the University of Waterloo was working with the Government of Ontario with regards to International students' travel.*

*The Councillor from SEED listed issues being faced by the **Environment Faculty**:*

- *The Councillor from SEED mentioned that their department have a guaranteed access to funding for TAs and RAs. Students were not allowed to pursue any external financing like to other TAs/RAs or bursaries if they were serving as a TA or a RA*

- *DDI (Dean Doctoral Initiative) program offered by the Faculty of Environment which has offered 35 doctoral opportunities with guaranteed funding of \$100,055 for over four years has also extended guaranteed funding due to delays from the pandemic, but it was only for additional four months which was not enough considering that most PHD programs could last up to five years*
- *Travel for field research for important in the Environment Department but there were restrictions both nationally and internationally which were coming from the University as well as individuals. This issue was more prominent for master's students who were working for a limited time frame*

## 9. TA Issues

05:26pm

*The Vice-President (Administration) raised a concern on the issues being faced by the TA's. One of them was on issues being faced with respect to TAing wet/dry labs and how were these being compounded by the pandemic. The second issue was with respect to training and the third was with respect to duties and overtime. She mentioned that these issues could occur at any of the three levels: University level, Faculty level and within the department.*

*Within small group discussions, Councillors raised concerns about TA related topics:*

*TA issues faced by the **Engineering Faculty**:*

- *The main issue raised by the students with respect to wet and dry labs which have hands on work was overtime. The time that was spent in the labs with the students by the professors has been shifted to online video lecture recording and editing*
- *International students who were in their first term were not having access to TA training and there was a lack of standardization when it came to selection of TAs as it was up to the professors. International students felt it was biased on their part as they are unable to get this training and do not get TAship*
- *Some TA ships had more overtime than others and, in some cases, overtime would lead the ignore their own courses*
- *Duties for a TA were not clear, such as timing on when the TAs should be marking and responding to the e-mails*

*TA issues faced by the **Science Faculty**:*

- *There were shipping labs and component delays*
- *In terms of guidance from the professors, the professors have left it up to the TAs to figure everything out*
- *Some courses in Physics were being revamped to add an additional layer of complexity rather than spending more time in marking and emails*

*TA issues faced by the **AHS Faculty**:*

- *In AHS, the TA was there by themselves and the supervisors were finding out more people to help but for the time being, TAs were all piled up with work*
- *Capacity should be speculated with respect to the labs to find out how many people can be accommodated by asking the Health Services*
- *All the issues were Departmental based and when it came to TA training, TAs were unaware of the fact that they had a training*
- *Training were happening through LEARN, so training for each department were uncertain*
- *TA's were becoming frontline for a lot of issues for students with mental health and this was an additional pressure for the TAs*
- *There was continuous overtime without being paid*
- *Professors were asking for qualitative lengthy feedbacks based on the theory to help graduate students, hence making TAs feel extra burdened.*
- *In terms of training, training was not the same in different departments. So, some departments received more training and others do not. The training was not enough for the workload that TAs were assigned, and this overlapped between the duties and the time*

*TA issues faced by the **Environment Faculty**:*

- *There was no training at all, and this was preparing students for any kind of teaching experience in the future*
- *There was no real transparency around what kind of TAships were available. For example, what courses were being taught by whom and what responsibilities can you expect like grading, teaching*
- *There was no clarity on the nature of the overtime whether it was over 10 hours/week or over 160 hours/semester*
- *There were concerns around delaying degrees further on working as a TA*
- *Confusion regarding whether TA Allocation form was a contract or was an initial sort of invitation for the TA Contract*

*TA issues faced by the **MATH Faculty**:*

- *There were issues dealing with lack of paid training and TA rate was not comparable to the peers*
- *During the Covid19, there was no training on teaching remotely and specially for the returning TAs. New students received training along with orientation but returning students did not have any remote teaching experience except for in cases where the co-ordinator specifically gave the training*



### *TA issues faced by the **Arts Faculty**:*

- *There were usually mandatory paid or unpaid training which were necessary for the getting a job as students get a certificate for it but due to Covid19, less Graduate students came in and hence the training did not happen. For the TA ship, there were undergraduate students who continued their Masters. The trainings were not paid since it was bundled with workshops through CTE like FET Fundamentals and*
- *With respect to Covid19 safety training, there were parts of training which did not make any sense for graduate students like if the student was sick, they were supposed to call the supervisor but the students were unware of their supervisor or the co-ordinator or the person responsible for their safety*
- *TA Allocation form was not well-structured, and the contracts were being violated in terms of duties and hours*
  
- *The Deputy Speaker raised concerns faced by the **Arts Faculty** mentioned that there was a lack of standardization and transparency on how the TA evaluations worked*

*The Councillor from the School of Pharmacy mentioned the TA trainings were unpaid.*

### **10. Councillor Digital Engagement Khamisa**

**06:15pm**

*The Vice President (Communications) presented the next phase of the GSA Communication strategy. She mentioned that Council need to be made visible to promote effective leadership and representation and to build active engagement with the members. She mentioned that these were important as there was no in-person engagement due to Covid19. She emphasized promoting Council by liking, sharing, and promoting. Emailing the department to let them know who is the Councillor would also help in promoting the GSA Council. The template for Councillor email signatures was also presented. Khamisa suggested to have dedicated poster for each Council Representative on Social media and presented a template for it.*

*The Councillor from Management Sciences asked for some clarity on what social media platforms were emphasized. Khamisa replied by saying that she referred to Instagram account, Facebook page and Twitter account.*

### **11.Update on OrganiseUW**

**06:23pm**

*The Councillor from SERS gave an update on OrganiseUW. She mentioned that the SERS department had its first Faculty Discussion Series with the Environment department. She also mentioned that there was a webinar in the pipeline for the AHS Faculty. Constant card-signing and social media marketing strategies were being opted.*

*She mentioned that there were articles that were out dealing with wage disparity issues and daily bulletin podcast. The International Student Committee was working hard on prioritising the International students' issues.*

*The GSA invited Graham Cox to speak on unionization.*

*He mentioned that CUPE (Canadian Union of Public Employees) was directly supporting the organizing committee. It was a card-signing campaign. The goal of this campaign is to form a local of CUPE. A local was defined under the CUPE Constitution and was defined as workers who have similar interests or similar employers. He mentioned that the CUPE already represents the blue-collar workers at the University of Waterloo and they have their own local. Blue-collar workers on campus have their own representatives.*

*CUPE is the largest Union in Canada with 700,000 members across Canada. Structure set up by the Constitution for bargaining was called the Bargaining Unit. CUPE is a public-sector union and do not represent workers employed by the State. CUPE represents the public-sector workers like people working in universities, hospitals, transit systems, social services, care homes etc. CUPE is a member-driven Union. CUPE represents the health-care workers across Canada and is the largest Health Care Union. CUPE is a diverse Union with 60% members as women.*

*Cox mentioned that in Ontario, CUPE has a democratic structure called CUPE OUWCC (Ontario University Workers Co-ordinating Committee) specially for University workers in Ontario. CUPE has a local autonomy which means there is a policy of non-interference from outside. Cox mentioned that the public sector's political campaigns dealt with reduction of precarious employment on campus, expansion of benefit and pension coverage, increase in cleaning standards and public funding, reduction in tuition fees and conversion of UHIP to OHIP.*

*The Organizing campaign is being run by the Committee and there was a minimum of 40% of card-signing as set by the Board. The subsequent voting would then be run by the Ontario Labour Relations Board.*

*The Councillor from Computer Science asked what the achievements of CUPE representative were for thee blue-collar workers on campus and for how long they had been supporting the workers. Cox replied that the Union had been advocating for a long time and they were advocating for Safety and Health concerns. Union brought the University to task to the Health and Safety Board in Ontario through the representatives on the Health and Safety Council. The Union recognised that the Graduate students were not being represented in a fair manner and they had been on the student representatives even if they were not workers. When it came to workers, they had been focussing on Employment Security and Wage Growth to ensure that the work environment was safe.*

*The Councillor from Recreation and Leisure Studies asked what the Union might do that an ombudsperson might not help with. Cox replied that an ombudsperson acts as a mediate between the partners for those who have academic or personal ties with the University. ombudsperson is not an independent position and was employed by the University. The Union on the other hand is formed by establishing a contract and holding the University accountable for that contract. The contract must be negotiated and agreed by the vital signs and the University must agree to what is in the collective agreement. The Union enforced this process through the legal processes available to it through the Ontario Labour Relations Act. On the other hand, the ombudsperson do not have access to the Union resources which help in going against the Employer one to one. An ombudsperson cannot solve any problem and can only mediate. The Union has a legal framework and has legal obligations.*

*The Councillor from Global Governance asked if there were any timelines or deadlines for the card signing for meeting the 40% threshold. Cox replied that the card are valid up to one year after signing it as per Ontario Labour Relations Act. The drive can be ongoing if the people are willing to sign cards. The goal is to get the Union as quickly as possible.*

*The Councillor from Global Governance said that most of the students were funded through packages that were independent of TAships and RAships at the Balsillie School of International Affairs. She mentioned that most of the Graduate students were not working on campus and if they were, they were in non-TA ship/RA ship roles. She asked whether these students were eligible to sign the cards. Cox replied that under the Ontario Relations Labour Act, there is a rule which outlines that three out of five criteria need to be met to qualify as a worker. The Ontario Labour Relations Board sets what it means to be allowed to be organised in a particular Union. He answered that they cannot sign the cards.*

*The Councillor from SERS mentioned that there were lots of students and research programs deeply tied to the Industry money. She asked how this would go with the Union and what affect the Union might have on the Industry money flowing into the University. Cox replied saying that the University of Waterloo would be the last major research university to unionise in Canada and they have seen no major impact on the Industry money by Unionization in the past. He clarified that the Union clarifies the relations of the workers in the University. It sets the terms of the work one is doing on the University. He mentioned that they have never experienced any affect due to a union on the external money.*

## **12. Committee Recruitment Robbins/ Hampton**

**06:55 pm**

*Robbins mentioned that there were some opportunities for the Council to get more involved in the GSA.*

*One of them was the Council Executive Committee which would have one representative from each faculty. The role of the Councillors would be to help prepare the agenda, review the Councillor handbook, interviewing the Speaker candidates and assisting the Speaker. The time commitment would be 5 hours per month.*

*The Councillor from Architecture asked if this were a paid position and if the opportunity could be made available to other members of the Faculty. Robbins said that this was a volunteer-based position and was confined to having one Councillor each Faculty.*

*The Councillor from Philosophy asked what was being meant by interviewing Speaker candidates. Robbins clarified that the Graduate students would be open to apply on becoming the next Speaker in the month of March 2021 and after the applications were collected, there would be an interview session for the selected candidates. A report would be written on each of the candidate that will be interviewed.*

*Hampton spoke about the Recruitment Task Force. One of the tasks was to gather the Board members those were interested in joining and decide whether this would be a regular standing committee or the short-term committee of the Board. He mentioned that in the past, it was a short-term committee. He mentioned that this task force consulted the Executive team on making the recruitment videos for the Councillor positions, Board positions and it had a big impact on the number of students applying for Councillors and Director positions in the past. It was recommended to include both Board and Council when advertising the GSA. With respect to the time commitment, a meeting will be held once a month to discuss the projects. Anyone from the Council would be open for this position.*

### **13. Sexual Violence Task Force Yeung**

**07:02pm**

*Yeung mentioned that the ministry of Colleges and Universities have mandated that publicly funded post-secondary institutions on Ontario to have a task force and one of the GSA's main duties is to provide recommendation for ensuring a safe environment on campus. She listed out the five factors which would help to evaluate safety better on campus which included physical factors, policies and practises, knowledge and skills, access, and audits. She mentioned that this safety task force would look different with everything being online.*

*Michael Chapman requested to get access to a draft so that the Councillors can give their feedback on the task force being implemented. Yeung replied that she would be sending out a draft with all the five key factors described in detail.*

### **14. Committee Recruitment**

**07:05pm**

*Robbins raised the motion to extend the meeting by 10 minutes and the Councillor from Physics and Astronomy seconded the motion.*

### ***Motion to extend the meeting (Robbins/Reeves) (18-0-17)***

*Robbins provided the letter to all the Councillors which was drafted through Slack.*

*The Councillor from SERS mentioned that this drive was a virtual campaign as it was challenging to reach out to students in the pandemic world. Unionization drive was an extra effort to give the student body, the information that they would need to make an informed decision.*

*The Councillor from Biology asked for clarity on the Councillor's role before giving approval of the motion as Council already affirmed its support for the unionization drive earlier in the year. Robbins clarified that an open letter which was online. Robbins noted that all letters must be approved by Council (including the language contained), even if the letters match up with the political positions.*

*A Senator asked for clarification on the use of the letter. Robbins clarified that the President would provide information on the circulation of the letter and the Councillor from Physics and Astronomy would provide more details. The Councillor from Physics and Astronomy explained that the motive of the letter was to have short document for the DGSA's so that they know everything about the Union Drive. This letter will be sent to the DGSA's by the President.*

*The Councillor from Computational Mathematics requested for the clarity in the letter on what the GSA and Union would be doing.*

*A Director mentioned that it was important for the members to distinguish between the two organisations as the letter would pose some confusion. She emphasized having a distinction between the GSA's role and Unionization process. Robbins suggested to amend the language of the motion.*

*A Director asked whether the letter was from the Council or from the Unionization OrganizeUW that was distributed with the approval of the Council. The Councillor from Physics and Astronomy mentioned that it was drafted by the members of the Council and not a letter from the Union Drive.*

*The Councillor from SERS mentioned that the GSA Council favoured and voted in supporting the Union efforts. There was no clarity on how the Council and the GSA were supporting and what that support was about. So, this letter was one proposal on how the resources of GSA can reach out to students to support student bodies.*

*A Director suggested that the letter could be subject to Board approval, for the motion that was presented.*

*The Vice-President (Administration) asked if the “subject with the Board’s approval” was for reviewing or for the amendment to the text of the motion. A Director replied by saying that if the Board approved the letter, it would not require any amendment, but it opens GSA to risks in terms of the difference between the GSA and the union. She said that the letter needed to be run by the Board and after the text was amended, it could be adjusted with the Council.*

*The Vice-President (Administration) said the major change would be the distinction between the GSA and the union drive. A Director mentioned that the Board might want to consider this distinction.*

*The Councillor from SERS asked why the Board’s approval was needed for the Council’s letter. A Director clarified that she wanted to bring the letter to the Board’s notice as the Board conducted the risk assessment for unionization. Management has been made aware of the restrictions that were imposed on communication from an informational perspective by the Board. She said that any information directly coming from the GSA would pose a risk and there was lesser amount of risk involved in GSA linking to the Union resources.*

*The Councillor from SERS mentioned that the motivation behind the letter was that many consultants from DGSA were uncomfortable with receiving information from outside the GSA.*

***Motion to approve the amended wording of the motion: “BIRT the GSA-UW Council approves the open letter regarding the graduate student unionization drive, subject to Board’s approval” (Reid/Valipour) (12-10-5)***

***Motion to approve the open letter: “BIRT the GSA-UW Council approves the open letter regarding the graduate student unionization drive, subject to Board’s approval” (Reeves/Sanniti) (18-3-7).***

**15. Adjournment**

**07:27pm**