

## Opening Plenary Minutes

Semi-Annual General Meeting · Canadian Federation of Students-Ontario  
Thursday, January 16 to Sunday, January 19, 2014 - Toronto, Ontario

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### CALL TO ORDER—Thursday, January 16, 2014

7:13 p.m. - Chairperson Alastair Woods called the 2014 Semi-Annual General Meeting to order.

#### 1. ATTENDANCE ROLL CALL

Local 1	Carleton University Students' Association	Absent
Local 19	University of Toronto Graduate Students' Union	Present
Local 20	Nipissing University Student Union	Present
Local 24	Ryerson Students' Union	Present
Local 25	Ontario College of Art and Design Student Union	Present
Local 27	Queen's University Society of Graduate and Professional Students	Absent
Local 30	Laurentian University Students' General Association	Absent
Local 32	Lakehead University Student Union	Present
Local 39	McMaster University Graduate Students' Association	Absent
Local 41	Student Federation of the University of Ottawa	Absent
Local 47	University of Western Ontario Society of Graduate Students	Present
Local 48	University of Windsor Graduate Students' Society	Absent
Local 49	University of Windsor Students' Alliance	Present
Local 54	University of Guelph Central Student Association	Present
Local 56	Wilfrid Laurier University Graduate Students' Association	Present
Local 62	University of Guelph Graduate Students' Association	Absent
Local 68	York Federation of Students	Present
Local 71	Trent Central Student Association	Present
Local 78	Carleton University Graduate Students' Association	Present
Local 82	Algoma University Students' Union	Present
Local 84	York University Graduate Students' Association	Absent
Local 85	Saint Paul University Students' Association	Present
Local 88	Association des étudiantes et étudiants francophones de l'Université Laurentienne	Absent
Local 92	Student Association of George Brown College	Present
Local 93	Glendon College Student Union	Absent
Local 94	University of Ottawa Graduate Students' Association	Present
Local 97	Association of Part-Time Undergraduate Students of the University of Toronto	Present
Local 98	University of Toronto Students' Union	Present
Local 99	Scarborough Campus Students' Union, University of Toronto	Present
Local 102	Brock University Graduate Students' Association	Absent
Local 104	Laurentian Association of Mature and Part-Time Students	Absent
Local 105	Continuing Education Students' Association of Ryerson	Present
Local 106	Organization of Part-Time University Students, University of Windsor	Present
Local 107	Association étudiante de La Cité collégiale	Absent
Local 109	University of Toronto at Mississauga Students' Union	Present
Local 110	Laurentian University Graduate Students' Association	Absent
Local 111	Laurentian Students' Union – Barrie Association générale des étudiantes et étudiants du Collège Boréal*	Present Absent

\*Prospective Member

Woods said that quorum had been reached.

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**2. ANNOUNCEMENT OF PROXIES**

Woods said that the Federation was in receipt of the following:

- Local 104 was designating Local 110 as its proxy for the duration of the meeting.

**3. RATIFICATION OF PLENARY SPEAKER**

**2014/01:001 MOTION**

Local 49/Local 82

Be it resolved that Alastair Woods be ratified as the Speaker for the Opening Plenary of the 2014 Semi-Annual General Meeting; and

Be it further resolved that Sylvia Sioufi be ratified as the Speaker for the Closing Plenary of the 2014 Semi-Annual General Meeting.

**CARRIED**

**4. WELCOMING REMARKS AND INTRODUCTIONS**

Woods welcomed delegates to the general meeting and provided opening remarks.

**5. RATIFICATION OF NEW MEMBERS**

**6. ADOPTION OF PLENARY AGENDA**

**2014/01:002 MOTION**

Local 82/Local 71

Be it resolved that the 2014 Semi-Annual General Meeting plenary agenda be adopted as presented.

**2014/01:003 MOTION TO AMEND**

Local 19/Local 106

Be it resolved that Item 13: Presentation of the Report of the Executive Committee be moved before Item 10: Preparation for Elections.

**CARRIED**

**2014/01:002 CARRIED AS AMENDED**

**7. ADOPTION OF GENERAL MEETING AGENDA**

**2014/01:004 MOTION**

Local 20/Local 109

Be it resolved that the 2014 Semi-Annual General Meeting agenda be adopted as presented.

**CARRIED**

**8. ADOPTION OF GENERAL MEETING MINUTES**

**2014/01:005 MOTION**

Local 32/Local 68

Be it resolved that the 2013 Annual General Meeting minutes be adopted.

**CARRIED**

**9. OVERVIEW OF PROCEDURES**

**a. Rules of Order and Plenary Procedures**

Woods reviewed plenary procedures and his role as Speaker. He said that the meeting would follow Robert's Rules of Order.

**b. Anti-Harassment Procedures for the General Meeting**

Anti-Harassment Advisor Saira Chhibber made a presentation on the Federation's harassment policy.

**c. Presentation by the Federation's Staff Relations Officer**

Woods introduced the staff of the Federation and made a presentation on the collective agreement between the Federation and its employees, members of CUPE 1281.

**13. PRESENTATION OF REPORT OF THE EXECUTIVE COMMITTEE**

**2014/01:006 MOTION**

Local 98/Local 24

Be it resolved that the Executive Committee report be accepted.

Chairperson Alastair Woods, National Executive Representative Anna Goldfinch and Treasurer Guled Arale presented the report of the Executive Committee.

**2014/01:006 CARRIED**

**10. PREPARATIONS FOR ELECTIONS**

**a. Ratification of Electoral Officer**

**2014/01:007 MOTION**

Local 25/Local 82

Be it resolved that National Deputy Chairperson Vanessa Hunt be appointed as Electoral Officer for the 2014 Semi-Annual General Meeting.

**CARRIED**

**b. Overview of Election Schedule and Procedures**

Electoral Officer Vanessa Hunt outlined the positions for election and the election procedures for the meeting.

**11. STRIKING OF PLENARY SUB-COMMITTEES**

**a. Striking of Plenary Sub-Committees**

**2014/01:008 MOTION**

Local 78/Local 111

Be it resolved that the following sub-committees be struck:

- Budget Committee;
- Campaigns and Government Relations Committee;
- Organizational and Services Development Committee; and
- Policy Review and Development Committee.

**CARRIED**

**b. Adoption of Committee Agendas**

**2014/01:009 MOTION**

Local 49/Local 98

Be it resolved that the agendas for the plenary sub-committees be adopted.

**CARRIED**

**12. CONSIDERATION OF MOTIONS SERVED WITH DUE NOTICE**

**a. Motions Submitted by Member Locals**

The following motions were served by member locals with notice and shall be considered at the meeting.

**2014/01:010 MOTION**

Local 24/Local 47

Whereas the Federation has long supported and worked on issues related to food security and access to food for students; and

Whereas students face challenges in achieving food security on campus due to rising tuition fees and other day-to-day costs of being a student; and

Whereas post-secondary student use of campus and community food banks is increasing all the time; and

Whereas students want a campus food system that focuses on fresh, nutritional, affordable, sustainable, and culturally appropriate food options; and

Whereas the National Student Food Charter sets out a vision and values for students to work towards achieving a healthy, just, accessible and sustainable food system on campus for all students; therefore

Be it resolved that the Federation endorse the National Student Food Charter (NSFC) as a means for students to have input into their campus food systems; and

Be it further resolved that member locals be encouraged to adopt and use the NSFC as a support to achieve a just and sustainable food system on their own campus.

**2014/01:011 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:010 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:010 REFERRED**

**2014/01:012 MOTION**

Local 82/Local 47

Whereas trans students face difficulties separate from those of other identities; and

Whereas trans communities in northern or rural areas in Ontario do not have access to the same supports as trans communities in southern or urban areas; and

Whereas Wendy Houle started Sault Ste. Marie's first trans support group; therefore

Be it resolved that \$500.00 be donated to Wendy Houle's trans support group; and

Be it further resolved that a letter of support be written to Wendy Houle's trans support group; and

Be it further resolved that materials be developed to aid in educating individuals of the difficulties faced by trans students; and

Be it further resolved that member locals be encouraged to support trans support groups within their institutions and community.

**2014/01:013 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:012 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:012 REFERRED**

**2014/01:014 MOTION TO AMEND ISSUES POLICY**

Local 47/Local 32

Whereas the Issues Policy on post-residency fees has not been updated since 2005; and

Whereas the Ontario Graduate Caucus has developed a new campaign on post-residency fees in recent years; therefore

Be it resolved that the current Issues Policy on post-residency fees be amended to read as follows:

**POST-RESIDENCY FEES**

**Preamble**

Post-residency fees exist as an intermediary measure to support tuition practices for graduate students that are fair and commensurate to their use of university resources and their contribution to institutions and the public good of university-level teaching and research.

High tuition fees coupled with residual student debt from previous degrees can discourage students from applying to graduate programs in the first place and/or contribute to attrition, that is to say, leaving graduate school due to a lack of funding. The Federation recognizes that this burden is even greater for international students, who face double or triple the fees of their domestic colleagues. Previous to the early 1990's, graduate schools in Ontario applied a fee structure that charged reduced fees for students in the post-residency period of their degrees. This is the period of a graduate student's studies during which the course requirements of their program have been completed and they have entered the independent research and writing stages of their degrees.

This practice recognizes the reduced resources used by students in the post-residency period, the financial barriers faced by students pursuing a graduate education and the important contributions that graduate students make towards the university's teaching and research mission. Universities today could not function without the work graduate students, as academic workers, complete on day-to-day basis as research and teaching assistants and lecturers. The fees graduate students pay should be commensurate to not only their use of institutional resources but also their considerable and crucial contributions to the University community.

Reduced fees in the post-residency period also recognize the fact that financial pressures should be relieved while graduate students attempt to produce high-quality research in a timely fashion. There exists an inexorable relationship between what a

graduate student pays in tuition fees and the amount that the same student has to pay for their daily expenses and furthering their research. Furthermore, it is impossible to expect a graduate student who may be struggling to meet their basic financial expenses (food, rent and transportation) to engage in the work required (conference travel) to attain academic and scholarly excellence. Graduate students are forced to take additional employment to finance their studies, which is to the detriment to that student's ability to complete their studies in a timely fashion, if at all.

**Policy**

The Federation supports:

- The implementation of reduced post-residency fees for graduate students who have completed the course requirements of their programmes and have entered the independent research and writing stages of their degrees;
- Post-residency fees that do not exceed 50% of residency tuition fees;
- A fee structure in which students pay the equivalent to post-residency fees terms of the residency period in which they are not enrolled in courses;
- A fee structure where international students benefit from post-residency fees;
- Funding packages for graduate students which provide an income year-round that is, at a minimum, at the poverty line, after tuition fees are paid for, and which keeps up with increases to inflation;
- Providing the financial support students need, through post-residency fees, that allow graduate student to fulfill their complete potential; and
- Research that objectively explores the relationship between adequate funding and completion rates.

The Federation opposes:

- Institutions who implement post-residency fees which:
  - Do not include all graduate students - i.e. reductions only for some departments, or that do not include international students;
  - Impose deadlines (the fee reduction expires after a certain period of time or the student is forced to withdraw); or
  - Reduce tuition fees only to claw back from funding packages; and
- The double standard that allows graduate students to fund the University budget through their tuition fees during and after their funding periods but at the same time where graduate students conduct a majority of the work of the University.

**2014/01:015 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:014 be referred to the Policy Review and Development Committee.

**CARRIED**

**2013/08:014 REFERRED**

**2014/01:016 MOTION**

Local 47/Local 32

Whereas the University of Toronto and the University of Western Ontario entered into controversial agreements with Access Copyright in 2011; and

Whereas Locals at the University of Toronto and the University of Western Ontario have opposed these agreements; and

Whereas Access Copyright has entered into litigation with York University, an institution which did not sign an agreement; and

Whereas the Federation has denounced this act of litigation as an attempt to bully other institutions in to signing or re-signing agreements; and

Whereas Access Copyright agreements are neither efficient in supporting the authors of copyrighted works nor a fair deal for students who pay these fees; and

Whereas the Federation takes the position that an Access Copyright ancillary fee violates Ministry ancillary fee protocols; and

Whereas the Federation has opposed the agreements and worked to find alternatives to Access Copyright; and

Whereas the Federation supports Open Access and initiatives which further the accessibility and availability of publicly funded research; and

Whereas Local 47 has opposed the agreement vehemently since it was signed in 2011; and

Whereas the two-year terms with both the University of Toronto and the University of Western Ontario are set to expire at the end of 2013; and

Whereas Local 47 has been included in productive consultations with the University of Western Ontario administrators about the future of copyright licensing at Western; and

Whereas the University of Western Ontario is working towards increasing copyright and open access literacy amongst staff, faculty and students; and

Whereas the long term plan at the University of Western Ontario is to move away from licensing agreements and establishing structures within the University; and

Whereas the University of British Columbia has established a copyright office, and other Universities are beginning to follow its example; and

Whereas discussions between the University of Western Ontario and Access Copyright remain open, and that a short term agreement may be a possibility for 2014; and

Whereas Local 47 passed a resolution in September 2013 reaffirming its continued opposition to any and all proposed Access Copyright agreements; therefore

Be it resolved that the opposition to Access Copyright and any/all licensing agreements with Access Copyright be re-affirmed; and

Be it further resolved that solidarity with York University and the member locals at York University be re-affirmed as they continue to face legal action from Access Copyright; and

Be it further resolved that member locals be encouraged to open and foster dialogue within their institutions to help increase Open Access literacy and establish copyright offices.

**2014/01:017    MOTION TO REFER**  
Local 99/Local 92

Be it resolved that Motion 2014/01:016 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:016    REFERRED**

**2014/01:018 MOTION**

Local 68/Local 47

Whereas the student movement in Ontario has been able to gain victories on various issues affecting student rights and access to post secondary education across the province; and

Whereas the ability to maintain and grow a strong student movement relies heavily on the ability of students' unions to organize effectively and autonomously on their campuses; and

Whereas students' unions on campuses across the province have faced barriers to organizing from administrations threatening their autonomy, space, ability to host events for their members and ability to have their membership fees remitted to them; and

Whereas the provinces of Quebec and British Columbia have legislation which guarantees students' unions the remittance of fees and the preservation of adequate space for students' unions; and

Whereas Bill 184: An Act respecting student associations at post-secondary educational institutions in Ontario was tabled in parliament in 2011 but was unable to move forward because of the elections; and

Whereas the creation of such legislation comes at no cost to the provincial government; therefore

Be it resolved that the call for Students' Right to Organize legislation in the province that guarantees students' unions remittance of fees and the preservation of adequate space on campuses be re-made; and

Be it further resolved that the Federation work with MPPs to re-introduce Bill 184 to the Legislature; and

Be it further resolved that member locals be encouraged to lobby their MPP's to support Students' Right to Organize legislation.

**2014/01:019 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:018 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:018 REFERRED**

**2014/01:020 MOTION**

Local 68/Local 47

Whereas Durham College and the University of Ontario Institute of Technology (UOIT) have refused to transfer the membership dues collected from students to the Student Association at Durham College and UOIT; and

Whereas Durham College and UOIT communicated to the Student Association that the reason for withholding the funds was the lack of the annual audit, but have since failed to transfer the funds after receiving the audit; and

Whereas college administrations are prohibited by law from preventing the normal activities of student governing bodies, including the Student Association (Ontario Colleges of Applied Arts and Technology Act, 2002, S.O. 202, c. 8, Sched. F, s. 7); and



Whereas the Student Association is a membership driven organization accountable to its members and not the Durham College and UOIT administrations; and

Whereas withholding membership fees has become a way for administrations to exercise political control over student unions; therefore

Be it resolved that Durham College and UOIT administrations be condemned for withholding membership dues from the Student Association; and

Be it further resolved that letters in support of the Student Association of Durham College and UOIT be written to Don Lovisa, President of Durham College; Tim McTiernan, President of UOIT; Meri Kim Oliver, Vice-President, Student Affairs; and Olivia Petrie, Assistant Vice-President, Student Life demanding that Durham College and UOIT cease their illegal interference in student affairs and immediately remit the dues paid by the membership to the Student Association.

**2014/01:021 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:020 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:020 REFERRED**

**2014/01:022 MOTION**

Local 68/Local 47

Whereas the Tamil people have historically inhabited the North and East parts of the island of Sri Lanka as their traditional homeland; and

Whereas the Tamil people are distinguished from other groups living in the island by their unique language, culture, religion, traditions and history; and

Whereas the Tamil people are a nation that has been historically marginalized in language, education, and citizenship and suffered state sponsored pogroms; and

Whereas the ground realities in the Tamil homeland, which include heavy militarization by the Sri Lankan government and ongoing structural genocide of Tamils, are all targeted to destroy the identity of the Tamil people and the Tamil homeland; and

Whereas an explicit, intended and accelerated process of structural genocide in the militarily occupied North and East still continues and is the reality of what Sri Lanka calls a “post-conflict” situation; and

Whereas despite the Government of Sri Lanka declaring a return to normalcy there continues to be a denial of political, human and civil rights for the Tamil people. The Tamil people continue to endure violent persecution, lack of press freedom, the Sri Lankan military occupation of the North-East, ethnic cleansing, Sinhala colonization of the North-East, forced detention, rape and slow progress in resettlement of Internally Displaced Peoples (IDPs); and

Whereas any internal mechanism by the Sri Lankan state to address the systemic injustices meted out to the Tamils is fundamentally flawed; and

Whereas following the United Nations Internal Review, the Secretary General of the United Nations accepted the United Nation’s failure to protect the Tamil people in the island of Sri Lanka; and

Whereas the Federation has consistently stood in solidarity and supported the Tamil community's call for justice, accountability, and a political solution based on the Tamil peoples right to self-determination.

Be it resolved that the Federation call for an immediate end to the military occupation of the Tamil homeland by the Sri Lankan Armed Forces and its allied paramilitary groups; and

Be it further resolved that the international call to immediately establish an independent, international, and impartial investigation into the charges of genocide, crimes against humanity and war crimes to ensure truth, accountability and justice in Sri Lanka be endorsed; and

Be it further resolved that member locals be encouraged to pressure the federal government of Canada to unequivocally call for an independent, international, and impartial investigation into the charges of genocide, crimes against humanity and war crimes to ensure truth, accountability and justice in Sri Lanka; and

Be it further resolved that members be encouraged to stand in solidarity with the Tamil people in their global struggle for self-determination, freedom and a political solution based on the recognition of the Tamil nation.

**2014/01:023 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:022 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:022 REFERRED**

**2014/01:024 MOTION TO AMEND BYLAWS**

Local 68/Local 47

Whereas the current provisions for establishing a Constituency Group or Caucus in the Bylaws mandate a multi-step process including an application in writing, the striking of a review committee and the production of a report prior to a vote at plenary to adopt a bylaw establishing said Constituency Group or Caucus; and

Whereas the establishment or deletion of a Constituency Group or Caucus, like the adoption of any other amendment to the Federation's Bylaws, should simply require advance notice and a two-thirds (2/3) vote without additional hurdles; and

Whereas nothing in the Bylaws prohibits an application in writing and/or the striking of review committees to assess the feasibility of a new Constituency Group or Caucus; therefore

Be it resolved that Bylaw VII-Constituency Groups, Section 2-Establishment of Constituency Group be amended to read:

**2. Establishment of Constituency Group**

A Constituency Group may be established in the manner prescribed in Bylaw XXII-Amendments of the Bylaws.

A Constituency Group must, as a stated goal, support the statement of purpose of the Federation.

Be it further resolved that Bylaw VIII-Caucuses, Section 2-Establishment of Caucuses be amended to read:

**2. Establishment of Caucuses**

A Caucus may be established in the manner prescribed in Bylaw XXII-Amendments of the Bylaws.

A Caucus must, as a stated goal, support the statement of purpose of the Federation.

**2014/01:025 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:024 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:024 REFERRED**

**2014/01:026 MOTION TO AMEND BYLAWS**

Local 68/Local 47

Whereas the Canadian Federation of Students-Ontario is currently governed by the Ontario Corporations Act; and

Whereas legislation has been introduced to overhaul the sections pursuant to not-for-profit corporations in the Ontario Corporations Act with the Not-For-Profit Corporations Act; and

Whereas the new Act will require the Federation to institute certain provisions in order to remain compliant; and

Whereas there are a number of changes to the Federation's Bylaws that are required in order to maintain the basic structure and processes as established by member locals; and

Whereas one of these changes requires clarification as to the classes of members within Not-For-Profit Corporations; and

Whereas Constituency Groups and Caucuses do not currently constitute a separate class of membership; and

Whereas it is important to make this distinction clear in the Federation's governing documents; and

Whereas similar changes are being made to the Act governing Federally incorporated organizations; and

Whereas the Canadian Federation of Students made similar changes to its governing documents to be in compliance with the new Act; and

Whereas the following proposed changes do not constitute any actual modification to the current model by which Constituency Groups and Caucuses are integrated into the structures of the Federation; therefore

Be it resolved that Bylaw VII-Constituency Groups, Section 1-General Description be amended to include the following:

Constituency Groups, as such, are not members of the Federation; and

Be it further resolved that Bylaw VIII-Caucuses, Section 1-General Description be amended to include the following:

Caucuses, as such, are not members of the Federation; and

Be it further resolved that Bylaw VII-Constituency Groups, Bylaw VIII-Caucuses, Appendix A-Constitution of the Ontario Graduate Caucus, Appendix B-Constitution of the Northern Region Caucus and Appendix C-Constitution of the Francophone and Bilingual Caucus be repealed and replaced with identical and corresponding Operations Policy.

**2014/01:027 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:026 be referred to the Organization and Services Development Committee.

**CARRIED**

**2013/08:026 REFERRED**

**2014/01:028 MOTION**

Local 84/Local 47

Whereas York University has imposed a 5.5% tuition fee increase on all new international graduate students as of fall 2013; and

Whereas in addition to this increase, there is a further 'international head tax' of \$825 on all new international Masters students; and

Whereas the university will be imposing a further increase by up to 50%, amounting up to \$6000 per term, effective fall 2014; and

Whereas further increases of 5% per year are slated for international graduate students in 2015 and 2016; and

Whereas these recent, and projected, tuition fee increases pose serious financial and other challenges for incoming international students; and

Whereas the principle, as well as the language, of differential fees and 'international head tax' replicate legacies of racism and colonialism that must be dismantled; therefore

Be it resolved that a letter be sent to the York University President and Board of Governors condemning the international tuition fee increase and calling for additional support and services for international students; and

Be it further resolved that member locals be encouraged to send similar letters to the York University President and the Board of Governors; and

Be it further resolved that support be provided to student-led campaigns against the tuition fee hikes at York University, if requested.

**2014/01:029 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:028 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:028 REFERRED**

**2014/01:030 MOTION**

Local 84/Local 47

Whereas on September 23rd, the Constitutional Court of the Dominican Republic (DR) voted in favor of Judgment 168/13 stripping thousands of Dominicans predominantly of Haitian descent of their citizenship as far back as 1929; and

Whereas the ruling will render approximately 250,000 individuals stateless, at least 200,000 of whom were born in the Dominican Republic to “illegal” Haitian immigrants; and

Whereas this has been argued to be a gross violation of human rights; and

Whereas Haitian Dominicans continue to be the subject of racism, xenophobia and violence that have been historically entrenched and cannot be disassociated from this latest injustice; and

Whereas according to reports, the Government of the Dominican Republic is also examining deportation as a means of enforcing the ruling; and

Whereas between 2011 and 2012, at least 68,700 Haitians were reportedly deported from the Dominican Republic; therefore

Be it resolved that a letter condemning the actions of the Dominican Republic’s Constitutional Tribunal be sent to the Dominican Republic Embassy in Toronto, the Secretary-General of CARICOM and the President of the Dominican Republic; and

Be it further resolved that a letter be sent to the United Nations Office of the High Commissioner for Human Rights (OCHR) urging them to continue pressuring the Dominican Republic government to reverse this ruling.

**2014/01:031 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:030 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:030 REFERRED**

**2014/01:032 MOTION**

Local 84/Local 47

Whereas human rights groups, including Amnesty International and the International Labor Organization, have documented migrant workers’ exposure to physical violence, unhealthy working conditions, and discrimination in Arab countries including Saudi Arabia; and

Whereas the "kafala" or "sponsorship" system, which has also been criticized in connection with human rights violations in Qatar, requires all foreign unskilled laborers to have a sponsor, generally their employer; and

Whereas the employer is responsible for their visa and legal status, placing workers at the employer’s mercy; and

Whereas seven months ago, in an attempt to address unemployment rates, the Saudi Arabian government launched what it called an “amnesty” or “grace period” to give illegal workers a chance to rectify or resolve their “illegal” status; and

Whereas the deadline of the amnesty was November 3 and was marked by endless administrative hurdles which then gave the authorities a “legal” excuse to criminalize, deport, or even shoot migrant workers; and

Whereas recently, the Government of Saudi Arabia ordered that all immigrants living and working within Saudi Arabia be deported back to their countries; and

Whereas this deportation campaign quickly spiralled out of control and, shortly after this order was issued, the Saudi Arabian authorities began attacking the tens of thousands of Ethiopian migrant workers living within Saudi Arabia; and

Whereas witnesses have come forward and video footage has been uploaded on various internet websites and social media platforms illustrating the escalating levels of violence inflicted upon Ethiopian immigrants in Saudi Arabia; and

Whereas the police and military of Saudi Arabia have been noted killing or beating immigrants to near death; therefore

Be it resolved that a letter be sent to the Ethiopian Minister of Foreign Affairs and the Saudi Arabian Embassy in Ottawa condemning and calling for an end to the brutal treatment of Ethiopians in Saudi Arabia; and

Be it further resolved that member locals be encouraged to host events, in collaboration with Ethiopian-led student groups and community organizations on this issue; and

Be it further resolved that member locals be encouraged to participate in protests and rallies calling for the end to the horrific treatment of Ethiopians in Saudi Arabia.

**2014/01:033 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:032 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:032 REFERRED**

**2014/01:034 MOTION**

Local 32/Local 47

Whereas sexual assault remains a serious problem for far too many students; and

Whereas many university and college administrations continue to respond inadequately to this problem, and often lack comprehensive, well-researched policies and practices to effectively support survivors and build campus cultures that promote healthy sexual expression and that make sexual violence unacceptable; therefore

Be it resolved that member locals be encouraged to actively lobby administration to adopt policies and practices including but not limited to:

- Responses to academic situations that directly affect a students ability to go to class; and
- Anti-oppressive and safe spaces training, with a focus on instances of sexual assault, for faculty and staff; and

Be it further resolved that the “Ideas For Organizing on Campus – Campus Toolkit for Combating Sexual Violence” be expanded to include resources and tips on the following topics:

- Coalition Meetings: add more information on forming Working Groups and strategies to collect feedback (e.g. open forum, survey etc.) to influence policy and communicate students’ needs to administration; and
- Peer support systems and guidelines: student-led programming (e.g. phone lines), survivor-ally connect, walking-partner programs, etc. and

- Best practices for universities and colleges on effectively providing student support through referrals, awareness of support services on- and off-campus, and peer support initiatives.

**2014/01:035 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:034 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:034 REFERRED**

**2014/01:036 MOTION**

Local 32/Local 47

Whereas students affirm the concept of university and college campuses as public space, space for dialogue, celebration, and a diversity of perspectives and cultures; and

Whereas students support the view of campuses as living laboratories for social and technological innovation; and

Whereas students support the principle of food sovereignty – the right of all people to access adequate, nutritious, culturally-appropriate foods of their choosing, free from corporate control or monopoly; and

Whereas some Ontario universities and colleges currently enforce food exclusivity policies that contradict these values; and

Whereas the Federation already opposes the practice of universities and colleges signing exclusive food service contracts; therefore

Be it resolved that member locals be encouraged to reject university and college policies that unfairly restrict students' food choices on our campuses through non-compliance with campus food exclusivity arrangements; and

Be it further resolved that member locals rejecting such policies be supported however reasonably possible, including but not limited to access to legal resources, letters of support, and organizational assistance; and

Be it further resolved that members be supported in advocating for stakeholder-based Food Advisory Councils at all Ontario universities and colleges, which shall recommend and direct the implementation of policies and practices that support food sovereignty and ensure that campus food services are responsive to students' needs and values.

**2014/01:037 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:036 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:036 REFERRED**

**2014/01:038 MOTION**

Local 32/Local 47

Whereas the Federation demands that universities and colleges take seriously their role of creating a better future by addressing societal problems such as global climate change and its disproportionate impact on people who are already systemically disadvantaged; and

Whereas there is a growing movement of students asking their universities and colleges to pursue divestment from fossil fuels, in order to erode the social license of the fossil fuel industry; and

Whereas divestment is a tactic requiring widespread engagement and implementation in order to meet its objectives, and some member locals may not be aware of the growing divestment campaign or possess the knowledge of how to effectively implement it; therefore

Be it resolved that the Federation work with organizations involved in fossil fuel divestment campaigning, such as Fossil Free Canada and the Canadian Youth Climate Coalition, to develop resources to help students inform themselves about the divestment movement and effectively carry out successful divestment campaigns on their campuses; and

Be it further resolved that a letter be sent to the President of each member university and college, encouraging them to deepen their school's commitment to a just and sustainable future through responsible investment policies and in particular the development of strong fossil-free portfolios.

**2014/01:039 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:038 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:038 REFERRED**

**2014/01:040 MOTION**

Local 32/Local 47

Whereas an editorial published by Thunder Bay's daily newspaper, The Chronicle Journal, on September 15, 2013 is discriminatory and transphobic; and

Whereas the Chronicle Journal is a member of the Ontario Press Council, and as such is expected to adhere to the Council's standards; and

Whereas gender identity and gender expression are protected grounds under the Human Rights Code of Ontario; and

Whereas freedom of speech and freedom of the press are not justifiable grounds for printing discriminatory material; and

Whereas the Chronicle Journal has refused to adhere to the full terms of a petition drafted by concerned students and community members regarding the editorial, and has stated it will not issue a written apology; and

Whereas further support from the Federation and its member locals would aid in legitimizing the editorial case with the Ontario Press Council; therefore



Be it resolved that a letter be written condemning the Chronicle Journal for publishing the editorial as well as their refusal to issue a written apology; and

Be it further resolved that member locals be encouraged to educate their members on the differences between freedom of speech, freedom of the press, and hate speech; and

Be it further resolved that a letter be written to the Editor, the Managing Editor, and the Editorial Page Editor of the Chronicle Journal, the Thunder Bay – Superior North Member of Parliament, and the Ontario Press Council, as well as the Thunder Bay city council members, expressing concern with the discriminatory nature of the editorial and encouraging appropriate action.

**2014/01:041 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:040 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:040 REFERRED**

**2014/01:042 MOTION**

Local 32/Local 47

Whereas the Federation recognizes human-induced climate change as a pressing and disturbing issue facing students and its disproportionate impact on those already affected by systematic marginalization and promotes efforts to mitigate climate change; and

Whereas the Federation is a founding member of the Canadian Youth Climate Coalition (CYCC), a coalition working towards a just climate future, and has an ongoing interest in supporting its work; and

Whereas the PowerShift conferences previously held by the CYCC have been supported by the Federation, and empowered youth, including many members of the Federation, to more effectively lead sustainability and social justice initiatives on their campuses and in their communities; therefore

Be it resolved that the Federation work with the Canadian Youth Climate Coalition to support a possible PowerShift conference to be held in Ontario in 2014; and

Be it further resolved that, assuming it is successfully organized, a contribution of \$2,000 be made to the PowerShift conference; and

Be it further resolved that in-kind support be provided through the printing of promotional materials and distribution of materials to campuses; and

Be it further resolved that member locals be encouraged to provide support and bring members to such a conference.

**2014/01:043 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:042 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:042 REFERRED**

**2014/01:044 MOTION**

Local 94/Local 47

Whereas a well-organized campaign is underway in British Columbia to create \$10 per full day childcare; therefore

Be it resolved that the Federation work with coalition partners such as the Ontario Coalition for Better Childcare and labour and community organizations to strengthen the campaign for \$10 per day child care in Ontario; and

Be it further resolved that a study be commissioned on the Ontario context similar to the two documents that launched the BC campaign (by Jane Beach and Tammy Findlay); and

Be it further resolved that the Federation work with coalition partners to create and launch a plan suitable for Ontario similar to the Coalition of Child Care Advocates of B.C.'s Community Plan for a Public System of Integrated Early Care and Learning.

**2014/01:045 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:044 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:044 REFERRED**

**2014/01:046 MOTION**

Local 94/Local 47

Whereas the National Student Health network is one of the Federation's most widely respected and used services; and

Whereas the cost of medical and dental care are a barrier to accessing post-secondary institutions and completing degrees; and

Whereas graduate students often have substantially different medical and dental needs than their counterparts enrolled in undergraduate and college programs; and

Whereas there may be an economic benefit to graduate student locals joining forces to negotiate the cost and details of their respective health plans; therefore

Be it resolved that the creation of an Ontario Graduate Student Health branch of the National Student Health network be investigated; and

Be it further resolved that a report on the feasibility of the creation of an Ontario Graduate Student Health branch of the National Student Health network be produced.

**2014/01:047 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:046 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:046 REFERRED**

**2014/01:048 MOTION TO ADOPT ISSUES POLICY**

Local 94/Local 47

Whereas a comprehensive and independent French language university that responds to the needs of Francophones and Francophiles in Ontario would facilitate access to education, support linguistic rights, and affirm francophone identities and cultures in Ontario; therefore,

Be it resolved that the following policy on “French Language University in Ontario” be adopted:

**FRENCH LANGUAGE UNIVERSITY IN ONTARIO**

The Federation recognizes the rights of Francophones and Francophiles in Ontario to attend post-secondary education in the official language of their choice.

The Federation recognizes that although bilingual post-secondary institutions play an important role in Ontario, the use of English still dominates these academic settings and means that many are forced to complete at least some of their program in English, and are therefore not a substitute for French post-secondary education.

The Federation supports the creation of an independent French language university in Ontario that responds to the needs of Francophone and Francophile communities in Ontario, that serves students from diverse backgrounds and regions, that delivers a wide range of programs identified as necessary by Francophone and Francophile communities in Ontario, and that affirms the vitality of the French language and francophone identities and cultures in Ontario. The university should be independently governed by the professors and students of the university and Francophone and Francophile communities in Ontario.

**2014/01:049 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:048 be referred to the Policy Review and Development Committee.

**CARRIED**

**2013/08:048 REFERRED**

**2014/01:050 MOTION**

Local 56/Local 47

Whereas the Federation is a recognized not-for-profit organization registered in the province of Ontario and must therefore comply with the statutes and laws applicable to not-for-profit corporations in the province of Ontario; and

Whereas there exists new provincial legislation known as the Ontario Not-For-Profit Corporations Act (2010); and

Whereas this action is not yet enforced but has an anticipated proclamation date of January 2014; and

Whereas said legislation states on the subject of presentation of annual financial statements to members: “The directors of a corporation shall place before the members at every annual meeting,

- a. The financial statements approved by the directors under subsection 83 (1);
- b. The report of the auditor or of the person who conducted a review engagement, as the case may be; and

- c. Any further information respecting the financial position of the corporation and the results of its operations required by the articles or the by-laws. 2010, c. 15, s. 84 (2); and

Whereas said legislation further states on the subject of copy to members that: “Not less than 21 days before each annual meeting of the members or before the signing of a resolution under section 59 in lieu of the annual meeting, a corporation shall give a copy of the documents referred to in subsection (1) to all members who have informed the corporation that they wish to receive a copy of those documents. 2010, c. 15, s. 84 (2); and

Whereas the Federation will be further required to comply with said legislation; therefore

Be it resolved that the Federation shall provide to its membership:

- The financial statements approved by the directors of the corporation;
- The report of the auditor or of the person who conducted a review engagement, as the case may be; and
- Any further information respecting the financial position of the corporation; and

Be it further resolved that the above documentation shall be provided to the members not less than 21 days before each Annual General Meeting where members have requested those documents.

**2014/01:051 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:050 be referred to the Budget Committee.

**CARRIED**

**2013/08:050 REFERRED**

**2014/01:052 MOTION TO AMEND BYLAWS**

Local 56/

Whereas the Federation is a recognized not-for-profit organization registered in the province of Ontario and must therefore comply with the statutes and laws applicable to not-for-profit corporations in the province of Ontario; and

Whereas there exists new provincial legislation known as the Ontario Not-For-Profit Corporations Act (2010); and

Whereas this action is not yet enforced but has an anticipated proclamation date of January 2014; and

Whereas said legislation states on the subject of appointment of an auditor: “Subject to section 76, at each annual meeting, members of a corporation shall by ordinary resolution appoint an auditor to hold office until the close of the next annual meeting; or a person to conduct a review engagement of the corporation. 2010, c. 15, s. 68 (1)”; and

Whereas the CFS-National bylaws, although under different not-for-profit legislation, do currently conform to this language and provide an effective rubric in language and powers; therefore

Be it resolved “Bylaw XXI – Auditors” be struck and reformulated as follows, in order to both comply with provincial legislation and also mirror the CFS-National bylaw “VI – Finances” subsection 4. “Auditors”:

- a. The voting members shall appoint the auditors of the Federation at each Semi-Annual General Meeting of members, to audit the financial statements of the Federation for the subsequent fiscal year.
- b. In the event of a vacancy in the position of auditors, the National Executive shall have the authority to fill the vacancy and fix the remuneration.
- c. The audited financial statements for the preceding fiscal year shall be presented to the voting members at each Semi-Annual General Meeting.

**2014/01:053 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:052 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:052 REFERRED**

**2014/01:054 MOTION**

Local 56/Local 47

Whereas the Canadian Federation of Students exists to represent, promote and defend the common interests of students studying at Canadian post-secondary institutions; and

Whereas the Canadian Federation of Students is a staunchly democratic and progressive organization; and

Whereas the Canadian Federation of Students and its related organizations, including CFS-Ontario, are committed to complying with federal and provincial legislation, particularly when doing so is in the best interests of the safety of students; and

Whereas both Bylaw II – Membership 3.c.iv (Vote to Certify) and Bylaw II – Membership 5.c.iv (Vote to Decertify) state:

“It shall be the responsibility of the voting member local to obtain and provide to the Federation, no later than seven (7) days in advance of the vote, a list of all of the individual members of the Federation eligible to participate in the vote. If the voting member local is unable to obtain or provide a list, voting shall be conducted through a double envelope system, whereby the ballot is placed in an unmarked envelope, which is placed in a second envelope, on which the voter writes their full name and student identification number. After voting ends the envelopes will be compared to a list of the individual members who are eligible to participate in the vote. Duplicate ballots and ballots cast by ineligible voters shall be discarded. Once the validity of the votes has been verified, the outer envelopes will then be separated from the unmarked inner envelopes and tabulated”; and

Whereas the above quoted language may be in direct conflict with sections 37 through 46 of Part III – Protection of Individual Privacy of the provincial legislation colloquially known as the Freedom of Information and Protection of Privacy Act (2012); and

Whereas member locals, as well as their associated educational institutions, must comply with the above provincial and federal legislation; therefore

Be it resolved that the Executive Committee be tasked with investigating this potential conflict between provincial legislation and Federation’s bylaws and reporting back to members within 40 days should a conflict of interest exist.

**2014/01:055 MOTION TO REFER**

Local 56/Local 68

Be it resolved that Motion 2014/01:054 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:054 REFERRED**

**2014/01:056 MOTION**

Local 99/Local 47

Whereas Enbridge wants to reverse the direction of its 38 year old pipeline (Line 9) in order to transport Tar Sand from Alberta; and

Whereas the transport of raw bitumen is more susceptible to pipeline breaks and damaging spills; and

Whereas an Enbridge tar sands oil spill into Michigan's Kalamazoo River in 2010 caused people to permanently lose their homes, severely impacted people's health and cost more than \$1 billion to clean up; and

Whereas Environmental Defence Canada has a campaign called "Stop Line 9" that demands the Federal Minister of the Environment Leona Aglukkaq and Ontario Environment Minister Jim Bradley to conduct a full environmental assessment for Enbridge's proposed Line 9B Reversal and Line 9 Capacity Expansion Project; and

Whereas the Enbridge Line 9 reversal application and review process has already violated the Nanfan treaty, the Two-Row Wampum, Friendship Wampum Belt, the Great Peace of Montreal Treaty, the Haldimand Proclamation, Section 35 of the Constitution Act and the UN Declaration of Rights of Indigenous People; therefore

Be it resolved that that the "Stop Line 9" campaign be endorsed; and

Be it further resolved that Indigenous, Aboriginal, and other communities be worked with in opposing Line 9; and

Be it further resolved that the Federation call for a full environmental assessment and public hearings into this risky project.

**2014/01:057 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:056 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:056 REFERRED**

**2014/01:058 MOTION**

Local 99/Local 47

Whereas municipal elections across Ontario are on October 27, 2014 and have already started; and

Whereas many issues that effect students, such as transit, are dealt with by municipal governments; and

Whereas students can come together to share the city that they live and study in by voting and speaking on their needs; therefore

Be it resolved that material be produced for member locals to use in both getting students to vote in municipal elections and getting student perspective on municipal issues to the public; and

Be it further resolved that member locals be encouraged to work with other locals within their city to best use the material to get students to vote and make an impact in the election.

**2014/01:059    MOTION TO REFER**  
Local 99/Local 92

Be it resolved that Motion 2014/01:058 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:058    REFERRED**

**2014/01:060    MOTION**  
Local 99/Local 47

Whereas the destruction of natural resources is happening at an uncontrollable rate due to anthropogenic forces; and

Whereas forests and trees, a crucial resource in the production of paper products, are being eradicated at an alarming rate; and

Whereas it is the responsibility of institutions to be as sustainable as possible and students have lead the charge to push them to be so; therefore

Be it resolved that that member locals be encouraged to lobby their campus administration to change all printer settings to have double sided printing set as the default setting and to utilize post-consumer recycled paper in all operations; and

Be it further resolved that member locals be encouraged to take on the practices in their own local offices.

**2014/01:061    MOTION TO REFER**  
Local 99/Local 92

Be it resolved that Motion 2014/01:060 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:060    REFERRED**

**2014/01:062    MOTION**  
Local 99/Local 47

Whereas a class-action lawsuit has been filed against both Toronto and Peel police for damages as a result of systemic racial profiling by police; and

Whereas “carding” by Toronto police is a very concerning process whereby personal information of individuals is gathered despite no charges being laid; and

Whereas between 2008 to 2012 in Toronto, blacks were stopped and documented to a higher degree than blacks who were stopped and frisked by New York City police; and

Whereas traditionally marginalized communities face a different and harsher level of policing then everyone else; therefore

Be it resolved that that a letter be written to both the Toronto and Peel police chiefs condemning systemic racial profiling by police; and

Be it further resolved that that member locals also be encouraged to write letters and work with groups in the community doing work on racial profiling.

**2014/01:063 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:062 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:062 REFERRED**

**2014/01:064 MOTION**

Local 99/Local 47

Whereas Ontario's tuition fee framework allows institutions to raise tuition fees to a maximum of 3-5 per cent; and

Whereas institutions across the province vote every year through their governance process to increase tuition fees as high as the framework allows; and

Whereas many institutions receive more funding through tuition fees than from the government; and

Whereas institutions rely on tuition fee increases instead of asking for higher per student funding; therefore

Be it resolved that member locals be encouraged to take action at their governance bodies around the votes to increase tuition fees; and

Be it further resolved that that member locals also be encouraged to call on institutions to push for higher per student funding instead of voting to raise tuition fees every year.

**2014/01:065 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:064 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:064 REFERRED**

**2014/01:066 MOTION**

Local 111/Local 47

Whereas the Federation provides campaigns material for all member locals; and

Whereas member locals need a more effective means of advertising and promoting campaign issues; and

Whereas digital copies of campaign graphics and logos would more easily allow for member locals to transfer campaign material to other mediums of communication; therefore

Be it resolved that, where possible, all campaigns graphics and logos be available for use on all materials produced through the Ethical Purchasing Network.



**2014/01:067    MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:066 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:066    REFERRED**

**2014/01:068    MOTION TO AMEND ISSUES POLICY**

Local 111/Local 47

Whereas satellite campuses are becoming a trend at many Ontario post-secondary institutions; and

Whereas satellite campuses are usually subjected to poor quality of education, limited resources and increasing use of distance learning tools; and

Whereas the Federation supports quality education for all post-secondary students; therefore

Be it resolved that the Satellite Campuses Issues Policy be amended to read:

**SATELLITE CAMPUSES**

**Preamble**

In Ontario, college and university programs have been offered at satellite campuses for decades in order to meet student demand in particular areas and to provide greater access for students who would otherwise have to commute long distances or move from their home. Traveling long distances or moving is often difficult for students because of the cost and/or personal life circumstances. Satellite campuses also provide an alternative to building a new university or college campus where demand exceeds available government funding.

Governments have often regarded the creation of satellite campuses in a positive light, as they are seen as a model to increase student access to degree programs, provide more opportunities for students living in rural or more remote regions of the province, address growth pressures in more densely-populated regions of the province and encourage economic development in municipalities that host such campuses.

However, unless they are carefully and thoughtfully planned and implemented, satellite campuses run the risk of offering a lower quality of education to students and providing worse conditions in which to work for faculty.

**Policy**

The Federation supports:

- Government policy frameworks on building new satellite campuses and policy frameworks governing partnership agreements with clauses that encompass the start, maintenance, and exit of said partnership;
- Government policy that provides greater access to post-secondary education where distance or income is a factor in a students' ability to attend a college or university;
- Research on the establishment, operation, maintenance, closure, and quality of academic programs at satellite campuses; and

- Proper oversight, accountability and consultation with students, faculty and the greater community whenever the government wants to establish any new satellite college or university campus in the province.

The Federation opposes:

- Institutions that operate outside of the Ministry of Training, Colleges, and Universities' policy framework;
- Post-secondary institutions, or partnerships between post-secondary institutions, that operate under an expired governing policy agreements;
- The creation or rapid expansion of satellite campuses to drive college or university enrolment at the expense of educational quality for students;
- Satellite campuses that do not have adequate curriculum and program choices and limit students' ability to complete an entire degree at the campus;
- Satellite campuses that do not provide the full range of library, research and staff resources typical of a post-secondary institution;
- Satellite campuses that do not have adequate physical resources such as equipment or infrastructure to support academic programming for students;
- Satellite campuses that do not have a full range of student services, including student-run services that support marginalized and equity-seeking groups;
- The creation of satellite campuses that rely financially on partnerships between municipalities and private sector interests;
- Satellite campuses that rely largely on part-time and contract faculty who have less job security and diminished ability to engage in course development or research;
- The practices of universities and colleges that provide inadequate or no compensation to teaching assistants for time and expense for travel required between campuses;
- Ancillary fees for services not offered and not made adequately available on satellite campuses;
- Inadequate and unclear notice given to students and workers when placed at satellite campuses of colleges and universities;
- The use of satellite campuses to separate and segregate courses, departments, programs and educational level; and
- The use of satellite campuses by government or post-secondary institutions to promote and facilitate online or distance learning programs.

**2014/01:069 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:068 be referred to the Policy Review and Development Committee.

**CARRIED**

**2013/08:068 REFERRED**

**2014/01:070 MOTION TO ADOPT ISSUES POLICY**

Local 54/Local 47

Whereas the Ontario Government recently released a new differentiation framework that could have serious impacts on the quality and comprehensiveness of course offerings at colleges and university; and

Whereas differentiation would see institutions specialize and prioritize some academic areas over others to the extent that programs in other areas would be phased-out or cut; and

Whereas many institutions have already started processes to implement cuts and facilitate differentiation at the institutional level; therefore

Be it resolved that the Federation adopt the following policy on “Differentiation:”

### **DIFFERENTIATION**

#### **Preamble**

Differentiation is a policy that aims to streamline colleges and universities into providing specific and specialized programming. This policy is largely driven by an interest in cutting government funding to colleges and universities based on a pretext that there is duplication in the system. Differentiation offloads the responsibility and blame for program cuts and mergers onto institutions, ignoring the impact of long-term underfunding of Ontario colleges and universities.

*Ontario’s Differentiation Policy Framework for Postsecondary Education* forces institutions to prioritize program offerings based on the government objectives, threatening access to comprehensive post-secondary education for Ontario students. Attempts to limit comprehensiveness particularly impact students at rural, northern, francophone and bilingual institutions.

#### **Policy**

The Federation supports:

- Government policy that prioritizes high quality and comprehensive post-secondary education in all regions of the province in both English and French;
- System-wide planning for post-secondary education program offerings that prioritizes improving the quality and availability of programs, expands public funding for institutions, and is based on student and faculty needs; and
- Decision-making processes about program development, including creating new programs and changing, cutting or merging existing programs that prioritize faculty peer review and democratic student involvement.

The Federation opposes:

- Funding incentives to cut or merge programs;
- Program cuts that limit access for students in rural or northern communities, francophone or bilingual students and Aboriginal students;
- Funding incentives or policies that encourage or force institutions to turn to the private sector for research funding; and
- Program cuts or changes driven solely by labour market outcomes of graduate or labour market trends.

**2014/01:071 MOTION TO REFER**  
Local 99/Local 92

Be it resolved that Motion 2014/01:070 be referred to the Policy Review and Development Committee.

**CARRIED**

**2013/08:070 REFERRED**

**2014/01:072 MOTION TO AMEND ISSUES POLICY**

Local 54/Local 47

Whereas, the Ontario Government recently released a new differentiation framework that could have serious impacts on the quality and comprehensiveness of course offerings at colleges and universities; and

Whereas many institutions have already started Program Prioritization and Program Review processes to determine program areas to implement cuts; and

Whereas cutting processes at institutions have resulted in the disproportionate underfunding of liberal arts programs; therefore

Be it resolved that the Federation's Issues Policy on Quality be updated to include under "The Federation supports government policy that:" the following:

- Aims to provide comprehensive post-secondary education programming in all regions of the province, including rural and northern communities;
- Recognizes the importance of bilingual and francophone education.

Be it further resolved that the Federation's Issues Policy on Quality be updated to include under "The Federation opposes government policy that:" the following:

- Encourages or forces institutions to eliminate or merge programs based solely on a program's financial sustainability;
- Aims to tailor post-secondary education programs to short-term labour trends.

**2014/01:073 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:072 be referred to the Policy Review and Development Committee.

**CARRIED**

**2013/08:072 REFERRED**

**2014/01:074 MOTION**

Local 97/Local 47

Whereas the University of Toronto has contracted Microsoft Outlook for its institutional email client; and

Whereas the University of Toronto has moved over 135,000 email accounts to the Microsoft Outlook platform; and

Whereas many other colleges and universities are seeking partnerships with email client providers based in the United States; and

Whereas the University of British Columbia has sought to invest in its own cloud servers to protect against encryption; and

Whereas there are concerns that student, faculty, and staff emails are now subject to U.S laws, and surveillance by the National Security Agency; and

Whereas this move violates the privacy and intellectual property rights of users; and

Whereas college and university administrations have not adequately educated students, faculty, and staff about the dangers of outsourcing email client systems to the United States; therefore

Be it resolved that a factsheet outlining concerns over student emails being stored in the United States be developed and distributed.

**2014/01:075    MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:074 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:074    REFERRED**

**2014/01:076    MOTION**

Local 97/Local 47

Whereas it is estimated that there are hundreds of thousands of unpaid interns in Canada; and

Whereas a disproportionate number of these unpaid interns are students or recent graduates, young women, and youth from lower socio-economic backgrounds; and

Whereas many of these unpaid interns are illegally misclassified each year and are illegally denied wages, forego Canada Pension Plan, Workplace Safety and Insurance Board and Employment Insurance contributions, and do not pay income tax; and

Whereas despite complaints about illegal unpaid internships appearing in the media in recent months, Ontario's Ministry of Labour has refused to take any concrete action to address illegal misclassification and wage theft; and

Whereas Ontario has guidelines that outline what would allow an unpaid internship to be legal under the Employment Standards Act; and

Whereas Labour Minister Yasir Naqvi has recently introduced legislation that would see unpaid interns protected under workplace safety laws; therefore

Be it resolved that a factsheet that outlines the laws and protections pertaining to unpaid interns be developed.

**2014/01:077    MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:076 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:076    REFERRED**

**2014/01:078    MOTION TO AMEND OPERATIONS POLICY**

Local 19/Local 47

Whereas the Federation's General Meeting is the highest decision-making body of the organization and is of critical interest to all members; and

Whereas the Federation should stand for open and transparent dialogue with members and member locals on matters that arise within the General Meeting; and

Whereas the Federation should encourage discussion and interest in its activities by members and the public; and

Whereas campus and related media serve as a critical means in which members learn of and engage with information regarding the Federation; and

Whereas such a spirit of openness and dialogue regarding the Federation and its General Meetings serves only to strengthen the Federation, rather than to undermine it; therefore

Be it resolved that the following clauses be added to the Operations Policy on General Meetings in the section on Observers:

The Federation shall allow media from within post-secondary education institutions and the general public to attend and observe General Meetings upon agreement to the following conditions:

- Media shall be allowed unobstructed, cost-free access to observe Plenary sessions, but shall not have speaking rights during such sessions;
- Media shall be allowed access to committee sessions based on a simple majority vote of the members of the committee, but shall not have speaking rights during such sessions;
- Media shall be allowed to interview willing delegates in an unobtrusive manner that does not distract from delegate participation;
- Representatives of the media who obstruct or detain the business of a particular session during the General Meeting may be warned to cease said actions;
- This clause will not limit actions related fulfilling the clauses that precede it.
- Representatives may be asked to leave if the obstruction or detaining of the business occurs following such warnings.

The above rights and conditions will be made explicit in resultant agreements between the Federation and media organizations.

None of the rights of observers and the media supersede the Rules of Order utilized by the Federation or any other policy of the Federation.

Be it further resolved that the following clause be added to the Operations Policy on Media:

The Federation shall invite provincial, post-secondary education-focused media organizations to attend component General Meetings, including but not limited to the Ontario Bureau of the Canadian University Press.

**2014/01:079 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:078 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:078 REFERRED**

**2014/01:080 MOTION TO AMEND OPERATIONS POLICY**

Local 19/Local 47

Whereas the Federation has engaged in a campaign on the promotion of public transit in the Greater Toronto Area and has long-standing positive opinions of the implementation of campus universal transit passes (UPASS); and

Whereas the Federation is inconsistent in its promotion of public transit to and from its own events or the events of partner organizations, including to general meetings of the Federation; and

Whereas such inconsistency, as noted above, in message undermines both Federation and member local campaigns on the issue of the promotion of public transit as the environmentally sustainable and preferred option of transit where available and accessible; and

Whereas the third clause of the section on Travel Pool in Operations Policy on General Meetings currently reads: "Member associations contributing to the travel pool will be reimbursed for travel costs to general meetings based on the most affordable mode of transportation available."; therefore

Be it resolved that public transit for transportation to events held by the Federation or partner organizations be promoted; and

Be it further resolved that the third clause of the section on Travel Pool in Operations Policy on General Meetings be amended to read:

Member associations contributing to the travel pool will be reimbursed for travel costs to general meetings via the most appropriate mode of public transportation available.

Under circumstances where practicality or accessibility makes public transit unsuitable, other means of transit will be reimbursed.

**2014/01:081 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:080 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:080 REFERRED**

**2014/01:082 MOTION**

Local 19/Local 47

Whereas the core objective of the Federation is to advocate for a system of free, public education; and

Whereas the Federation advocates for post-secondary institutions that are driven by the public interest, not private interests; and

Whereas the Federation, on a National and Provincial level, has collaborated as recently as September 2013 to market products and promotions based upon the member services of the Federation that are paid for by members' Federation dues and freely provided by member locals in other circumstances; therefore

Be it resolved that the duplication of member services of the Federation, paid for by members' Federation dues, in products and promotions that generate revenue for member locals, serve a for-profit goal, or otherwise encourage private interests within post-secondary education be opposed.

**2014/01:083 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:082 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:082 REFERRED**

**2014/01:084 MOTION**

Local 98/Local 47

Whereas each year in Ontario tens of thousands of students and young workers are illegally misclassified as interns, trainees and non-employees; and

Whereas the Employment Standards Act, 2000 (“the ESA”) and its associated regulations regulates employment relationships between employees and employers in the Province of Ontario in the areas of minimum wage, hours of work, periods of rest, overtime pay, vacation time and termination entitlements; and

Whereas the ESA and its associated regulations contains a series of statutory exclusions that disenfranchises students, trainees, interns, and young workers by either partially or completely removing them from employment standards protections in critical areas such as minimum wage, overtime pay, hours of work and periods of rests; and

Whereas many internships and training programs are forms of unpaid and unfree labour which essentially create pools of cheap labour which employers directly benefit and profit from; and

Whereas many unpaid internships and unpaid training programs fail to acknowledge that these positions are meant to be educational and experiential rather than a means to reduce the labour costs of employers; and

Whereas the expectations, duration, duties, expectations, and requirements of unpaid internships and unpaid training programs are often unclear to the students, interns, trainees, and young workers; furthermore, the duration and criteria for promotion into paid employment is often nebulous or non-existent; and

Whereas unpaid internships and unpaid training programs have a destabilizing effect on Ontario’s labour market which drives down wages, leads to replacement of paid employees with unpaid ones, increases the youth unemployment rate, heightens the amount of debt students have to incur, reduces overall economic growth, and contributes to a growing level of labour market precariousness targeting students, trainees, and young workers; and

Whereas post-secondary education institutions in Ontario are moving towards institutionalizing the practice of students providing unpaid labour as part of the requirements for graduation; furthermore, this process is tacitly supported by the Ministry of Training, Colleges, and Universities (“the MTCU”); and

Whereas there is gendered division in the types of internships and training programs that are paid versus unpaid. This disparity sees students in engineering, computer science, technology, and business management programs receive paid remuneration, while students in design, communications, the humanities, the arts, or marketing tend not to receive any form of remuneration; and

Whereas students in design, communications, the humanities, the arts, or marketing are increasingly finding it necessary to engage in unpaid labour post-graduation as a precursor and prerequisite to finding paid employment; and

Whereas Ontario’s Ministry of Labour (“the MOL”) currently does not proactively enforce the ESA or conduct inspections targeting employers using unpaid interns or unpaid trainees; furthermore, the MOL relies entirely on a complaints driven enforcement model that ignores the fact that substantial power imbalances exist between interns, trainees, and employers; therefore



Be it resolved that a campaign be undertaken to raise awareness of the negative effects arising from unpaid labour targeting students, interns, trainees, and young workers; and

Be it further resolved that the Federation advocate that the Ministry of Labour create a proactive enforcement strategy targeting employers that exploit unpaid labour of students, interns, trainees, and young workers; and

Be it further resolved the Federation advocate for the Ministry of Labour to carry out a series of stakeholder consultations across all regions of Ontario as part of the creation of a proactive enforcement strategy and invite students to participate in the consultation process; and

Be it further resolved that the Federation advocate that the Ministry of Labour conduct inspection blitzes targeting high-risk employers who may be non-compliant with the ESA and exploiting the unpaid labour of students, interns, trainees, and young workers; and

Be it further resolved that the Ministry of Labour, Human Resources and Skills Development Canada, and Statistics Canada be called upon to collaborate with the Federation on a data collection project that would trace the dimensions and scope of unpaid labour targeting youths on a provincial and national level.

**2014/01:085 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:084 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:084 REFERRED**

**2014/01:086 MOTION TO ADOPT ISSUES POLICY**

Local 98/Local 47

Be it resolved that the following policy on Unpaid Internships be adopted:

**UNPAID INTERNSHIPS**

**Preamble**

In Ontario, tens of thousands of students and young workers perform unpaid work, often while being misclassified as interns, trainees, and non-employees. The *Employment Standards Act, 2000* states that all employees must be paid at least the Ontario minimum wage. However, it excludes persons receiving training if several conditions are met, including that no employees are displaced as a result and that training is for the benefit of the individual and of little to no benefit to the person providing training. The *Employment Standards Act* also does not apply to students who perform work under programs approved by their secondary or post-secondary institutions.

The Federation affirms the right of all individuals to be compensated for their work. The Federation recognizes that students and young workers disproportionately take on unpaid internships and training programs. Unpaid work is also gendered - over three quarters of unpaid internships are held by women, and students in engineering, computer science, technology and business management programs receive paid remuneration more often than students in design, communications, the humanities, the arts or marketing.

The *Employment Standards Act* creates unfair and arbitrary distinctions between paid and unpaid work and allows employers to exploit students and young workers, who already face higher tuition fees and graduate with more debt than any generation

before them. Furthermore, the Ministry of Labour currently does not proactively enforce the *Employment Standards Act* or conduct inspections targeting employers using unpaid interns or unpaid trainees, relying on a complaints driven enforcement model of the *Act*. This ignores the fact that substantial power imbalances exist between interns, trainees, and employers, and allows the practice of illegal unpaid internships to continue.

Unpaid internships and unpaid training programs have a destabilizing effect on Ontario's labour market and economy. These programs drive down wages, lead to the replacement of paid employees with unpaid ones, increase the youth unemployment rate and heighten the amount of debt students incur. They also reduce overall economic growth and contribute to a growing level of labour market precariousness targeting students, trainees and young workers.

#### **Policy**

The Federation supports:

- The prohibition of unpaid internships, articleships, training programs and other forms of labour benefiting for-profit employers;
- The inclusion of interns, co-op students, and others in similar forms of work under the *Employment Standards Act*, the *Occupational Health and Safety Act* and other statutes that guarantee and protect the rights of employees;
- Proactive enforcement strategies to ensure that existing restrictions on unpaid work are enforced, including inspection blitzes targeting high-risk employers who may be non-compliant with the *Employment Standards Act*; and
- Programs that create more paid entry-level positions for students and young workers, particularly in fields where opportunities are limited and often unpaid.

The Federation opposes:

- Arbitrary and unfair distinctions between paid and unpaid work; and
- The institutionalization of the practice of students providing unpaid labour as part of requirements for graduation.

**2014/01:087 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:086 be referred to the Policy Review and Development Committee.

**CARRIED**

**2013/08:086 REFERRED**

**2014/01:088 MOTION**

Local 98/Local 47

Whereas students at the University of Toronto have joined in coalition with faculty and staff to create a "Stop Unfair Work/Stop Unfair Fees" campaign; and

Whereas the campaign seeks to examine the relationship between unfair labour practices and exploitative, mandatory fees that students are forced to pay; and

Whereas the Steelworkers Union has signed on to the campaign, and seeks to promote the examination of exploitative labour and exploitative education beyond the University of Toronto; and

Whereas the campaign will be publishing an alternative university budget that can serve as a model for alternative budgets at colleges and universities across the province; and

Whereas economists from the Broadbent Institute are involved in this initiative; and

Whereas the campaign has created a necessary solidarity movement among professors, students and staff at the University of Toronto's three campuses; and

Whereas the campaign was helpful in the change to the flat fees structure provincially; and

Whereas the campaign could be run similarly on other campuses; therefore

Be it resolved that the Stop Unfair Work, Stop Unfair Fees campaign be endorsed and supported; and

Be it further resolved that coalition partners such as the Ontario University and College Coalition and the Canadian Centre for Policy Alternatives be solicited to join the campaign and in particular, contribute to the alternative budget; and

Be it further resolved that member locals be encouraged to implement similar campaigns and initiatives on their campuses.

**2014/01:089 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:088 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:088 REFERRED**

**2014/01:090 MOTION**

Local 98/Local 47

Whereas the proposed Trinity Western Law School is going for accreditation approval with the Federation of Law Societies; and

Whereas the proposed law school will require students to sign a "Community Covenant Agreement" stipulating that all TWU community members will abstain from same-sex intimacy – even if married and any student violating the TWU Covenant risks disciplinary measures including expulsion; and

Whereas the TWU Covenant obviously discriminates against gay and lesbian students; and

Whereas in grant accreditation to TWU, the Federation of Law Societies would be allowing segregation of law students and faculty based on their sexual orientation and gender; therefore

Be it resolved that a letter be written to the Federation of Law Societies urging them to not approve the accreditation of the Trinity Western Law School; and

Be it further resolved that member locals also be encouraged to write letters to condemn and oppose the creation of this law school.

**2014/01:091 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:090 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:090 REFERRED**

**2014/01:092 MOTION**

Local 78/Local 47

Whereas the Canadian Federation of Students has launched sustainability-oriented campaigns such as "Students for Sustainability" and "Bottled Water Free;" and

Whereas access to bicycle repair stands represents a useful service that encourages safe cycling as a mode of transportation for students; and

Whereas organizations like "Urban Racks" sell bike repair stands with secure bike pumps, tools, and bike hanging systems; and

Whereas the Federation's Ethical Purchasing Network provides member locals with high quality materials at a discounted rate; therefore

Be it resolved that the possibility of including Bike Repair Stands as part of the Ethical Purchasing Network, from an organization like "Urban Racks" or similar, be investigated.

**2014/01:093 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:092 be referred to the Organizational and Services Development Committee.

**CARRIED**

**2013/08:092 REFERRED**

**2014/01:094 MOTION**

Local 78/Local 47

Whereas the union representing academic faculty at Carleton (CUASA) unanimously voted in favour of a motion criticizing the university's handling of union grievances; and

Whereas for a better part of a year, the administration has not been meeting its obligations under the collective agreement; and

Whereas in its response to grievances the administration has consistently failed to respect the obligatory timelines and procedures; and

Whereas on a grievance filed on behalf of the association over the summer, the administration has substantially exceeded normal timelines; and

Whereas such brazen disregard for the Collective Agreement on the part of the employer is unparalleled in Carleton's history; therefore,

Be it resolved that that a solidarity letter be written to CUASA in support of their censure of the Senior Administration of Carleton University; and

Be it further resolved that member locals be encouraged to write similar letters.

**2014/01:095 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:094 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:094 REFERRED**

**2014/01:096 MOTION**

Local 78/Local 47

Whereas the Federation released in the spring of 2013 the Campus Toolkit for Combating Sexual Violence, which includes a variety of resources to develop campaigns and policy around sexual and gender-based violence, and provides practical resources pertaining to campus safety, sexual assault policy, and taking concrete action; and

Whereas gender-based and sexual violence are forms of systemic violence that foster within a structure of patriarchy: a global social system where men hold power and privilege over women and other genders, within formal institutions and other forms of social, legal, political, and economic organization; and

Whereas gender-based and sexual violence arises as a result of unequal power relationships, and occurs to exert power and control over others; and

Whereas gender-based and sexual violence is sustained by systems of power and privilege based on gender, class, race, (dis)ability, and nationality, among others; and

Whereas confronting gender-based and sexual violence entails, as a first step, naming and explaining the systems of power and privilege that sustain such violence; and

Whereas a holistic approach to addressing gender-based and sexual violence involves both practical and theoretical groundings; and

Whereas a holistic approach entails exploring the concepts of power, privilege, and patriarchy, in order to further public education surrounding the root causes of gender-based and sexual violence; and

Whereas students' unions have an important role to play in making the concepts of power, privilege, and patriarchy more accessible to students and the broader public; therefore

Be it resolved that the Federation investigate the development of educational and campaign materials that explicitly explore the concepts of power, privilege, and patriarchy, in an effort to enhance the value of the Campus Toolkit for Combating Sexual Violence.

**2014/01:097 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:096 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:096 REFERRED**

**2014/01:098 MOTION**

Local 78/Local 47

Whereas a living wage is defined by the Canadian Centre for Policy Alternatives (CCPA) as “the minimum hourly wage necessary for each of two workers in a family of four to meet basic needs and to participate in the civic/social life of their community;” and

Whereas the current legal minimum wage in Ontario is \$10.25 per hour (for those over 18 years of age, excluding servers), which is well below the living wage calculated for many Ontario cities and regions; and

Whereas many high grossing multinational corporations operating in Ontario profit from the exploitation of the working poor; and

Whereas many students in Ontario work minimum wage jobs, and are living in poverty;  
and

Whereas various labour, community, and student groups are working together on a provincial campaign to raise the minimum wage to \$14.00 per hour, and the Federation is currently a partner in this campaign; therefore

Be it resolved that additional campaign materials be developed in support of the living wage campaign; and

Be it further resolved that the Federation research municipal, national, and/or international examples of living wage communities that could inform a campaign fact sheet; and

Be it further resolved that member locals be encouraged to collect signatures for the living wage postcards, and participate in monthly days of action (held on the 14th) for a living wage in Ontario.

**2014/01:099 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:098 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:098 REFERRED**

**2014/01:100 MOTION**

Local 78/Local 47

Whereas the police have used excessive force against peaceful protesters, many of them students, in Ukraine on December 4, 2013; and

Whereas excessive police violence has been used against protesters in New Brunswick;  
and

Whereas some Ontario university and college campuses are staffed with special constables that have been extended certain policing powers by regional police service boards, including the use of force, and are sometimes equipped with weapons such as batons, handcuffs, and pepper spray; and

Whereas The Canadian Civil Liberties Association and the Office of the Independent Police Review Director report that Toronto police violated numerous constitutional rights, made unlawful arrests, and used excessive force during the G20 summit in 2010, with many of the protestors affected being students; and

Whereas thousands of students were arrested during the 2012 Maple Spring, and legislative attacks, including projet de loi 78, threatened students' constitutional rights to freedom of expression and freedom of assembly, and further empowered police to use excessive force and crowd control tactics against protesters; and

Whereas students on campuses such as University of California Davis suffered from police brutality at the hands of campus security forces during the Occupy movement; and

Whereas police brutality contributes to the structural violence experienced by racialized people, women, queer and transgendered people, people with disabilities, and working class people; therefore

Be it resolved that "Students against police brutality," and "Students for civil liberties" campaign buttons be developed, to be distributed to member locals, in opposition to

systemic police violence used to repress students and civilians in Canada and around the world; and

Be it further resolved that a “Know Your Rights” factsheet be created, detailing student rights with respect to protest and other forms of direct action, for distribution to member locals; and

Be it further resolved that member locals be encouraged to vocally oppose police brutality and the violation of civil liberties in their communities as cases arise, in recognition of the important role student unions play in defending rights to freedom of expression and freedom of assembly in society.

**2014/01:101 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:100 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:100 REFERRED**

**2014/01:102 MOTION**

Local 78/Local 47

Whereas Teaching Assistants (TA) and Contract Instructors (CI) of Carleton University under CUPE 4600 are in bargaining with the employer; and

Whereas CIs are paid 7% less than the provincial average; and

Whereas CIs are paid \$1,000 less per course than CIs at the University of Ottawa; and

Whereas the employer has only offered a small salary increase which would not bring CIs in line with the average, nor keep up with the cost of living increase; and

Whereas in the last round of bargaining (2010) CUPE 4600 (Unit 2) bargained a benefit plan which was to be developed by both parties and implemented by September 2012 and as this was not done, CUPE 4600 now have to renegotiate benefits; and

Whereas for Unit 1 (TAs) the employer has suggested an amendment to Article 4.04 of the Collective agreement that would prevent CUPE 4600 members from filing a grievance concurrently to a formal complaint under Carleton’s Workplace Harassment Prevention Policy; and

Whereas for Unit 1 (TA) the union and the employer remain far apart on the issue of wage increase, as the employer has shown little interest in any increases to wages (tabling increases of 0%, 0%, and 0.5%) or any recognition of other fee reductions or wage adjustments reflecting increasing tuition and living costs; and

Whereas the climate of negotiations at Carleton University is similar to that experienced by sister locals across the province; therefore

Be it resolved that the a letter of support and solidarity be written to CUPE 4600 for Unit 1 and Unit 2; and

Be it further resolved that member locals be encouraged to write similar letters to CUPE 4600 and other locals within the academic sector entering negotiations.

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**2014/01:103 MOTION TO REFER**

Local 99/Local 92

Be it resolved that Motion 2014/01:102 be referred to the Campaigns and Government Relations Committee.

**CARRIED**

**2013/08:102 REFERRED**

**14. OTHER BUSINESS**

**15. ANNOUNCEMENTS**

**16. RECESS**

**2014/01:104 MOTION**

Local 20/Local 19

Be it resolved that plenary recess until 10:00 a.m. Sunday, August 19, 2014.

**CARRIED**

9:09 p.m. – The meeting recessed.



## Closing Plenary Minutes

Semi-Annual General Meeting · Canadian Federation of Students – Ontario  
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### 1. CALL TO ORDER

10:25 a.m. – Plenary Speaker Sylvia Sioufi called Closing Plenary to order.

### 2. ATTENDANCE ROLL CALL

Local 1	Carleton University Students' Association	Absent
Local 19	University of Toronto Graduate Students' Union	Present
Local 20	Nipissing University Student Union	Present
Local 24	Ryerson Students' Union	Present
Local 25	Ontario College of Art and Design Student Union	Present
Local 27	Queen's University Society of Graduate and Professional Students	Absent
Local 30	Laurentian University Students' General Association	Absent
Local 32	Lakehead University Student Union	Present
Local 39	McMaster University Graduate Students' Association	Absent
Local 41	Student Federation of the University of Ottawa	Present
Local 47	University of Western Ontario Society of Graduate Students	Present
Local 48	University of Windsor Graduate Students' Society	Absent
Local 49	University of Windsor Students' Alliance	Present
Local 54	University of Guelph Central Student Association	Present
Local 56	Wilfrid Laurier University Graduate Students' Association	Present
Local 62	University of Guelph Graduate Students' Association	Absent
Local 68	York Federation of Students	Present
Local 71	Trent Central Student Association	Present
Local 78	Carleton University Graduate Students' Association	Present
Local 82	Algoma University Students' Union	Present
Local 84	York University Graduate Students' Association	Present
Local 85	Saint Paul University Students' Association	Present
Local 88	Association des étudiantes et étudiants francophones de l'Université Laurentienne	Present
Local 92	Student Association of George Brown College	Present
Local 93	Glendon College Student Union	Absent
Local 94	University of Ottawa Graduate Students' Association	Present
Local 97	Association of Part-Time Undergraduate Students of the University of Toronto	Present
Local 98	University of Toronto Students' Union	Present
Local 99	Scarborough Campus Students' Union, University of Toronto	Present
Local 102	Brock University Graduate Students' Association	Present
Local 104	Laurentian Association of Mature and Part-Time Students	Proxy
Local 105	Continuing Education Students' Association of Ryerson	Present
Local 106	Organization of Part-Time University Students, University of Windsor	Present
Local 107	Association étudiante de La Cité collégiale	Present
Local 109	University of Toronto at Mississauga Students' Union	Present
Local 110	Laurentian University Graduate Students' Association	Present
Local 111	Laurentian Students' Union - Barrie	Present
	Association générale des étudiantes et étudiants du Collège Boréal*	Present

\*Prospective Member

Sioufi said that quorum had been reached.

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### 3. PRESENTATION OF THE BUDGET COMMITTEE REPORT

Treasurer Guled Arale presented the report on behalf of the Committee.

#### 2014/01:105 MOTION

Local 71/Local 32

Be it resolved that the 2012-2013 financial statements be accepted as presented.

#### CARRIED

#### 2014/01:106 MOTION

Local 98/Local 24

Be it resolved that the 2013-2014 revised budget be adopted as presented.

#### CARRIED

#### 2014/01:050 MOTION

Local 56/Local 47

Whereas the Federation is a recognized not-for-profit organization registered in the province of Ontario and must therefore comply with the statutes and laws applicable to not-for-profit corporations in the province of Ontario; and

Whereas there exists new provincial legislation known as the Ontario Not-For-Profit Corporations Act (2010); and

Whereas this action is not yet enforced but has an anticipated proclamation date of January 2014; and

Whereas said legislation states on the subject of presentation of annual financial statements to members: "The directors of a corporation shall place before the members at every annual meeting,

- a. The financial statements approved by the directors under subsection 83 (1);
- b. The report of the auditor or of the person who conducted a review engagement, as the case may be; and
- c. Any further information respecting the financial position of the corporation and the results of its operations required by the articles or the by-laws. 2010, c. 15, s. 84 (2)"; and

Whereas said legislation further states on the subject of copy to members that: "Not less than 21 days before each annual meeting of the members or before the signing of a resolution under section 59 in lieu of the annual meeting, a corporation shall give a copy of the documents referred to in subsection (1) to all members who have informed the corporation that they wish to receive a copy of those documents. 2010, c. 15, s. 84 (2)"; and

Whereas the Federation will be further required to comply with said legislation; therefore

Be it resolved that the Federation shall provide to its membership:

- The financial statements approved by the directors of the corporation;
- The report of the auditor or of the person who conducted a review engagement, as the case may be; and
- Any further information respecting the financial position of the corporation; and

Be it further resolved that the above documentation shall be provided to the members not less than 21 days before each Annual General Meeting where members have requested those documents.

**2014/01:107 MOTION TO AMEND**

Local 24/Local 68

Be it resolved that Motion 2014/01:050 be amended to read:

Be it resolved that the Federation shall provide to its member locals:

- The financial statements approved by the directors of the corporation;
- The report of the auditor or of the person who conducted a review engagement, as the case may be; and
- Any further information respecting the financial position of the corporation; and

Be it further resolved that the above documentation shall be provided to the member locals not less than 21 days before each Semi-Annual General Meeting.

**CARRIED**

**2014/01:050 CARRIED AS AMENDED**

**2014/01:108 MOTION**

Local 47/Local 20

Be it resolved that the Budget Committee Report be accepted.

**CARRIED**

**4. PRESENTATION OF THE CAMPAIGNS & GOVERNMENT RELATIONS COMMITTEE REPORT**

Chairperson Alastair Woods presented the report on behalf of the Committee.

**2014/01:010 MOTION**

Local 24/Local 47

Whereas the Federation has long supported and worked on issues related to food security and access to food for students; and

Whereas students face challenges in achieving food security on campus due to rising tuition fees and other day-to-day costs of being a student; and

Whereas post-secondary student use of campus and community food banks is increasing all the time; and

Whereas students want a campus food system that focuses on fresh, nutritional, affordable, sustainable, and culturally appropriate food options; and

Whereas the National Student Food Charter sets out a vision and values for students to work towards achieving a healthy, just, accessible and sustainable food system on campus for all students; therefore

Be it resolved that the Federation endorse the National Student Food Charter (NSFC) as a means for students to have input into their campus food systems; and

Be it further resolved that member locals be encouraged to adopt and use the NSFC as a support to achieve a just and sustainable food system on their own campus.

**CARRIED**

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**2014/01:012 MOTION**

Local 82/Local 47

Whereas trans students face difficulties separate from those of other identities; and

Whereas trans communities in northern or rural areas in Ontario do not have access to the same supports as trans communities in southern or urban areas; and

Whereas Wendy Houle started Sault Ste. Marie's first trans support group; therefore

Be it resolved that \$500.00 be donated to Wendy Houle's trans support group; and

Be it further resolved that a letter of support be written to Wendy Houle's trans support group; and

Be it further resolved that materials be developed to aid in educating individuals of the difficulties faced by trans students; and

Be it further resolved that member locals be encouraged to support trans support groups within their institutions and community.

**CARRIED**

**2014/01:016 MOTION**

Local 47/Local 32

Whereas the University of Toronto and the University of Western Ontario entered into controversial agreements with Access Copyright in 2011; and

Whereas Locals at the University of Toronto and the University of Western Ontario have opposed these agreements; and

Whereas Access Copyright has entered into litigation with York University, an institution which did not sign an agreement; and

Whereas the Federation has denounced this act of litigation as an attempt to bully other institutions in to signing or re-signing agreements; and

Whereas Access Copyright agreements are neither efficient in supporting the authors of copyrighted works nor a fair deal for students who pay these fees; and

Whereas the Federation takes the position that an Access Copyright ancillary fee violates Ministry ancillary fee protocols; and

Whereas the Federation has opposed the agreements and worked to find alternatives to Access Copyright; and

Whereas the Federation supports Open Access and initiatives which further the accessibility and availability of publicly funded research; and

Whereas Local 47 has opposed the agreement vehemently since it was signed in 2011; and

Whereas the two-year terms with both the University of Toronto and the University of Western Ontario are set to expire at the end of 2013; and

Whereas Local 47 has been included in productive consultations with the University of Western Ontario administrators about the future of copyright licensing at Western; and

Whereas the University of Western Ontario is working towards increasing copyright and open access literacy amongst staff, faculty and students; and

Whereas the long term plan at the University of Western Ontario is to move away from licensing agreements and establishing structures within the University; and

Whereas the University of British Columbia has established a copyright office, and other Universities are beginning to follow its example; and

Whereas discussions between the University of Western Ontario and Access Copyright remain open, and that a short term agreement may be a possibility for 2014; and

Whereas Local 47 passed a resolution in September 2013 reaffirming its continued opposition to any and all proposed Access Copyright agreements; therefore

Be it resolved that the opposition to Access Copyright and any/all licensing agreements with Access Copyright be re-affirmed; and

Be it further resolved that solidarity with York University and the member locals at York University be re-affirmed as they continue to face legal action from Access Copyright; and

Be it further resolved that member locals be encouraged to open and foster dialogue within their institutions to help increase Open Access literacy and establish copyright offices.

**2014/01:109 MOTION TO AMEND**

Local 47/Local 88

Be it resolved that Motion 2014/01:016 be amended to add the following clause:

“Be it further resolved that the Federation produce a victory advertisement that will highlight the role of activism in student politics, which member locals can utilize to show their members what their opposition to the Access Copyright agreement has achieved.”

**CARRIED**

**2014/01:016 CARRIED AS AMENDED**

Local 19 had their abstention noted.

**2014/01:018 MOTION**

Local 68/Local 47

Whereas the student movement in Ontario has been able to gain victories on various issues affecting student rights and access to post secondary education across the province; and

Whereas the ability to maintain and grow a strong student movement relies heavily on the ability of students' unions to organize effectively and autonomously on their campuses; and

Whereas students' unions on campuses across the province have faced barriers to organizing from administrations threatening their autonomy, space, ability to host events for their members and ability to have their membership fees remitted to them; and

Whereas the provinces of Quebec and British Columbia have legislation which guarantees students' unions the remittance of fees and the preservation of adequate space for students' unions; and

Whereas Bill 184: An Act respecting student associations at post-secondary educational institutions in Ontario was tabled in parliament in 2011 but was unable to move forward because of the elections; and

Whereas the creation of such legislation comes at no cost to the provincial government; therefore

Be it resolved that the call for Students' Right to Organize legislation in the province that guarantees students' unions remittance of fees and the preservation of adequate space on campuses be re-made; and

Be it further resolved that the Federation work with MPPs to re-introduce Bill 184 to the Legislature; and

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Be it further resolved that member locals be encouraged to lobby their MPP's to support Students' Right to Organize legislation.

**CARRIED**

**2014/01:020 MOTION**

Local 68/Local 47

Whereas Durham College and the University of Ontario Institute of Technology (UOIT) have refused to transfer the membership dues collected from students to the Student Association at Durham College and UOIT; and

Whereas Durham College and UOIT communicated to the Student Association that the reason for withholding the funds was the lack of the annual audit, but have since failed to transfer the funds after receiving the audit; and

Whereas college administrations are prohibited by law from preventing the normal activities of student governing bodies, including the Student Association (Ontario Colleges of Applied Arts and Technology Act, 2002, S.O. 202, c. 8, Sched. F, s. 7); and

Whereas the Student Association is a membership driven organization accountable to its members and not the Durham College and UOIT administrations; and

Whereas withholding membership fees has become a way for administrations to exercise political control over student unions; therefore

Be it resolved that Durham College and UOIT administrations be condemned for withholding membership dues from the Student Association; and

Be it further resolved that letters in support of the Student Association of Durham College and UOIT be written to Don Lovisa, President of Durham College; Tim McTiernan, President of UOIT; Meri Kim Oliver, Vice-President, Student Affairs; and Olivia Petrie, Assistant Vice-President, Student Life demanding that Durham College and UOIT cease their illegal interference in student affairs and immediately remit the dues paid by the membership to the Student Association.

**2014/01:110 MOTION TO AMEND**

Local 20/Local 97

Be it resolved that the first clause of Motion 2014/01:020 be amended to read:

“Be it resolved that Durham College, UOIT, and Canadore College administrations be condemned for withholding membership dues from the Student Association; and”

**CARRIED**

**2014/01:111 MOTION TO AMEND**

Local 20/Local 106

Be it resolved that Motion 2014/01:020 be amended to add the following clause:

“Be it further resolved that a template letter be created and distributed to locals for use.”

**CARRIED**

**2014/01:020 CARRIED AS AMENDED**

**2014/01:022 MOTION**

Local 68/Local 47

Whereas the Tamil people have historically inhabited the North and East parts of the island of Sri Lanka as their traditional homeland; and

Whereas the Tamil people are distinguished from other groups living in the island by their unique language, culture, religion, traditions and history; and

Whereas the Tamil people are a nation that has been historically marginalized in language, education, and citizenship and suffered state sponsored pogroms; and

Whereas the ground realities in the Tamil homeland, which include heavy militarization by the Sri Lankan government and ongoing structural genocide of Tamils, are all targeted to destroy the identity of the Tamil people and the Tamil homeland; and

Whereas an explicit, intended and accelerated process of structural genocide in the militarily occupied North and East still continues and is the reality of what Sri Lanka calls a “post-conflict” situation; and

Whereas despite the Government of Sri Lanka declaring a return to normalcy there continues to be a denial of political, human and civil rights for the Tamil people. The Tamil people continue to endure violent persecution, lack of press freedom, the Sri Lankan military occupation of the North-East, ethnic cleansing, Sinhala colonization of the North-East, forced detention, rape and slow progress in resettlement of Internally Displaced Peoples (IDPs); and

Whereas any internal mechanism by the Sri Lankan state to address the systemic injustices meted out to the Tamils is fundamentally flawed; and

Whereas following the United Nations Internal Review, the Secretary General of the United Nations accepted the United Nation’s failure to protect the Tamil people in the island of Sri Lanka; and

Whereas the Federation has consistently stood in solidarity and supported the Tamil community’s call for justice, accountability, and a political solution based on the Tamil peoples right to self-determination.

Be it resolved that the Federation call for an immediate end to the military occupation of the Tamil homeland by the Sri Lankan Armed Forces and its allied paramilitary groups; and

Be it further resolved that the international call to immediately establish an independent, international, and impartial investigation into the charges of genocide, crimes against humanity and war crimes to ensure truth, accountability and justice in Sri Lanka be endorsed; and

Be it further resolved that member locals be encouraged to pressure the federal government of Canada to unequivocally call for an independent, international, and impartial investigation into the charges of genocide, crimes against humanity and war crimes to ensure truth, accountability and justice in Sri Lanka; and

Be it further resolved that members be encouraged to stand in solidarity with the Tamil people in their global struggle for self-determination, freedom and a political solution based on the recognition of the Tamil nation.

**CARRIED**

**2014/01:028 MOTION**

Local 84/Local 47

Whereas York University has imposed a 5.5% tuition fee increase on all new international graduate students as of fall 2013; and

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Whereas in addition to this increase, there is a further 'international head tax' of \$825 on all new international Masters students; and

Whereas the university will be imposing a further increase by up to 50%, amounting up to \$6000 per term, effective fall 2014; and

Whereas further increases of 5% per year are slated for international graduate students in 2015 and 2016; and

Whereas these recent, and projected, tuition fee increases pose serious financial and other challenges for incoming international students; and

Whereas the principle, as well as the language, of differential fees and 'international head tax' replicate legacies of racism and colonialism that must be dismantled; therefore

Be it resolved that a letter be sent to the York University President and Board of Governors condemning the international tuition fee increase and calling for additional support and services for international students; and

Be it further resolved that member locals be encouraged to send similar letters to the York University President and the Board of Governors; and

Be it further resolved that support be provided to student-led campaigns against the tuition fee hikes at York University, if requested.

**CARRIED**

**2014/01:030**

**MOTION**

Local 84/Local 47

Whereas on September 23rd, the Constitutional Court of the Dominican Republic (DR) voted in favor of Judgment 168/13 stripping thousands of Dominicans predominantly of Haitian descent of their citizenship as far back as 1929; and

Whereas the ruling will render approximately 250,000 individuals stateless, at least 200,000 of whom were born in the Dominican Republic to "illegal" Haitian immigrants; and

Whereas this has been argued to be a gross violation of human rights; and

Whereas Haitian Dominicans continue to be the subject of racism, xenophobia and violence that have been historically entrenched and cannot be disassociated from this latest injustice; and

Whereas according to reports, the Government of the Dominican Republic is also examining deportation as a means of enforcing the ruling; and

Whereas between 2011 and 2012, at least 68,700 Haitians were reportedly deported from the Dominican Republic; therefore

Be it resolved that a letter condemning the actions of the Dominican Republic's Constitutional Tribunal be sent to the Dominican Republic Embassy in Toronto, the Secretary-General of CARICOM and the President of the Dominican Republic; and

Be it further resolved that a letter be sent to the United Nations Office of the High Commissioner for Human Rights (OCHR) urging them to continue pressuring the Dominican Republic government to reverse this ruling.

**CARRIED**



**2014/01:032 MOTION**

Local 84/Local 47

Whereas human rights groups, including Amnesty International and the International Labor Organization, have documented migrant workers' exposure to physical violence, unhealthy working conditions, and discrimination in Arab countries including Saudi Arabia; and

Whereas the "kafala" or "sponsorship" system, which has also been criticized in connection with human rights violations in Qatar, requires all foreign unskilled laborers to have a sponsor, generally their employer; and

Whereas the employer is responsible for their visa and legal status, placing workers at the employer's mercy; and

Whereas seven months ago, in an attempt to address unemployment rates, the Saudi Arabian government launched what it called an "amnesty" or "grace period" to give illegal workers a chance to rectify or resolve their "illegal" status; and

Whereas the deadline of the amnesty was November 3 and was marked by endless administrative hurdles which then gave the authorities a "legal" excuse to criminalize, deport, or even shoot migrant workers; and

Whereas recently, the Government of Saudi Arabia ordered that all immigrants living and working within Saudi Arabia be deported back to their countries; and

Whereas this deportation campaign quickly spiralled out of control and, shortly after this order was issued, the Saudi Arabian authorities began attacking the tens of thousands of Ethiopian migrant workers living within Saudi Arabia; and

Whereas witnesses have come forward and video footage has been uploaded on various internet websites and social media platforms illustrating the escalating levels of violence inflicted upon Ethiopian immigrants in Saudi Arabia; and

Whereas the police and military of Saudi Arabia have been noted killing or beating immigrants to near death; therefore

Be it resolved that a letter be sent to the Ethiopian Minister of Foreign Affairs and the Saudi Arabian Embassy in Ottawa condemning and calling for an end to the brutal treatment of Ethiopians in Saudi Arabia; and

Be it further resolved that member locals be encouraged to host events, in collaboration with Ethiopian-led student groups and community organizations on this issue; and

Be it further resolved that member locals be encouraged to participate in protests and rallies calling for the end to the horrific treatment of Ethiopians in Saudi Arabia.

**CARRIED**

**2014/01:034 MOTION**

Local 32/Local 47

Whereas sexual assault remains a serious problem for far too many students; and

Whereas many university and college administrations continue to respond inadequately to this problem, and often lack comprehensive, well-researched policies and practices to effectively support survivors and build campus cultures that promote healthy sexual expression and that make sexual violence unacceptable; therefore

Be it resolved that member locals be encouraged to actively lobby administration to adopt policies and practices including but not limited to:

- Responses to academic situations that directly affect a students ability to go to class; and

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- Anti-oppressive and safe spaces training, with a focus on instances of sexual assault, for faculty and staff; and

Be it further resolved that the “Ideas For Organizing on Campus – Campus Toolkit for Combating Sexual Violence” be expanded to include resources and tips on the following topics:

- Coalition Meetings: add more information on forming Working Groups and strategies to collect feedback (e.g. open forum, survey etc.) to influence policy and communicate students’ needs to administration; and
- Peer support systems and guidelines: student-led programming (e.g. phone lines), survivor-ally connect, walking-partner programs, etc. and
- Best practices for universities and colleges on effectively providing student support through referrals, awareness of support services on- and off-campus, and peer support initiatives.

### 2014/01:112 MOTION TO AMEND

Local 32/Local 41

Be it resolved that the bullet points in the first clause in Motion 2014/01:034 be amended to read:

- “Responses to situations affecting an individual’s/student’s ability to be on campus and right to a university experience free from harassment, discrimination and violence; and
- Anti-oppression and safe spaces training for faculty and staff with a focus on instances of sexual assault regarding first-response and prevention; and
- Make a public statement about consequences for perpetrators and address the safety of students; and”

Be it further resolved that the bullet points in the second clause of Motion 2014/01:034 be amended to read:

- “Coalition Meetings: add more information on forming Working Groups and strategies to collect feedback (e.g. open forum, survey etc.) to influence policy and communicate students’ needs to administration; and
- Peer support systems and guidelines: student-led programming ideas (e.g. phone lines, survivor-ally connect, walking-partner programs, etc.), ways to create a safe, supportive network for those who have faced acts of assault to connect; and
- Best practices for universities and colleges on effectively providing student support through referrals, awareness of support services on- and off-campus, and peer support initiative.”

**CARRIED**

### 2014/01:113 MOTION TO AMEND

Local 78/Local 25

Be it resolved that the following bullet point be added to the first clause of Motion 2014/01:034:

- “post traumatic stress disorder;”

**CARRIED**

**2014/01:114    MOTION TO AMEND**

Local 32/Local 41

Be it resolved that the following bullet point be added to the first clause of Motion 2014/01:034:

- “materials on how indigenous women are disproportionately affected by sexual and gendered violence;”

**CARRIED**

**2014/01:034    CARRIED AS AMENDED**

**2014/01:036    MOTION**

Local 32/Local 47

Whereas students affirm the concept of university and college campuses as public space, space for dialogue, celebration, and a diversity of perspectives and cultures; and

Whereas students support the view of campuses as living laboratories for social and technological innovation; and

Whereas students support the principle of food sovereignty – the right of all people to access adequate, nutritious, culturally-appropriate foods of their choosing, free from corporate control or monopoly; and

Whereas some Ontario universities and colleges currently enforce food exclusivity policies that contradict these values; and

Whereas the Federation already opposes the practice of universities and colleges signing exclusive food service contracts; therefore

Be it resolved that member locals be encouraged to reject university and college policies that unfairly restrict students’ food choices on our campuses through non-compliance with campus food exclusivity arrangements; and

Be it further resolved that member locals rejecting such policies be supported however reasonably possible, including but not limited to access to legal resources, letters of support, and organizational assistance; and

Be it further resolved that members be supported in advocating for stakeholder-based Food Advisory Councils at all Ontario universities and colleges, which shall recommend and direct the implementation of policies and practices that support food sovereignty and ensure that campus food services are responsive to students’ needs and values.

**CARRIED**

**2014/01:038    MOTION**

Local 32/Local 47

Whereas the Federation demands that universities and colleges take seriously their role of creating a better future by addressing societal problems such as global climate change and its disproportionate impact on people who are already systemically disadvantaged; and

Whereas there is a growing movement of students asking their universities and colleges to pursue divestment from fossil fuels, in order to erode the social license of the fossil fuel industry; and

Whereas divestment is a tactic requiring widespread engagement and implementation in order to meet its objectives, and some member locals may not be aware of the growing divestment campaign or possess the knowledge of how to effectively implement it; therefore

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Be it resolved that the Federation work with organizations involved in fossil fuel divestment campaigning, such as Fossil Free Canada and the Canadian Youth Climate Coalition, to develop resources to help students inform themselves about the divestment movement and effectively carry out successful divestment campaigns on their campuses; and

Be it further resolved that a letter be sent to the President of each member university and college, encouraging them to deepen their school's commitment to a just and sustainable future through responsible investment policies and in particular the development of strong fossil-free portfolios.

**CARRIED**

**2014/01:040**

**MOTION**

Local 32/Local 47

Whereas an editorial published by Thunder Bay's daily newspaper, The Chronicle Journal, on September 15, 2013 is discriminatory and transphobic; and

Whereas the Chronicle Journal is a member of the Ontario Press Council, and as such is expected to adhere to the Council's standards; and

Whereas gender identity and gender expression are protected grounds under the Human Rights Code of Ontario; and

Whereas freedom of speech and freedom of the press are not justifiable grounds for printing discriminatory material; and

Whereas the Chronicle Journal has refused to adhere to the full terms of a petition drafted by concerned students and community members regarding the editorial, and has stated it will not issue a written apology; and

Whereas further support from the Federation and its member locals would aid in legitimizing the editorial case with the Ontario Press Council; therefore

Be it resolved that a letter be written condemning the Chronicle Journal for publishing the editorial as well as their refusal to issue a written apology; and

Be it further resolved that member locals be encouraged to educate their members on the differences between freedom of speech, freedom of the press, and hate speech; and

Be it further resolved that a letter be written to the Editor, the Managing Editor, and the Editorial Page Editor of the Chronicle Journal, the Thunder Bay – Superior North Member of Parliament, and the Ontario Press Council, as well as the Thunder Bay city council members, expressing concern with the discriminatory nature of the editorial and encouraging appropriate action.

**2014/01:115**

**MOTION TO AMEND**

Local 32/Local 82

Be it resolved that the first clause of Motion 2014/01:040 be struck and the following clause be added:

“Be it further resolved that member locals be encouraged to educate their members on the differences between freedom of speech, freedom of the press, and hate speech, and that the development of materials be discussed by the Executive Committee; and”

**CARRIED**

**2014/01:040**

**CARRIED AS AMENDED**

**2014/01:042 MOTION**

Local 32/Local 47

Whereas the Federation recognizes human-induced climate change as a pressing and disturbing issue facing students and its disproportionate impact on those already affected by systematic marginalization and promotes efforts to mitigate climate change; and

Whereas the Federation is a founding member of the Canadian Youth Climate Coalition (CYCC), a coalition working towards a just climate future, and has an ongoing interest in supporting its work; and

Whereas the PowerShift conferences previously held by the CYCC have been supported by the Federation, and empowered youth, including many members of the Federation, to more effectively lead sustainability and social justice initiatives on their campuses and in their communities; therefore

Be it resolved that the Federation work with the Canadian Youth Climate Coalition to support a possible PowerShift conference to be held in Ontario in 2014; and

Be it further resolved that, assuming it is successfully organized, a contribution of \$2,000 be made to the PowerShift conference; and

Be it further resolved that in-kind support be provided through the printing of promotional materials and distribution of materials to campuses; and

Be it further resolved that member locals be encouraged to provide support and bring members to such a conference.

**2014/01:116 MOTION TO AMEND**

Local 94/Local 98

Be it resolved that Motion 2014/01:042 be amended to add the following clause:

“Be it further resolved that the Federation suggest that PowerShift be held in Toronto to support the accessibility of the conference.”

**CARRIED**

**2014/01:042 CARRIED AS AMENDED**

**2014/01:044 MOTION**

Local 94/Local 47

Whereas a well-organized campaign is underway in British Columbia to create \$10 per full day childcare; therefore

Be it resolved that the Federation work with coalition partners such as the Ontario Coalition for Better Childcare and labour and community organizations to strengthen the campaign for \$10 per day child care in Ontario; and

Be it further resolved that a study be commissioned on the Ontario context similar to the two documents that launched the BC campaign (by Jane Beach and Tammy Findlay); and

Be it further resolved that the Federation work with coalition partners to create and launch a plan suitable for Ontario similar to the Coalition of Child Care Advocates of B.C.’s Community Plan for a Public System of Integrated Early Care and Learning.

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**2014/01:117 MOTION TO AMEND**

Local 94/Local 78

Be it resolved that the second clause of Motion 2014/01:044 be amended to read:

“Be it further resolved that a study be commissioned on the Ontario context similar to the two documents that launched the BC campaign (by Jane Beach and Tammy Findlay) with particular emphasis on student parents; and”, and

Be it further resolved that the third clause of Motion 2014/01:044 be amended to read:

“Be it further resolved that the Federation work with coalition partners to create and launch a plan suitable for Ontario, meeting the needs of student parents, similar to the Coalition of Child Care Advocates of B.C.’s Community Plan for a Public System of Integrated Early Care and Learning.”

**CARRIED**

**2014/01:044 CARRIED AS AMENDED**

**2014/01:056 MOTION**

Local 99/Local 47

Whereas Enbridge wants to reverse the direction of its 38 year old pipeline (Line 9) in order to transport Tar Sand from Alberta; and

Whereas the transport of raw bitumen is more susceptible to pipeline breaks and damaging spills; and

Whereas an Enbridge tar sands oil spill into Michigan’s Kalamazoo River in 2010 caused people to permanently lose their homes, severely impacted people’s health and cost more than \$1 billion to clean up; and

Whereas Environmental Defence Canada has a campaign called “Stop Line 9” that demands the Federal Minister of the Environment Leona Aglukkaq and Ontario Environment Minister Jim Bradley to conduct a full environmental assessment for Enbridge’s proposed Line 9B Reversal and Line 9 Capacity Expansion Project; and

Whereas the Enbridge Line 9 reversal application and review process has already violated the Nanfan treaty, the Two-Row Wampum, Friendship Wampum Belt, the Great Peace of Montreal Treaty, the Haldimand Proclamation, Section 35 of the Constitution Act and the UN Declaration of Rights of Indigenous People; therefore

Be it resolved that that the “Stop Line 9” campaign be endorsed; and

Be it further resolved that Indigenous, Aboriginal, and other communities be worked with in opposing Line 9; and

Be it further resolved that the Federation call for a full environmental assessment and public hearings into this risky project.

**2014/01:118 MOTION TO AMEND**

Local 41/Local 109

Be it resolved that the second clause of Motion 2014/01:056 be amended to read:

“Be it further resolved that member locals collaborate with Indigenous communities in opposing Line 9; and”

**CARRIED**

**2014/01:056 CARRIED AS AMENDED**

**2014/01:058**

**MOTION**

Local 99/Local 47

Whereas municipal elections across Ontario are on October 27, 2014 and have already started; and

Whereas many issues that effect students, such as transit, are dealt with by municipal governments; and

Whereas students can come together to share the city that they live and study in by voting and speaking on their needs; therefore

Be it resolved that material be produced for member locals to use in both getting students to vote in municipal elections and getting student perspective on municipal issues to the public; and

Be it further resolved that member locals be encouraged to work with other locals within their city to best use the material to get students to vote and make an impact in the election.

**CARRIED**

**2014/01:060**

**MOTION**

Local 99/Local 47

Whereas the destruction of natural resources is happening at an uncontrollable rate due to anthropogenic forces; and

Whereas forests and trees, a crucial resource in the production of paper products, are being eradicated at an alarming rate; and

Whereas it is the responsibility of institutions to be as sustainable as possible and students have lead the charge to push them to be so; therefore

Be it resolved that that member locals be encouraged to lobby their campus administration to change all printer settings to have double sided printing set as the default setting and to utilize post-consumer recycled paper in all operations; and

Be it further resolved that member locals be encouraged to take on the practices in their own local offices.

**2014/01:119**

**MOTION TO AMEND**

Local 98/Local 20

Be it resolved that Motion 2014/01:060 be amended to add the following clause:

“Be it further resolved that member locals be encouraged to lobby and work with faculty associations and institutional academic bodies to accept double sided printing for assignments.”

**CARRIED**

**2014/01:060**

**CARRIED AS AMENDED**

**2014/01:062**

**MOTION**

Local 99/Local 47

Whereas a class-action lawsuit has been filed against both Toronto and Peel police for damages as a result of systemic racial profiling by police; and

Whereas “carding” by Toronto police is a very concerning process whereby personal information of individuals is gathered despite no charges being laid; and

Whereas between 2008 to 2012 in Toronto, blacks were stopped and documented to a higher degree than blacks who were stopped and frisked by New York City police; and

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Whereas traditionally marginalized communities face a different and harsher level of policing than everyone else; therefore

Be it resolved that that a letter be written to both the Toronto and Peel police chiefs condemning systemic racial profiling by police; and

Be it further resolved that that member locals also be encouraged to write letters and work with groups in the community doing work on racial profiling.

**2014/01:120 MOTION TO AMEND**

Local 105/Local 47

Be it resolved that the first clause of Motion 2014/01:062 be amended to read:

“Be it resolved that that a letter be written to both the Toronto and Peel police chiefs, municipalities involved and relevant human rights organizations and Prime Minister Stephen Harper condemning systemic racial profiling by police; and”

**CARRIED**

**CARRIED**

**2014/01:062 CARRIED AS AMENDED**

**2014/01:064 MOTION**

Local 99/Local 47

Whereas Ontario's tuition fee framework allows institutions to raise tuition fees to a maximum of 3-5 per cent; and

Whereas institutions across the province vote every year through their governance process to increase tuition fees as high as the framework allows; and

Whereas many institutions receive more funding through tuition fees than from the government; and

Whereas institutions rely on tuition fee increases instead of asking for higher per student funding; therefore

Be it resolved that member locals be encouraged to take action at their governance bodies around the votes to increase tuition fees; and

Be it further resolved that that member locals also be encouraged to call on institutions to push for higher per student funding instead of voting to raise tuition fees every year.

**2014/01:121 MOTION TO AMEND**

Local 99/Local 25

Be it resolved that the first clause of Motion 2014/01:064 be amended to read:

“Be it resolved that member locals be encouraged to take action at their institutions governance bodies around the votes to increase tuition fees; and;”

**CARRIED**

**2014/01:064 CARRIED AS AMENDED**

**2014/01:074 MOTION**

Local 97/Local 47

Whereas the University of Toronto has contracted Microsoft Outlook for its institutional email client; and

Whereas the University of Toronto has moved over 135,000 email accounts to the Microsoft Outlook platform; and



Whereas many other colleges and universities are seeking partnerships with email client providers based in the United States; and

Whereas the University of British Columbia has sought to invest in its own cloud servers to protect against encryption; and

Whereas there are concerns that student, faculty, and staff emails are now subject to U.S laws, and surveillance by the National Security Agency; and

Whereas this move violates the privacy and intellectual property rights of users; and

Whereas college and university administrations have not adequately educated students, faculty, and staff about the dangers of outsourcing email client systems to the United States; therefore

Be it resolved that a factsheet outlining concerns over student emails being stored in the United States be developed and distributed.

**2014/01:122 MOTION TO AMEND**

Local 25/Local 105

Be it resolved that Motion 2014/01:074 be amended to read:

“Be it resolved that a factsheet outlining concerns over student emails being stored in the United States as well as a list of alternative email hosts that don’t pass through Nodes be developed and distributed.”

**CARRIED**

**2014/01:074 CARRIED AS AMENDED**

**2014/01:076 MOTION**

Local 97/Local 47

Whereas it is estimated that there are hundreds of thousands of unpaid interns in Canada; and

Whereas a disproportionate number of these unpaid interns are students or recent graduates, young women, and youth from lower socio-economic backgrounds; and

Whereas many of these unpaid interns are illegally misclassified each year and are illegally denied wages, forego Canada Pension Plan, Workplace Safety and Insurance Board and Employment Insurance contributions, and do not pay income tax; and

Whereas despite complaints about illegal unpaid internships appearing in the media in recent months, Ontario’s Ministry of Labour has refused to take any concrete action to address illegal misclassification and wage theft; and

Whereas Ontario has guidelines that outline what would allow an unpaid internship to be legal under the Employment Standards Act; and

Whereas Labour Minister Yasir Naqvi has recently introduced legislation that would see unpaid interns protected under workplace safety laws; therefore

Be it resolved that a factsheet that outlines the laws and protections pertaining to unpaid interns be developed.

**2014/01:123 MOTION TO AMEND**

Local 25/Local 20

Be it resolved that Motion 2014/01:076 be amended to read:

“Be it resolved that the Federation investigate working with organizations such as Canadian Intern Association and/or Youth and Work to develop a factsheet that outlines the laws and protections pertaining to unpaid interns.”

**CARRIED**

**2014/01:076 CARRIED AS AMENDED**

**2014/01:084 MOTION**

Local 98/Local 47

Whereas each year in Ontario tens of thousands of students and young workers are illegally misclassified as interns, trainees and non-employees; and

Whereas the Employment Standards Act, 2000 (“the ESA”) and its associated regulations regulates employment relationships between employees and employers in the Province of Ontario in the areas of minimum wage, hours of work, periods of rest, overtime pay, vacation time and termination entitlements; and

Whereas the ESA and its associated regulations contains a series of statutory exclusions that disenfranchises students, trainees, interns, and young workers by either partially or completely removing them from employment standards protections in critical areas such as minimum wage, overtime pay, hours of work and periods of rests; and

Whereas many internships and training programs are forms of unpaid and unfree labour which essentially create pools of cheap labour which employers directly benefit and profit from; and

Whereas many unpaid internships and unpaid training programs fail to acknowledge that these positions are meant to be educational and experiential rather than a means to reduce the labour costs of employers; and

Whereas the expectations, duration, duties, expectations, and requirements of unpaid internships and unpaid training programs are often unclear to the students, interns, trainees, and young workers; furthermore, the duration and criteria for promotion into paid employment is often nebulous or non-existent; and

Whereas unpaid internships and unpaid training programs have a destabilizing effect on Ontario’s labour market which drives down wages, leads to replacement of paid employees with unpaid ones, increases the youth unemployment rate, heightens the amount of debt students have to incur, reduces overall economic growth, and contributes to a growing level of labour market precariousness targeting students, trainees, and young workers; and

Whereas post-secondary education institutions in Ontario are moving towards institutionalizing the practice of students providing unpaid labour as part of the requirements for graduation; furthermore, this process is tacitly supported by the Ministry of Training, Colleges, and Universities (“the MTCU”); and

Whereas there is gendered division in the types of internships and training programs that are paid versus unpaid. This disparity sees students in engineering, computer science, technology, and business management programs receive paid remuneration, while students in design, communications, the humanities, the arts, or marketing tend not to receive any form of remuneration; and

Whereas students in design, communications, the humanities, the arts, or marketing are increasingly finding it necessary to engage in unpaid labour post-graduation as a precursor and prerequisite to finding paid employment; and

Whereas Ontario’s Ministry of Labour (“the MOL”) currently does not proactively enforce the ESA or conduct inspections targeting employers using unpaid interns or unpaid trainees; furthermore, the MOL relies entirely on a complaints driven enforcement model that ignores the fact that substantial power imbalances exist between interns, trainees, and employers; therefore

Be it resolved that a campaign be undertaken to raise awareness of the negative effects arising from unpaid labour targeting students, interns, trainees, and young workers; and

Be it further resolved that the Federation advocate that the Ministry of Labour create a proactive enforcement strategy targeting employers that exploit unpaid labour of students, interns, trainees, and young workers; and

Be it further resolved the Federation advocate for the Ministry of Labour to carry out a series of stakeholder consultations across all regions of Ontario as part of the creation of a proactive enforcement strategy and invite students to participate in the consultation process; and

Be it further resolved that the Federation advocate that the Ministry of Labour conduct inspection blitzes targeting high-risk employers who may be non-compliant with the ESA and exploiting the unpaid labour of students, interns, trainees, and young workers; and

Be it further resolved that the Ministry of Labour, Human Resources and Skills Development Canada, and Statistics Canada be called upon to collaborate with the Federation on a data collection project that would trace the dimensions and scope of unpaid labour targeting youths on a provincial and national level.

**2014/01:124 MOTION TO AMEND**

Local 110/Local 88

Be it resolved that Motion 2014/01:084 be amended to add the following clause:

“Be it further resolved that the Federation work with the Ontario Federation of Labour (OFL) regarding unpaid internships and ask that they advocate against the use of unpaid internships at all levels especially within labour councils or by labour studies programs.”

**CARRIED**

**2014/01:084 CARRIED AS AMENDED**

**2014/01:088 MOTION**

Local 98/Local 47

Whereas students at the University of Toronto have joined in coalition with faculty and staff to create a “Stop Unfair Work/Stop Unfair Fees” campaign; and

Whereas the campaign seeks to examine the relationship between unfair labour practices and exploitative, mandatory fees that students are forced to pay; and

Whereas the Steelworkers Union has signed on to the campaign, and seeks to promote the examination of exploitative labour and exploitative education beyond the University of Toronto; and

Whereas the campaign will be publishing an alternative university budget that can serve as a model for alternative budgets at colleges and universities across the province; and

Whereas economists from the Broadbent Institute are involved in this initiative; and

Whereas the campaign has created a necessary solidarity movement among professors, students and staff at the University of Toronto’s three campuses; and

Whereas the campaign was helpful in the change to the flat fees structure provincially; and

Whereas the campaign could be run similarly on other campuses; therefore

Be it resolved that the Stop Unfair Work, Stop Unfair Fees campaign be endorsed and supported; and

Be it further resolved that coalition partners such as the Ontario University and College Coalition and the Canadian Centre for Policy Alternatives be solicited to join the campaign and in particular, contribute to the alternative budget; and

Be it further resolved that member locals be encouraged to implement similar campaigns and initiatives on their campuses.

**CARRIED**

**2014/01:090 MOTION**

Local 98/Local 47

Whereas the proposed Trinity Western Law School is going for accreditation approval with the Federation of Law Societies; and

Whereas the proposed law school will require students to sign a “Community Covenant Agreement” stipulating that all TWU community members will abstain from same-sex intimacy – even if married and any student violating the TWU Covenant risks disciplinary measures including expulsion; and

Whereas the TWU Covenant obviously discriminates against gay and lesbian students; and

Whereas in grant accreditation to TWU, the Federation of Law Societies would be allowing segregation of law students and faculty based on their sexual orientation and gender; therefore

Be it resolved that a letter be written to the Federation of Law Societies urging them to not approve the accreditation of the Trinity Western Law School; and

Be it further resolved that member locals also be encouraged to write letters to condemn and oppose the creation of this law school.

**2014/01:125 MOTION TO AMEND**

Local 98/Local 99

Be it resolved that the first clause of Motion 2014/01:090 be amended to read:

“Be it resolved that a letter be written to the Federation of Law Societies urging them to reconsider the accreditation of the Trinity Western Law School; and”

**CARRIED**

**2014/01:126 MOTION TO AMEND**

Local 41/Local 98

Be it resolved that Motion 2014/01:090 be amended to add the following clause:

“Be it further resolved that a press release condemning and opposing the creation of this law school be sent to provincial and national media to draw public attention to the homophobic “community covenant agreement”; and”

**CARRIED**

**2014/01:127 MOTION TO AMEND**

Local 32/Local 88

Be it resolved that Motion 2014/01:090 be amended to add the following clause:

“Be it further resolved that the Executive Committee investigate the feasibility of launching a legal challenge under the relevant Human Rights legislation.”

**CARRIED**

**2014/01:128 MOTION TO AMEND**

Local 32/Local 47

Be it resolved that Motion 2014/01:090 be amended to add the following clause:

“Be it further resolved that member locals be encouraged to submit opinion pieces to their campus newspapers and to the Ontario Bureau of CUP to raise awareness and bring media attention to the issues; and”

**CARRIED**

**2014/01:090 CARRIED AS AMENDED**

**2014/01:094 MOTION**

Local 78/Local 47

Whereas the union representing academic faculty at Carleton (CUASA) unanimously voted in favour of a motion criticizing the university's handling of union grievances; and

Whereas for a better part of a year, the administration has not been meeting its obligations under the collective agreement; and

Whereas in its response to grievances the administration has consistently failed to respect the obligatory timelines and procedures; and

Whereas on a grievance filed on behalf of the association over the summer, the administration has substantially exceeded normal timelines; and

Whereas such brazen disregard for the Collective Agreement on the part of the employer is unparalleled in Carleton's history; therefore,

Be it resolved that that a solidarity letter be written to CUASA in support of their censure of the Senior Administration of Carleton University; and

Be it further resolved that member locals be encouraged to write similar letters.

**CARRIED**

**2014/01:096 MOTION**

Local 78/Local 47

Whereas the Federation released in the spring of 2013 the Campus Toolkit for Combating Sexual Violence, which includes a variety of resources to develop campaigns and policy around sexual and gender-based violence, and provides practical resources pertaining to campus safety, sexual assault policy, and taking concrete action; and

Whereas gender-based and sexual violence are forms of systemic violence that foster within a structure of patriarchy: a global social system where men hold power and privilege over women and other genders, within formal institutions and other forms of social, legal, political, and economic organization; and

Whereas gender-based and sexual violence arises as a result of unequal power relationships, and occurs to exert power and control over others; and

Whereas gender-based and sexual violence is sustained by systems of power and privilege based on gender, class, race, (dis)ability, and nationality, among others; and

Whereas confronting gender-based and sexual violence entails, as a first step, naming and explaining the systems of power and privilege that sustain such violence; and

Whereas a holistic approach to addressing gender-based and sexual violence involves both practical and theoretical groundings; and

Whereas a holistic approach entails exploring the concepts of power, privilege, and patriarchy, in order to further public education surrounding the root causes of gender-based and sexual violence; and

Whereas students' unions have an important role to play in making the concepts of power, privilege, and patriarchy more accessible to students and the broader public; therefore

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Be it resolved that the Federation investigate the development of educational and campaign materials that explicitly explore the concepts of power, privilege, and patriarchy, in an effort to enhance the value of the Campus Toolkit for Combating Sexual Violence.

**CARRIED**

**2014/01:098**

**MOTION**

Local 78/Local 47

Whereas a living wage is defined by the Canadian Centre for Policy Alternatives (CCPA) as “the minimum hourly wage necessary for each of two workers in a family of four to meet basic needs and to participate in the civic/social life of their community;” and

Whereas the current legal minimum wage in Ontario is \$10.25 per hour (for those over 18 years of age, excluding servers), which is well below the living wage calculated for many Ontario cities and regions; and

Whereas many high grossing multinational corporations operating in Ontario profit from the exploitation of the working poor; and

Whereas many students in Ontario work minimum wage jobs, and are living in poverty; and

Whereas various labour, community, and student groups are working together on a provincial campaign to raise the minimum wage to \$14.00 per hour, and the Federation is currently a partner in this campaign; therefore

Be it resolved that additional campaign materials be developed in support of the living wage campaign; and

Be it further resolved that the Federation research municipal, national, and/or international examples of living wage communities that could inform a campaign fact sheet; and

Be it further resolved that member locals be encouraged to collect signatures for the living wage postcards, and participate in monthly days of action (held on the 14th) for a living wage in Ontario.

**CARRIED**

**2014/01:100**

**MOTION**

Local 78/Local 47

Whereas the police have used excessive force against peaceful protesters, many of them students, in Ukraine on December 4, 2013; and

Whereas excessive police violence has been used against protesters in New Brunswick; and

Whereas some Ontario university and college campuses are staffed with special constables that have been extended certain policing powers by regional police service boards, including the use of force, and are sometimes equipped with weapons such as batons, handcuffs, and pepper spray; and

Whereas The Canadian Civil Liberties Association and the Office of the Independent Police Review Director report that Toronto police violated numerous constitutional rights, made unlawful arrests, and used excessive force during the G20 summit in 2010, with many of the protestors affected being students; and

Whereas thousands of students were arrested during the 2012 Maple Spring, and legislative attacks, including projet de loi 78, threatened students’ constitutional rights to freedom of expression and freedom of assembly, and further empowered police to use excessive force and crowd control tactics against protesters; and

Whereas students on campuses such as University of California Davis suffered from police brutality at the hands of campus security forces during the Occupy movement; and

Whereas police brutality contributes to the structural violence experienced by racialized people, women, queer and transgendered people, people with disabilities, and working class people; therefore

Be it resolved that “Students against police brutality,” and “Students for civil liberties” campaign buttons be developed, to be distributed to member locals, in opposition to systemic police violence used to repress students and civilians in Canada and around the world; and

Be it further resolved that a “Know Your Rights” factsheet be created, detailing student rights with respect to protest and other forms of direct action, for distribution to member locals; and

Be it further resolved that member locals be encouraged to vocally oppose police brutality and the violation of civil liberties in their communities as cases arise, in recognition of the important role student unions play in defending rights to freedom of expression and freedom of assembly in society.

**2014/01:129 MOTION TO AMEND**

Local 41/Local 32

Be it resolved that Motion 2014/01:N46 be amended so that the following be added as the third clause:

“Be it further resolved that member locals be encouraged to create fact sheets about student rights in relation to their campus security and protection offices”

**CARRIED**

**2014/01:100 CARRIED AS AMENDED**

**2014/01:102 MOTION**

Local 78/Local 47

Whereas Teaching Assistants (TA) and Contract Instructors (CI) of Carleton University under CUPE 4600 are in bargaining with the employer; and

Whereas CIs are paid 7% less than the provincial average; and

Whereas CIs are paid \$1,000 less per course than CIs at the University of Ottawa; and

Whereas the employer has only offered a small salary increase which would not bring CIs in line with the average, nor keep up with the cost of living increase; and

Whereas in the last round of bargaining (2010) CUPE 4600 (Unit 2) bargained a benefit plan which was to be developed by both parties and implemented by September 2012 and as this was not done, CUPE 4600 now have to renegotiate benefits; and

Whereas for Unit 1 (TAs) the employer has suggested an amendment to Article 4.04 of the Collective agreement that would prevent CUPE 4600 members from filing a grievance concurrently to a formal complaint under Carleton’s Workplace Harassment Prevention Policy; and

Whereas for Unit 1 (TA) the union and the employer remain far apart on the issue of wage increase, as the employer has shown little interest in any increases to wages (tabling increases of 0%, 0%, and 0.5%) or any recognition of other fee reductions or wage adjustments reflecting increasing tuition and living costs; and

Whereas the climate of negotiations at Carleton University is similar to that experienced by sister locals across the province; therefore

Be it resolved that the a letter of support and solidarity be written to CUPE 4600 for Unit 1 and Unit 2; and

Be it further resolved that member locals be encouraged to write similar letters to CUPE 4600 and other locals within the academic sector entering negotiations.

**CARRIED**

**2014/01:130 MOTION**

Local 99/Local 111

Be it resolved that the report of the Campaigns and Government Relations Committee be accepted.

**CARRIED**

**5. PRESENTATION OF THE ORGANIZATIONAL AND SERVICES DEVELOPMENT COMMITTEE REPORT**

National Executive Representative Anna Goldfinch presented the report on behalf of the Committee.

**2014/01:024 MOTION TO AMEND BYLAWS**

Local 68/Local 47

Whereas the current provisions for establishing a Constituency Group or Caucus in the Bylaws mandate a multi-step process including an application in writing, the striking of a review committee and the production of a report prior to a vote at plenary to adopt a bylaw establishing said Constituency Group or Caucus; and

Whereas the establishment or deletion of a Constituency Group or Caucus, like the adoption of any other amendment to the Federation's Bylaws, should simply require advance notice and a two-thirds (2/3) vote without additional hurdles; and

Whereas nothing in the Bylaws prohibits an application in writing and/or the striking of review committees to assess the feasibility of a new Constituency Group or Caucus; therefore

Be it resolved that Bylaw VII-Constituency Groups, Section 2-Establishment of Constituency Group be amended to read:

**2. Establishment of Constituency Group**

A Constituency Group may be established in the manner prescribed in Bylaw XXII-Amendments of the Bylaws.

A Constituency Group must, as a stated goal, support the statement of purpose of the Federation.

Be it further resolved that Bylaw VIII-Caucuses, Section 2-Establishment of Caucuses be amended to read:

**2. Establishment of Caucuses**

A Caucus may be established in the manner prescribed in Bylaw XXII-Amendments of the Bylaws.

A Caucus must, as a stated goal, support the statement of purpose of the Federation.

**CARRIED**

**2014/01:026 MOTION TO AMEND BYLAWS**

Local 68/Local 47

Whereas the Canadian Federation of Students-Ontario is currently governed by the Ontario Corporations Act; and



Whereas legislation has been introduced to overhaul the sections pursuant to not-for-profit corporations in the Ontario Corporations Act with the Not-For-Profit Corporations Act; and

Whereas the new Act will require the Federation to institute certain provisions in order to remain compliant; and

Whereas there are a number of changes to the Federation's Bylaws that are required in order to maintain the basic structure and processes as established by member locals; and

Whereas one of these changes requires clarification as to the classes of members within Not-For-Profit Corporations; and

Whereas Constituency Groups and Caucuses do not currently constitute a separate class of membership; and

Whereas it is important to make this distinction clear in the Federation's governing documents; and

Whereas similar changes are being made to the Act governing Federally incorporated organizations; and

Whereas the Canadian Federation of Students made similar changes to its governing documents to be in compliance with the new Act; and

Whereas the following proposed changes do not constitute any actual modification to the current model by which Constituency Groups and Caucuses are integrated into the structures of the Federation; therefore

Be it resolved that Bylaw VII-Constituency Groups, Section 1-General Description be amended to include the following:

Constituency Groups, as such, are not members of the Federation; and

Be it further resolved that Bylaw VIII-Caucuses, Section 1-General Description be amended to include the following:

Caucuses, as such, are not members of the Federation; and

Be it further resolved that Bylaw VII-Constituency Groups, Bylaw VIII-Caucuses, Appendix A-Constitution of the Ontario Graduate Caucus, Appendix B-Constitution of the Northern Region Caucus and Appendix C-Constitution of the Francophone and Bilingual Caucus be repealed and replaced with identical and corresponding Operations Policy.

**CARRIED**

**2014/01:046**

**MOTION**

Local 94/Local 47

Whereas the National Student Health network is one of the Federation's most widely respected and used services; and

Whereas the cost of medical and dental care are a barrier to accessing post-secondary institutions and completing degrees; and

Whereas graduate students often have substantially different medical and dental needs than their counterparts enrolled in undergraduate and college programs; and

Whereas there may be an economic benefit to graduate student locals joining forces to negotiate the cost and details of their respective health plans; therefore

Be it resolved that the creation of an Ontario Graduate Student Health branch of the National Student Health network be investigated; and

Be it further resolved that a report on the feasibility of the creation of an Ontario Graduate Student Health branch of the National Student Health network be produced.

**2014/01:131 MOTION TO AMEND**

Local 94/Local 47

Be it resolved that Motion 2014/01:046 be amended to read:

Be it resolved that the creation of an option for joint health plans for graduate locals within the National Student Health network be investigated; and

Be it further resolved that a report on the feasibility of the creation of joint health plans for graduate locals within the National Student Health Network be produced.

**CARRIED**

**2014/01:046 CARRIED AS AMENDED**

**2014/01:052 MOTION TO AMEND BYLAWS**

Local 56/Local 47

Whereas the Federation is a recognized not-for-profit organization registered in the province of Ontario and must therefore comply with the statutes and laws applicable to not-for-profit corporations in the province of Ontario; and

Whereas there exists new provincial legislation known as the Ontario Not-For-Profit Corporations Act (2010); and

Whereas this action is not yet enforced but has an anticipated proclamation date of January 2014; and

Whereas said legislation states on the subject of appointment of an auditor: “Subject to section 76, at each annual meeting, members of a corporation shall by ordinary resolution appoint an auditor to hold office until the close of the next annual meeting; or a person to conduct a review engagement of the corporation. 2010, c. 15, s. 68 (1)”; and

Whereas the CFS-National bylaws, although under different not-for-profit legislation, do currently conform to this language and provide an effective rubric in language and powers; therefore

Be it resolved “Bylaw XXI – Auditors” be struck and reformulated as follows, in order to both comply with provincial legislation and also mirror the CFS-National bylaw “VI – Finances” subsection 4. “Auditors”:

- a. The voting members shall appoint the auditors of the Federation at each Semi-Annual General Meeting of members, to audit the financial statements of the Federation for the subsequent fiscal year.
- b. In the event of a vacancy in the position of auditors, the National Executive shall have the authority to fill the vacancy and fix the remuneration.
- c. The audited financial statements for the preceding fiscal year shall be presented to the voting members at each Semi-Annual General Meeting.

**2014/01:132 MOTION TO AMEND**

Local 24/Local 99

Be it resolved that points a. and b. of Motion 2014/01:052 be amended to read:

- a. The voting members shall appoint the auditors of the Federation at each Semi-Annual General Meeting of members, to audit the financial statements of the Federation for the current fiscal year.

- b. The Executive Committee shall fix the remuneration of the auditors and fill the vacancy in the event of one.

**CARRIED**

**2014/01:052 CARRIED AS AMENDED**

**2014/01:054 MOTION**

Local 56/Local 47

Whereas the Canadian Federation of Students exists to represent, promote and defend the common interests of students studying at Canadian post-secondary institutions; and

Whereas the Canadian Federation of Students is a staunchly democratic and progressive organization; and

Whereas the Canadian Federation of Students and its related organizations, including CFS-Ontario, are committed to complying with federal and provincial legislation, particularly when doing so is in the best interests of the safety of students; and

Whereas both Bylaw II – Membership 3.c.iv (Vote to Certify) and Bylaw II – Membership 5.c.iv (Vote to Decertify) state:

“It shall be the responsibility of the voting member local to obtain and provide to the Federation, no later than seven (7) days in advance of the vote, a list of all of the individual members of the Federation eligible to participate in the vote. If the voting member local is unable to obtain or provide a list, voting shall be conducted through a double envelope system, whereby the ballot is placed in an unmarked envelope, which is placed in a second envelope, on which the voter writes their full name and student identification number. After voting ends the envelopes will be compared to a list of the individual members who are eligible to participate in the vote. Duplicate ballots and ballots cast by ineligible voters shall be discarded. Once the validity of the votes has been verified, the outer envelopes will then be separated from the unmarked inner envelopes and tabulated”; and

Whereas the above quoted language may be in direct conflict with sections 37 through 46 of Part III – Protection of Individual Privacy of the provincial legislation colloquially known as the Freedom of Information and Protection of Privacy Act (2012); and

Whereas member locals, as well as their associated educational institutions, must comply with the above provincial and federal legislation; therefore

Be it resolved that the Executive Committee be tasked with investigating this potential conflict between provincial legislation and Federation’s bylaws and reporting back to members within 40 days should a conflict of interest exist.

**2014/01:133 MOTION**

Local 68/Local 56

Be it resolved that Motion 2014/01:054 be amended to read:

“Be it resolved that the Executive Committee be tasked with investigating this potential conflict between provincial legislation and Federation’s bylaws and reporting back to member locals at the next general meeting.”

**CARRIED**

**2014/01:054 CARRIED AS AMENDED**

**2014/01:066 MOTION**

Local 111/Local 47

Whereas the Federation provides campaigns material for all member locals; and

Whereas member locals need a more effective means of advertising and promoting campaign issues; and

Whereas digital copies of campaign graphics and logos would more easily allow for member locals to transfer campaign material to other mediums of communication; therefore

Be it resolved that, where possible, all campaigns graphics and logos be available for use on all materials produced through the Ethical Purchasing Network.

**CARRIED**

**2014/01:078 MOTION TO AMEND OPERATIONS POLICY**

Local 19/Local 47

Whereas the Federation's General Meeting is the highest decision-making body of the organization and is of critical interest to all members; and

Whereas the Federation should stand for open and transparent dialogue with members and member locals on matters that arise within the General Meeting; and

Whereas the Federation should encourage discussion and interest in its activities by members and the public; and

Whereas campus and related media serve as a critical means in which members learn of and engage with information regarding the Federation; and

Whereas such a spirit of openness and dialogue regarding the Federation and its General Meetings serves only to strengthen the Federation, rather than to undermine it; therefore

Be it resolved that the following clauses be added to the Operations Policy on General Meetings in the section on Observers:

The Federation shall allow media from within post-secondary education institutions and the general public to attend and observe General Meetings upon agreement to the following conditions:

- Media shall be allowed unobstructed, cost-free access to observe Plenary sessions, but shall not have speaking rights during such sessions;
- Media shall be allowed access to committee sessions based on a simple majority vote of the members of the committee, but shall not have speaking rights during such sessions;
- Media shall be allowed to interview willing delegates in an unobtrusive manner that does not distract from delegate participation;
- Representatives of the media who obstruct or detain the business of a particular session during the General Meeting may be warned to cease said actions;
- This clause will not limit actions related fulfilling the clauses that precede it.
- Representatives may be asked to leave if the obstruction or detaining of the business occurs following such warnings.

The above rights and conditions will be made explicit in resultant agreements between the Federation and media organizations.

None of the rights of observers and the media supersede the Rules of Order utilized by the Federation or any other policy of the Federation.

Be it further resolved that the following clause be added to the Operations Policy on Media:

The Federation shall invite provincial, post-secondary education-focused media organizations to attend component General Meetings, including but not limited to the Ontario Bureau of the Canadian University Press.

**2014/01:134 MOTION TO AMEND**

Local 24/Local 41

Be it resolved that Motion 2014/01:078 be amended to read:

Be it resolved that the following clauses be added to the Operations Policy on General Meetings in a new section titled Media:

The Federation shall allow one English and one French representative from the Ontario Bureau of the Canadian University Press to attend and observe General Meetings upon agreement to the following conditions:

- Media shall be allowed to observe Plenary sessions and workshops, but shall not have speaking rights during such sessions; and
- Media shall be allowed to interview willing delegates in a way that does not distract from delegate participation.

The rights and conditions will be made explicit in resultant agreements between the Federation and the Ontario Bureau of the Canadian University Press.

None of the rights of the media supersede the Rules of Order utilized by the Federation or any other policy of the Federation.

**CARRIED**

**2014/01:078 CARRIED AS AMENDED**

Local 19 had their absence noted.

**2014/01:080 MOTION TO AMEND OPERATIONS POLICY**

Local 19/Local 47

Whereas the Federation has engaged in a campaign on the promotion of public transit in the Greater Toronto Area and has long-standing positive opinions of the implementation of campus universal transit passes (UPASS); and

Whereas the Federation is inconsistent in its promotion of public transit to and from its own events or the events of partner organizations, including to general meetings of the Federation; and

Whereas such inconsistency, as noted above, in message undermines both Federation and member local campaigns on the issue of the promotion of public transit as the environmentally sustainable and preferred option of transit where available and accessible; and

Whereas the third clause of the section on Travel Pool in Operations Policy on General Meetings currently reads: "Member associations contributing to the travel pool will be reimbursed for travel costs to general meetings based on the most affordable mode of transportation available."; therefore

Be it resolved that public transit for transportation to events held by the Federation or partner organizations be promoted; and

Be it further resolved that the third clause of the section on Travel Pool in Operations Policy on General Meetings be amended to read:

Member associations contributing to the travel pool will be reimbursed for travel costs to general meetings via the most appropriate mode of public transportation available.

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Under circumstances where practicality or accessibility makes public transit unsuitable, other means of transit will be reimbursed.

**2014/01:135 MOTION TO AMEND**

Local 99/Local 97

Be it resolved that the second clause of Motion 2014/01:080 be amended to read:

Be it further resolved that the third clause of the section on Travel Pool in Operations Policy on General Meetings be amended to read:

Member associations contributing to the travel pool will be reimbursed for travel costs to general meetings via the most affordable mode of transportation available.

Member locals are encouraged to take public transportation where available.

**2014/01:136 MOTION TO AMEND THE AMENDMENT**

Local 97/Local 32

Be it resolved that the following clause be added to Motion 2014/01:135:

The Federation shall take into account the environmental impact as well as the economic cost of modes of transportation to general meetings.

**CARRIED**

**2014/01:137 MOTION TO REFER**

Local 68/Local 82

Be it resolved that the Motions 2014/01:080 and 136 be referred to the Executive Committee with recommendations to be brought back at the next general meeting.

**CARRIED**

**2014/01:080 REFERRED**

**2014/01:082 MOTION**

Local 19/Local 47

Whereas the core objective of the Federation is to advocate for a system of free, public education; and

Whereas the Federation advocates for post-secondary institutions that are driven by the public interest, not private interests; and

Whereas the Federation, on a National and Provincial level, has collaborated as recently as September 2013 to market products and promotions based upon the member services of the Federation that are paid for by members' Federation dues and freely provided by member locals in other circumstances; therefore

Be it resolved that the duplication of member services of the Federation, paid for by members' Federation dues, in products and promotions that generate revenue for member locals, serve a for-profit goal, or otherwise encourage private interests within post-secondary education be opposed.

**DEFEATED**

**2014/01:092 MOTION**

Local 78/Local 47

Whereas the Canadian Federation of Students has launched sustainability-oriented campaigns such as "Students for Sustainability" and "Bottled Water Free;" and

Whereas access to bicycle repair stands represents a useful service that encourages safe cycling as a mode of transportation for students; and

Whereas organizations like "Urban Racks" sell bike repair stands with secure bike pumps, tools, and bike hanging systems; and

Whereas the Federation's Ethical Purchasing Network provides member locals with high quality materials at a discounted rate; therefore

Be it resolved that the possibility of including Bike Repair Stands as part of the Ethical Purchasing Network, from an organization like "Urban Racks" or similar, be investigated.

**CARRIED**

**2014/01:138 MOTION**

Local 32/Local 71

Be it resolved that the report of the Organizational and Services Development Committee be accepted.

**CARRIED**

**2014/01:139 MOTION**

Local 41/Local 68

Be it resolved that the meeting recess for 30 minutes.

**CARRIED**

1:03 p.m. – The meeting recessed.

1:40 p.m. – The meeting reconvened.

**6. PRESENTATION OF THE POLICY REVIEW AND DEVELOPMENT COMMITTEE REPORT**

Ontario Fieldworker Michelle LeBlanc presented the report on behalf of the Committee.

**2014/01:014 MOTION TO AMEND ISSUES POLICY**

Local 47/Local 32

Whereas the Issues Policy on post-residency fees has not been updated since 2005; and

Whereas the Ontario Graduate Caucus has developed a new campaign on post-residency fees in recent years; therefore

Be it resolved that the current Issues Policy on post-residency fees be amended to read as follows:

**POST-RESIDENCY FEES**

**Preamble**

Post-residency fees exist as an intermediary measure to support tuition practices for graduate students that are fair and commensurate to their use of university resources and their contribution to institutions and the public good of university-level teaching and research.

High tuition fees coupled with residual student debt from previous degrees can discourage students from applying to graduate programs in the first place and/or contribute to attrition, that is to say, leaving graduate school due to a lack of funding. The Federation recognizes that this burden is even greater for international students, who face double or triple the fees of their domestic colleagues. Previous to the early 1990's, graduate schools in Ontario applied a fee structure that charged reduced fees for students in the post-residency period of their degrees. This is the period of a graduate student's studies during which the course requirements of their program

have been completed and they have entered the independent research and writing stages of their degrees.

This practice recognizes the reduced resources used by students in the post-residency period, the financial barriers faced by students pursuing a graduate education and the important contributions that graduate students make towards the university's teaching and research mission. Universities today could not function without the work graduate students, as academic workers, complete on day-to-day basis as research and teaching assistants and lecturers. The fees graduate students pay should be commensurate to not only their use of institutional resources but also their considerable and crucial contributions to the University community.

Reduced fees in the post-residency period also recognize the fact that financial pressures should be relieved while graduate students attempt to produce high-quality research in a timely fashion. There exists an inexorable relationship between what a graduate student pays in tuition fees and the amount that the same student has to pay for their daily expenses and furthering their research. Furthermore, it is impossible to expect a graduate student who may be struggling to meet their basic financial expenses (food, rent and transportation) to engage in the work required (conference travel) to attain academic and scholarly excellence. Graduate students are forced to take additional employment to finance their studies, which is to the detriment to that student's ability to complete their studies in a timely fashion, if at all.

### **Policy**

The Federation supports:

- The implementation of reduced post-residency fees for graduate students who have completed the course requirements of their programmes and have entered the independent research and writing stages of their degrees;
- Post-residency fees that do not exceed 50% of residency tuition fees;
- A fee structure in which students pay the equivalent to post-residency fees terms of the residency period in which they are not enrolled in courses;
- A post-residency fee structure where international students benefit from post-residency fees;
- Funding packages for graduate students which provide an income year-round that is, at a minimum, at the poverty line, after tuition fees are paid for, and which keeps up with increases to inflation;
- Providing the financial support students need, through post-residency fees, that allow graduate student to fulfill their complete potential; and
- Research that objectively explores the relationship between adequate funding and completion rates.

The Federation opposes:

- Institutions who implement post-residency fees which:
  - Do not include all graduate students - i.e. reductions only for some departments, or that do not include international students;
  - Impose deadlines (the fee reduction expires after a certain period of time or the student is forced to withdraw); or
  - Reduce tuition fees only to claw back from funding packages; and
- The double standard that allows graduate students to fund the University budget through their tuition fees during and after their funding periods but at the same time where graduate students conduct a majority of the work of the University.



**2014/01:140 MOTION TO AMEND**

Local 97/Local 68

Be it resolved that Motion 2014/01:014 be amended to read:

**POST-RESIDENCY FEES**

**Preamble**

Post-residency fees exist as an intermediary measure to support tuition practices for graduate students that are fair and commensurate to their use of university resources and their contribution to institutions and the public good of university-level teaching and research.

High tuition fees coupled with residual student debt from previous degrees can discourage students from applying to graduate programs in the first place and/or contribute to attrition, that is to say, leaving graduate school due to a lack of funding. The Federation recognizes that this burden is even greater for international students, who face double or triple the fees of their domestic colleagues. Previous to the early 1990's, graduate schools in Ontario applied a fee structure that charged reduced fees for students in the post-residency period of their degrees. This is the period of a graduate student's studies during which the course requirements of their program have been completed and they have entered the independent research and writing stages of their degrees.

This practice recognizes the reduced resources used by students in the post-residency period, the financial barriers faced by students pursuing a graduate education and the important contributions that graduate students make towards the university's teaching and research mission. Universities today could not function without the work graduate students complete on a day-to-day basis as researchers and academic workers, including, but not limited to, research and teaching assistants, graduate assistants and lecturers. The fees graduate students pay should be commensurate to not only their use of institutional resources but also their considerable and crucial contributions to the University and the larger community.

Reduced fees in the post-residency period also recognize the fact that financial pressures should be relieved while graduate students attempt to produce high-quality research in a timely fashion. There exists an inexorable relationship between what a graduate student pays in tuition fees and the amount that the same student has to pay for their daily expenses and furthering their research. Furthermore, it is impossible to expect a graduate student who may be struggling to meet their basic financial expenses (food, rent and transportation) to engage in the work required (conference travel) to attain academic and scholarly excellence. Graduate students are forced to take additional employment to finance their studies, which is to the detriment of their ability to complete their studies in a timely fashion, if at all.

**Policy**

The Federation supports:

- The implementation of reduced post-residency fees for graduate students who have completed the course requirements of their programmes and have entered the independent research and writing stages of their degrees;
- Post-residency fees that do not exceed 50% of residency tuition fees;
- A fee structure in which students pay the equivalent to post-residency fees terms of the residency period in which they are not enrolled in courses;
- A post-residency fee structure that is equally applicable to domestic and international students;

- Funding packages for graduate students which provide an income year-round that is, at a minimum, at the poverty line, after tuition fees are paid for, and which keeps up with increases to inflation;
- Providing the financial support students need, through post-residency fees, that allow graduate student to fulfill their complete potential; and
- Research that objectively explores the relationship between adequate funding and completion rates.

The Federation opposes:

- Discriminatory post-residency fees which do not include all graduate students - i.e. reductions only for some departments, or that do not include international students;
- Imposed deadlines on post-residency fees (the fee reduction expires after a certain period of time or the student is forced to withdraw);
- Reduced tuition fees which result in a claw back from funding packages; and
- The double standard that forces graduate students to fund the University through tuition fees during and after their funding periods despite their significant contribution to the university's mission.

**CARRIED**

**2014/01:078 CARRIED AS AMENDED**

**2014/01:048 MOTION TO ADOPT ISSUES POLICY**

Local 94/Local 47

Whereas a comprehensive and independent French language university that responds to the needs of Francophones and Francophiles in Ontario would facilitate access to education, support linguistic rights, and affirm francophone identities and cultures in Ontario; therefore,

Be it resolved that the following policy on “French Language University in Ontario” be adopted:

**FRENCH LANGUAGE UNIVERSITY IN ONTARIO**

The Federation recognizes the rights of Francophones and Francophiles in Ontario to attend post-secondary education in the official language of their choice.

The Federation recognizes that although bilingual post-secondary institutions play an important role in Ontario, the use of English still dominates these academic settings and means that many are forced to complete at least some of their program in English, and are therefore not a substitute for French post-secondary education.

The Federation supports the creation of an independent French language university in Ontario that responds to the needs of Francophone and Francophile communities in Ontario, that serves students from diverse backgrounds and regions, that delivers a wide range of programs identified as necessary by Francophone and Francophile communities in Ontario, and that affirms the vitality of the French language and francophone identities and cultures in Ontario. The university should be independently governed by the professors and students of the university and Francophone and Francophile communities in Ontario.

**2014/01:141 MOTION TO REFER**

Local 99/Local 47

Be it resolved that Motion 2014/01:048 be referred to the Executive Committee.

**CARRIED**

**2014/01:048    REFERRED**

**2014/01:068    MOTION TO AMEND ISSUES POLICY**

Local 111/Local 47

Whereas satellite campuses are becoming a trend at many Ontario post-secondary institutions; and

Whereas satellite campuses are usually subjected to poor quality of education, limited resources and increasing use of distance learning tools; and

Whereas the Federation supports quality education for all post-secondary students; therefore

Be it resolved that the Satellite Campuses Issues Policy be amended to read:

### **SATELLITE CAMPUSES**

#### **Preamble**

In Ontario, college and university programs have been offered at satellite campuses for decades in order to meet student demand in particular areas and to provide greater access for students who would otherwise have to commute long distances or move from their home. Traveling long distances or moving is often difficult for students because of the cost and/or personal life circumstances. Satellite campuses also provide an alternative to building a new university or college campus where demand exceeds available government funding.

Governments have often regarded the creation of satellite campuses in a positive light, as they are seen as a model to increase student access to degree programs, provide more opportunities for students living in rural or more remote regions of the province, address growth pressures in more densely-populated regions of the province and encourage economic development in municipalities that host such campuses.

However, unless they are carefully and thoughtfully planned and implemented, satellite campuses run the risk of offering a lower quality of education to students and providing worse conditions in which to work for faculty.

#### **Policy**

The Federation supports:

- Government policy frameworks on building new satellite campuses and policy frameworks governing partnership agreements with clauses that encompass the start, maintenance, and exit of said partnership;
- Government policy that provides greater access to post-secondary education where distance or income is a factor in a students' ability to attend a college or university;
- Research on the establishment, operation, maintenance, closure, and quality of academic programs at satellite campuses; and
- Proper oversight, accountability and consultation with students, faculty and the greater community whenever the government wants to establish any new satellite college or university campus in the province.

The Federation opposes:

- Institutions that operate outside of the Ministry of Training, Colleges, and Universities' policy framework;
- Post-secondary institutions, or partnerships between post-secondary institutions, that operate under an expired governing policy agreements;

- The creation or rapid expansion of satellite campuses to drive college or university enrolment at the expense of educational quality for students;
- Satellite campuses that do not have adequate curriculum and program choices and limit students' ability to complete an entire degree at the campus;
- Satellite campuses that do not provide the full range of library, research and staff resources typical of a post-secondary institution;
- Satellite campuses that do not have adequate physical resources such as equipment or infrastructure to support programming for students;
- Satellite campuses that do not have a full range of student services, including student-run services that support marginalized and equity-seeking groups;
- The creation of satellite campuses that rely financially on partnerships between municipalities and private sector interests;
- Satellite campuses that rely largely on part-time and contract faculty who have less job security and diminished ability to engage in course development or research;
- The practices of universities and colleges that provide inadequate or no compensation to teaching assistants for time and expense for travel required between campuses;
- Ancillary fees for services not offered and not made adequately available on satellite campuses;
- Inadequate and unclear notice given to students and workers when placed at satellite campuses of colleges and universities;
- The use of satellite campuses to separate and segregate courses, departments, programs and educational level; and
- The use of satellite campuses by government or post-secondary institutions to promote and facilitate online or distance learning programs.

**2014/01:142 MOTION TO AMEND**

Local 32/Local 111

Be it resolved that Motion 2014/01:068 be amended to read:

**SATELLITE CAMPUSES**

**Preamble**

In Ontario, college and university programs have been offered at satellite campuses for decades in order to meet student demand in particular areas and to provide greater access for students who would otherwise have to commute long distances or move from their home. Traveling long distances or moving is often difficult for students because of the cost and/or personal life circumstances. Satellite campuses also provide an alternative to building a new university or college campus where demand exceeds available government funding.

Governments have often regarded the creation of satellite campuses in a positive light, as they are seen as a model to increase student access to degree programs, provide more opportunities for students living in rural or more remote regions of the province, address growth pressures in more densely-populated regions of the province and encourage economic development in municipalities that host such campuses.

However, unless they are carefully and thoughtfully planned and implemented, satellite campuses run the risk of offering a lower quality of education to students and providing worse conditions in which to work for faculty.

### **Policy**

The Federation supports:

- Government policy frameworks on building new satellite campuses and policy frameworks governing partnership agreements with clauses that encompass the start, maintenance, and exit of said partnership;
- Government policy that provides greater access to post-secondary education where distance or income is a factor in a students' ability to attend a college or university;
- Research on the establishment, operation, maintenance, closure, and quality of academic programs at satellite campuses; and
- Proper oversight, accountability and consultation with students, faculty and the greater community whenever the government wants to establish any new satellite college or university campus in the province.

The Federation opposes:

- Institutions that operate outside of the Ministry of Training, Colleges, and Universities' policy framework;
- Post-secondary institutions, or partnerships between post-secondary institutions, that operate under an expired governing policy agreements;
- The creation or rapid expansion of satellite campuses to drive college or university enrolment at the expense of educational quality for students;
- Satellite campuses that do not have adequate curriculum and program choices and limit students' ability to complete an entire degree at the campus;
- Satellite campuses that do not provide the full range of library, research and staff resources typical of a post-secondary institution;
- Satellite campuses that do not have adequate physical resources such as equipment or infrastructure to support programming for students including, but not limited to, academic, athletic, support and social services;
- Satellite campuses that do not have a full range of student services, including student-run services that support marginalized and equity-seeking groups;
- The creation of satellite campuses that rely financially on partnerships between municipalities and private sector interests;
- Satellite campuses that rely largely on part-time and contract faculty who have less job security and diminished ability to engage in course development or research;
- The practices of universities and colleges that provide inadequate or no compensation to teaching assistants for time and expense for travel required between campuses;
- Ancillary fees for services not offered and not made adequately available on satellite campuses;
- Inadequate and unclear notice given to students and workers when placed at satellite campuses of colleges and universities;
- The use of satellite campuses to separate and segregate courses, departments, programs and educational level; and
- The use of satellite campuses by government or post-secondary institutions to promote and facilitate online or distance learning programs.

**CARRIED**

**2014/01:068 CARRIED AS AMENDED**

**2014/01:070 MOTION TO ADOPT ISSUES POLICY**

Local 54/Local 47

Whereas the Ontario Government recently released a new differentiation framework that could have serious impacts on the quality and comprehensiveness of course offerings at colleges and university; and

Whereas differentiation would see institutions specialize and prioritize some academic areas over others to the extent that programs in other areas would be phased-out or cut; and

Whereas many institutions have already started processes to implement cuts and facilitate differentiation at the institutional level; therefore

Be it resolved that the Federation adopt the following policy on “Differentiation:”

**DIFFERENTIATION**

**Preamble**

Differentiation is a policy that aims to streamline colleges and universities into providing specific and specialized programming. This policy is largely driven by an interest in cutting government funding to colleges and universities based on a pretext that there is duplication in the system. Differentiation offloads the responsibility and blame for program cuts and mergers onto institutions, ignoring the impact of long-term underfunding of Ontario colleges and universities.

*Ontario’s Differentiation Policy Framework for Postsecondary Education* forces institutions to prioritize program offerings based on the government objectives, threatening access to comprehensive post-secondary education for Ontario students. Attempts to limit comprehensiveness particularly impact students at rural, northern, francophone and bilingual institutions.

**Policy**

The Federation supports:

- Government policy that prioritizes high quality and comprehensive post-secondary education in all regions of the province in both English and French;
- System-wide planning for post-secondary education program offerings that prioritizes improving the quality and availability of programs, expands public funding for institutions, and is based on student and faculty needs; and
- Decision-making processes about program development, including creating new programs and changing, cutting or merging existing programs that prioritize faculty peer review and democratic student involvement.

The Federation opposes:

- Funding incentives to cut or merge programs;
- Program cuts that limit access for students in rural or northern communities, francophone or bilingual students and Aboriginal students;
- Funding incentives or policies that encourage or force institutions to turn to the private sector for research funding; and
- Program cuts or changes driven solely by labour market outcomes of graduate or labour market trends.

**2014/01:143 MOTION TO AMEND**

Local 111/Local 98

Be it resolved that Motion 2014/01:070 be amended to read:

**DIFFERENTIATION**

**Preamble**

Differentiation is a policy that aims to streamline colleges and universities into providing specific and specialized programming. This policy is largely driven by an interest in cutting government funding to colleges and universities based on a pretext that there is duplication in the system. Differentiation offloads the responsibility and blame for program cuts and mergers onto institutions, ignoring the impact of long-term underfunding of Ontario colleges and universities.

*Ontario's Differentiation Policy Framework for Postsecondary Education* forces institutions to prioritize program offerings based on the government objectives, threatening access to comprehensive post-secondary education for Ontario students. Attempts to limit comprehensiveness particularly impact students at rural, northern, francophone or bilingual institutions, as well as women and Aboriginal students and students from marginalized communities who may have difficulties relocating.

**Policy**

The Federation supports:

- Government policy that prioritizes high quality and comprehensive post-secondary education in all regions of the province in both English and French;
- System-wide planning for post-secondary education program offerings that prioritizes improving the quality and availability of programs, expands public funding for institutions, and is based on student and faculty needs; and
- Decision-making processes about program development, including creating new programs and changing, cutting or merging existing programs that prioritize faculty peer review and democratic student involvement.

The Federation opposes:

- Funding incentives to cut or merge programs;
- Program cuts that limit access for students in rural or northern communities, francophone or bilingual students, as well as women and Aboriginal students and students from marginalized communities;
- Funding incentives or policies that encourage or force institutions to turn to the private sector for research funding; and
- Program cuts or changes driven solely by labour market outcomes of graduate or labour market trends.

**CARRIED**

**2014/01:070 CARRIED AS AMENDED**

**2014/01:072 MOTION TO AMEND ISSUES POLICY**

Local 54/Local 47

Whereas, the Ontario Government recently released a new differentiation framework that could have serious impacts on the quality and comprehensiveness of course offerings at colleges and universities; and

Whereas many institutions have already started Program Prioritization and Program Review processes to determine program areas to implement cuts; and

Whereas cutting processes at institutions have resulted in the disproportionate underfunding of liberal arts programs; therefore

Be it resolved that the Federation's Issues Policy on Quality be updated to include under "The Federation supports government policy that:" the following:

- Aims to provide comprehensive post-secondary education programming in all regions of the province, including rural and northern communities;
- Recognizes the importance of bilingual and francophone education.

Be it further resolved that the Federation's Issues Policy on Quality be updated to include under "The Federation opposes government policy that:" the following:

- Encourages or forces institutions to eliminate or merge programs based solely on a program's financial sustainability;
- Aims to tailor post-secondary education programs to short-term labour trends.

**CARRIED**

**2014/01:086 MOTION TO ADOPT ISSUES POLICY**

Local 98/Local 47

Be it resolved that the following policy on Unpaid Internships be adopted:

**UNPAID INTERNSHIPS**

**Preamble**

In Ontario, tens of thousands of students and young workers perform unpaid work, often while being misclassified as interns, trainees, and non-employees. The *Employment Standards Act, 2000* states that all employees must be paid at least the Ontario minimum wage. However, it excludes persons receiving training if several conditions are met, including that no employees are displaced as a result and that training is for the benefit of the individual and of little to no benefit to the person providing training. The *Employment Standards Act* also does not apply to students who perform work under programs approved by their secondary or post-secondary institutions.

The Federation affirms the right of all individuals to be compensated for their work. The Federation recognizes that students and young workers disproportionately take on unpaid internships and training programs. Unpaid work is also gendered - over three quarters of unpaid internships are held by women, and students in engineering, computer science, technology and business management programs receive paid remuneration more often than students in design, communications, the humanities, the arts or marketing.

The *Employment Standards Act* creates unfair and arbitrary distinctions between paid and unpaid work and allows employers to exploit students and young workers, who already face higher tuition fees and graduate with more debt than any generation before them. Furthermore, the Ministry of Labour currently does not proactively enforce the *Employment Standards Act* or conduct inspections targeting employers using unpaid interns or unpaid trainees, relying on a complaints driven enforcement model of the *Act*. This ignores the fact that substantial power imbalances exist between interns, trainees, and employers, and allows the practice of illegal unpaid internships to continue.

Unpaid internships and unpaid training programs have a destabilizing effect on Ontario's labour market and economy. These programs drive down wages, lead to the replacement of paid employees with unpaid ones, increase the youth unemployment rate and heighten the amount of debt students incur. They also reduce



overall economic growth and contribute to a growing level of labour market precariousness targeting students, trainees and young workers.

### **Policy**

The Federation supports:

- The prohibition of unpaid internships, articleships, training programs and other forms of labour benefiting for-profit employers;
- The inclusion of interns, co-op students, and others in similar forms of work under the *Employment Standards Act*, the *Occupational Health and Safety Act* and other statutes that guarantee and protect the rights of employees;
- Proactive enforcement strategies to ensure that existing restrictions on unpaid work are enforced, including inspection blitzes targeting high-risk employers who may be non-compliant with the *Employment Standards Act*; and
- Programs that create more paid entry-level positions for students and young workers, particularly in fields where opportunities are limited and often unpaid.

The Federation opposes:

- Arbitrary and unfair distinctions between paid and unpaid work; and
- The institutionalization of the practice of students providing unpaid labour as part of requirements for graduation.

## **2014/01:144 MOTION TO AMEND**

Local 32/Local 98

Be it resolved that Motion 2014/01:086 be amended to read:

### **UNPAID INTERNSHIPS**

#### **Preamble**

In Ontario, tens of thousands of students and young workers perform unpaid work, often while being misclassified as interns, trainees, and non-employees. The *Employment Standards Act, 2000* states that all employees must be paid at least the Ontario minimum wage. However, it excludes persons receiving training if several conditions are met, including that no employees are displaced as a result and that training is for the benefit of the individual and of little to no benefit to the person providing training. The *Employment Standards Act* also does not apply to students who perform work under programs approved by their secondary or post-secondary institutions.

The Federation affirms the right of all individuals to be compensated for their work. The Federation recognizes that students and young workers disproportionately take on unpaid internships and training programs. Unpaid work is also gendered - the majority of unpaid internships are held by women, and students in engineering, computer science, technology and business management programs receive paid remuneration more often than students in design, communications, the humanities, the arts or marketing.

The *Employment Standards Act* creates unfair and arbitrary distinctions between paid and unpaid work and allows employers to exploit students and young workers, who already face higher tuition fees and graduate with more debt than any generation before them. Furthermore, the Ministry of Labour has not proactively enforced the *Employment Standards Act* or conduct inspections targeting employers using unpaid interns or unpaid trainees, relying on a complaints driven enforcement model of the *Act*. This ignores the fact that substantial power imbalances exist between interns, trainees, and employers, and allows the practice of illegal unpaid internships to continue.

Unpaid internships and unpaid training programs have a destabilizing effect on Ontario's labour market and economy. These programs drive down wages, lead to the replacement of paid employees with unpaid ones, increase the youth unemployment rate and heighten the amount of debt students incur. They also reduce overall economic growth and contribute to a growing level of labour market precariousness targeting students, trainees and young workers.

**Policy**

The Federation supports:

- The prohibition of unpaid internships, articleships, training programs and other forms of labour benefiting for-profit employers;
- The inclusion of interns, co-op students, and others in similar forms of work under the *Employment Standards Act*, the *Occupational Health and Safety Act* and other statutes that guarantee and protect the rights of employees;
- Proactive enforcement strategies to ensure that existing restrictions on unpaid work are enforced, including inspection blitzes targeting high-risk employers who may be non-compliant with the *Employment Standards Act*; and
- Programs that create more paid entry-level positions for students and young workers, particularly in fields where opportunities are limited and often unpaid.
- Government funding for internships, articleships, and training programs at non-profit organizations in order to allow for the remuneration of such workers.

The Federation opposes:

- Arbitrary and unfair distinctions between paid and unpaid work; and
- The institutionalization of the practice of students providing unpaid labour as part of requirements for graduation.

**CARRIED**

**2014/01:086 CARRIED AS AMENDED**

**2014/01:145 MOTION**

Local 20/Local 82

Be it resolved that the report of the Policy Review and Development Committee be accepted.

**CARRIED**

**7. PRESENTATION OF THE ELECTORAL REPORT**

Electoral Officer Vanessa Hunt presented the Electoral Report.

**2014/01:146 MOTION**

Local 68/Local 92

Be it resolved that Alastair Woods be ratified as Chairperson for the 2014-2015 term.

**CARRIED**

**2014/01:147 MOTION**

Local 78/Local 32

Be it resolved that Anna Goldfinch be ratified as National Executive Representative for the 2014-2015 term; and

Be it further resolved that Anna Goldfinch's name be submitted to the Canadian Federation of Students' Nominating Committee for ratification as the Ontario National Executive Representative at the May 2014 National General Meeting.

**CARRIED**

**2014/01:148**

**MOTION**

Local 49/Association générale des étudiantes et étudiants du Collège Boréal

Be it resolved that Mohammad Akbar be ratified as Treasurer for the 2014-2015 term.

**CARRIED**

**2014/01:149**

**MOTION**

Local 97/Local 109

Be it resolved that the report of the Chief Returning Officer be accepted.

**CARRIED**

## **8. ADJOURNMENT**

**2014/01:150**

**MOTION**

Local 41/Local 105

Be it resolved that plenary adjourn.

**CARRIED**

1:57 p.m. - Plenary adjourned.



## **Attendance**

Semi-Annual General Meeting · Canadian Federation of Students-Ontario  
Thursday, January 16 to Sunday, January 19, 2014 - Toronto, Ontario

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### **DELEGATIONS**

#### **Local 19**

##### **University of Toronto Graduate Students' Union**

Brad Evoy  
Jessica Gallinger  
Aman Gebru  
Nora Zwingerman

#### **Local 20**

##### **Nipissing University Student Union**

Yannick Benoit  
Chris Burke  
Charlene Camilleri  
Briar Elliot  
Kayla Fitzsimmons  
Corey Grist  
Shantel Gudu  
Mary Hill  
Robyn Sell

#### **Local 24**

##### **Ryerson Students' Union**

Roshelle Lawrence  
Gilary Massa  
Melissa Palermo

#### **Local 25**

##### **Ontario College of Art and Design Student Union**

Lisa Frost  
Sian Gao  
Emily Rourke  
Maksim Zecha

#### **Local 30**

##### **Laurentian University Students' General Association**

Mark Mancini  
Chloë Mirfield

#### **Local 32**

##### **Lakehead University Students' Union**

Jayal Chung  
Jake Hume  
Ian Kaufman  
Jessica Kearney  
Ian McRae  
Anna-Lisa Martin  
Warren Mouck  
Sebastian Murdoch-Gibson  
Sami Pritchard  
Charmaine Romaniuk  
Kent Spiers

#### **Local 41**

##### **Student Federation of the University of Ottawa**

Elaine Boileau  
Nicole Desnoyers  
Dave Eaton  
Amy Hammett  
Chris Hynes  
Anne-Marie Roy

## **Page 2 – Attendance**

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### **Local 47**

#### **University of Western Ontario Society of Graduate Students**

Indranil Chakraborty  
Kevin Godbout  
Golam Marshed Maruf  
Jaime Brenes Reyes

### **Local 49**

#### **University of Windsor Students' Alliance**

Mohammad Akbar  
Alaa Bondok  
Mohamad El Cheikh  
Jessaline Fynbo  
Redeemer Gorges

### **Local 54**

#### **University of Guelph Central Student Association**

Sonia Chwalek  
Julia Forster  
Dominica McPherson  
Tyler Valiquette

### **Local 56**

#### **Wilfrid Laurier Graduate Students' Association**

Samantha Estoesta  
Christopher Hyde  
Catherine Lundy

### **Local 68**

#### **York Federation of Students**

Hamoudi Hneinou  
Safiyah Husein  
Julian Jasniewski  
Gayle McFadden  
Hamid Osman  
Jessica Thyriar

### **Local 71**

#### **Trent Central Students' Association**

Erika Butler  
Braden Freer  
Stephanie Laing  
Ben Perry  
Zara Syed

### **Local 78**

#### **Carleton University Graduate Students' Association**

Justine De Jaegher  
Rabbi Hossain  
Jordan MacLaren  
Lauren Montgomery  
Maggie Simpson  
Inga Taube

### **Local 82**

#### **Algoma University Students' Union**

Matt Barnett  
Kian Brooks  
Phillip Carmichael  
Meghan Caveen  
Mitch Case  
Vicy Littlejohn

Brian Peltsch  
Noelle Stratton  
Joe Tassone  
Kaitlyn Teller

**Local 84**

**York University Graduate Students' Association**  
Yasar Bukan

**Local 85**

**Saint Paul University Students' Association**  
Emanuel Molla

**Local 92**

**Student Association of George Brown College**  
Mohammad Ali Aumeer  
Nick Dilawri  
Jeang Yen Han  
Julia Mackenzie  
Saroop Pahal  
Michelle Pettis  
Coty Zachariah

**Local 94**

**University of Ottawa Graduate Students' Association**  
Gabrielle Ross-Marquette  
Seamus Wolfe

**Local 97**

**Association of Part-Time Undergraduate Students of the University of Toronto**  
Susan Froom  
Danielle Sandhu  
Corey Scott  
Kriya Siewrattan

**Local 98**

**University of Toronto Students' Union**  
Yolen Bollo-Kamara  
Sandy Hudson  
Munib Sajjad  
Najiba Sardar  
Cameron Wathey  
ZiJian Yang

**Local 99**

**Scarborough Campus Students' Union**  
Guled Arale  
Amir Bashir  
Anastacia Jiang  
Ranziba Nehrin  
Kavita Siewrattan

**Local 105**

**Continuing Education Students' Association of Ryerson**  
Shinae Kim  
Bianca Parris

**Local 106**

**Organization of Part-Time University Students, University of Windsor**  
Maryam Amalow  
Kahbub Khoda  
Michael Livingston

## **Page 4 – Attendance**

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### **Local 107**

#### **Association étudiante de La Cité collégiale**

Jessica Lorrain

Marc Turpin

### **Local 109**

#### **University of Toronto at Mississauga Students' Union**

Ebi Agbeyegbe

Bryan Chelvanaigum

Hassan Havili

Genny Lawen

Raymond Naronha

Francesco Otello-DeLuca

Grace Slobodian

Melissa Theodore

### **Local 111**

#### **Laurentian Students' Union**

Samantha Bokma

Chantelle Chaput

Ashley Shannahan

#### **Association générale des étudiants et des étudiantes du Collège Boréal**

Simon Lafontant

## **EXECUTIVE COMMITTEE AND CAUCUS AT-LARGE MEMBERS**

### **Chairperson**

Alastair Woods

### **National Executive Representative**

Anna Goldfinch

## **NATIONAL EXECUTIVE MEMBERS**

### **National Deputy Chairperson**

Vanessa Hunt

## **FEDERATION STAFF**

### **Campaigns Coordinator**

Caitlin Smith

### **Communications and Government Relations Coordinator**

Kaley Kennedy

### **Fieldworker**

Michael LeBlanc

### **Financial Coordinator**

Toby Whitfield

### **Internal Coordinator**

Ashkon Hashemi

### **Organizer**

Jeremy Salter

### **Northern Fieldworker**

Christine Bourque

### **Services Coordinator**

Hildah Otieno