



Office of the Parliamentarian

Tel: (514) 398-6801 | Fax: (514) 398-7490 | president@ssmu.mcgill.ca

3600 McTavish Street, Suite 1200, Montréal, Québec, H3A 0G3

Located on unceded, Kanien'kehá:ka traditional territory

## MOTION REGARDING SSMU SUPPORT FOR FLOOR FELLOW BARGAINING

**Presented by: The Floor Fellows of McGill University**

**Whereas**, Floor Fellows are employees of McGill University providing advice, support, and assistance to first years within the McGill Residence system;

**Whereas**, it is Floor Fellows' utmost priority to create a community that is accessible, inclusive and safer for thousands of students living in McGill residences each year;

**Whereas**, Floor Fellows unionized in order to have a say in their working conditions, which had previously been denied to them in a few critical instances;

**Whereas**, Floor Fellows currently make \$0 per hour in wages, and are compensated through room and board despite Quebec law mandating the employees be paid in the form of wages;

**Whereas**, Floor Fellows became an accredited bargaining Unit with the Association of McGill University Support Employees-Public Service Alliance of Canada in 2014;

**Whereas**, Floor Fellows began bargaining with McGill for their first Collective Agreement in 2014;

**Whereas**, an arbitration session on December 6, 2016 concluded discussions about issues that had been brought to the negotiation table and the final articles were signed on that day by both AMUSE Unit B and McGill bargaining teams, in the presence of an arbitrator;

**Whereas**, the lead negotiator for McGill University stated that he would have to ensure that the Agreement was acceptable to his superiors (who were unnamed);

**Whereas**, the lead negotiator for McGill University informed the union and the arbitrator on January 10, 2017 that "...l'article 20 qui traite de la rémunération, qui n'a pas été approuvé par la direction de McGill";

**Whereas**, negotiation conventions dictate that bargaining teams appear at the negotiation table with a clear mandate as a sign of good faith;



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**Whereas**, almost all Floor Fellows in a given year are SSMU members, SSMU has previously passed a motion in support of Floor Fellow bargaining<sup>1</sup>, and has more recently endorsed AMUSE negotiations in the Fall of 2016<sup>2</sup>;

**Be it resolved**, that the Students' Society of McGill University publically denounce the actions of the McGill Administration and urge the Board of Governors' Human Resources Committee to both reconsider the decision to back out of the agreement reached in Arbitration with Floor Fellows and to give the negotiators for McGill a mandate to sign the agreement previously reached with Floor Fellows as soon as possible;

**Be it further resolved**, that the Students' Society of McGill University mobilize their own membership to support the Association of McGill University Support Employees (AMUSE) in their fight for a Collective Agreement which is fair to Floor Fellows and that recognizes their right to be paid a wage.

**Moved by:**

William Cleveland, Senate Caucus Representative

Tuviere Onookome-Okome, McGill School of Environment representative

Kia Kouyoumjian, McGill Arts Undergraduate Society Vice-President External

Isabella Anderson, Arts Representative to SSMU

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<sup>1</sup> <http://ssmu.mcgill.ca/blog/2016/10/ssmu-endorses-amuse-collective-bargaining/>

<sup>2</sup> <http://ssmu.mcgill.ca/wp-content/uploads/2015/07/9e.-Council-Motion-Solidarity-with-Floor-Fellows-in-their-Negotiations-with-McGill-2015-12-031.pdf>