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TRAC Collective Agreement Going Off Course

After Almost Two Years of Negotiations, Budgets Are Still Uncertain

KELSEY LITWIN
@KELSEYLITWIN

When the Teaching and Research Assistants at Concordia signed their latest collective agreement in December, the union thought that it had achieved a great success—one that was almost two years in the making.

However, this accomplishment is being overshadowed by the knowledge that Concordia is in the midst of drastically reducing the budgets for teaching assistants and research assistants at the John Molson School of Business.

The projected budget for TAs and RAs at JMSB is \$546,000 for the 2016-2017 academic year. This is a decrease of almost 40 per cent from the 2014-2015 academic year, when the budget was \$882,624. The result: TAs at JMSB are working significantly fewer hours this year than they have been in the past. TRAC learned these figures after a meeting with *The Link* last week.

“Everything is planned,” said TRAC President Nader Jafari Nodoushan. “It’s not something that just came to be because they wanted to do it.”

He explained that the significant cuts were announced to JMSB professors and lecturers in a meeting just over a year ago. The decision to slash the budget was not motivated by the new collective agreement, simply because it was not yet on the table at that point. “Some of our members were acting as lecturers in that faculty, so they were all in that meeting,” Jafari Nodoushan said.

To their understanding, he explained, this situation is unique to JMSB, meaning other faculties will not be suffering similar cuts. “I brought this matter up in our meetings with Concordia HR to see what they think,” he explained. “There were some people from the Provost’s office [present], and even they’ve said no.”

University spokesperson Chris Mota said, however, that this is not the case. “This is not specific to the Molson School. This is happening across faculties.”

In an email, Mota explained that these budgetary decisions are under the scope of each faculty and, as a result, they will each deal with these cuts in different ways. She was unable to confirm the status of the TA and RA budgets for the Arts and Science, Engineering and Computer Science, and Fine Arts faculties.

When asked about the same cuts in an

interview on Jan. 18, Concordia President Alan Shepard explained, “In some areas there have been compressions, and faculties have had to look carefully at their resources to rationalize the resources they have against the needs they have.”

Despite this, he said that they aim to preserve academic quality because it’s “the reason we’re all here in the first place.”

Gounash Pirniya, TRAC’s Labour Relation and Grievance Officer, echoed this concern. She explained that throughout the negotiations, which lasted from May 2015 until August 2016, Shepard repeatedly put emphasis on maintaining a high quality of education.

TAs, she said, are crucial in preserving that quality.

That is why TRAC considers the new collective agreement to be a success. They explained that, from what they understood, the agreement ensures that more money will be going to TAs, enabling them to uphold a high quality of work.

This is most prominent in their new pay scales, which Pirniya said eliminate disparities amongst their members. She and Jafari Nodoushan explained that their goal going into these talks was to secure equal pay for equal work.

While negotiating with the university, they were able to eliminate the confusing classifications which resulted in members being paid up to \$10.21 less per hour for similar workloads.

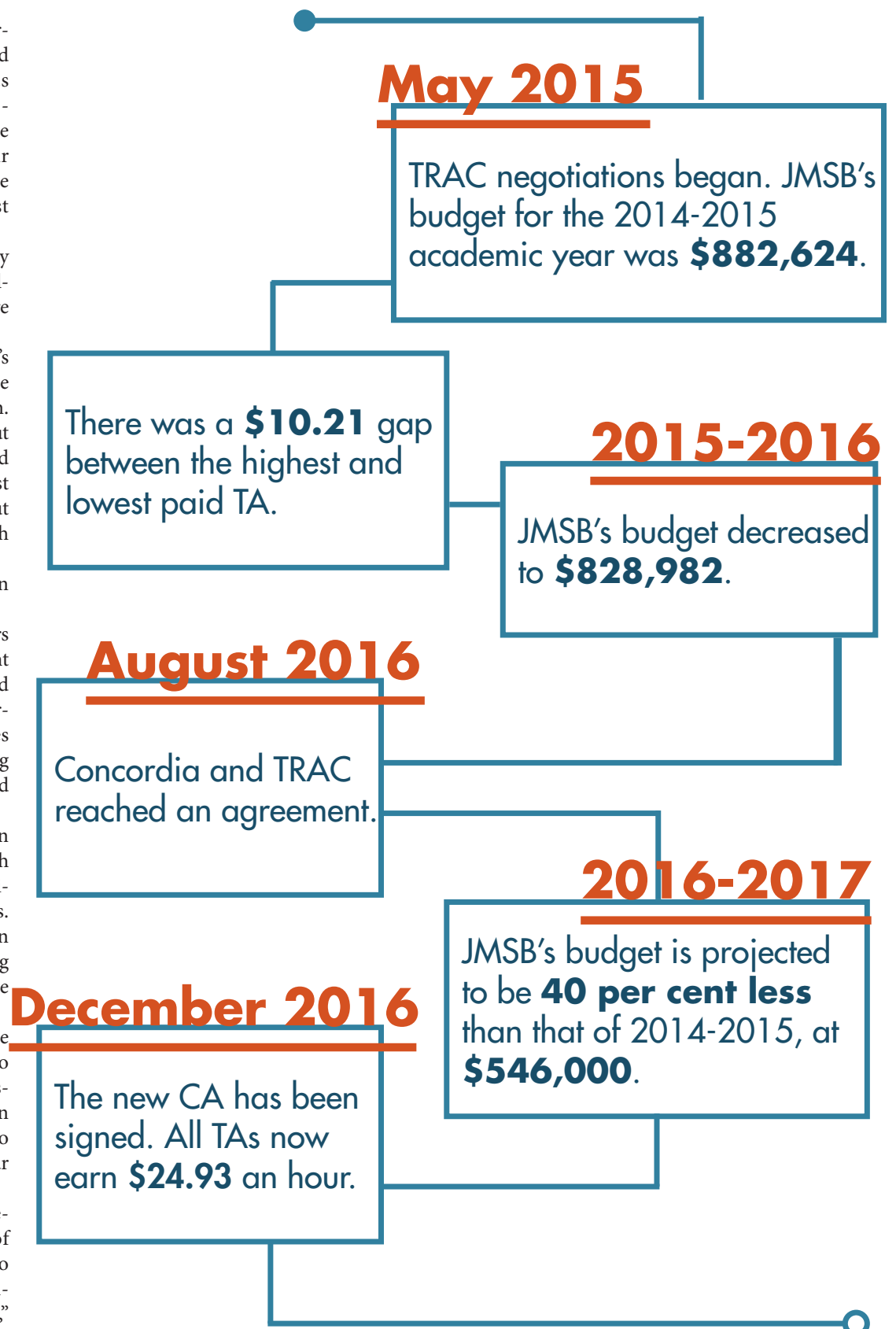
“Before reaching this agreement, the most number of grievances were related to the misclassification in faculties [other than engineering],” said Pirniya.

Slight variations in duties, such as not holding office hours, would shift teaching assistants from being categorized as Grade 1 to Grade 2, resulting in the pay gap, she explained.

Now, TAs across all faculties are being paid \$24.93 an hour, while markers—whose job consists solely of marking assignments with no direct contact with students—are paid \$20.21 an hour. This is true regardless of the TAs’ level of education, whether they are undergraduate, Master’s, or PhD students.

This agreement, however, is limited. It’s retroactive—meaning TAs who worked during the summer and fall 2016 semester will be receiving the difference between the new and old pay rates—and will only be in place for the next year.

“If you are not going to increase that budget, it means that you do not care about that quality of education”
— Gounash Pirniya, TRAC



In due time, TRAC will be back at the bargaining table and the battle that they'll be fighting will be on uneven grounds.

One of the biggest questions they have on their mind going forward is whether or not Concordia will be increasing the overall budget for TAs. As the current agreement has not yet been published—TRAC themselves have yet to receive a copy—the details, such as the promise for an increased overall TA budget, cannot be verified.

This part of the agreement, Pirniya explained, was clearly laid out from the start. With each proposal, she said that TRAC included how much they expected the total budget for TAs at Concordia to increase—and that the negotiators on the other side understood that.

“We were negotiating with the same language [...] Concordia and TRAC,” said Pirniya. “They knew that with these changes, there would be an increase in the total budget.”

She explained that the retroactive payments—which she said have been as high as \$2,000 for some members—are a sign that they are moving in the right direction. If TAs are receiving payments, she said, then it means that more money had to come from somewhere.

But, she said, “we cannot predict what’s going to happen in six months.”

“If you are not going to increase that budget, it means that you do not care about that quality of education,” Pirniya continued. However, she explained, “[Concordia] insisted that, no, they care about the quality of education.”

Concordia Adopts New Sustainability Policy

Student Groups Wary of Greenwashing

MIRIAM LAFONTAINE

After eight years of pressure, Concordia is finally adopting a sustainability policy. Sustainable Concordia, an organization which promotes ecological, economic and social equality, has been pushing the university to do so since 2009—but it was only last month that the Concordia Board of Governors agreed to sign off on it at a meeting on Dec. 14.

“This is how you get stuff done,” said Mark Underwood, a coordinator at Sustainable Concordia. “You create a policy, spark an action plan, follow through on the action plan, and keep going with it.”

The policy creates several guiding principles on topics like environmental protection, responsible production and consumption, ethical financial management, and the protection of cultural heritages.

While the policy is meant to guide long-term action plans, so far none have been created.

They will only come after public consultation with students, according to Concordia’s VP of Services Roger Coté. Those consultations will be organized by Sustainable Concordia in the upcoming months. He added that concrete action plans should be put in place by next summer or fall.

Before the Policy

For the last three years, there have been four committees working on campus with the goal of creating a more sustainable campus—but without a policy, they have been working without much guidance.

The advisory committee, chaired by Coté, is the main decision-making body for sustainability projects at Concordia. A majority of its members come from the university’s administration. The advisory committee puts the final seal of approval on proposals presented to them by three sub-committees.

One of the sub-committees is concerned with the school’s daily operations and environ-

mental sustainability, another with campus engagement, and the last with increasing the introduction of topics of sustainability into the curriculum and the school’s research.

The three sub-committees include a mix of faculty, administration, and students from Sustainable Concordia, the Graduate Student Association, the Concordia Student Union and the Sustainability Action Fund.

Prior to the policy the university had the power to dissolve these committees at any time. Now, with the Board of Governors’ official approval of the sustainability policy, the committees are here to stay, Underwood said.

Divestment from Fossil Fuels?

Sustainable Concordia and the CSU are hoping the university will consider fossil fuel divestment as a result of this policy, according to CSU Sustainability Coordinator Lana Galbraith, and CSU General Coordinator Lucinda Marshall-Kiparissis.

The policy promises that the school will only engage in financial management that is conducive to social and environmental well-being.

“They should put their money where their mouth is,” said Galbraith.

Concordia’s Endowment Fund, which deals with the university’s investments, currently has an investment of approximately \$12 million to \$15 million in fossil fuels, as made in a statement by its president Bram Freedman in 2013. Freedman also estimated that about ten per cent of Concordia’s investments were in fossil fuels.

Freedman previously said that he doesn’t know exactly how much the university has invested in fossil fuels. This is because Concordia moved the endowment fund’s investments into third party pooled investment funds, which are not required to disclose their investment portfolios to the university.

Freedman could not be reached by press time to comment on whether the

Some Notes On Progress:

2002:

Sustainable Concordia officially forms on campus with the goal of making Concordia a more sustainable campus.

2003:

Sustainable Concordia does its first environmental assessment of the university.

2009:

After doing its second environmental assessment, Sustainable Concordia starts making demands that the university adopt an official sustainability policy.

2013:

Four committees spring up on campus: An advisory committee, and three sub committees—with one concerned with the school’s daily operations and environmental sustainability, another on increasing campus engagement and the last with increasing the introduction of topics of sustainability into the curriculum and the school’s research. But so far they exist without much guidance.

2015:

A number of public consultations are held in October on campus, allowing students to provide suggestions as to what they want to see in the policy

2016:

At a Board of Governors meeting on Dec. 14, administration finally agrees to vote in approval of adopting a sustainability policy for the school.

“You create a policy, spark an action plan, follow through on the action plan, and keep going with it.”

— Mark Underwood,
coordinator at Sustainable Concordia

university is considering fossil fuel divestment as a result of the new sustainability policy.

“There will always be room for improvement,” admitted Coté.

Greenwashing?

Marshall-Kiparissis said it’s important to remember that the push for this policy came primarily from students.

She and Galbraith argue that part of the reason the university decided to adopt this policy is because they want to strengthen the school’s image as an eco-friendly campus.

Beyond adopting this policy, they said the school has also looked to improve its reputation through its collaboration with the Association for the Advancement of Sustainability in Higher Education—under their Sustainability Tracking, Assessment, and Rating System—or STARS for short. This association provides ratings to post-secondary institutions based on their level of sustainability. STARS’s rating system operates based on sustainability performance information collected by colleges and universities internally.

“One of the big reasons that this policy exists, along with why the university has been trying to follow the STARS program, is because they understand there is a really big market for students,” said Galbraith. “[Students] who want to study things about the environment, who want to study social sustainability, who really care about their community and want to learn how to benefit it.”

Marshall-Kiparissis and Galbraith want to remind students that it’s also their responsibility to hold the school accountable to the promises that are being made in the policy.

“That’s always the danger with a policy like this,” said Marshall-Kiparissis. “It’s going to require stakeholders from the university community to make sure that the university is robustly and intimately making this policy an integral part of the university’s functions.”

CASA Considering Online Voting

Student Association Wants to Increase Election Participation

VINCE MORELLO
@VINNYMORELLZ

Student engagement in the Commerce and Administrative Student Association is low.

Only 488 of their 7,000 members showed up to vote during their last election in February. That's only 6.9 per cent. The minimum to meet quorum is 2.5 per cent.

Online voting could change all that.

CASA's Vice-President of Academics Shaumia Suntharalingam and Rory Blaisdell of the organization's Board of Directors think online voting could increase the single-digit turnout rate.

Hidden in MyConcordia, within the Student Services menu, sits an application called "My Vote." While currently unavailable to students, it is a system used by Concordia staff for surveys, according to Blaisdell.

Concordia's IT organization, Instructional and Information Technology Services, will make sure that the online system works just like the physical one. IITS can activate the system within a week for eligible student voters. Students can only submit their electronic ballot once.

CASA students can only vote on issues that affect their own major.

IITS can verify account login to help prevent election fraud.

"If multiple people are simultaneously logging in to the same computer, they have those types of checks in place," Blaisdell said.

The system will also show the results instantly. That takes a load off from the Chief Returning Officer and Deputy Returning Officer, who would have otherwise had to stay up counting votes overnight.

But not everyone is on board with the plan. Some members of CASA's Board of Directors are afraid students will forget to vote if there aren't physical voting booths at school.

Suntharalingam proposed using a physical booth with a computer to serve as a reminder of the elections. It would also allow students to log into their MyConcordia portal on the spot to vote.

"Most of the marketing is done online," Blaisdell said. "That doesn't work if you're saying go vote online and the person that

you're marketing to has to do an action later, on a separate day, at a separate time, offline."

CASA's Vice-President of Marketing Arti Sadhwani wanted to know if My Vote had been tested. The VP was worried the system would crash.

The My Vote system will be tested this week to address her concern.

"During registration, there's a whole bunch of students logging in at the same time to register for their courses," said Suntharalingam. "If it can withstand registration, we have no doubt that [...] it can handle elections."

After the test, the CRO will decide if CASA will use the system. Blaisdell added that if the Board of Directors really like the system, they could force the CRO to use it.

CASA isn't the only student group with a student engagement problem.

Only 700 of the Concordia Student Union's 35,000 members showed up to vote during November by-elections.

Similarly, the Arts and Sciences Federation of Associations has failed to meet their 2.5 per cent quorum twice in the last two years.

"We'd really like to see this get adopted across the board," Blaisdell said, adding that CASA has discussed using My Vote with the Engineering and Computer Science Association.

"We had a thorough research report produced in 2014 or 2015 on voting mechanisms, which advised against e-voting," said CSU General Coordinator Lucinda Marshall-Kiparissis. "We're still going on that recommendation."

The polling period for the CASA elections is from Feb. 15 to 20. The Board of Directors will decide whether or not to use My Vote at a meeting in early February.



CASA

General Elections Feb. 2016
Represents: 7,000 students
Votes: 488

(6.9 per cent)



CSU

By-Elections Nov. 2016
Represents: 35,000 students
Votes: 700

(2 per cent)



ASFA

By Elections Nov. 2016
Represents 20,000 students
Votes: 206

(1 per cent)

488 of CASA's
7,000 members
voted during their
last election.

This Week in News Online at thelinknewspaper.ca/news

Montreal takes a stand against Trump in a series of marches on Jan. 20 and 21.

Marching on Washington

CARL BINDMAN
@CARLBINDMAN

Around the world, millions of women in hundreds of marches took to the streets to stand up for their rights on Jan. 21.

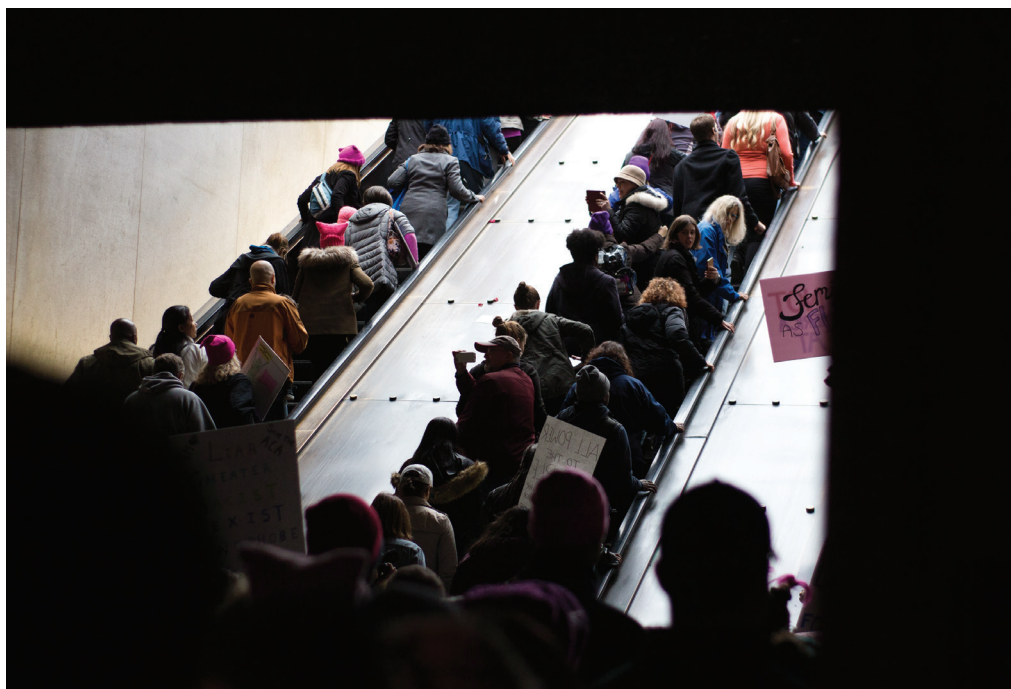
These marches revolved around a central march in Washington, D.C., where an estimated 650,000 people filled the city a day after Donald Trump's presidential inauguration—some of the 3.3 million people across the U.S. who participated.

These are scenes from that day in Washington.

Tara and Mia Garz handed out free treats and encouragement to marchers getting on the metro.

"It's the last free thing you'll have in the next four years!" Tara said to passersby.

PHOTOS CARL BINDMAN



Marchers taking the metro faced waits of up to an hour just to get on.

On Pennsylvania Ave., marchers climbed to whatever vantage points were available.



After listening to speeches and music, marchers crossed the Washington Mall to Constitution Ave.

The Seed of the Song

Best Fern on Music, Anxiety and Yams

OCEAN DEROUCHIE
@OSHIEPOSHIE

Alexia Avina and Nick Schofield used to walk past each other every day on the street. That is, until one day, they decided to jam.

The two musicians—a McGill student and a Concordia electroacoustics student, respectively—make up Best Fern, arguably one of Montreal's most unique up-and-coming bands.

Listening to Best Fern is like floating through an aquarium. Watery synths, with layered bubbly samplings, and of course, Avina's angelic voice, all come together to produce a whimsical underwater sound.

In the name of organic, plant goodness, Best Fern will be playing at the Concordia Greenhouse on Jan. 25, along with Devon Welsh and Kah Sing, as part of the fifth installment of the Sauna Series.

Before “officially” starting their band, Avina would stay at Schofield's place in the evenings and they'd make music together. Eventually, they transitioned into playing in the daytime—usually after brunch. Possibly fueled by pancakes, but mostly influenced by the soft sunlight, Avina said that the daytime really inspired them.

“Once we shifted it towards the morning, that's when Best Fern started to sound like Best Fern,” she said, perched on a ladder in Schofield's Mile End kitchen.

Best Fern's quirky name also had to go through a lot of changes. “Ananas” was already taken, Avina explained sadly.

“It was comically difficult how many names we cycled through. At one point, Alexia suggested ‘Mos Def,’” said Schofield, as the two musicians burst into a fit of laughter.

Finally, the pair decided on “Best Fern,” because of the way it sounds like “best friends.”

“Which we are!” Avina enthused.

Their affinity for plants is uncanny. As we spoke, I spotted something odd from the corner of my eye—a yam floating in a jar of water sitting on the table.

“Is that [...] is that a yam?” I asked, perplexed.

“It's Madame Yam,” Avina said smoothly. Madame Yam's roots fill an extra-large mason jar, and a vine emerges from her head, growing all the way up to the top of the kitchen window.

“She's hydroponic,” quipped Schofield. I needed to confirm that Madame Yam does not, in fact, grow other mini yams. “No, no. That would be creepy,” he said.

Yams aside, the band is deeply rooted in the local scene. The cute friends slash bandmates can often be found at La Plante, a DIY venue in the heart of Mile End's industrial section.

The quasi-venue is the well-loved loft where six other humans live, who I can only imagine to be just as unique as the place itself. Jean Cousin—a Plante roommate—who makes his own music under the pseudonym Johnny Ripper, helps to organize the many shows that go on at La Plante every week.

“We have moments where it's really hectic. It's been La Plante for five years now,” he explained. “But anywhere [Best Fern] plays, it's the most calming thing. It actually forces the audience to be as quiet as possible, because if you start talking, you'll hear [the chattering] over the music.”

The band is gaining momentum daily and Avina and Schofield find it hard to keep up with.

Seven months after getting together as a band, Best Fern found themselves onstage at the Rialto Theatre—opening for Angel Olsen during Pop Montreal last fall.

Best Fern is also part of a small community-oriented label called “Oh Hi.” The collective is made up of other local bands, such as Loon and Saxsyndrum—Schofield's other project—that tour, collaborate and support one and other. Best Fern recently dropped their first self-titled EP through Oh Hi in September.

There was a lot of momentum building up to the release, Avina explained.

“We made this really huge jump [...] Nick



COURTESY LUKE ORLANDO

“You have to start with loving yourself, to love anyone else effectively.”

— Nick Schofield, Best Fern

Avina adds to the sentiment. After all, we are what we fear becoming. “That fear—of the unknown landscapes of your mental inner-being. I don't want to be afraid of whatever shadow sides I have.”

However, the music that the two create together works in a healing, positive nature.

“The music that we create is a conduit for helping ourselves,” said Schofield. He explained that “Do U Love U” was inspired by the work of Thich Nhat Hanh, a Buddhist monk and peace activist. “You have to start with loving yourself, to love anyone else effectively.”

Many of their songs work this way, asking the listener to reflect and be more introspective.

For Avina, the music she makes with Best Fern is very different from her solo project. Typically, she explained, her songs are sad; coming from a place of anguish. “With Best Fern, it's as if we're putting aside whatever we're dealing with to reinforce this positive message in ourselves and in the community around us.”

With the delicate touch of dusk pouring through the glass ceiling, and the warmth of candles twinkling around the plants, and the band's mantra-like lyrics—the intimate Jan. 25 show in the Greenhouse will certainly project the dreamy vibes that Best Fern aims to achieve.

Sauna V with Best Fern, Devon Welsh and Kah Sing // Jan. 25 // Henry F. Hall Building — Concordia Greenhouse // 1455 de Maisonneuve Blvd. W. // Doors at 5:30 // \$5 or PWYC



Alexia Avina and Nick Schofield are Best Fern / Best Friends. COURTESY RACHEL NAM

put it well. He said that it was like landing on your feet, but shakily. We kind of wobbled.”

Some things are just like that though—different from what we'd imagine them to be. Best Fern's music sort of leans in that direction, as the sounds culminate from improved jam sessions, only to become fully formed songs later on. But also, their music acts as a commentary on these kind of conflicting, or confusing, or even overwhelming feelings of self-doubt.

“A Way,” “Lay It On Me,” “Do U Love U,” “R U Well,” and “I Will Try,” the names of the five key tracks in the EP force listeners to ask themselves how they care for others and themselves, too.

“I've gone through a history of anxiety and a lot of self-doubt,” explained Schofield. It's a feeling that resonates within many of us. Avina and Schofield both know it well.

“I notice myself inciting certain emotional states into existence and clinging to them without recognizing that I'm doing it to myself,”

No Need to Be Rich to Stitch

Montreal Designer Colin Meredith Paves His Own Path Into the Fashion Industry

CLAIRE LOEWEN
@CLAIRELWN

Colin Meredith has taken many risks as a clothing designer, but the most notable is probably the fact that he is responsible for the deaths of three innocent teddy bears. Manner of death: decapitation.

The bears' guts now sit inside a light blue puffy jacket in Meredith's studio-slash-bedroom, where they serve as a cozy down filling for a garment from his latest collection "Dollarwears."

His room is tiny but comfortable. Materials are strewn across the floor; his walls are covered with custom airbrush paintings of Nike shoes. Gucci Mane plays from his laptop, which sits next to a pile of half-built denim jackets that Meredith plans to sell.

The Dollarwears pop-up installation first appeared from Dec. 8 to Dec. 10 at 4819 St. Laurent St. in the Plateau-Mont-Royal. It was organized by Gallerie, an up-and-coming skateboard lifestyle shop and gallery, which operates mainly online at galleriemtl.com.

Meredith, who works under the brand name Hobby, had a specific goal in mind for this project: to use only materials found at Dollarama. These include track pants made from umbrellas, a jacket made of clear Ziploc bags, and a zip sweater made from face towels and a hanging shoe rack.

Meredith's concept for Dollarwears arose from pure necessity—lack of access to materials inspired him to look in more obscure places.

"I made an anorak out of Ikea curtains that my dad had been using as a paint cloth," Meredith said. "I realized then that I didn't have to be making clothing out of flawless textiles that you buy from a store. So I kind of played with that idea."

Maxime Theroux, who runs Gallerie with his colleague Simon Vadlamudy, said he reached out to Meredith because he was looking for original work to showcase in various popup shops and exhibitions. He thinks big things are in the works for Meredith.

"I see him either working for whatever brand he wants, but also I see him as an influencer, someone who others look up to for inspiration," Theroux

said. "I think his brand Hobby will really pick up. Honestly, the sky's the limit for him."

He added that Meredith doesn't let obstacles get in his way, especially lack of expensive or "perfect" materials.

"No matter what's around him, he can make it happen," Theroux said. "He doesn't have to wait for all the circumstances to be perfect to make his work. He just says, 'Okay, I want to make this, what do I have right now?' He has a manner of making it beautiful and tasteful."

A few months later, Meredith built a jacket from materials found at a construction site—what most would call garbage. The project was part of a sculpture unit of the visual art program at Dawson College, where Meredith graduated from in December 2016.

"I was trying to find whatever I could that was not normal material to make clothing out of," he said. Meredith quickly realized, strolling down the great halls of the dollar store, that there was plenty of good stuff that could be repurposed to make garments.

His construction material design is a commentary on recycling, upcycling and thinking out of the box when it comes to how we use materials. He also wanted to address the use of sweatshops and overseas manufacturing.

With Dollarwears, Meredith had a similar vision.

"A lot of these things are one-off garments, they're unique pieces, which I thought was a fun contrast to the shit materials they're made out of," he said, adding that we rarely see exclusive pieces from designers that aren't made of pricey textiles.

Sustainable design is a rarity in the fashion industry, and can be very expensive—especially in Montreal. Meredith doesn't have the budget to work in a separate studio, so he works out of his bedroom. He has a sewing machine, a rack hanging from the ceiling overflows with his designs, while a towel, which he uses as an ironing board, rests underneath.

"It's a dream to have a separate space, but at the same time I kind of love it. I get to wake up and just do this," he said.

Being surrounded by his designs encourages Meredith

to continue working.

"I fall asleep staring at this huge rack of shit."

The skateboarding community is an important source of inspiration for Meredith. Looking at his friend's clothing, and that of skateboarders around the world, gives him fresh ideas on what's new and cool.

"It's usually a pretty creative, forward-thinking group of kids, the worldwide skate community," he said. "Skateboarders do it all for the steeze."

Meredith also looks to people in the street for inspiration. While he has favourite clothing brands, like Arc'teryx and Our Legacy, the people around him are what inspire him most. Runway shows and mainstream fashion are not of particular interest to Meredith.

"For the most part, I think it's just regular streetwear that I think that I can have a fun spin on," he said. "I see a jacket somewhere, and I'm like, if I did the pockets like that it'd be so much sicker."

Meredith, who is now 22, came to Montreal at 17 years old to study fashion design at LaSalle College. After one semester, he decided to drop the program, but said the basic skills he learned in CEGEP are still the foundation for every garment he creates. Since he didn't complete the program, Meredith has had to work through plenty of trial and error when designing, and especially constructing, his clothing.

"I don't have set ways to do things," he said. "I definitely just have to try shit until it works. It can be very frustrating. I've spent many hours ripping seams."

Still, Meredith continues to create. When designing clothing, he builds his ideas off what he would wear himself.

"I'm very selfish," he laughed. "I'll see something in the street that I really like and I'll just want it for myself."

The process of getting an idea, creating a garment, and getting to wear it is exactly why Meredith does what he does.

"It's exploring, and seeing what I can do," he said. "It's also because I love doing it."



PHOTOS CLAIRE LOEWEN

"I was trying to find whatever I could that was not normal material to make clothing out of."

— Colin Meredith, Designer



This jacket is made of Ziploc bags.



Colin Meredith made this jacket out of J Clothes.

THE LINK CALENDAR OF EVENTS: Jan. 24 - Jan. 31

<p>TU 24</p> <p>Workshop - Intro to Local-to-Quebec Herbal Medicine Interested in plants and their medicinal benefits? Wanna learn about a few of them in a hands-on environment? Head up to the Greenhouse, then! Henry F. Hall Building — Concordia Greenhouse • 1455 de Maisonneuve Blvd. W. • 5:30 p.m. // FREE</p> <p>Concert - None of Us, Sweaty Palms, and Nick Hayashi Blue Skies Turn Black presents three bands performing onstage, each bringing their own different sound. Casa del Popolo • 4873 St. Laurent Blvd. • 9 p.m. // \$8</p>	<p>WE 25</p> <p>French Book Club - <i>Des Femmes Savantes</i> Drawn & Quarterly's next installment of its French book club will be looking at Montreal author Chloé Savoie-Bernard's novel. Take part and discuss! Drawn & Quarterly Library • 211 Bernard Ave. W. • 7 p.m. // FREE</p> <p>Concordia Winter Farmer's Market Concordia's first ever winter farmer's market! Local farmers selling organic and fresh produce and a whole buncha other things. Concordia Hall Building • 1455 de Maisonneuve Blvd. W. • 12 p.m. // FREE</p>	<p>TH 26</p> <p>Concert - Hannah Georgas and Aliocha Hannah Georgas' voice is stellar. We recommend that you check out these two talented musicians performing onstage. It's only for one night, so try and catch this while you can! Cabaret Lion d'Or • 1676 Ontario St. E. • 7 p.m. // \$20 - \$23.75</p> <p>Lunar New Year Night Market Come check out the festival games and activities, delicacies from multiple regions in Asia, as well as some talented performances from local artists at this collaborative student event celebrating the beginning of the year of the Rooster. Student's Society of McGill University — Ballroom • 3480 McTavish St. • 5 p.m. // \$10 in advance or \$12 at the door</p>	<p>FR 27</p> <p>Workshop - Reporting on Indigenous Topics Contributor for The Link and Concordia diploma journalism student Emilee Guevara will be discussing how to properly write an article on Indigenous matters. Topics like harmful stereotypes, representation, sensitivity to language, and more will be covered. Concordia Hall Building • 1455 de Maisonneuve Blvd. W. • 3 p.m. // FREE</p> <p>Book Launch - <i>The Abominable Mr. Seabrook</i> Cartoonist Joe Ollmann will be holding a discussion on his latest work, following the story of an infamous journalist with a notorious track record. Drawn & Quarterly Library • 211 Bernard Ave. W. • 7 p.m. // FREE</p>
<p>SA 28</p> <p>Concert - Cloud Nothings and LVL UP Whoa! These two bands are in our city! They're pretty good, so check 'em out! Fairmount Theatre • 5240 Parc Ave. • 8 p.m. // \$18</p> <p>Album Release - Sad Birthdays w/ Venus and Fred Thomas Sad Birthdays will be celebrating the release of their new album by putting on a show! They'll be joined by bands Venus and Fred Thomas. La Vitrola • 4602 St. Laurent Blvd. • 8:30 p.m. // \$5</p>	<p>SU 29</p> <p>Concert - Janice Jo Lee and Malek Yalaoui Two unique performances by two talented women with their own stories to tell Le Cagibi • 5490 St. Laurent Blvd • 8 p.m. // \$6 or PWYC</p>	<p>MO 30</p> <p>Screening - First Voices Join Cinema Politica for an evening of Indigenous cinema! Screenings of a variety of short films followed by a Q&A with director Roxann Whitebean. Concordia Henry F. Hall Building • 1455 de Maisonneuve Blvd. W. • 7 p.m. // \$5 or PWYC</p> <p>Screening - Queer Cartoons Queer Concordia is hosting another event dedicated to some sweet queer cartoons. Screenings will include Steven Universe, Sailor Moon, and Young Justice. Kafein • 1429A Bishop St. • 8 p.m. // FREE</p>	<p>TU 31</p> <p>Volunteering - Multi-faith day of Action Help out in making and bringing food to the people living on the streets. Concordia Multi-faith and Spirituality Centre — Concordia Greenhouse • 2090 Mackay St. • 10:30 a.m. // FREE</p> <p>Panel Discussion - Indigenous Peoples and Urban Inequality in Quebec Presented by the School of Community and Public Affairs, a discussion on the growing gaps between settler communities and Indigenous peoples will be had. Henry F. Hall Building — H-767 • 1455 de Maisonneuve Blvd. W. • 5 p.m. // FREE</p>

If you have an event you want featured, email: calendar@thelinknewspaper.ca

FINAL CALLOUT: Submissions for a Special Issue on Race

The issue comes out on Jan. 31. The goal is to be a platform for non-white voices.

We're encouraging all types of contributions: from writing submissions (features, arts, sports, opinions, poetry, etc.), to photography and videography, as well as graphics and illustrations.

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OR drop by *The Link* office from Monday to Friday @ H-649 (1455 de Maisonneuve Blvd. W.)

What's going on in Fringe Arts online this week?

Check out our interview with Hannah Georgas before her show this week at thelinknewspaper.ca/section/arts

Rookie With High Hopes

First Year Stingers Guard Nicholas Noble Cements His Place

SAMUEL BOAFO
@SABOAF0

After coming off the bench for the Champlain Cavaliers basketball team in the past, Nicholas Noble now finds himself the starting guard for the Concordia Stingers.

Despite being restrained to a lesser role at Champlain, Noble is bearing a lot of expectations with his current team at Concordia.

"What attracted us about him is his shooting ability," said Stingers assistant coach Damien Buckley. "We also saw that he can do other stuff he wasn't getting the chance to do at Champlain because they had such good guards."

Being a first year player, Noble admits that there are several aspects of his game he would like to improve—outlining his decision-making on the court being one of them. Noble also admitted that his on-court aggressiveness, and his play-making abilities, could also use some tuning.

"I was a little timid with the ball, but now, working on my handles all the time, I was able to do more of the point guard position in the game," said Noble.

Noble is content with his improvement so far, but still wants to get better as the season progresses.

The Stingers have been unproductive from the three-point line and will lean on Noble to become a shooting threat as the season progresses.

"My role is pretty big right now," he said. "I have to hit shots and we are not shooting well, so there is a lot of pressure on me and my teammates."

With the little playing time Noble received at Champlain College, not everyone saw the potential he had. Stingers head coach Rastko Popovic did and it's paying off this season so far.

"He can shoot the ball and I think he can be a very good player and be defensive down the road," Popovic said.

While playing for Champlain College, Noble was being scouted from other universities in the United States, but those opportunities fell through as he opted to play basketball closer to home.

Bishop's University and University of Ottawa were also on the lookout for Noble's services. He chose Concordia University in the end; coach Popovic's promise of playing time was the winning offer.

Noble said he was nervous playing his first University level basketball game so close to home.

"Everybody was there—my family and friends," said Noble "I was able

to hit two clutch free throws towards the end to seal the game."

Noble's ability to adjust to in game shows how important he is to his team. He's also a major contributor on the team in both points and minutes played.

The Stingers currently have a 25 per cent success rate for three-pointers—the lowest amongst all U Sports basketball teams. Noble is the team's second leading scorer and is currently averaging 9.7 points per game. Although he is putting up some impressive statistics for a first year player, Noble said that he doesn't see his role getting any bigger. "I just have to stay consistent and improve as the season goes on," he said.

Last year, the Stingers men's basketball team's main issue was shooting the ball. Popovic has already seen improvements with Noble on the court.

"He has already had some very good shooting games for us this year," said Popovic.

Noble has some high ambitions for his first year with the team—winning the U Sports championship and becoming the league's top rookie are among some of his priorities.

Noble is currently majoring in economics. His education is just as important to him as his responsibilities on the basketball court. "If you manage your time wisely and organize your calendar, you should be fine."

The rookie's improvements throughout the season are a determining factor on how the Stingers' season will end. Concordia's chances of completing its goal of the winning the championship will increase if Noble and his teammates improve their shooting game.

As a rookie playing such a huge role on the team with

high expectations, Noble turns to Popovic and his teammates for guidance when things don't go according to plan.

"Even when I'm not shooting the ball as well, my coach and teammates tell me to keep shooting—they always have my back," said Noble.

The encouragement from teammates and coaching staff allow Noble to grow, as a player and this kind of encouragement will pay off as the season progresses.

"What attracted us about him is his shooting ability."

— Damien Buckley, Stingers assistant coach

COURTESY BRIANNA THICKE



Remembering the Internment of Ukrainians, 1914-1920

NATALIA FEDOSIEIEVA

As we move into Canada's 150th anniversary, the official narrative of Canadian history will become more visible. This version of history plays up the perceived positive aspects of Canada, and downplays or ignores the negative ones.

One forgotten story of our history is the internment operations, which placed Ukrainian-Canadians in concentration camps from 1914 to 1920. In camps across Canada, from Nova Scotia and Quebec to British Columbia, thousands of men, women and children were interned simply because of their origin. Many of them were Ukrainian.

During the period when the internment took place, Canada—on behalf of the British Empire—was at war with the Austro-Hungarian Empire. Right after the outset of World War I, innocent Ukrainian migrants from the empire were declared enemies.

According to the Canadian War Museum website, "the term 'enemy alien' referred to the citizens of states legally at war with Canada who resided in Canada during the war." The internment of Ukrainians by Canadian government was "part of the confinement of 'enemy aliens' in Canada during and after the World War I, under the terms of the War Measures Act."

Spirit Lake's was the second largest of the 24 concentration camps.

Immigration of Ukrainians to Canada began decades earlier, around 1891. Tired of being treated as serfs by the Austrians and Russians, thousands of Ukrainians moved to Canada as the Canadian government was trying to populate the prairies. When the war hit, wartime hysteria justified the Canadian

government's internment of 8,579 people—over 5,000 of whom were Ukrainian—in 24 concentration camps.

Ukrainians, and others viewed as "enemy aliens," were taken away because of the place where they were born, not because they did anything wrong. Prisoners lived in poor conditions and were forced to do hard labour.

William Dillon Otter, the military commander of the internment, described in his final report how prisoners died of disease and injury, were killed trying to escape, and committed suicide after the camps' horrible conditions drove them to insanity.

Dr. Lubomyr Luciuk of the Royal Military College of Canada is a specialist in the political geography of Eastern Europe and the immigration history of Canada. In 1978, he began research into Ukrainians in Kings-

ton, Ont. Interviewing one of the very oldest Ukrainian immigrants, Mykola Sakaliuk, the professor discovered the internment camps that had once dotted the landscape.

"Mykola was a Canadian prisoner in the internment camp," Luciuk said. "I had never heard about the internment camps before." This kicked off his research.

In his book *In Fear of the Barbed Wire Fence*, Luciuk wrote that Mykola Sakaliuk was arrested and sent to the largest prison—Fort Henry in Kingston, Ont.—where he was forced into hard labour.

"Mykola did not understand why he was imprisoned," Luciuk said. "He had Austrian citizenship, but he was ethnic Ukrainian and he immigrated to Canada for new life, not for fighting."

Professor Luciuk says today that this pro-

cess is a blank page in Canadian history. "No one talks about it, but we need a precise picture of what happened," he said.

"We need to know reasons, why they were arrested, and who they were. As Canadian citizens we have to know our domestic crimes [...] Canada is a great place, but we have to know that here also human rights were undermined."

Across Canada, a hundred plaques have been dedicated to the memory of the camps' victims. In Montreal, a memorial plaque was installed in the Ukrainian Catholic Church of St-Michael's on Iberville St.

Spirit Lake's internment camp, 600 km from Montreal, was the second largest of the 24 concentration camps. The majority of prisoners were Ukrainians taken from the Montreal area.

Today Spirit Lake Centre is open year-around for visitors. "This was in recognition of the centre's role in ensuring that further awareness of Quebec internment story will continue to be passed on to future generations," the Ukrainian Canadian Congress wrote.

The website for the Canadian War Museum acknowledges the negative effects of the internment, writing that "the internment of Canadians left painful scars and, for Ukrainian Canadians in particular, the lingering suggestion of widespread disloyalty."

The Ukrainian community in Canada spent many years attempting to spread the memory of the camps and to receive some sort of acknowledgement from the Canadian state. In 2005, they were successful—Bill C-331 formally recognized the fact that Ukrainians had been unjustly interned, and it began the process of settlement for the historical crimes.

In 2008, Canada established the \$10 million Endowment Council of the Canadian First World War Internment Recognition Fund. The interest earned on this fund is used for projects to commemorate the experience of Ukrainians who were targeted and systematically attacked by the Canadian government.

This reconciliation was made possible by the reclaiming of memory—by the Ukrainian community refusing to forget the crimes committed against them. On Canada's 150th, let's all do the same.



JENN AEDY

We All Deserve to Survive

The Case for a Universal Basic Income

VICTORIA LEWIN

There's an unconventional idea that's beginning to spread in the world—the idea that people are entitled to enough money to survive, whether or not they work.

This is the concept behind Universal Basic Income—the idea of providing each individual citizen an unconditional income on a regular basis, funded either by a government or public institution.

This idea could possibly provide solutions to a series of issues that have plagued countries across the globe, such as poverty, homelessness and unemployment.

Finland is currently in the process of experimenting with UBI, and, according to the Finnish Ministry of Social Affairs and Health, UBI can primarily promote employment, or at least that's the goal they have in mind.

With recent news that two of Canada's richest men have wealth equal to the poorest 30

per cent of the population, it's clear that income inequality needs to be fought. The fact that a whopping 80 per cent of the global population currently lives on less than \$10 a day must be addressed.

By providing citizens with a stable, unconditional, basic and liveable income, individuals living in the streets and in poverty will be provided a life-changing opportunity.

Imagine yourself without a roof over your head or a job to rely on. You can barely manage to feed and clothe yourself, or even worse, your family, on a daily basis. You spend a lot of your time trying to figure out how you'll get through the day. It's hard to imagine you'd have the energy or the resources to find a job.

But what if that key foundation, that essential basis that you can climb onto and grab a hold of, was provided to you, and every other person, unconditionally?

A world of possibilities lies

Canada's two richest men have wealth equal to the poorest 30 per cent of the population. Income inequality needs to be fought.

within UBI. In order to facilitate and encourage those who struggle financially, we must not only demand that they use their legs to walk, but show them how. Providing someone with that basic and ever so necessary boost can reduce, if not eradicate, poverty.

Another consideration when looking at the benefits of a fixed UBI can be assessed by taking a look at recent predictions on job loss. According to John Kerry, former U.S. Secretary of State, 85 per cent of job loss in the United States is due to technology. This means that keeping a roof over our heads is going to be an increasingly difficult struggle as technol-

ogy progresses and more employees are replaced by machines.

While this issue has been addressed as a potential problem in the future, not much has been done to deal with it, and it's unlikely that technology will slow down for the sake of saving jobs. So what can be done to combat severe job loss due to human resources being replaced by robots?

The solution is universal basic income. Giving people a basic income to work from will keep people from drowning in financial loss, and help to provide more jobs. By providing money to work up from, those who are already working may be able to afford taking off an excessive workload, and those who previously couldn't find jobs because of severe living conditions will have room to join the workforce.

Several studies have already been conducted to test the effectiveness of introducing UBI, and the results have been positive thus far.

In India—where a UBI pilot program was implemented in some villages—nutrition improved, particularly in women, and work shifted from casual wage labour to more self-employment. Giving people a foundation helped prompt those who normally would not have been able to find work to create businesses and farms themselves.

A study was also done during the 70's in some cities in Manitoba. Results showed that providing a guaranteed annual income brought most recipients above Canada's poverty line. Interestingly enough, they experienced an increased high school graduation rate, fewer births before the age of 25 and far fewer mental health hospitalizations.

UBI has the potential to change lives for the better.

Letter

I read with interest the recent article regarding the departure of the athletic director at Concordia. The major claim to fame appears to be his rebranding initiative that was supposed to solve the problem of a "distinct lack of connectivity and engagement" that he perceived.

While I concur that this lack of connectivity and engagement exists, I am not convinced that spending inordinate amounts of money and investing large amounts of time and energy in "rebranding" and creating a new logo for the department was the answer.

Having spent 21 years coaching at Concordia, my perception is that this "lack of connectivity and engagement" is university-wide and not restricted to athletics. There is a distinct lack of pride and sense of belonging and no real sense of what it means to be a Concordian. There is a great deal of pride and belief in certain specific programs/projects/departments/activities, but no sense of how this contributes to being part of the whole or being a Concordian.

Something as simple as school colours need to be part of the life that students live while at Concordia. The bookstore sells garments clearly emblazoned with the logo of the university or the sports team, but in the colours of our rival universities across town or from other parts of the university.

Student-led Frosh activities, that should form the basis of what it means to be a Concordian, hand out articles of clothing in every colour under the sun. The opportunity to start new students at the university off on the right foot, with respect to being part of the "Maroon and Gold," are completely missed. Various teams from many of the departments within the university go out to represent Concordia at a variety of different games and competitions around the world (and do so with great success), yet they lack the identity of being Concordian in that they wear any and all colours of the rainbow whilst doing so.

I am convinced that what is needed is not a new brand, but rather a better job and more coordinated effort throughout the university selling the brand that we already have. Time will tell, I guess, whether the new brand changes things for the better for the university or if it was simply an opportunity for a line on a résumé and a talking point in interviews for somebody.

—Clive Gibson, former head coach of the Concordia Stingers Men's Rugby team



CAITY HALL

Overworked and Underpaid

A Case for \$15 Minimum Wage

REBECCA MELOCHE
@BECCKYMELO

Quebec Labour Minister Dominique Vien announced that Quebec's minimum wage would be increasing to \$11.25 in the spring.

That is what anybody working a minimum wage job would consider a step in the right direction. However, is this going to be enough considering we live in an increasingly costly society? Why not follow the lead of Seattle, WA. or the province of Alberta, which are both in the process of implementing a \$15 minimum wage?

Often, we will find ourselves working two or more jobs just to be able to compensate for the high cost of living. Today, it is easier and cheaper to buy a Junior Chicken than it is to go to the grocery store, buy ingredients and prepare a home-cooked meal. This is the reality for those living on minimum wage.

Restaurant workers stand around and listen to people complain about prices and how their food was not made to their liking, and we take it because we know we need the job. We think about quitting at least five times a shift, yet we go back every week. Not only would a \$15 minimum wage help, it would be necessary.

Everybody wins in a \$15 minimum wage society. Not only will the people on the bottom be lifted, but those making above minimum wage will inevitably see wage increases as well. The economy will be better because people will be making more money—and when you make more money, you spend more money. Some of us may even be willing to spend a bit more money in locally grown food and products made here in Quebec.

In 1965, the hourly minimum wage in Quebec was 85 cents (not adjusted for inflation). The cost of living was so low that people were able to live off of that. A loaf of bread was 21 cents. Do you know how much French toast and grilled cheese you can make with that today? Times have changed; our minimum wage must change with them.

According to Statistics Canada, in the past year, the average weekly earnings for Canadian workers rose by a little under half a per cent, while the inflation rate rose two per cent. So we are making a little bit more but we also have to spend more. The cost of living is rising five times faster than our wages. We are in a constant battle with money and the only way

to ensure that we can win is by making sure our earnings match or surpass inflation.

The guarantee of a living wage will encourage people to get out and look for a job. It gives the government an incentive to get people out and contributing to their communities and their province. Crime rate may go down as well, as it tends to do when poverty decreases.

The burden of carrying school debts for the rest of your life can disappear faster with a higher minimum wage. By making more money an hour, students would be able to choose to work fewer hours—concentrating on school, which will lead to a decrease in time-related stress.

The number of people living off of minimum wage is very high. It is not just students or “young” people working those jobs anymore. Parents, single parent homes and low-skilled workers are only a few examples of some of

It's not just students or
“young” people working
minimum wage
jobs anymore

the population that lives off of minimum wage. The government needs to see that mothers and fathers need to feed their children and keep a roof over their heads, but that's hard when the minimum wage isn't a living wage.

Social aid, or welfare, is a program that the government constantly puts money into but it is never enough. We still have people living on the streets and other people who are unable to get into the workforce because no jobs are available. With a \$15 minimum wage, social aid will decrease. People will be able to fend for themselves and for their families.

Whenever talk comes of raising the wage, opponents point to possible negatives. Prices may rise, products may be of lower quality and there is the constant fear that robots are slowly taking our jobs. These fears are not all realistic.

Seattle has a plan for a slow increase of the minimum wage to eventually hit \$15 for all businesses, and it is already \$15 for large businesses and chains. They have seen the effects



that it has on the citizens and they have seen that it is working to their advantage. By and large, the much-touted negative effects of the increase did not end up happening.

Before the increase was made official, many Seattle businesses claimed that they would have to increase their prices in order to compensate for the citywide \$15 minimum wage. The interdisciplinary Seattle Minimum Wage Study team found that this has not actually

occurred. There was almost no evidence of prices increasing in retail stores, grocery stores and restaurants. Economists say that the fear of job loss has not come true either, and it has been a year since it was first implemented.

I'm not saying to jump to \$15 right away. The government needs to slowly increase minimum wage with a plan to get us to \$15 within the next two to three years. It worked in other places. Why can't it work here?

ELECTION FOR OUR BOARD OF DIRECTORS

AN EDITORIAL TEAM (US, THE MASTHEAD) AND A BOARD OF DIRECTORS GOVERN **THE LINK**. WHILE THE BOARD HAS NO SAY ON EDITORIAL DECISIONS, THEY MEET MONTHLY TO DISCUSS BUDGETS, BYLAWS, AND ALL THAT GOOD LOGISTICAL STUFF.

ON **TUESDAY, FEB. 7 AT 4 P.M.**, WE WILL BE HOLDING AN ELECTION TO FILL THE STAFF REPRESENTATIVE SPOT ON THE BOARD. IF YOU HAVE CONTRIBUTED TO FOUR SEPARATE ISSUES DURING THIS VOLUME, THEN YOU ARE ELIGIBLE TO APPLY FOR THE OPEN POSITION.

DEADLINE TO SUBMIT A LETTER OF INTENT AS TO WHY YOU WISH TO RUN IS ON **FEB. 3 AT 5 P.M.**
EMAIL: BUSINESS@THELINKNEWSPAPER.CA

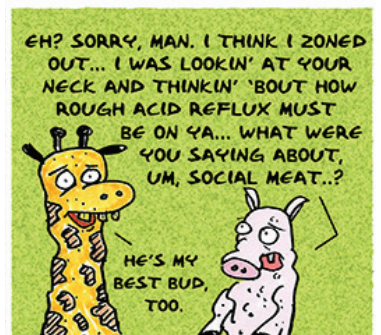
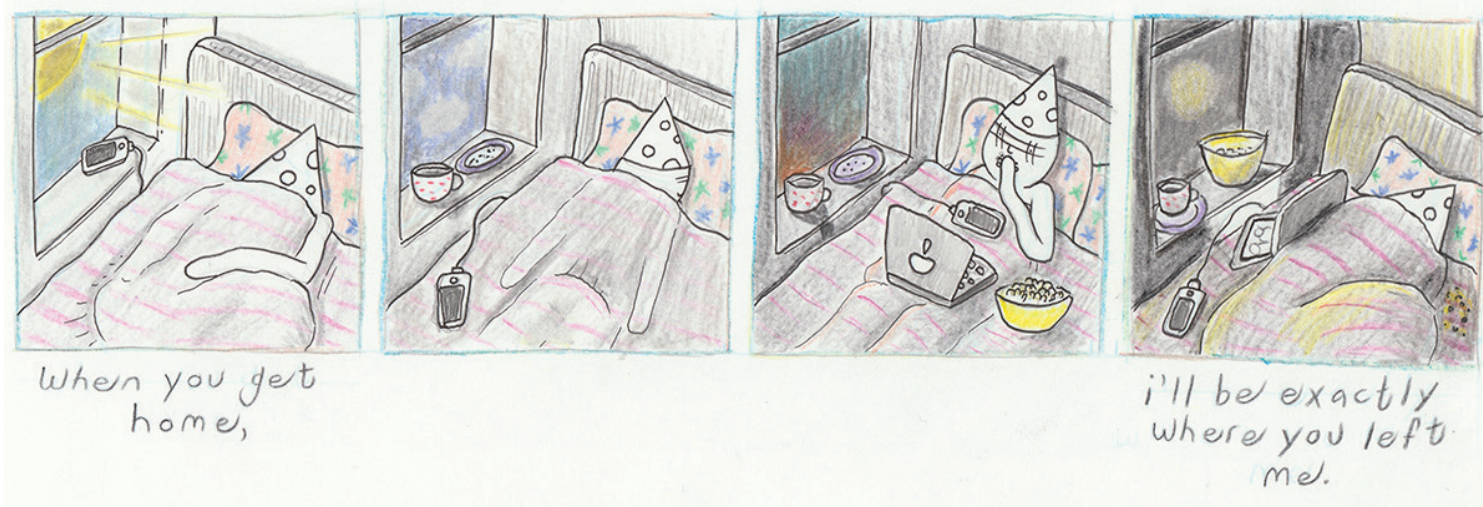
Caity Comics by Caity Hall @caityhallart

Hastily Put Together
by Theo Radomski
@flanneologue

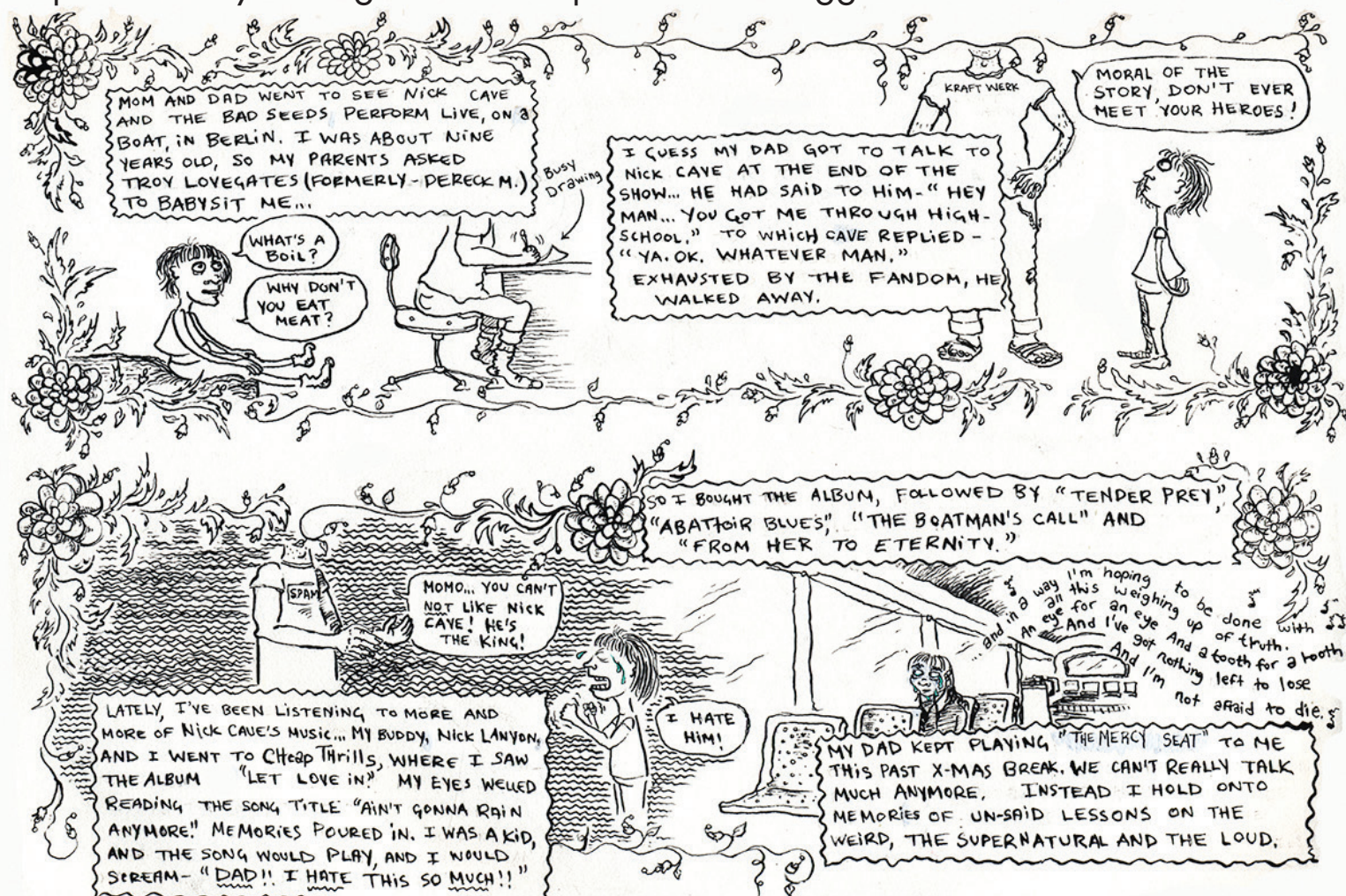
The Epic Adventures of Every Man by Every Man

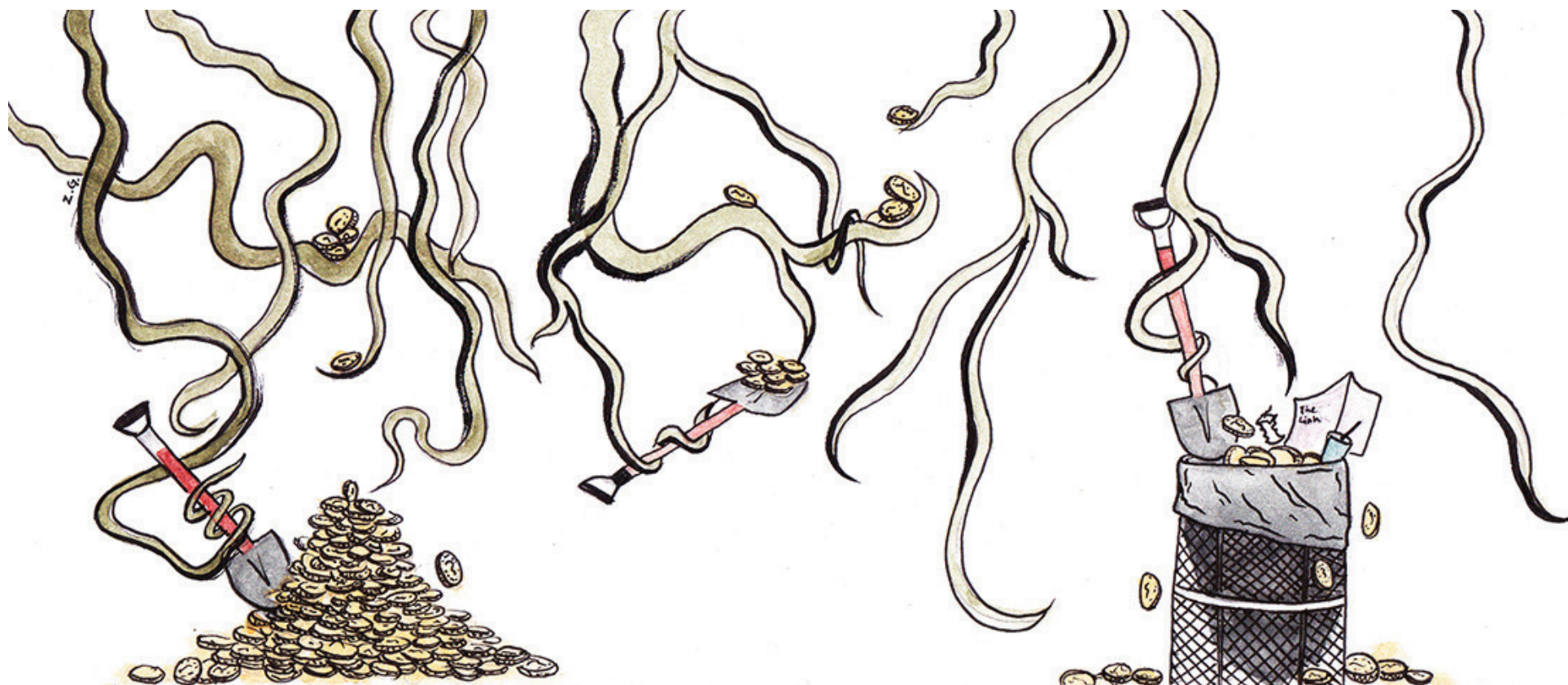


Homebody by Bronson Smillie @bronsosaurus



Crap Comics by Moragh Rahn-Campbell @madd.egg





ZOË GELFANT

EDITORIAL

Doubling Research But Cutting Teaching Resources

Last semester, Concordia University welcomed approximately 9,000 new students. President Alan Shepard enthusiastically announced that, according to his knowledge, it was the highest first-year enrollment in the school's recent history.

Having 9,000 new perspectives entering the Concordia community is exciting. Many of these individuals will use the skills they learn within the classroom to achieve great things. As each academic year passes, however, the prospects students have to succeed at Concordia dissipate as the funds for our education do as well.

Through an access to information request, we discovered that the projected 2016-17 budget for teaching and research assistants at the John Molson School of Business has been cut by almost 40 per cent. We learned after, however, that the cut only affects teaching assistants and not research assistants.

University spokesperson Chris Mota said that similar cuts are happening across the faculties. This figure is alarming. In the era

of provincial austerity measures which saw Concordia run a deficit in four of the last six years, the cuts represent a further blow to accessible education—and represent the school's desire to promote its image rather than the classroom.

This comes as the Teaching and Research Assistants at Concordia union signed a new collective agreement that saw salaries for most TAs increase by about 40 per cent. Mota confirmed that this means hours are being cut for TAs.

The university has set out a "Strategic Directions" plan to guide itself over the next few years. One of the nine directions is to "double [its] research." According to a description on the Concordia website, this entails doubling funding for research as well as opportunities. Of course, research projects are valuable for faculty and students to further their careers and create buzz for the university. But cutting the money to hire teaching assistants outright demonstrates a lack of commitment to stu-

dents' day-to-day learning.

Since 2014, the average JMSB class size has increased to about 70 students. In the other faculties, class size has remained the same relatively, but numbers are still high. Arts and Science courses have on average 45 students, while Engineering and Computer Science classes have approximately 60. Hiring TAs—and giving them more hours—is required to meet the rise in class sizes.

President Shepard always reiterates that preserving academic quality is his priority. However, the actions of the administration have yet to demonstrate this. There have been voluntary departure and voluntary retirement programs within the past few years, which saw many important figures in the university leave without replacements.

On top of this, the previous Chief Financial Officer, who was only in office for three months, received a severance package of approximately \$250,000. In addition to this payment, Concordia paid \$1.1 million to five departed senior administrators last year. The

payments were for "administrative leave," which is the yearlong period where a leaving senior administrator can receive the average of their salary while in their former position. It's a measure in place to keep Concordia attractive in the job market.

If there's less provincial funding then cuts must be made, but so far the administration has not shown any willingness to take hits to their own salaries. As we said in our editorial in Issue 16, too often the rules governing how much the administrators are compensated are not factored into decisions regarding budget cuts.

The Link denounces the cuts to the teaching assistant budget. Doubling research to further the Concordia's reputation at the expense of the learning environments for students is detrimental and counterintuitive to the purpose of education. Every new student that comes to Concordia should know that the university values their experience regardless of whether they choose to conduct research or not.

THE LINK

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Letters to the editor are welcome. All letters 400 words or less will be printed, space permitting. The letters deadline is Friday at 4:00 p.m. *The Link* reserves the right to edit letters for clarity and length and refuse those deemed racist, sexist, homophobic, xenophobic, libellous, or otherwise contrary to *The Link*'s statement of principles.

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THE LINK WORKSHOP SERIES IS BACK

Jan. 27 Reporting on/with Indigenous Communities by Emilee Guevara

Join us for a workshop on reporting on and with Indigenous communities with Concordia diploma journalism student and *Link* contributor Emilee Guevara!

We will be discussing topics like harmful stereotypes, perpetuating the victim narrative, representation, traditional storytelling, sensitivity to language, and the possibility of decolonized journalism.

Feb. 3 Going Above and Beyond With Social Media

Join us for a workshop on how to maximize your social media presence with three people who built entertainment sites from the ground up: Savannah Scott, Nick Younès and Sydney Anna. Savannah and Sydney contribute blog posts to *Teen Vogue*, and run a fashion blog. Nick is the founder and organizer of entertainment site *IX Daily*.

We'll discuss new ways to use social media, the direction of news sites, and how to get the most out of the internet.

Feb. 10 How to Podcast With Tristan D'Amours

Hey there. Do you listen to podcasts? Feel inspired to start your own but you don't know where to start?

Join *The Link's* online sports editor, host and producer of the Pressbox Hat Trick podcast Tristan D'Amours as he explains the basics on how to start, get geared up and publish your very own podcast.

He'll also recommend some of his favorites, and examples that he's learned from.

All workshops will take place at 3 p.m in our office: Room H-649 of Concordia's Hall Building (1455 de Maisonneuve Blvd. W.)