

UWFA Executive Council Meeting Minutes

December 8, 2009 at 12:00 p.m. in 2C10

Present: D. Burley, T. Whalen, B. Pomeroy, P. Pearson, A. Mills, S. Kohm, K. Kramar, R. Jochelson, M. Golden, R. Crowe, D. Campbell, L. Dixon, K. Zoppa, L. McGifford, D. Draper

Regrets: K. Hansen, A. Freund

- 1) Approval of Agenda P. Pearson/R. Crowe

Added: Under Business Arising from the Minutes: AESES Days Without Pay Memo;
Under Other Business: CF Bargaining, Honouring John Scurfield

CARRIED

- 2) Approval of Minutes from Sept. 18 P. Pearson/T. Whalen

CARRIED

- 3) Business Arising from the Minutes

- a. AESES Days Without Pay Memo

- i. M. Golden repeated D. Burley's suggestion from the last meeting that a message be sent to the membership regarding not doing the work normally completed by or with AESES employees during their days off without pay.

Action: L. McGifford to send an email to the membership regarding this issue.

- 4) Acting President's Report

- a. D. Burley reviewed the following items from the written report:

- i. K. Hansen away until Dec 15 recovering from surgery.
- ii. CAUT Benefits Trust: proposed organization that has been chartered and has officers in which members of the trust would bargain with their employers for a lump sum of money to be used to purchase benefits through the trust. There is a potential to receive more benefits per dollar. Though it was felt that it is rather premature for us to be considering this, should be watched for future developments.
- iii. Labour/Management Committee is meeting more regularly, dealing with issues such as course load, printer policy, etc.
1. Subcommittee on teaching evaluations has reported – now to be considered at LMC and approved then to Senate for consideration and approval.
- iv. CAUT Council (November 27 – 29) – Despite differing financial circumstances, administrations are still asking their associations for concessions. Even so, during the recession, salary settlements tended to still be around 3%. Several concerns were raised including research funding, composition of research councils, commercialization of post-secondary education at international level and academic freedom issues.

NUCAUT also met, reported that there was progress on copyright at Canadian Labour Congress.

- v. CAUT has developed a model policy on governance issues that looks at relationship between bargaining units and senate. L. McGifford to distribute to Executive.
- vi. L. McGifford added that CAUT discussed Respectful Workplaces as encroachment into academic freedom. The feeling was that anything more than is required by legislation is not necessary.
- vii. D. Burley concluded with a note that K. Hansen has prepared a response to Dr. Axworthy on the Community Learning initiative. L. McGifford to distribute to Executive.

5) Report on the Status of the Audit

a. Report – D. Draper

- i. D. Draper reviewed the submitted report “Additional Audit Expenses for 2008-2009”. Following the report, the following motion was made:

MOTION: That the UWFA Executive approve additional audit expenditures as outlined in the attached letter from the auditors.

K. Hansen/K. Zoppa **CARRIED with two opposed.**

b. Motions – R. Jochelson

- ii. Following an introduction by R. Jochelson, the following motion was made:

MOTION: Be it resolved that, in the furtherance of the additional audit investigations proposed by our auditor which require new dispensations, and in the furtherance of any future investigations regarding financial discrepancies arising from the alleged fiscal mismanagement of the last fiscal years, UWFA agrees to obtain a third party arm's length non executive member to act as a liaison, witness and communications point person on behalf of UWFA for the remaining audit work for the fiscal year under investigation, and for any investigations arising from the fiscal mismanagement.

R. Jochelson/K. Kramar

Significant discussion on the motion occurred including discussion of legal advice from Rob Simpson and issues of third-party involvement (it was suggested that it could have been a member of the Executive who was not involved). R. Jochelson clarified that the intention of the motion was to provide a witness to the process, not that communications between the auditor and the UWFA Office would cease.

AMENDMENT: Be it resolved that the UWFA Executive agrees to obtain a third party arm's length non executive member to act as a liaison, witness and communications point person on behalf of UWFA, for the remaining audit work for the fiscal year under investigation, and for any investigations arising.

K. Zoppa/M. Golden **CARRIED**

AMENDMENT: Be it resolved that the UWFA Executive agrees to seek by January 15, 2010 a third party arm's length non executive member to act as a liaison, witness and communications point person on behalf of UWFA, for the remaining audit work for the fiscal year under investigation, and for any investigations arising. Otherwise, the status quo remains.

A. Mills/P. Pearson **CARRIED**

MOTION (as amended): CARRIED with four opposed.

- iii. Following comments regarding the motion by R. Jochelson, the following motion was made:

MOTION: Be it resolved that we disclose the details of the nature, reasons, explanations, institutional failings, results of, and impetus for, the current audit or other investigations arising from the audit, including the details of any fraud, to the membership as soon as is reasonably possible.

R. Jochelson/K. Kramar

Discussion again involved legal advice with Rob Simpson in that UWFA should avoid references to criminal activity and instead focus on financial irregularities. Personnel matters should be dealt with confidentially. The use of the term fraud should be used only on the advice of counsel.

FRIENDLY AMENDMENT: Be it resolved that, subject to legal advice, we disclose the details of the nature, reasons, explanations, institutional failings, results of, and impetus for, the current audit or other investigations arising from the audit to the membership as soon as is reasonably possible.

MOTION (as amended): CARRIED with four opposed.

- iv. Following comments regarding the motion by R. Jochelson, the following motion was made:

MOTION: Be it resolved that we meet in January 2010 and that the administrative assistant be provided with our teaching schedules with the objective that suitable meeting times shall be scheduled to accommodate each executive members' teaching schedule; further, be it resolved that, given the hectic bargaining agenda for this academic term, and our continuing fiscal investigations, we schedule at least one meeting a month for the duration of the academic year.

R. Jochelson/K. Kramar

FRIENDLY AMENDMENT: Be it resolved that the UWFA Executive be mandated to meet at least once a month scheduled in advance in January for the remainder of the term.

MOTION (as amended): CARRIED with one opposed.

6) Treasurer's Report

- a. S. Kohm reviewed the Treasurer's report – over budget in several areas. The question was raised of what are we supposed to do when we keep going over budget?

- i. Suggested that items that go over budget should be brought back to the Executive for consideration.
- ii. The Executive should probably spend some more time on consideration of the report in the future.
- iii. Discussed the possibility of Finance acting more like a Board of Trustees to oversee the finances.

7) Lakehead University Situation Update

- a. Agreed that this would be moved up the agenda to before Committee Reports.
- b. Suggested that this is probably not a great use of our limited funds for donations.
- c. Due to the fact that the Executive was not aware that the cost of sending a flying picket would fall to UWFA, the following motion was made:

MOTION: That the UWFA Executive declines to spend money to send a flying picket to Lakehead University.

K. Kramar/T. Whalen

CARRIED

8) Executive Committee Reports

a. Constitution/Bylaws/Policies – K. Kramar

- i. Has a final draft of constitution, needs to meet as committee to finalize, discuss and approve for further discussion. Will be brought to Executive meeting.

b. Communications – T. Whalen

- i. Committee has met, newsletter coming out in the next couple of weeks and two more issues to be distributed in the coming year.

c. Finance/Investment – S. Kohm

- i. Committee has met. It was agreed that it would meet quarterly to be both a policy oriented body and an oversight body. Angela Davis offered to review financial statements on a monthly basis.
- ii. Will be doing further research into what other finance committees to help with revising role.

d. Nominations – D. Burley

- i. Noted administration is reconvening the UW Employment Equity Committee to give advice to the Equity Officer. The last meeting of the committee was in 2004.

MOTION: That Michelle Owen and Lisa Sinclair be appointed to be Main Unit representatives on the UW Employment Equity Committee.

D. Burley/A. Mills

CARRIED

- ii. Still seeking Collegiate representative.

e. Collective Bargaining – D. Burley

- i. Membership of the Collective Bargaining committee has been formalized and D. Burley reviewed the list of members. Members are:

- David Burley (History), UWFA VP and Committee Chair

FINAL – Approved January 29, 2010

- Lisa McGifford, UWFA Staff Officer
- Mark Golden (Classics), UWFA Executive Council Member
- Allen Mills (Politics), UWFA Executive Council Member
- Pauline Pearson (Psychology), UWFA Executive Council Member
- Tim Babcock (Theatre)
- Claire Borody (Theatre)
- Ian Burley (Physics)
- James Currie (Mathematics)
- Jacqueline Romanow (Aboriginal Governance)
- Satyendra Singh (Business)
- Members of the Negotiating Team

Should there be a meeting of the Contract Faculty Collective Bargaining Committee, Barry Pomeroy shall attend.

MOTION: That the membership of the Collective Bargaining committee be approved.

D. Burley/D. Campbell **CARRIED**

- f. Workplace Health and Safety – D. Burley
 - i. There is currently one opening on the Workplace Health and Safety Committee. Referred to the Nominations Committee to be filled.
- g. Membership – P. Pearson (written report); L. Dixon (oral report)
 - i. The committee has met twice thus far. The members of the committee are Pauline Pearson, Cherie Werhun, Linda Dixon, Kelly Gorkoff and Candida Rifkind. If anyone else knows of anyone they think may be interested in joining the committee, please refer them to me.
 - ii. We have almost completed the task of recruiting departmental representatives from all departments without representation on the UWFA Executive. Suggestions for a representative from Applied Computer Science, Business and Administration, and Geography would be appreciated. We are looking for individuals who would spread the word about UWFA events and encourage their colleagues to attend. Of course, once negotiations begin these individuals will also be critical for communication as well.
 - iii. We sponsored coffee and cookies at the Academic Freedom Conversation on November 17th. The event was organized by Women & Gender Studies and was well attended. Significant discussion followed the presentations. It was a great success and congratulations should be extended to the organizers.
 - iv. We are currently in the planning stages for a social event in early February. We are intending to have a party off-campus to encourage members to meet one another. More details to come and I hope to see you all there.
- h. Scope – D. Draper
 - i. The Scope ad-hoc committee met and has come up with some interesting ideas. Will have more information at the next meeting.
- i. Women and Equity – D. Draper

- i. Committee has met twice since beginning of term and has discussed several issues that have the potential to be bargaining issues. These have been referred to the Collective Bargaining Committee.
 - ii. Will be holding a mixer on January 20, 2009 from 12:30 – 1:20.
 - j. External Relations – M. Golden (written report); D. Draper (oral report)
 - i. I attended the MFL meeting in Brandon in early October (and will report on it for the forthcoming UWFA Newsletter), engaged in discussions about MOFA's meeting with and submissions to COPSE and CAUT Council, and attended a MOFA meeting. I haven't been to Winnipeg Labour Council this fall but hope to attend next term (when I won't have an evening class). I'm also on the hook to join the CAUT picket at Lakehead later this month. I also attended (at David Burley's request) Lloyd Axworthy's speech at The Canadian Club last Friday and reported to him on what Lloyd had to say about 'community learning'.
- 9) Report on the CAUT Librarians Conference
- a. Tabled until next meeting.
- 10) Other Business
- a. CF Bargaining
 - i. L. McGifford reported that the Bargaining Team is scheduled to meet with employer between now and December 18 for first meeting and exchange of proposals.
 - b. Donation for Memorial Fund for John Scurfield
 - i. A. Mills reported that John Scurfield, former UWFA member had passed away. John was instrumental in the negotiation of the '98/'99 Collective Agreement.
MOTION: That \$50.00 be donated in memory of John Scurfield to the Canadian Human Rights Museum.
A. Mills/D. Campbell **DEFEATED**
- 11) Adjournment – 2:10 – K. Kramar/D. Campbell

In my opinion the above is an accurate record of this meeting.

Tracy Whalen, Secretary