

Executive Council Meeting Minutes
October 22, 2010 at 12:30 p.m. in 3C33

Present: K. Hansen, H. Grant, A. Mills, C. Colorado, L. Dixon, D. Draper

Regrets: D. Campbell, T. Cordiero, T. Whalen

Guests: W. Josephson (chief negotiator), J. Clark

- 1) Approval of Agenda T. Whalen/L. Dixon

Changes: Moved Grievance Officer's Report to following item 8.

CARRIED

- 2) Approval of Minutes

- a. Minutes – September 24, 2010 H. Grant/A. Mills

Changes: Added M. Golden as present.

CARRIED

- b. Minutes – October 6, 2010 C. Colorado/L. Dixon

Changes: Added "Avila-Sakar" to item 5.a.i.

CARRIED

- 3) President's Report – K. Hansen

- a. Main Unit LMC – K. Hansen discussed with the Vice President (Academic) J. Corlett that the LMC has not been meeting. It was noted that the Vice President (Human Resources) L. Repski's view is that the LMC shouldn't meet during negotiations. The opinion of the administration is that they are short of administrators to put on an LMC and so K. Hansen and J. Corlett are going to meet to discuss the issues that would normally be considered by the LMC with the agreement that this would not form a precedent.
- b. Monitors in Seminar Rooms – J. Corlett and K. Hansen discussed the requirement that faculty use their own laptops with the new monitors in classrooms. It was agreed that it was wrong to force the faculty to use their own laptops. J. Corlett has asked that laptops be acquired for the use of the faculty for this purpose.
1. L. Dixon noted students can sign out laptops from the Library to do presentations during classes.
- c. Media Understaffing – There have been several instances where there were technical issues with classroom technology but no one in Media to assist with the issue. J. Corlett has indicated he will advocate for more staffing for Media in the vacancy management process.
- d. Collegiate LMC – K. Hansen pointed out to J. Corlett that we need to call a meeting of the Collegiate LMC. He was under the impression that there was only to be a Joint Consultative Committee. He has now been sent a copy of the Collegiate Collective Agreement.

4) Main Unit Chief Negotiator's Report

MOTION: That the Executive Council move into in camera session.

H. Grant/A. Mills

CARRIED

MOTION: That the Executive Council move out of in camera session.

A. Mills/L. Dixon

CARRIED

- a. Pay Equity Matter – K. Hansen – The Employer has indicated that they intend to resolve the pay equity matter outside of negotiations. K. Hansen had sent several follow-ups to the original message and has been assured that the issue is proceeding. Noted that when L. Axworthy found out about it, he seemed genuinely concerned, but he didn't seem to know about it until this spring.

5) Committee Reports

a. Nominations Committee

- i. H. Grant – Committee has been very diligent and its main concern has been the filling of the Vice President position. The Committee's recommendation is to have Peter Ives be appointed as the Member-at-Large, taking over for Allen Mills who has agreed to be the Vice President.
- ii. A. Mills and W. Josephson departed.
- iii. Brief discussion on term limits and how we would appoint the individuals took place.

MOTION: That Allen Mills be appointed Vice President through to April 2012.

H. Grant for Nominations Committee **CARRIED**

- iv. A. Mills and W. Josephson returned. Agreed to the appointment in the knowledge that he may resign in April 2011.

MOTION: That Peter Ives be appointed as Member-at-Large with a term ending April 2011.

H. Grant for Nominations Committee **CARRIED**

- v. Contracted out the task of finding a Collegiate Representative which is being pursued by the staff, the alternate CF member is coming.

b. Membership Committee

- i. D. Draper announced that the Bowling for Academic Freedom event would take place on November 17 from 6-9 p.m. at Academy Uptown lanes.

c. Finance and Audit Committee

- i. H. Grant noted that our financial procedures are quite stringent and have him meeting with the staff on a frequent basis. It is also a lot of time on the part of the Administrative Assistant.
- ii. Review and Approval of Proposed Financial Procedures

MOTION: That the Executive Council approve the proposed financial procedures for use as the financial procedures of the Association.

H. Grant on behalf of Finance and Audit **CARRIED**

iii. Review and Approval of Finance and Audit Terms of Reference

MOTION: That the Executive Council approve the proposed terms of reference for the Finance and Audit Committee.

H. Grant on behalf of Finance and Audit

AMENDMENT: That “investigate” replace “identify” in item E.c.iii.

L. Dixon/M. Golden **CARRIED**

MOTION: That the Executive Council approve the proposed terms of reference for the Finance and Audit Committee.

H. Grant on behalf of Finance and Audit **CARRIED** as amended.

iv. K. Hansen – This process was set in motion by the discovery of financial irregularities in a previous fiscal year. The original motion on this issue required that we check on the progress of the financial reform this fall. This fulfills that requirement.

v. Approval of Draft Audited Financial Statements

1. H. Grant – last year was pretty light on legal expenses but ended in a significantly better position than we had previously.

a. The Finance and Audit Committee is going to review the requirement for a legal reserve fund and its size.

MOTION: That the draft audited financial statements for 2009-2010 be accepted.

H. Grant on behalf of Finance and Audit **CARRIED**

vi. K. Hansen – we are going to have a membership meeting in early December.

6) Pension Plan Amendment

a. K. Hansen – The Pension Plan Amendment being presented today relates to the money that has not been paid out from the DB plan settlement and the interest rate for that money. Normally, proceedings like this would not come before the Executive, but as one of the parties to the original settlement the Board wants to have our agreement. The agreement of the other parties has already been obtained.

MOTION: That the interest rate for unpaid portions of the DB plan settlement proposed by the Pension Board of Trustees be approved.

M. Golden/A. Mills **CARRIED**

M. Golden would like it noted in the last “and whereas,” that ‘requires’ should be ‘require’.

7) Other Business

a. Chair’s Meeting

- a. W. Josephson – Will be meeting with Chairs on Monday afternoon to discuss Chair issues that have come up at the bargaining table. Going to try to determine what would make their lives easier.
 - i. Don't like the implication that the Employer is representing our members to us.

b. Defence Fund Report

- a. H. Grant - As the UWFA Trustee attended the CAUT Defence Fund Annual General Meeting on the weekend. From an academic point of view the settlements are interesting. NOSMFSA has been on strike for some time, the table agreement has been rejected overwhelmingly. They are back on the picket line. We provided support to giving strike pay to Carleton and Western, things were getting political regarding the public sector freeze in Ontario. Waterloo was settled and so was Toronto.
- b. UMFA announced that it had a table agreement that was ratified. When it was reported at the Defence Fund, the report was quite sober and it was noted that there were some problems with UMFA having lost touch with some of the younger members. Problem for us is that we are chasing parity with the U of M and they are falling behind in the country.
 - i. K. Hansen – The Employer gets around the relative lag of salaries in the province by using market supplements. The only serious pressure is from strike action, no market pressure.

c. Women and Equity Meeting

- a. D. Draper – the Women and Equity Committee met, expressed its displeasure with Vic Toews receiving an honorary degree.
- b. M. Golden – Should we congratulate Erin?
 - i. K. Hansen – it might be a good idea.

8) MOFA Discussion

- a. J. Clark arrived to present the report on the status and future of the Manitoba Organization of Faculty Associations that he prepared at the end of his term as President. Following the presentation and a short question and answer period, the Executive thanked J. Clark for his presentation.
- b. Discussion following the presentation related to the Association's financial contribution to MOFA. There was concern expressed that the proposals in the presentation would increase the amount of money being spent by MOFA, thereby increasing the contributions necessary by the local Associations. There was a feeling that the advocacy work was important and should continue.

9) Grievance Officer's Report

MOTION: That the Executive Council move into in camera session.

A. Mills/H. Grant

CARRIED

MOTION: That the Executive Council move out of in camera session.

A. Mills/H. Grant

CARRIED

10) Adjournment – 2:25 p.m. – H. Grant/A. Mills