

UWFA Executive Council Meeting Minutes

September 18, 2009 at 12:30 p.m. in 5L24

Present: K. Hansen (chair), D. Burley, T. Whalen, S. Kohm, A. Mills, M. Golden, K. Kramar, R. Crowe, P. Pearson, D. Campbell, B. Pomeroy, A. Freund, L. McGifford, D. Draper

Regrets: M. Hohner, R. Jochelson

Guests: Wendy Josephson (Association Pension Trustee), Rob Simpson (Association Counsel), Harry Strub (Association Member)

The meeting came to order at 12:32 p.m.

1) Approval of Agenda K. Kramar/P. Pearson

CARRIED

2) Approval of Minutes from June 29 A. Mills/M. Golden

Changes: corrected date on distributed minutes to June 29th.

CARRIED

3) Grievance Appeal

- K. Hansen reviewed the process by which grievance appeals are heard (ten minutes for Grievance Committee to present position, ten minutes for appellant, then the Executive discusses).
- K. Kramar inquired as to whether members of the grievance committee would be allowed to vote – it was indicated by K. Hansen that they would not.
- H. Strub entered.
- L. McGifford presented the reasons for the rejection of H. Strub's grievance.
- H. Strub presented his reasons for appeal.
- Due to time, the issue was tabled until later in the meeting.
- H. Strub departed.

4) Ongoing Personnel Issue – Closed Session

- R. Simpson entered.
- For this discussion, the Executive entered closed session.

MOTION: That the Executive Council move into closed session.

P. Pearson/T. Whalen

CARRIED

MOTION: That the Executive Council move out of closed session.

A. Mills/P. Pearson

CARRIED

- R. Simpson departed.
- The following motion was put:

MOTION: That UWFA dismiss Sandra Moore effective March 21, 2010 for cause but offer her a continuation of the top-up for her maternity leave subject

to her agreement to release UWFA from any liability. Failing the release, the termination would be effective September 30, 2009.

D. Burley/S. Kohm

CARRIED (unanimous)

5) Pension Plan Update

- W. Josephson entered.
- W. Josephson began by requesting that, should a member of the Executive be aware of an external individual with experience with finance and labour issues, there is an open space on the Pension Board of Trustees.
- W. Josephson proceeded to review the current issues surrounding the Board of Trustees and the distribution of the pension surplus. The Board of Trustees has requested another extension of the DB pension surplus issue until January 31, 2010.
- Members inquired whether the Board had considered making the lumpsum cash payouts over multiple tax years to reduce burden on individuals. W. Josephson agreed to bring this up with the Board.
- D. Campbell raised several issues with the DC Pension plan that were to be passed on to the Board and SunLife.
- W. Josephson departed.

6) Grievance Appeal (continued)

- Following questions for clarification directed to L. McGifford regarding the presentations earlier in the meeting, the following motion was put:

MOTION: That this Executive confirm the decision of the Grievance Committee in the matter of Harry Strub's grievance.

A. Mills/M. Golden

CARRIED with two abstentions

7) President's Report – K. Hansen

- Reviewed the business of the Association over the summer months and indicated that the Collegiate and CF unit mandates were ready and would be presented to the next meeting of the Executive.
- Reviewed member concerns regarding lack of merit announcement and the potential of professors being responsible for keys assigned to their students – both were referred to LMC.
- Indicated that preparation for Main Unit negotiations was going to be underway soon.

8) Treasurer's Report

- As the Treasurer had departed, the report was tabled until the next meeting.

9) Nominations Committee Report

- D. Burley reported on behalf of the Nominations Committee and tabled the following motions:

MOTION: That Hans Werner be appointed as a pension trustee to the Board of Trustees for a three-year term.

D. Burley on behalf of the Nominations Committee **CARRIED**

FINAL – Approved September 25, 2009

MOTION: That Peter Andruziak be appointed as the Collegiate representative to the joint benefits committee.

D. Burley on behalf of the Nominations Committee **CARRIED**

MOTION: That Jane Barter-Moulaison be appointed as a Main Unit representative to the joint benefits committee.

D. Burley on behalf of the Nominations Committee **CARRIED**

MOTION: That Karen Zoppa be appointed as the Collegiate Representative on the UWFA Executive for the remainder of Mike West's original term.

D. Burley/T. Whalen **CARRIED** with one abstention

MOTION: That Linda Dixon be appointed as the Library Representative on the UWFA Executive for the remainder of Michael Hohner's original term.

D. Burley/R. Crowe **CARRIED**

10) New Faculty Orientation Lunch

- As L. McGifford was unable to present at the University's New Faculty Orientation, it was agreed that UWFA would hold a lunch to be organized by the UWFA Office to introduce new faculty to the Association.

11) Scholarship and Bursary Fund

- P. Pearson provided an update on the status of the UWFA Scholarship and Bursary Fund which has met approximately 1/3rd of its goals.

MOTION: That UWFA cease active operations of the Scholarship and Bursary Fund drive and extend the thanks of the Executive to those who organized it.

D. Burley/K. Kramar **CARRIED** with one opposed

11) Other Business

- K. Kramar provided an update on the Senate Standing Rules Committee which has finished its work and will be presenting a new set of standing rules for approval by Senate at the September meeting.

12) Adjournment – M. Golden/D. Burley – 2:43 p.m. **CARRIED**

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

Tracy Whalen, Secretary