
MAUT Council Meeting

APPROVED MINUTES

Wednesday, October 26, 2016

McGill Faculty Club 12:00 noon

Present:

Executive: *A. Saroyan, A. van den Berg, K. Hastings, G. Gore, D. Lowther, P. Rohrbach*

Council: *E. Shor, M. Richard, T. Duchaine, S. Gaskin, J. Ruglis, K. GowriSankaran, J. Boruff, D. Titone, R. Sieber, C. Riches, S. Algieri*

Regrets: *T. Hébert, S. Jordan, V. Raghavan*

MAUT Staff: *H. Kerwin-Borrelli, J. Varga*

A. Saroyan called the meeting to order at 12:10pm.

1. Approval of Agenda

Council reviewed the Agenda for the October 26, 2016 Council Meeting. K. Hastings will present items under Business Arising following the approval of the Minutes. There were no other changes. D. Lowther moved to approve the Agenda. Seconded by A. van den Berg. Council approved unanimously.

2. Approval of Minutes

The Minutes of the September 28, 2016 were reviewed. K. Hastings' report was moved to follow President's Report. A motion to approve the Minutes was seconded by A. van den Berg. Council approved unanimously. The approved Minutes were posted on the MAUT Website.

3. Business Arising

- **Update on Information to members re: Research Assistant Pay Equity [Discussion with Provost-Oct 17/16-K. Hastings]**

K. Hastings noted that as a result of the Pay Equity Exercise [2010], Research Assistants' Salaries will increase by approximately 30% in late 2016. The retroactive increases from the implementation date will be covered by the University. Going forward the cost of these increases must be covered by PI's funds, even if this increase was not a budgeted expense. These increased costs will potentially result in many Research Assistants losing their jobs. K. Hastings and T. Duchaine have forwarded a preliminary draft to Provost Manfredi that lists the implications of this shortfall and to propose bridge funding to soften the financial impact on PI's budgets until they could account for the increase in wages in new grants or in renewals. There is no update at this time.

As most Research Assistants are in the Faculty of Medicine, K. Hastings proposed connecting with the Dean of Medicine to clarify the number of grants, salaries and RA positions affected by this Pay Equity Exercise. K. Hastings emphasized that, if RAs positions are terminated, the work performed by RAs will now fall on the PIs. This will affect the PIs' productivity, the management of their grants, their research contributions and the quality of the training environment. Currently RAs are part of AMURE [Association of McGill University Research Associates and Research Assistants], which is in negotiations with the University. K. Hastings proposed waiting until a collective agreement is signed. T. Duchaine noted that the Equity Exercise for RAs will impact McGill's competitiveness. In addition, the current implementation plan will likely affect the wages of other employee groups, including the newly unionized post-docs, and the research associates will likely follow suit with requests for increased salaries.

K. Hastings and T. Duchaine will work on a second document. T. Duchaine commented this will list the implications of how, in the current form, the implementation plan of the Exercise will affect PIs throughout the University. K. Hastings proposed that MAUT members [PIs] who employ RAs be encouraged to write letters supporting MAUT's initiative and specifically state the impact of the Equity Exercise on their own research and training programs. There is the human cost since RAs will lose jobs.

Ken Hastings mentioned the possibility of *ad hoc* arrangements with the University based on individual letters to the Provost. MAUT will ask that these letters be cc'd to the Association. R. Sieber reminded everyone of politically loaded issues involving gender, as many RAs are female. She argued that MAUT should not be seen as being on the "wrong side" of a gender issue.

T. Duchaine proposed that he, K. Hastings, and T. Hébert draft a revised personalized message to circulate to all academic staff. This letter would warn PIs about what is coming and how the changes might impact them. The letter should be carefully worded so that it does not come across as if MAUT is against pay equity. It would be sent first to Council and allow 24 hours to submit comments and suggestions that will be incorporated into the document. This was seconded by K. Hastings.

M. Richard proposed a friendly amendment that a Working Group on RAs Pay Equity Settlement be formed to assist in preparing this document. A vote was called and Council approved unanimously. T. Duchaine will forward the final text mentioned in this motion to Council.

- **"MURA-Related Revisions to MAUT By-Laws" [M. Richard]**

See Appendix I for full text

K. GowriSankaran commented on the meeting of the MAUT-RS held on October 14/16. He stated the MAUT-Retiree Affairs Committee [RAC] will always represent the interests of academic retirees at McGill and retain its status with MAUT. If there must be changes to the MAUT By-Laws for clarification purposes, then the Committee is agreeable to them. The goal is to benefit the MAUT-RAC and its association with MURA.

M. Richard referred to the document [Oct 05/16] circulated to Council. He noted the ongoing discussions with MURA; the MAUT-MURA discussion group consists of: T. Hébert, M. Richard, G. Lamontagne, H. Leighton and R. Stanley. He indicated that MURA is currently voting on a change to its Constitution; if this change is approved, MAUT will then make some minor amendments to its By-Laws to implement the proposed division of responsibility between MAUT and MURA. These proposed amendments are outlined in the document which has been circulated to Council for the October meeting; they will be discussed in a more developed form at the November meeting of Council and voted on at the December meeting of Council.

During the winter/spring 2017 semester, the MAUT-MURA discussion group will draft the terms of a possible MURA-MAUT memorandum of understanding (MOU). This MOU may be presented to the MAUT 2017 SGM for approval. K. GowriSankaran noted that this MOU might affect the MAUT-RAC financially or otherwise.

4. President's Report [A. Saroyan for T. Hébert]

- **Update on Proposed Changes to the Professional Development Fund [PDF]**

A Saroyan noted that recent information from the Administration concerning Changes to the Professional Development Fund has excluded computer hardware and software as an eligible

expense. MAUT has received many messages from members who will be affected by this change. A. Saroyan wrote informally to Assoc. Provost [Budget & Resources] G. McClure and noted that the provisions previously included in the PDF be maintained. J. Varga forwarded the 2005 document from then Provost A. Masi that included laptop and software purchases in the PDF and a summary of U15 Professional Development Provisions. Council proposed forwarding members' concerns about the recent restrictions as well as the amount of the PDF which is much lower than the U15 allowance and the claw-back which happens if funds are not used within 3 years to AP G. McClure. Council commented on recent Administrative decisions announced without consultation: UPrint, TMP and PDF. E. Shor noted the PDF should be thought of as part of the compensation package. R. Sieber commented that if the PDF continues to narrow, then the \$500 should be added to salary. A. Saroyan said that many academics have not made use of the PDF. T. Duchaine commented:

- the 2005 agreement should be respected
- the PDF should be raised, not lowered
- question: what is the reason for the claw-back and restrictions
- question: why is McGill's PDF the lowest among universities in Canada.

- **CASC and MAUT's position on the 2017 Salary Policy**

Prof. Saroyan commented that the data forwarded by J. Varga [U15 Comparison of Mean, Median Academic Salaries and estimated Salary Settlements over the next three years] were discussed. She noted the next CASC meeting is expected to lead to the final salary increases over the next three years. It is anticipated the Administration's salary proposals will not be as generous as the last three years. She commented that 0.75% ATB may not be sufficient to cover the Cost of Living increase that should be reflected in Category 4 Merit, which combines with the ATB increase.

M. Richard commented that some academics were short-changed by being excluded from receiving merit. This issue will be addressed. A. Saroyan noted that MAUT members of the CASC have asked the Provost for the University's mid to long-term salary catch-up plan to complement discussions on the next three year salary increase plans.

R. Sieber noted that ATB alone and not ATB plus and the second lowest merit category should cover the cost of inflation. D. Titone noted that while the increases in the last three years have been great, this should not camouflage the years where there were no increases.

- **CAUT Memo 16:27 - CAUT's 4th Equity Conference [Feb 24-25, 2017]**

This memo was circulated to Council.

- **Initial discussion re: Fall General Meeting on Nov 17/16 at 12:00 noon**

Council suggested discussion topics. These included: benefits, equity issues, tenure information sessions, [MAUT's Guide to the Univers(ity) and annual Tenure & Mentoring Workshops], the *corporatization* of the university, salary increases, increased *managerialism*, downloading of administrative tasks to academics, including an increase in "accountability" forms resulting in PIs doing more administrative work instead of research.

Other comments included the decisions implemented by the administration without any consultation, which have resulted in difficulties for academics. M. Richard suggested that Council solicit examples from members to bring to future meetings. Council remarked the increase in senior administrators with fewer at lower levels.

- **Consultation update:**
 - **Regulations of Conduct of Research**

P. Rohrbach and A. Saroyan attended the October 18/16 meeting called by VP [Research & Innovation] R. Goldstein and Assoc. Provost [Policies, Procedures & Equity] A. Campbell to discuss revisions made to the Regulations of Conduct of Research. The Working Group to study these revisions included: D. Titone, T. Hébert, V. Talwar and M. Nahon.

P. Rohrbach and A. Saroyan forwarded a list of issues discussed. These included:

- The need for greater clarity in the annual report of the VP-RI [categories of flagged cases and details on the categories of funding sources];
- In the implementation document, compiling cases to develop shared understanding of what is acceptable/unacceptable;
- Thinking about creating a new checklist requirement for all research done at McGill (including MUHC and Research Institutes) since unfunded research and the research conducted at the MUHC do not involve an OSR checklist;
- A mechanism to streamline research conducted in the research institutes [MUHC, the Research Institutes and McGill];
- Concern about criteria used to determine what constitutes harmful research;
- Including MAUT and MUNASA in the list of groups invited to review this policy at the end of three years;
- Editorial changes: *“to advance knowledge in ways that benefit society rather than harm”*, and rather than *“if helpful”* instead use *“if appropriate”*;
- The annual report needs to include but not be limited to: (i) who raised the concern; (ii) what area of concern was questioned; (iii) what funding source was used to do the research.

This policy, once comments have been integrated, will come back for further discussion. R. Sieber commented on collegiality issues and raised the possibility of a workshop for academics on issues related to harm reduction and public policy in the academy.

5. Past-President’s Report [D. Lowther]

- **Proposed Standing committee on Advising – [Correspondence D. Lowther & T. Moore]**

There was no report.

6. President-Elect’s Report [A. Saroyan]

- **Update on the Regulations Related to the Employment of Academic Staff**

Prof. Saroyan noted that MAUT’s WGRREAS generated revisions which will be sent to Assoc. Prov. A. Campbell. M. Richard has resigned from this Working Group.

7. VP Finance’s Report [K. Hastings]

- **Proposal for a Third MAUT Staff Person**

K. Hastings circulated a proposal for an additional MAUT Staff person [Sept 26/16] and included a Report from the MAUT Finance Committee Meeting [Oct 14/16] on the financial implications of hiring a third staff member. These items included:

- Ongoing annual costs of the proposed new position
 - Salary and benefits
 - Recurrent non-salary costs
 - Job description
- Increased MAUT Visibility
- Special Projects

- Back up for occasional absence of the MAUT Administrative Officer
 - Reporting to the President; Communications with VP Internal, VP Communications and Membership Committee Chair

K. Hastings reported the position of a Membership Engagement Officer will bring MAUT recruiting to a new level and ensure the Association's long-term continuity. A motion will be brought to the November Council meeting.

- **Consideration of the membership dues rate**

K. Hastings circulated a document from the MAUT Finance Committee: Financial implications of a possible reduction in the MAUT membership dues mil rate. This discussion will continue at the November Council meeting.

The document addressed:

- The mil rate history and accumulated reserves target
- Increased membership break-even point
- The impact of mil rate reductions on revenue and annual surplus, modeled on fiscal year 2016 [Table 1]
- Recurrent non-Salary costs [Table 2]
- Installation costs [Table 3] [one-time costs for new staff member]
- Global cost estimates [Table 4] [high and low end salary calculations for new staff person]
- Recent MAUT surpluses [Table 5] fiscal years: 2013-2016 and average]
- Impact on expected surpluses [Table 6] [based on high and low end salary calculations for new staff person]
- Table: Juggling possible increases in expenses and decreases in revenues [Effects of variables (1) hiring a new staff person and (2) reducing the membership dues mil rate]

K. Hastings noted that MAUT is in a position to do both T. Ducharme noted that MAUT should be recruiting CAS members. E. Shor noted that MAUT should publicize its successes and intention to reduce membership dues. R. Sieber commented the mil rate was increased – a surcharge – to cover the cost of a recent court case and should therefore be lowered.

8. VP Communications [G. Gore]

- **MAUT presence on Facebook**

G. Gore updated Council on the Communication Committee's plans for setting up a Facebook presence for MAUT to encourage interaction among members and be a solution to deal with too many messages to the Listserv. The proposal is to include a place for moderated visitor posts. The expectation is to have the page go live for November 17th. There will be more information and a motion presented at the November Council meeting.

9. VP External's Report [A. van den Berg]

- **B. Robaire to sit on the FQPPU's new *Comité sur la gestion des universités***

B. Robaire has agreed to sit on this FQPPU committee. He is also the co-recipient of the prestigious Guy-Rocher prize.

- **Nominate someone knowledgeable from the law Faculty to sit on the University's Travel Management Program [TMP] Steering Committee**

Prof. van den Berg reported that after many complaints were forwarded to the Administration, the University has retreated from its exaggeratedly cautious interpretation of the Québec law. At this point, there is no official confirmation from the Administration. Prof. C. Lu [Political Science] as agreed to sit on the TMP Steering Committee as a MAUT representative. A. van den Berg is

looking for another candidate with relevant legal expertise to nominate as a second MAUT representative on that committee. He also asked Council to forward to him the names of possible candidates.

- **Report from the FQPPU Conseil [Oct 20-21/2016]**
 - The 85th *Congrès de l'Acfas* will take place at McGill on May 8-12, 2017. The FQPPU intends to organize another session there on issues of university governance.
 - The FQPPU has sent a letter to the Minister of Education proposing that every university professor receive an annual ten thousand dollar research grant. The FQPPU sent out a survey to all academics and 80% of those who responded were reportedly in favor of this initiative.

- **CAUT Equity Conference**

The CAUT memo 16: 27 about its 4th Equity Conference has been circulated to Council. A. van den Berg noted that a new MAUT member has indicated an interest in equity issues and has inquired about joining committees dealing with these matters. It was suggested the new member should approach MAUT's Non-Discrimination Committee.

10. VP Internal's Report [P. Rohrbach]

- **Consultation Working Groups Status**

There was no report.

- **MAUT Standing Committees: Nominating Committee Slate for 2016/2017 [Motion from P. Rohrbach]**

Petra Rohrbach moved:

Be it resolved that Council appoint the following people to the specified Standing Committees for the 2016/17 academic year:

Nominating Committee

David Covo (Architecture)

Barbara Hales (Pharmacology and Therapeutics))

David Alister Lowther (Engineering) - Chair

Al Shrier (Medicine)

Michael Smith (Sociology)

The motion was seconded by A. van den Berg. Council agreed unanimously.

R. Sieber proposed a 2nd motion:

That MAUT Executive and Council remand the Nominating Committee, wherever possible, to seek new voices who have yet to serve on MAUT committees.

Council discussed the wording of this motion. A. van den Berg proposed advertising this initiative in the Newsletter. M. Richard volunteered to craft the wording for this motion which Council will be asked to approve to approve by email vote. [NB: As a result of subsequent discussion on the possible wording of the email motion, it was decided that the motion should be re-framed as an amendment to Article 5 of the MAUT By-Law Governing Standing Committees, and that this motion would be presented to Council at its November meeting rather than being voted on by email.] R. Sieber added that MAUT should find ways to strengthen the role of service in tenure and promotion since it represents an essential collegial component of a university.

11. Constitutional Revision regarding MAUT membership [J. Varga]

There was no report.

12. Other Business

There was no Other Business.

13. Adjournment

R. Sieber moved to adjourn the meeting. Seconded by P. Rohrbach. The meeting adjourned at 2:15 pm.

Appendix I

DATE: October 5, 2016
FROM: Marc Richard
TO: Terry Hébert, David Lowther, Alenoush Saroyan, Kenneth Hastings, Genevieve Gore, Axel Van den Berg, Petra Rohrbach
SUBJECT: MURA-Related Revisions to the MAUT By-Laws

[MR] I looked at the MAUT Constitution and the MAUT By-Laws to see what changes, if any, might be required under the division-of-responsibility model which is currently being discussed between MAUT and MURA. Under this model, MAUT would be responsible for representing to the Administration any issues which pertain exclusively or primarily to retired academics, while MURA would be responsible for representing to the Administration any retiree-related issues which pertain to all retirees from all employee groups. The answer in short is: no changes appear to be needed in the Constitution, and only a few changes appear to be needed in the By-Laws.

The MAUT Constitution

As far as I can tell, nothing would need to be changed in the MAUT Constitution to implement the proposed division-of-responsibility model, for the following reasons:

- As I've mentioned previously, the MAUT Constitution (oddly enough) does not state explicitly that MAUT has any responsibility to represent anyone. Rather, the Constitution gives MAUT a somewhat abstractly-expressed responsibility "to promote collegial governance and academic freedom through policies, procedures and working conditions that are conducive to the teaching, research and other pursuits of the academic staff of McGill University." As far as academic retirees go, in other words, MAUT has no explicit constitutional responsibility of representation towards them (nor even towards academics who are still working). MAUT is responsible in practice for representing academics in several specific ways and contexts, but these details are not actually written into the MAUT Constitution.

- On a related point: since the MAUT Constitution does not give any details about any representation activities for which MAUT is responsible, there is no need to add to the MAUT Constitution the "list of the areas of responsibility which seem the most likely candidates for retention by MAUT in a possible division of responsibility with MURA", a draft of which is included in Appendix 4 of the document that I presented at Council on September 28. (I've copied that list below in my discussion of the MAUT By-Laws, where I'll have more to say about this subject).

- The MAUT Constitution and the MAUT By-Laws mutually refer to each other in connection with various duties and responsibilities pertaining to members (including retired

members), but these references are not problematic (even though they may initially look a bit confusing when they are read alongside each other):

- Article III.3 of the MAUT Constitution says in part, "A Retired Member is entitled to services as provided by by-law, as amended from time to time."
- The Retired Member section of the MAUT By-Law Governing Services says in part that a Retired Member is entitled to various things (which I'll discuss in a moment) "in addition to the rights and obligations contained in the MAUT Constitution".

Article III.3 of the MAUT Constitution and the Retired Member section of the MAUT By-Law Governing Services appear (at first glance) to form an infinite loop, whereby each one seems to define things in terms of what the other one says, but this isn't actually the case because:

a) The constitutional "rights and obligations" to which the By-Law refers are essentially the right to attend and speak at meetings; the right to be nominated to (or to sign nominations for) certain positions and to vote in elections for these positions; and the obligation to pay dues. These are spelled out in various articles of the MAUT Constitution.

b) The "services as provided by by-law" to which the Constitution refers are those stipulated in the remainder of the Retired Member section of the MAUT By-Law Governing Services: "the regular communication of MAUT, and access to the Professional and Legal Officer for consultation."

- Article VI.1.f of the MAUT Constitution governs the MAUT Council seat which is allocated to a Retired Member. I don't think this needs to be changed, since under the proposed division-of-responsibility model MAUT would retain responsibility for retiree-related issues which pertain exclusively to retired academics. (If MAUT and MURA had opted for a more radical model, in which MURA assumed 100% responsibility for all retiree issues, it's possible that Article VI.1.f might have needed to be modified or deleted. Since that radical model isn't being contemplated, my feeling is that changes to Article VI.1.f don't need to be contemplated either.)

The MAUT By-Laws

This section of my analysis is in four parts. I'll start by discussing the previously-mentioned "list of the areas of responsibility which seem the most likely candidates for retention by MAUT in a possible division of responsibility with MURA", then I'll discuss certain specific MAUT By-Laws.

- **Areas of responsibility**

The draft list of areas of responsibility which was presented to MAUT Council reads as follows (plus one addition, as per Ken's suggestion, which is noted):

- Any proposed modifications to the *Regulations on Retirement of Academic Staff*. (Note that these Regulations govern, among other things, the honorific "Emeritus / Emerita" designation which is accorded to retired eligible full Professors and full Librarians.)

- The creation or modification of any other Regulations, or any modifications to the University Statutes, which pertain to the subject of retirement and which affect academic staff exclusively.
- The creation or modification of any policies, procedures or guidelines which pertain to the subject of retirement and which affect academic staff exclusively.
- Any retiree benefits or services which are primarily or exclusively applicable to retired academic staff.
- Any matters which are discussed at the Committee on Academic Staff Compensation, including those elements of pension issues which fall within CASC's area of responsibility. (Note that CASC is also the body which, in the case of academic staff alone, discusses the relative financial contribution of the University versus the contributions of the individual when paying for insurance coverage.)
- Any retirement incentive programs which are primarily or exclusively applicable to academic staff.
- Any matters pertaining to post-retirement academic appointments.
- Any matters pertaining to the right of retired academic staff to teach. [ADDITION]
- Any matters pertaining to the right of retired academic staff to serve as MAUT Advisors.

In my opinion, it will be important for this list to be formally adopted in some manner by MAUT Council, and duly recorded somewhere. I don't think, however, that this list would really fit into any of the existing MAUT By-Laws, nor do I think that enshrining the list as a new By-Law is the best course of action. I'm receptive to hearing counter-arguments, but my feeling at this point is that the list would be better handled in the following way:

- As a first step, the list would be adopted by Council as a motion in and of itself (not as a By-Law amendment) stating that Council approves of MAUT and MURA establishing a division of responsibility on the basis of this list. The exact wording of the motion would need to be worked out, but that would be the general idea. The wording and the adoption would be recorded in the minutes of MAUT Council, which are publicly available on the MAUT website.

- The above first step would probably be adequate in and of itself. An optional (though desirable) second step, however, would be to incorporate the list in any eventual funding and cooperation accord which MAUT and MURA might eventually sign (as is being contemplated for the Winter/Spring 2017 semester).

- **MAUT By-Law Governing Standing Committees**

The section of this By-Law which governs the Retiree Affairs Committee currently reads:

RETIREE AFFAIRS COMMITTEE

Purpose: The Retiree Affairs Committee makes recommendations to Council regarding interests or concerns of MAUT Retired Members, and creates opportunities for them to

engage in social, recreational and educational activities to foster their continued engagement in the community.

Activities include but are not limited to:

* Monitoring and making recommendations related to health and other benefits of MAUT Retired Members, including privileges provided by McGill.

* Organizing social activities for MAUT Retired Members both within and outside the University.

Committee Composition:

Chair (the elected representative of the MAUT Retired Members) and a minimum of two additional MAUT Retired Members.

The parts of this By-Law which refer to MAUT Retired Members (as opposed to academic retirees in general) are probably all right. The phrase "MAUT Retired Members" is narrower in scope than "retired academic staff", but this narrow sense is appropriate for the social functions which are listed. This narrow sense is perhaps, however, not quite a perfect fit for the proposed model for an MAUT-MURA division of responsibility, since the model refers to retired academic staff rather than MAUT Retired Members. On the other hand, a perfect fit may not be required here because MAUT's various representation activities to the Administration are usually done on the behalf of all academic staff, not just on behalf of MAUT members. So these current elements of the By-Law may not need to be adjusted, since they reflect how MAUT normally operates.

One part of the By-Law that will probably need adjustment, however, is the one which says "including privileges provided by McGill." This will probably need to be narrowed to something along the lines of "including privileges which are provided by McGill exclusively or primarily to retired academic staff." Under the proposed model for a division of responsibility between MAUT and MURA, privileges which apply to all retirees would be MURA's responsibility, not MAUT's.

- **MAUT By-Law Governing Retired Members**

This By-Law currently reads:

MAUT BY-LAW GOVERNING RETIRED MEMBERS

The activities involving Retirees are to remain revenue neutral as determined by an annual budgetary process and the ongoing adjustment of Retired Member fees.

A person who retires from an M-level appointment at McGill University is eligible to participate in the activities organized by the Retiree Affairs Committee. The fee for participants shall be determined by the Retiree Affairs Committee.

The part which says "A person who retires from an M-level appointment at McGill University is eligible to participate in the activities organized by the Retiree Affairs Committee" may need to be revised. In the discussions which have taken place between the representatives of MAUT (Terry Hébert and Marc Richard) and of MURA (Ginette Lamontagne, Henry Leighton and Robert Stanley), the possibility was raised that MAUT and MURA might wish to hold certain

types of joint events in the future (for example, a joint forum on retirement). Such joint events pose no jurisdictional problems, since they do not involve making representation to the Administration. The current phrasing of the By-Law, however, might be understood to disallow participation by non-academic retirees from employee categories outside the M category.

Rather than proposing at this stage any specific wording for a possible amendment to this By-Law, I would like to request your ideas and opinions on how the By-Law might be revised, depending on who ought to be able to participate in what kinds of activities.

- **MAUT By-Law Governing Services**

This By-Law currently reads:

MAUT BY-LAW GOVERNING SERVICES

FULL MEMBER

In addition to the rights and obligations contained in the MAUT Constitution, a Full Member is entitled to, the regular MAUT communications, the regular CAUT communications, the regular FQPPU communications, attend MAUT conferences and seminars, obtain legal assistance under certain conditions at reduced cost in arbitration matters, and access to the Professional and Legal Officer for consultation.

1. ASSOCIATE MEMBER

In addition to the rights and obligations contained in the MAUT Constitution, an Associate Member is entitled to the same services as a Full Member.

2. RETIRED MEMBER

In addition to the rights and obligations contained in the MAUT Constitution, a Retired Member is entitled to, the regular communication of MAUT, and access to the Professional and Legal Officer for consultation.

3. SCHEDULE OF FEES AND DUES

* FULL MEMBER: 0.65% of salary

* ASSOCIATE MEMBER: \$190/year for all academic categories other than course lecturers/instructors (as defined in 7.1.1, McGill's Regulations Relating to the Employment of Contract Academic Staff), who shall pay a semi-annual fee of \$30 per course contract.

* RETIRED MEMBER: \$25/year

I don't see anything in this By-Law that would need to be changed under the proposed MAUT-MURA division of responsibility. If anyone notices something to the contrary, I would greatly appreciate your letting me know. I would likewise appreciate hearing about any other MAUT By-Laws that, in your opinion, may need to be adjusted but which aren't mentioned in this analysis.

Next Steps

Once this analysis has been discussed by the Executive at its meeting of October 12, I think it would be useful for the Executive to send a copy of it to the members of the MAUT Retiree Affairs Committee, with a request that they add it to the other documentation on which their feedback to Council will be appreciated. Gowri mentioned at the September 28 meeting of Council that the Retiree Affairs Committee would be discussing at its next meeting the MURA-related documentation that was presented to Council, and that the Retiree Affairs Committee would be providing its feedback to Council. I don't know if Gowri has already distributed to the Retiree Affairs Committee members the September 28 Council documentation, but in any case the present analysis is a new document which has not yet gone out to Council. Ideally it could be sent to Council for the October 26 meeting, along with whatever feedback is provided by the Retiree Affairs Committee.