

# MAUT • APBM

McGill Association of University Teachers Association des professeur(e)s et  
bibliothécaires de McGill

## FALL GENERAL MEETING November 17, 2016

### MINUTES

#### **1. Call to Order**

The meeting was called to order at 12:08 pm. Terry Hébert, President, welcomed Full, Associate, Retired Members and visitors to the MAUT Fall General Meeting and reminded everyone to sign the attendance record.

The reports from the Executive, Council, and Constituency Chairs and a Report on MAUT-MURA Discussions are posted on the website. The authors will present brief summaries and answer questions. Speakers from the audience are asked to identify themselves, use the microphone, and indicate their status as Full, Associate, or Retired members prior to submitting their questions and comments.

A total of 57 signed in including 42 full members, 12 retired members, 1 guest (Auditor) and the 2 MAUT Officers. The quorum for General Membership Meetings of 100 full members was not achieved. Any issue requiring a vote would be decided by a referendum. T. Hébert reported that a link to the live webcast is available:

<https://youtu.be/lCoC--mPa2E>

#### **2. Adoption of the Agenda**

Members reviewed the Agenda. There were no changes or additions. The Agenda was adopted.

**B. Gillon / I. Henderson - Adopted Unanimously**

#### **3. Minutes of the April 21, 2016 Spring General Membership Meeting**

Members reviewed the Minutes which had been posted on the MAUT website, along with the Reports. There were no changes. The Minutes were adopted and have been posted. Reports and appendices are on the website.

**R. Sieber / T. Duchaine – Adopted Unanimously**

#### **4. President's Report [T. Hébert]**

T. Hébert reported on another MAUT 'interesting year'. He referred to the recently enacted consultation policy which kept the Association actively involved in proposing changes to university policies and regulations that eventually would come to Senate for approval – with MAUT's input. He encouraged Council members to volunteer and participate in every consult.

The social events at the Downtown and the Macdonald Campus Faculty Clubs were well attended. He thanked the Clubs' staff for their attention and collaboration at our events. He noted the Membership Committee continues to attract new members and keep current members involved through MAUT's social side. He reminded members to check their "Save the Dates" pamphlet for upcoming events.

T. Hébert noted the CASC [Committee on Staff Compensation] has an agreement in principle for a fair merit eligibility and distribution for people on parental leaves. He referred to the recent Travel Management Policy [TMP] that the Administration is trying to implement. MAUT is following this issue with the assistance of Prof. C. Lu. Other issues that MAUT is addressing include the exclusion of research funds from this TMP and seeking a legal opinion on current interpretations. He also referred to the changes and restrictions to the professional development fund, the on-going discussions with the Administration and requests for clarification.

T. Hébert stated that academics will be getting an additional 7.5% according to the new three-year salary policy and that the University has agreed to keep McGill ranking at its current level in the U15 and to work on improving its current level. If McGill's rankings fall, the salary policy will be adjusted. Minutes will be available of CASC Meetings. J. Varga will be an observer at upcoming CASC meetings.

T. Hébert was pleased to report on the progress of G. Gore, VP Communications and the Communications Committee in developing MAUT's social media presence. The Committee is working on a happy medium to the number of messages sent out via the ListServ.

MURA [McGill University Retiree's Association] recently celebrated its first year. MURA will represent not only retired MAUT members but also those from MUNASA, MUNACA and SEU 800 - Trades. M. Richard is working with MURA representatives to work out details to MAUT's and MURA's separate and relevant responsibilities. It is hoped that all McGill retirees will be able to participate in planned activities.

T. Hébert referred to on-going issues. These include the effect of the pay equity issue for research assistants and other staff, gender and equity issues, and improving conditions for international hires. MAUT is in favor of the pay equity exercise but as budgets are fixed, the Association is asking the University to provide bridge funding to alleviate difficult financial situations faced by grant holders. A message to members was sent last week asking for letters describing the issues that have impacted Principal Investigators and have forced some research staff to lose their jobs.

Associate Provost P. Oxborn (International Relations) is now responsible for improving the issues faced by international hires. R. Sieber commented the Provincial Government had changed the rules post hiring, that learning French requirements were stricter, and that once the international hires venture out of country, their health insurance coverage changes radically. She stressed those interviewing international hires must disclose all these aspects.

MAUT Council has contacted members with the intention of increasing participation on MAUT's committees and to have a bank of volunteers with expertise to serve on University Committees. T. Hébert emphasized the necessity to get involved.

Council is creating a position for a third MAUT staff member- a Membership Engagement Officer as the MAUT work load is becoming increasing complex. T. Hébert thanked Honore Kerwin-Borrelli (Administrative Officer) and Joseph Varga (Legal & Professional Officer) who provide MAUT's institutional memory and are the public faces of the Association.

V. Mayman inquired about a retirement incentive. T. Hébert noted there is no information about

a future policy and the window has closed.

#### **5. Auditor's Report [P. Gagnon, C.A.]**

T. Hébert welcomed P. Gagnon. MAUT's financial statements were reviewed by Pricewaterhouse Coopers LLP. The Independent Auditor's Report stated that: *the financial statements present fairly the financial position of the MAUT as at August 31, 2016... The results of its operations and its cash flows for the year ended in accordance with Canadian accounting standards for not-for-profit organizations.*"

P. Gagnon projected the Balance Sheet and Income Statement and commented on the positive increase in net assets. He referred to the increase in salaries and the contract with Kids and Company. He projected two statements: the actual budget figures for the years (a) 2012, 2013, 2014, 2015, 2016, and the projected for 2017, (b) as well as the projected and actual budget figures for the years 2015 and 2016 and the percentage of change per year. He commented that MAUT is in a healthy financial position. There were no questions.

#### **6. Staff Benefits Advisory Committee Report [SBAC Representative A. Shrier]**

A. Shrier, MAUT representative on the SBAC [Staff Benefits Advisory Committee] reported that E. Zorychta, and N. Acheson, constituency representative for Retired Members, are also on the SBAC. The Plan is self-financing. There is currently a 50-50 coverage plan for working members at the University. Members who retire after May 31, 2016, will cover 70% of the premium cost for the Health Plan and 100% of the premium cost for the Dental Plan.

He referred to the increase in rates for 2017. The Health Care Plan Premium was increased by 0.5% and the Dental Care Plan Premium by 2.5%.

He spoke about the large claims in the past several years that were covered by the LAP [Large Amount Pooling] insurance which protects the plan from claims over \$75,000 per individual claimant. This premium is now \$967,872 which is less than the \$1.5 million it would have cost without the insurance. He stated that the cost of new biologicals will skyrocket.

He referred to the travel insurance issues faced by Academics who have a temporary residency in Canada. RAMQ coverage runs out after 21 days, as does McGill coverage. The academics can find this information on the HR website and many of the international hires have been forced to take out extra insurance.

AMURE [Association of McGill University Research Employees] has joined the SBAC. MURA [McGill University Retirees' Association] is looking for a seat on the SBAC. MAUT has three seats and does not intend to give up one. There was a proposal to consider a modernization of the current health and dental plans and introduce a flex proposal that would offer different plan options for individuals. This was rejected by all employee groups and the current plan remains in effect.

#### **7a. Past-President [D. Lowther] delivered by T. Hébert**

D. Lowther has been involved in assisting the President and President-Elect with ongoing MAUT issues, including MAUT advising. J. Varga had presented a report on advising at the previous SGM meeting. At the request of some MAUT members, it was suggested that an *ad hoc committee on advising* be formed to make the process more efficient and transparent. The

committee consists of J. Varga [Legal and Professional Officer], the Past-President, the President and the President-Elect. The Past-President is the Chair of this committee,

At present, the number of requests for advising amount to almost one per day. The goals of the Committee were noted: a clarification of the role MAUT plays in the advising process for members; the publication and promotion of the services available through MAUT by the Legal and Professional Officer; the maintenance and updating of the list of volunteer advisors; to match advisor and advisee; to update the current website, and to provide training to those acting in an advisory capacity to members, including that offered by the CAUT and FQPPU.

#### **7b. VP Communications [G. Gore]**

G. Gore thanked the members of the Communications Committee [J. Aitkens, A.F. Ibrahim, A. Miller-Nesbitt, and G. Oegema]. The Committee is currently working on a social media presence in an attempt to take a balanced approach to sending listserv messages and avoiding email overload. They are developing guidelines for a Facebook page (“beta mode”): <http://www.facebook.com/mautapbm>) and Twitter account (“beta mode”): [http://www.twitter.com/maut\\_apbm](http://www.twitter.com/maut_apbm)). Council has provided useful feedback on the page, content, and planning, and feedback on ensuring regular activity to keep the page dynamic, as well as the suggestion to keep Council apprised of online activity generated via Facebook or Twitter.

The MAUT-APBM website has been updated with the latest information on events and current issues, such as the Pay Equity Settlement for Research Assistants. There is a public archive of approved Council and General Meeting Minutes and Reports.

The MAUT Newsletter is in email format and delivered to members’ inboxes. The last issue was sent out in August 2016 and the next issue will be sent the week of November 21/2016.

MAUT is working on a survey asking members to provide data and examples related to out-of-pocket expenses for research support.

#### **7c. President-Elect [A. Saroyan]**

A. Saroyan remarked her active role in Executive, Council and MAUT issues. She participated in consultations with the Administration including the revision of regulations that affect academics and librarians. These include: [Regulations on the Investigation of Research Misconduct], [Intellectual Property], [Merit distribution during maternity/paternity/parental leaves], [Conduct of Research], [the Sexual Violence Policy], [the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law], [Contract Academic Staff],[ Regulations Relating to the Employment of Academic Staff] and [Pay Equity for Research Assistants]. The names of academics who worked on these revisions are found in the website report.

There has been scrutiny, follow-up and actions leading to the retractions of policies made with no consultations with MAUT. These include: [the policy on UPrint [2015-2016] that was retracted after MAUT intervention the [Travel Management Policy, introduced in June 2016, was changed in November 2016 to address MAUT’s concerns]; [the Professional Development Fund] whose newly-imposed restrictions are being addressed. E Shor commented that the process involved with the PDF had no consultation and that MAUT should push for more than just the reinstatement of the former policy but also insist on more freedom in how the policy can be used. The Supplemental Notional Arrangement [SNA] that was intended to terminate on

December 31, 2016 is now part of a consultation process with Provost Manfredi. A. Saroyan cautioned that MAUT must remain vigilant on all issues that affect academics.

A. Saroyan noted other issues that will be followed up. These include the travel policy for librarians using their Professional Development Allocation; classroom scheduling; and the catering policy.

There has been a concerted effort to ensure that MAUT has representatives on advisory committees. These include: the Advisory Committee for the VPIR and town hall meeting; the Advisory Committee for the VP Finance and town hall meeting; the Advisory Committee for the possible reappointment of the Principal and Vice-Chancellor; Provost's Manfredi's budget and town hall meeting, and the HR Cyclical Review.

MAUT recently signed a contract with *Kids and Company* that would guarantee daycare spots for its members within a six-month period. The Québec Language and Immigration issues affecting international hires are currently being dealt with by the Office of AVP Phil Oxhorn.

#### **7d. VP Internal [P. Rohrbach]**

P. Rohrbach reported on her role in MAUT Executive and Council in the internal affairs of the University. These include populating MAUT committees, including University Standing Committees to ensure that MAUT has a full complement of members. MAUT members participate in working and consultation groups affecting updates and revisions to university regulations and policy decisions. MAUT seeks input from members to identify issues and concerns and these are agenda items.

MAUT has also participated in the Human Resources Cyclical Review [October 2016]. From October 2016 on, P. Rohrbach and A. Saroyan participated in roundtable discussions on the Regulation on the Conduct of Research and Implementation Process. The OSR checklist which is required to be filled out when applying for grant funded research has been updated to include a section on the conduct of research.

MAUT's working group has responded to proposed revisions to the University Tenure Committee for Recruitment [UTCR] [Regulations for recruitment of tenured applicants]. The proposed amendment would allow for a simplified recruiting process and tenured Professors from universities equal to or superior to McGill will not have to go through the tenure process. The document from MAUT's working group was accepted by Council and brought to Senate in October 2016.

#### **7e. VP External [A. van den Berg]**

##### ***Fédération Québécoise des Professeures and Professeurs d'Université [FQPPU]***

A. van den Berg noted that the FQPPU publishes a regular press digest [*paper.li*] on provincial, national and international news relating to post-secondary education research. The site to access the documents: <http://fqppu.org/revue-de-presse/>

Bernard Robaire is the co-recipient of the FQPPU's 2016 Guy-Rocher Prize, *in recognition of his exceptional contributions to the development of Québec's institutions of higher learning and the promotion of equity, democratization, collegiality and academic freedom.*

The *Fédération* is planning workshops on governance and disciplinary regulations and MAUT

members are invited to attend. These include: *Le droit de gérance* and *Les mesures disciplinaires universitaires*.

In an effort to reduce inequalities between universities, the FQPPU has launched a campaign asking the QC government to provide funding for a \$10,000 research grant per tenure-track professor. MAUT abstained from this survey. Results indicate a positive response to this campaign.

A. van den Berg reported on the creation of the *Comité sur la gestion des universités*. B. Robaire will be MAUT's representative.

The FQPPU has submitted recommendations to the QC government concerning the planned *Conseil des universités du Québec*. The recommendations stipulate that the *Conseil* be an independent body with resources to do independent research and be devoted to “*the development of the university network in order to put an end to competitions between universities*” and to provide “*accessibility to post-secondary education, institutional autonomy, academic freedom, collegial management, collaboration between institutions, and the conception of universities as a public service.*” A. van den Berg noted that MAUT might not support some recommendations such as changing the funding formulas and providing free tuition.

There is an upcoming election for candidates to serve on the FQPPU Executive Committee. He asked for names of candidates who would be willing to serve. M. Richard noted the closing date for nominations is January 09, 2017.

A. van den Berg praised the FQPPU's *Negotiation Kit* that provided customized information per Québec University including staff and top administrators' salaries.

### ***Canadian Association of University Teachers [CAUT]***

He reported the Fall Council will take place on November 25-27, 2016. Issues discussed will range from academic freedom cases, to confronting sexism on campus, to collective bargaining issues, to performance metrics and university governance. The Senior Grievance Officer Workshop will take place on December 9-10, 2016. Current and future advisors are encouraged to register for this Workshop.

The 4<sup>th</sup> Equity Conference, “Mobilizing Intersections” is scheduled to take place on February 24-25, 2017. [Update: due to the CAUT employees' strike, the conference was cancelled.]

A. van den Berg suggested that members access the *CAUT Almanac of Post-Secondary Education in Canada* at: <http://www.caut.ca/resources/almanac> for the most current statistical information on post-secondary education in Canada.

### **7f. VP Finance [K. Hastings]**

K. Hastings reported that MAUT's financial picture is healthy. The FY 2016 surplus is \$96,000 and the accumulated assets are \$713,000. With this information, MAUT is considering lowering the mil rate and increasing member services. Council has discussed hiring a third staff person, a Membership Engagement Officer to intensify recruiting efforts, connections to members, and bring MAUT's membership closer to the current number of 1700 eligible academics. The salary of the new staff person is expected to be covered by dues from increased membership. K. Hastings has asked Executive and Council members to assist in developing a job description.

The Finance Committee has reviewed financial proposals for reduced mil rates for membership dues and the hiring of a third staff member. These have been circulated to Council and included scenarios of the financial impact over a three-year period with a mil rate reduction and an additional salary.

J. Beheshti commented that hiring a Membership Engagement Officer would enrich MAUT's presence at McGill. He noted the new person should bring management and communication skills to the position.

B. Gillon noted that MAUT's legal expenses for a dismissed member amounted to \$300,000. CAUT donated an additional \$300,000. As there has not been another such expense, MAUT is discussing the possibility of a reduction in the mil rate. Following the conclusion of the trial, MAUT Council agreed to donate \$30,000 to CAUT's Academic Freedom Fund. This has been fulfilled. Council also agreed to re-evaluate MAUT's financial situation annually and if possible, make a donation of \$5,000 to CAUT's AFF. This was discussed at the SGM in 2016.

#### **7g. Librarians' Section Chair [J. Boruff]**

J. Boruff outlined the goals of MAUT-LS for the current year. These were to investigate mechanisms of support for librarians taking sabbatic leaves and improving the mission of the Library Council. She noted there were 51 members of MAUT-LS, which is 85% of eligible librarians. The membership regularly receives informal newsletters which update the membership on MAUT Council and MAUT-LS Executive meetings.

The MAUT-LS PIC [Professional Issues Committee] has investigated research leaves at Canadian and US universities and has presented its findings at a panel discussion. More workshops are planned. Concerning the Library Council, the established practice of holding four meetings per year is still being followed; the Library Council Term of Reference prescribe a minimum of three annual meetings.

The MAUT-LS Executive is discussing with the Dean of Libraries the development of guidelines for promotion to the rank of Full Librarian. It is hoped that this will encourage Associate Librarians to apply for this promotion.

#### **8. Membership Committee and Upcoming Social Events [S. Algieri]**

S. Algieri referred to the slide with data on three past events [Welcome Gathering in September 15/16], the [Octoberfest Apple-Picking on October 2/16 at Tadjia Hall] and [MAUT's Guide to the University on October 13/16]. Academics [members and non-members] were sent invitations to these events. All were successful and well-attended. He thanked N. Zrihen and A. Chu of the Faculty Club for their tremendous collaboration. S. Algieri referred also to coming events that were restricted to members only: [Winter Brunch on January 22/17], [MAUT's Family Discovery Workshop on Whales on March 19/17] and the [16<sup>th</sup> Tenure & Mentoring Workshop on April 19/17]. He strongly encouraged members to join the McGill Faculty Club. He noted that the Membership Committee is looking for a statistician to improve its services to members.

#### **9. Report from the Chair, Retirees' Section and MURA [K. GowriSankaran]**

K. GowriSankaran listed the members of the Retirees Affairs Committee for 2016-2017.

He reported on a successful retirees' lunch at Tadjia Hall at the Macdonald Campus on June 10/2016 with Professor V. Adamchuk [FAES-Bioresource Engineering] who spoke about "Smart

Agriculture”.

The RAC, in collaboration with MURA, hosted a lunch on November 02/16 at the McGill Faculty Club. The guest speaker was Professor H. Waller [Political Science Department] who talked about the “November U.S. Presidential Elections”.

#### **10. Report on MAUT-MURA [M. Richard]**

M. Richard reported on the discussions which are underway between MAUT and MURA [McGill University Retiree Association] to define the relationship between the two associations. Academic retirees are a group that overlaps between MAUT (in which membership is available to both working and retired academics) and MURA (in which membership is available to all McGill retirees, including retired academic staff)

MURA has signed three Memoranda of Understanding [MOUs] with the SEU Local 800 (Trades), MUNASA, and MUNACA. The first two MOUs are open-ended; MUNACA's is for one year and is renewable. MAUT is still negotiating with MURA about the concept of establishing an MOU between the two associations, and these discussions will continue in the Winter/Spring 2017 semester. During the Fall 2016 semester, MAUT and MURA have worked successfully to establish a division of responsibilities which would avoid potential jurisdictional overlaps between the two associations. Under this division of responsibility, MAUT will remain responsible for representing to the Administration retiree-related issues which pertain exclusively to academic staff, while MURA will be responsible for retiree-related issues which pertain to all retirees.

M. Richard reported that MURA is in the process of holding an e-mail vote on an amendment to Article 4 the MURA Constitution. This amendment is required before any MAUT-MURA MOU is established, because the current phrasing of Article 4 incorrectly implies that MAUT and the other staff associations and unions have formal representation on the MURA Board. If the amendment is approved, MAUT Council will then be asked to approve two small amendments to the MAUT By-Laws to reflect the division of responsibilities between MAUT and MURA.

#### **11. Open Session: Members' Concerns [A. Saroyan]**

A. Saroyan asked guests to use ‘clickers’ to record responses to questions that appeared on the screen concerning issues that are of importance to members. A set of questions established participants’ status and rank, gender, faculty affiliation, and subsequently (a) prioritizing - choice(s) of most important current academic issues, (b) prioritizing - choice(s) of most important HR and governance issues, the effects of cuts in administrative staff with information on the number of academics compared to administrative and support staff and the consequences on the units, as well as where the most negative impact has occurred; concerns about child and elder care and consequences to academics, the use of the Professional Development Fund, how academics use it and how it should be administered, and finally, strategies for increasing MAUT membership.

#### **12. Adjournment**

T. Hébert reminded members that a cocktail reception would immediately follow the FGM. He called for a motion to adjourn. R. Sieber moved to adjourn the FGM, seconded by A. Saroyan. Unanimously approved. The meeting adjourned at 1:45 pm.

#### **13. Cocktails**

Respectfully submitted,

Honore Kerwin-Borrelli  
MAUT Administrative Officer