



MAUT Council Meeting
Wednesday, April 15, 2020 at 12:00 pm
On-line Zoom Meeting

Approved Agenda

- 1 Approval of Agenda
- 2 Approval of Minutes of March 18, 2020
- 3 Business Arising from the Minutes
 - i. RAC/MURA
 - ii. Tenure denial
- 4 President's Report [P. Rohrbach]
 - i. AGM Thursday April 23rd, 2020 via Zoom
 - ii. (Opt-out membership system?)
 - iii. Special meeting of CASC: deferral of merit
- 5 Past-President's Report [K. Hastings]
 - i. Report of the MAUT Membership Committee on Revision of MAUT Membership Categories and Eligibility.
- 6 President-Elect's Report [J. Mauzeroll]
- 7 VP Internal Report [S. Gaskin]
 - i. MCC
- 8 VP External Report [J. Mauzeroll]
 - i.
- 9 VP Finance Report [D. Etzion]
- 10 VP Communications Report [N. Hall]
- 11 Other Business
 - i. Fall planning
 - ii. MAUT strategies
- 12 Adjournment



MAUT Council Meeting
Wednesday, April 15, 2020 at 12:00 pm
Zoom Meeting

Attendees:	<u>MAUT Executive Officers</u> Petra Rohrbach, President Janine Mauzeroll, President-Elect Ken Hastings, Acting Past-President Susan Gaskin, VP Internal Dror Etzion, VP Finance Nathan Hall, VP Communications	<u>MAUT Council Members</u> Lisa Munter Sandra Hyde Laura Gonnerman Renée Sieber Eran Shor Caroline Riches Steve Jordan Nate Quitoriano Ada Sinacore Jessica Lange, Chair LS James Coulton, RAC
Guests:	Katherine Donald-Gray, RAC David Brown, RAC	
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer	
Regrets:	Thomas Duchaine	

Approved Minutes of the Meeting

P. Rohrbach called the meeting to order at 12:09 pm.

1. Approval of Agenda of April 15, 2020

J. Mauzeroll moved to approve the agenda, seconded by L. Munter. Council approved unanimously.

2. Approval of Minutes of March 18, 2020

Approval of the Minutes were moved to the next Council meeting of May 20, 2020

3. Business Arising from the Minutes

i. RAC/MURA

Discussion with J. Coulton, Chair of MAUT-RAC is ongoing and MAUT Executive is still waiting for the survey asking what retired members want. The proposed changes to the MAUT-MURA MOA agreement is on hold until the survey is conducted. The current MOA is 65% to MURA and 35% to RAC, payable as of May 1st. Negotiations are ongoing and possible changes to the contract are required to be completed by September 1, 2020.

ii. Tenure Denial

E. Shor had enquired about the number of tenure denial on the rise. Concerns around this issue has made faculty nervous as speculation that this could be a cost saving measure during the crisis. P. Rohrbach talked to A. Campbell, who confirmed that there hasn't been a rise in tenure denial. It remains in the low single digits. J. Varga mentioned that he did not see a rise in members coming to him for consultation on tenure denial cases.

4. President's Report [P. Rohrbach]

i. AGM Thursday, April 23, 2020 via Zoom

Invitations will be sent shortly for the AGM. The theme will be based on COVID-19.

ii. (Opt-out membership system?)

The Opt-out membership option will be moving forward as planned for the fall semester.

iii. Special meeting of CASC: deferral of merit

The Provost will be presenting his budget for 2020-2021 and has had to take into account the unforeseen COVID-19 crisis and the salary mass. The merit process will proceed as usual, a letter will be sent out in the upcoming week with the merit category. As of June 1st, 1% will be granted and the remaining merit portion will be deferred to December 6, 2020. The Provost presented two drafts 1) a joint communication and 2) a stand alone from the Provost, if the joint communication is not accepted. With the university under financial pressure, discussion among Council members expressed concerns about who will benefit from merit increases/remuneration and how professors are working extra hours as they struggle to get courses online. R. Sieber suggested that MAUT creates its own letter to members. Some considerations were the reduced student enrollment (including international students) and retention for the fall semester, and the impact that it will have on university revenue. J. Mauzeroll put forward a motion suggesting that Council vote on a joint statement, a separate statement or no statement. E. Shor asked for back up to each proposal. J. Mauzeroll added that having a separate statement makes MAUT seem uninvolved. The current regular dialogue between MAUT presidents and the Provost and A. Campbell has allowed MAUT to push for digital approval of expense reports. D. Etzion shared how he thought the letter should be presented and made a friendly amendment to the motion. J. Mauzeroll clarified the motion and the amendment was accepted. P. Rohrbach asked for a vote to have a letter drawn up. J. Mauzeroll rescinded her motion and it was agreed unanimously to have a written letter (16 voted yes out of 18). P. Rohrbach moved the motion, seconded by R. Sieber. Council discussed whether to have a joint letter or separate letter. D. Etzion put forward a friendly amendment to P. Rohrbach's motion, whereby she rescinded her motion. D. Etzion put forward a new motion in aspiring to issue a joint statement with a set of negotiables, seconded by S. Jordan. R. Sieber asked that D. Etzion restate his motion. *Motion: 1) to authorize MAUT Executive to continue negotiations on a joint statement with McGill leadership on this topic, 2) that we as a Council will now agree on non-negotiables to be included in that statement and 3) if the MAUT leadership is unable to attain this then a separate statement will be issued.* There are three components to this motion. Council discussed the time constraints of producing a joint letter and when the budget will be presented by the Provost. J. Mauzeroll clarified the nature of the joint letter and how it is in the best interest of the membership. Council discussed the pros and cons of the joint letter. P. Rohrbach asked for a vote on the motion presented by D. Etzion (7 voted in favor, 3 against, 3 abstained). The motion was passed. Council discussed how to express solidarity and how to make a meaningful message. A few points were discussed that might be added to the draft letter:

- **If the actual enrollment driven revenues meet the 760M\$ target originally envisioned before the pandemic, then the June 1st to Dec. 6th merit would be paid during the second half of the FY2020-21.**
- To aid in maintaining the work conditions during this exceptional time, the Provost will consult with the University's VP of finance to extend the electronic submission of expense reports FY2020-21.
- The Provost confirms the P7 administration members and Dean salaries have been frozen (merit and ATB) for FY2020-21.

- MAUT, during discussions with the Provost, ensured that the financial actions will have no impact on the tenure process.
- **If the projected enrollment-driven revenues are compromised and pressures to reduce administrative and support staff arise, the deferred merit increase would help to mitigate loss of employment within the university community. As McGill is a major local employer, this will have a beneficial effect on our community. The administration is to be transparent throughout this process.**

After negotiations, the draft letter will be sent to Council for revision.

5. Past-President's Report [K. Hastings]

- i. Report of the MAUT Membership Committee of Revision of MAUT Membership Categories and Eligibility - deferred**

6. President-Elect's Report [J/ Mauzeroll]

7. VP Internal Report [S. Gaskin]

- i. MCC - deferred**

8. VP External Report [J. Mauzeroll]

9. VP Finance Report [D. Etzion]

10. VP Communications Report [N. Hall]

Nothing to report.

11. Other Business

- i. Fall planning - deferred**
ii. MAUT Strategies - deferred

12. Adjournment

P. Rohrbach called for a motion to adjourn the meeting and asked to defer the remaining agenda items to the next Council meeting due to the extended time of the meeting. N. Quitoriano moved, seconded by D. Etzion. All in favor with one abstention by R. Sieber. All were in favor, motion carried. Meeting adjourned at 2:48 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer