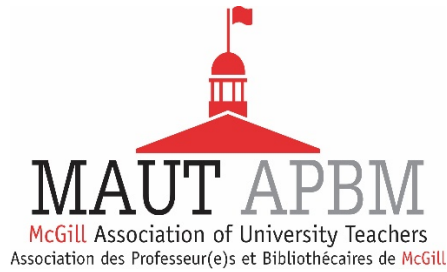




MAUT Council Meeting
Wednesday, September 16, 2020 at 12:00 pm
Zoom Meeting

Approved Agenda

- 1 Approval of Agenda
- 2 Approval of Minutes – July 15, 2020
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
 - i. McGill COVID’s reporting website [J. Mauzeroll]
 - ii. SBAC Discussion [N. Quitoriano]
 - iii. Lack of security guards in study hubs [J. Boruff]
 - iv. Status of merit deferral
 - v. McGill Black Faculty Caucus & Statement
 - vi. US Tax Symposium
 - vii. Request to McGill Finance to cover Internet/Cell expenses from McGill funds
 - viii. Research Misconduct Regulations Meeting
 - ix. Employment Equity Institutional Report
- 5 Past-President’s Report [P. Rohrbach]
 - i. Revisions on Psychological Harassment Policy
- 6 President-Elect’s Report [A. Kirk]
- 7 VP Internal Report [C. Lu]
- 8 VP External Report [S. Rousseau]
 - i. CAUT letter follow up
- 9 VP Finance Report [D. Etzion]
- 10 VP Communications Report [N. Hall]
 - i. Newsletter submission deadline – September 18th
- 11 Other Business
 - i. MCC Host [R. Sieber]
 - ii. MCC Report [R. Sieber]
- 12 Adjournment



MAUT Council Meeting
Wednesday, September 16, 2020 at 12:00 pm
Zoom Meeting

Attendees:	<u>MAUT Executive Officers</u> Janine Mauzeroll, President Andrew Kirk, President-Elect Catherine Lu, VP Internal S. Rousseau, VP External Dror Etzion, VP Finance	<u>MAUT Council Members</u> Sandra Hyde Renée Sieber Laura Gonnerman Jill Boruff Caroline Riches Debra Titone Melanie Dirks Nate Quitoriano Dawn McKinnon, MAUT-LS James Coulton, MAUT-RAC
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MAUT Office: Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer
Joseph Varga, Professional and Legal Officer

Regrets: Petra Rohrbach, Past-President
Nathan Hall, VP Communications
Eran Shor, Council Member
Ada Sinacore, Council Member

Approved Minutes of the Meeting

1 Approval of Agenda

S. Hyde moved to approve the agenda, seconded by S. Rousseau. A friendly amendment was made to add two points under Other Business by R. Sieber. S. Rousseau moved to approve the amended agenda, seconded by S. Hyde. Council approved unanimously.

2 Approval of Minutes – July 15, 2020

A. Kirk moved to approve the minutes, seconded by D. Etzion. Council approved unanimously.

3 Business Arising from the Minutes

There was nothing to report.

4 President's Report [J. Mauzeroll]

i. McGill COVID's reporting website [J. Mauzeroll]

J. Mauzeroll reported that at the meeting of the 3 P's, they were informed by F. Labeau that McGill will begin posting on their website, updated COVID information and the number of cases reported on campus and other pertinent data such as contact tracing from study hubs and other gathering places. This will be updated on a weekly basis. <https://www.mcgill.ca/coronavirus/case-status> R. Sieber requested that moving forward that MAUT give monthly reports to its membership. J. Mauzeroll will draft a letter.

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ii. SBAC Discussion [N. Quitariano]

N. Quitariano met with SBAC last week to approve the proposed health plan for January 2021 as follows:

- Health insurance - current reserve will last 1 – 3 months. SBAC proposed to increase the health insurance by 1% to build reassurance during the Covid pandemic.
- Dental plan - no proposed increase
- Long term disability - options:
 1. Premium increase of 6% for one-year or 10% guaranteed for two years. SBAC agreed and recommended the two-year option.
 2. Life insurance increase 15% one-year or 25% guaranteed for two years. SBAC agreed with the one-year option.

Council had questions and discussed the proposed options and felt they were not informed enough by SBAC. N. Quitariano explained that the proposals were provided by McGill's brokers/consultants, Willis Towers Watson and that SBAC was following these recommendations. Council came to a consensus that a motion should be presented. R. Sieber moved the following motion, seconded by N. Quitariano that Council agrees to the **1% health insurance increase and dental plan to remain at a 0% increase**. There were nine (9) who voted yes, zero (0) opposed and two (2) abstained. **The motion was carried.** The long term disability was not clear and Council asked that N. Quitariano request more information from SBAC for the next Council meeting. [McGill SBAC Presentation January 1, 2021](#)

iii. Lack of Security Guards in Study Hubs [J. Boruff]

The library was set up with study hubs of 3 hour shifts per student booking. Security issues were discussed varying from guards not walking within the area (as they used to), students not abiding by the rules and the prior arrangement that was once in place within the librarian is no longer in force (panic button). J. Mauzeroll will bring this issue at the next meeting with the administration.

iv. Status of Merit Deferral

J. Mauzeroll reported a concern regarding decreased enrollment and the effect it has on government funding to the attention of the Provost. They will know the numbers by mid-October and will then be able to discuss the merit deferral at the end of October.

v. McGill Black Faculty Caucus & Statement

MAUT supported the statement. R. Sieber asked if the statement became a resolution and if MAUT followed proper procedure. J. Mauzeroll expressed that the statement was tweeted, posted on the website and the Executive meeting date was changed. R. Sieber suggested that with Covid, that a motion in between monthly meetings be allowable for e-voting when necessary. Council discussed; S. Rousseau suggested that e-voting occur on exceptional matters with discussion but not on every issue. N. Quitariano would still like to have in person discussion. J. Varga added that the constitution and bylaws are silent on this platform but could develop a bylaw on e-voting. J. Mauzeroll suggested to Council that if they feel that the e-voting should be included in the bylaws to come forward at the next Council meeting.

vi. US Tax Symposium

The Symposium date of Nov. 9th from 12 - 2 pm has been set and will be announced in the MAUT Newsletter.

vii. Request to McGill Finance to cover Internet/Cell expenses from McGill funds

Members had requested coverage for personal usage of internet and cell phone usage because of remote teaching. MAUT will know more at the end of September.

viii. Research Misconduct Regulations Meeting

The information was collected and the committee was very pleased with the feedback.

ix. Employment Equity Institutional Report

J. Mauzeroll shared with Council that the documents and feedback were received.

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5 Past-President's Report [P. Rohrbach]

i. Revisions on Harassment and Discrimination Policy

On behalf of P. Rohrbach, J. Mauzeroll said that the report revisions were sent and if anyone had additional feedback, to do so by the end of the week. After that, the report will be handed over to the legal department.

6 President-Elect's Report [A. Kirk]

Nothing to report.

7 VP Internal Report [C. Lu]

i. Constitutional Amendment Working Group

It was proposed and voted in favor at the last Executive meeting that changes be made to have gender-inclusive language replaced with they/them instead of she/her and he/him to the MAUT constitution/bylaws.

ii. Remote Teaching – Access to Equipment

MCLIU course lecturers have been experiencing a lack of access to equipment for remote teaching and it was raised at the Employee Group Meeting to Francis Desjardins, Director of Labour and Employee Relations that perhaps the units are not attached to departments.

iii. Workday

C. Lu echoed the pain points with Workday from other associations/faculty and the lack of training and resources. J. Mauzeroll asked for a detailed list to bring forth these problems to the Provost.

8 VP External Report [S. Rousseau]

ii. CAUT letter follow up

A letter was sent to CAUT regarding the recent fee increase especially given COVID times and were asked to justify the higher cost of membership. They responded that calculations were based on average salary across the country, number of members and reduced mill rate. They also experienced a deficit in the reduction of funding, a loss of revenue and that 85% expenses were unaffected by Covid. It was suggested that perhaps a poll with other associations in person versus on line events.

9 VP Finance Report [D. Etzion]

Nothing to report.

10 VP Communications Report [N. Hall]

i. Newsletter submission deadline – September 18th

Council was reminded to submit articles by the above mentioned deadline.

11 Other Business

i. MCC Host [R. Sieber]

R. Sieber shared that with K. Hastings leaving the MCC as host, he will need to be replaced and suggested that MAUT be a continued host and asked if they should have a larger role moving forward (as they once did). C. Lu suggested that each MCC group alternate and each take their turn hosting. J. Mauzeroll asked both R. Sieber and C. Lu to monitor these meetings and report back to Council if they feel the meetings are disorganized and will reconsider MAUT's leadership role.

ii. MCC Report [R. Sieber]

R. Sieber proposed that a regular MCC report be written after each meeting. As VP Internal, C. Lu attends the MCC meetings and will raise issues at the Executive and Council in her report as a representative.

12 Adjournment

J. Mauzeroll called for a motion to adjourn the meeting. N. Quitoriano moved, seconded by S. Rousseau. Meeting adjourned at 1:45 pm.

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Respectfully submitted by Jo-Anne Watier, Recording Officer