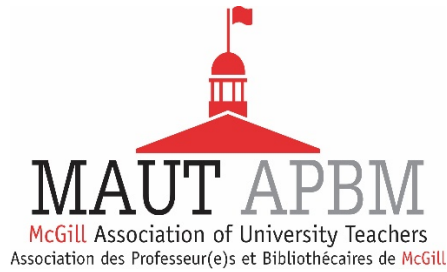




MAUT Council Meeting
Wednesday, January 13, 2021 at 12:00 pm
Zoom Meeting

Approved Agenda

- 1 Approval of Agenda
- 2 Approval of Minutes – December 16, 2020
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
 - i. Audit Report – Financial Statement 2019-2020 [D. Etzion]
 - ii. Interim Replacement of Immediate Past-President as Chair, MAUT Nomination Committee
 - iii. Interim Replacement of Immediate Past-President as a Member, MAUT Staff Remuneration Committee
 - iv. Committee on Administrative Overload
 - v. Strategies for the Spring
- 5 Past-President’s Report [P. Rohrbach]
- 6 President-Elect’s Report [A. Kirk]
- 7 VP Internal Report [C. Lu]
 - i. VP Equity
- 8 VP External Report [S. Rousseau]
 - i. CAUT Virtual Parliament Day | Nov. 16-20, 2020
- 9 VP Finance Report [D. Etzion]
- 10 VP Communications Report [N. Hall]
- 11 Other Business
 - i. RAC information & upcoming motion
 - ii. The Role of MAUT Executive [R. Sieber]
 - iii. Open letter on Workday [R. Sieber]
- 12 Adjournment



MAUT Council Meeting
Wednesday, January 13, 2021 at 12:00 pm
Zoom Meeting

Attendees:	<u>MAUT Executive Officers</u> Janine Mauzeroll, President Andrew Kirk, President-Elect Petra Rohrbach, Past-President Catherine Lu, VP Internal Simon Rousseau, VP External Nathan C. Hall, VP Communications Dror Etzion, VP Finance	<u>MAUT Council Members</u> Sandra Hyde Eran Shor Renée Sieber Ada Sinacore Nate Quitariano Jill Boruff Caroline Riches Melanie Dirks Laura Gonnerman Dawn McKinnon, MAUT-LS James Coulton, MAUT-RAC
Guests:	<u>Auditor – Mongiat-Bernucci</u> Mike Bernucci	<u>MAUT-RAC Members</u> Joan Wolforth Darlene Canning Johanne Hebert
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer	
Absent:	Debra Titone	

Approved Minutes of the Meeting

J. Mauzeroll called the meeting to order at 12:05 pm

1 Approval of Agenda

S. Rousseau moved to approve the agenda, seconded by L. Gonnerman. Council approved unanimously.

2 Approval of Minutes – December 16, 2020

C. Lu moved to approve the minutes, seconded by D. Etzion. Council approved unanimously.

3 Business Arising from the Minutes

Nothing to report.

4 President's Report [J. Mauzeroll]

i. Audit Report – Financial Statement 2019-2020 [D. Etzion, 10 min]

D. Etzion introduced Michel Bernucci of Mongiat-Bernucci to review the Audited Financial Statement for 2019-2020. M. Bernucci began his presentation by reporting their responsibility in preparing and

fairly presenting MAUT's financial statements and that operations are in accordance with the Canadian accounting standards for non-profit organizations. The results of the audit included issuance of an audited opinion with no reservations, assessing of risk of misstatements, assessing internal controls that are in place and examining on a test basis supporting of the financial statement amounts. The materiality was set at \$9450 (prepared in accordance to the association and anything below is not a major issue). They found the books and records were well kept, deductions at source reports up-to-date and that proper controls are in place. [Audited Financial Statements 2019-2020](#)

D. Etzion added that despite a healthier than usual outcome for 2019-2020, certain expenses will resume once the pandemic is over in the near future. Some concerns were around future budget planning and the anticipated negative balance and the need to hire additional help. Though some processes have been either eliminated and/or streamlined, the MAUT office at this time can be managed efficiently. It was also mentioned that the MAUT investments are a way to have a reserve should MAUT face legal action for a member. J. Mauzeroll circled back to the approval of the 2019-2020 audited financial statement. *D. Etzion presented the motion for approval of the audited statements, seconded by C. Lu. Council discussed. All were in favor and voted yes unanimously. Motion was passed.*

ii. Interim Replacement of Immediate Past-President as Chair, MAUT Nomination Committee

Motion: To appoint Axel van den Berg as 2020-2021 Interim Chair of the MAUT Nominating Committee Council immediately appoints Prof. Axel van den Berg as Interim replacement of Immediate Past-President, Prof. Petra Rohrbach as Chair of the 2020-2021 MAUT Nominating Committee until the time when the Past-President resumes her function.

J. Mauzeroll presented the motion, D. Etzion seconded. Council discussed. All were in favor and votes yes unanimously. The motion was passed.

iii. Interim Replacement of Immediate Past-President as a Member, MAUT Staff Remuneration Committee

Motion: To appoint Ken Hasting to the 2020-2021 MAUT Staff Remuneration Committee Council immediately appoints Prof. Ken Hasting as Interim replacement of Immediate Past-President, Prof. Petra Rohrbach as a member of the 2020-2021 MAUT Staff Remuneration Committee until the time when the Past-President resumes her function.

J. Mauzeroll presented the motion, N. Hall seconded. Council discussed. All were in favor and voted yes unanimously. The motion was passed.

Best wishes and support were extended to P. Rohrbach from Council.

iv. Committee on Administrative Overload

D. Titone prepared a piece based on the survey results which will be featured in the upcoming newsletter. J. Mauzeroll had met with the Principal and the Provost and reminded that they speed up the process to form the committee and define the terms of reference for the committee.

v. Strategies for the Spring

Because of the fall out of the opt-out option for fall 2020, it was suggested by HR to aim for January 2021 because of the launch of Workday. However with HR encountering issues with Workday and a lack of MAUT reports since the launch in August 2020, it was pushed once again for fall 2021. It was suggested by N. Quitoriano that we preplan the project so that we are prepared when HR is ready. J. Mauzeroll open the floor to Council if they had other concerns. A. Kirk brought up the issue of the mentoring program at McGill and found that it could be improved and from an MAUT standpoint, this would be a good opportunity to better the program. Council members supported this.

C. Lu added that we need more support and initiatives to address equity. J. Mauzeroll encouraged members to come forward with any other ideas in addition the opt-out, equity, mentorship and administrative overload issues.

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

Nothing to report.

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

A. Kirk reported that he and J. Mauzeroll met with the Provost and A. Campbell, just after the government announced the new restrictions and the curfew, the message was that McGill operations are listed as an essential service and will carry on during the pandemic (tier 1 activities will remain but tier 2 is on hold until the new announcement scheduled on Feb. 11). The university will grant letters of passage for graduate students and personnel where necessary outside of curfew. An enquiry to supply masks but had not replied. The university might expand access for residences for study hubs. It was also asked if vaccines will happen on campus but there is not enough personnel to do this. Applications for the coming year are looking strong. It was also mentioned that the deficit will be greater than expected.

7 VP Internal Report [C. Lu]

i. VP Equity

C. Lu mentioned that the Black Faculty Caucus is interested in creating a VP of Equity (independent from the EAP, A. Campbell - Equity and Academic Policies) as they worry if someone else steps into her role, the agenda/mandate would change. R. Sieber opposes VP Equity as it can tokenize and marginalize equity issues and it also expensive to pay for the position and may require hiring of staff thus adding cost to an already bloated financial university.

ii. Vaccination on campus

Models of distribution in Canada is different from the USA. Vaccine is owned by the government (and in province) and those who administer the vaccine are employed by the same government and McGill is unable to do this independently. C. Lu sits on the McGill Health and Safety Committee and welcomes feedback should they have any concerns (examples have been not wearing masks while with other in the elevators in the Leacock Bldg.). S. Hyde added that there are no epidemiologists on this committee, C. Lu asked to have more time to enquire about who sits on the committee and will report back.

8 VP External Report [S. Rousseau]

i. CAUT Virtual Parliament Day | Nov. 16-20, 2020

S. Rousseau was invited to meet with federal MP's on behalf of CAUT to lobby. They attended five different meetings with different parties. The three points that CAUT wanted them to lobby was:
1. Increase in transfer from the federal government to provinces for education
2. Increase funding for basic science/research as per the Naylor Report
3. Increase for funding to student to favor access across the board. S. Rousseau felt this was a good experience, well organized and an opportunity to lobby. And could be something to consider with issues that concern the university.

9 VP Finance Report [D. Etzion]

See President's report 4.i.

10 VP Communications Report [N. Hall]

The upcoming issue of the Newsletter promises to be a large issue with various articles.

11 Other Business

i. RAC information & upcoming motion

J. Coulton, Chair of RAC, expressed his appreciation for having the opportunity to attend his first Executive meeting of December 9, 2020 since his elected position in April 2019. He voiced his concerns regarding the MOA between MAUT and MURA and how decisions they make when revising the agreement effect the RAC. J. Coulton went on to summarize other activities reported by MURA that there are discrepancies. Because the RAC is on an upward trajectory, they feel the MOA is outdated and that it be cancelled on September 1st. J. Mauzeroll asked J. Coulton to present the following motion:

Notice of Motion is tabled on behalf of the Retiree Affairs Committee:

The Retiree Affairs Committee invokes Article 3.3 of the Memorandum of Agreement between the McGill Association of University Teachers (MAUT) and the McGill University Retiree Association (MURA), that Council direct the Executive to cancel/terminate the Memorandum of Agreement between the two associations, effective September 1, 2021.

MAUT Council and MAUT Retiree Affairs Committee agree to develop an annual budget from MAUT for the operations of the MAUT Retiree Affairs Committee.

Rather than disband the agreement, N. Quitoriano asked that both the RAC and MURA present their case. Council discussed and made several suggestions around collecting information regarding member satisfaction in order to make a better decision. For now they felt it too premature.

J. Varga confirmed that by Jan. 15th of each year, MURA must provide MAUT with the necessary information stated in the MOA. JA Watier will verify if this obligation has been met for 2019/2020. J. Wolforth of the RAC shared her appreciation for the MOA and the continued interest in receiving the subsidy provided by MAUT. However, they would also like that the funding formula be revised to meet the needs of the activities of the RAC and the membership. The RAC is willing to collaborate with MAUT on mentorship and other areas that would facilitate MAUT and its members. J. Varga added that article 3.1 stipulates that should any changes be made that a notice to MURA be sent by Jan. 15 and article 3.3 stipulates the cancellation of the revision/agreement on or before September 1st. Council discussed further and proposed to withdraw the motion until the survey is conducted and more data is collected from both RAC and MURA members.

J. Mauzeroll asked J. Coulton to withdraw the motion, he declined her request and asked for further discussion among Council. Discussion ensued and Council felt that the proposed motion was premature. With the general consensus not in favor, J. Coulton withdrew his motion, seconded by N. Quitoriano, J. Mauzeroll tabled this for further action until the RAC conducts a survey to retired members and the results are collected.. J. Varga reminded Council that as per the MOA, that revisions be sent to MURA before January 15th. N. Quitoriano moved to reissue the statement, seconded by A. Kirk. Council discussed and voted: 3 abstentions, 10 yes and 2 against.

The motion was tabled.

ii. The Role of MAUT Executive [R. Sieber]

R. Sieber felt that during Covid, Executive took on a more prominent role as a deciding body rather than Council. The need of greater transparency needs to happen. The role of Council members is not to be passive participants but to determine and decide. Council discussed and agreed the need for more involvement is necessary. J. Mauzeroll assured members that the objective will be to have Council more involved on different issues and to encourage new nominees to run.

iii. Open letter on Workday [R. Sieber]

<https://docs.google.com/document/d/1fR5ugG501zWGhj0z3FwXp3p8Z9AG2GjVUfrmFxFxMoTFI/edit?ts=5fd10549>

R. Sieber expressed that since the launch of Workday, it has created several problems for everyone using the platform (especially during the pandemic). Council felt that the letter is just more words and the real need is to get the Administrative Overload Committee underway which would work directly with administration. It was decided not to sign the letter.

12 Adjournment

J. Mauzeroll called for a motion to adjourn the meeting. N. Hall moved to adjourn, seconded by R. Sieber. Meeting adjourned at 1:50 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer