



**MAUT Council Meeting**  
Wednesday, February 17, 2021 at 12:00 pm  
*Zoom Meeting*

---

**Approved Agenda**

- 1 Approval of Agenda
- 2 Approval of Minutes – January 13, 2021
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
  - i. Interim Chair, MAUT Nominating Committee - Composition Motion (A. van den Berg)
  - ii. Constitutional Amendment Working Group – Motions (Catherine & Nate (K. Hastings, resource))
  - iii. Revision on Harassment Policy (Petra Rohrbach & Janine)
  - iv. Executive Stipend Payment (Janine)
- 5 Past-President’s Report [P. Rohrbach]
- 6 President-Elect’s Report [A. Kirk]
- 7 VP Internal Report [C. Lu]
- 8 VP External Report [S. Rousseau]
  - i. FQPPU proposal for a committee on academic freedom
  - ii. Database on Quebec Universities
  - iii. Other documents of interests (disbursement of emergency funds by Québec Universities, guidelines for income taxes deduction)
- 9 VP Finance Report [D. Etzion]
- 10 VP Communications Report [N. Hall]
- 11 Other Business
- 12 Adjournment



**MAUT Council Meeting**  
Wednesday, February 17, 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 Dror Etzion, VP Finance	<u>MAUT Council Members</u> Sandra Hyde Eran Shor Renée Sieber Ada Sinacore Nate Quitoriano Caroline Riches Melanie Dirks Debra Titone Jill Boruff Laura Gonnerman Dawn McKinnon, MAUT-LS James Coulton, MAUT-RAC
------------	--	---

MAUT Office: Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer  
Joseph Varga, Professional and Legal Officer

Absent: Nathan C. Hall, VP Communications

---

**Approved Minutes of the Meeting**

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

**1 Approval of Agenda**

C. Lu moved to approve the agenda, seconded by A. Kirk. Council approved unanimously.

**2 Approval of Minutes – January 13, 2020**

A. Kirk moved to approve the minutes, seconded by S. Rousseau. Council approved unanimously.

**3 Business Arising from the Minutes**

Nothing to report.

**4 President's Report [J. Mauzeroll]**

**i. Interim Chair, MAUT Nominating Committee - Composition Motion (A. van den Berg)**

***Motion – Nominating Committee Composition 2020-2021***

*Be it resolved that Council approve the following composition of the MAUT Nominating Committee for the 2020-2021 academic year:*

*Chair (Past President, ex officio): Petra Rohrbach (FAES)*

*Acting Chair: Axel van den Berg (Arts)*

*Members: Brian Driscoll (FAES), Kyoko Hashimoto (Music), David Lowther (Engineering), Alenoush Saroyan (Education), Terry Hébert (Medicine), Natalie Waters (Libraries)*

J. Mauzeroll presented the motion, seconded by R. Sieber. Council discussed. It was noted that there was only one new person on the committee. Because A. van den Berg is interim chair, there was very little time to prepare due to unforeseen circumstances. K. Hastings added that the role of the committee is to ensure that there are nominations. J. Mauzeroll encouraged Council to nominate someone they may know. A. van den Berg asked Council to let him know if they plan on serving again. *Council voted, all were in favor and voted yes unanimously. Motion was passed.*

**ii. Constitutional Amendment Working Group – Motions (C. Lu & N. Quitoriano (K. Hastings, resource))**

C. Lu reviewed the three basic changes made to the Constitution that had been previously approved at the May 2020 Council meeting September 2020 Executive meeting ([draft revision](#) since then):

1. Restricting academic staff governed by a collective agreement with McGill are not eligible for MAUT membership
2. Eliminate the Associate Member category and convert existing AM to regular Member
3. Gender-inclusive language replaced with they/them instead of she/her and he/him to the MAUT Constitution/Bylaws

***Motion – Amendment to MAUT Constitution***

*For General Meeting or Referendum:*

*Be it resolved that the draft constitutional amendments, as presented in the hereto attached document, be adopted by the Members.*

C. Lu presented the motion, seconded by R. Sieber. Council discussed. The question brought up was the current wording ‘upon failure to pay membership dues’ and what it implies, and will this apply in the identical manner when the opt-out option is implemented (ensure that it does). As per J. Varga the phrasing is status quo regardless of the changes. Members who terminate their membership, automatically forfeit their right to vote and lose their MAUT benefit. K. Hastings added that the title in Article III of the Constitution was overlooked and should remove the word *Full* and *Associate Members*. R. Sieber proposed a friendly amendment and was accepted by C. Lu. *Council voted, all were in favor and voted yes unanimously. Motion was passed.*

***Motion – Amendment to MAUT Bylaws***

*For Council:*

*Be it resolved that the draft bylaw amendments, as presented in the hereto attached document, be adopted by Council once the above constitutional amendments have been adopted by the members.*

C. Lu proposed the motion, seconded by S. Hyde. Council discussed. K. Hastings brought up the issue of association dues paid to CAUT and FQPPU and how the cost will be effected when collecting the mil rate for those who are part-time. Perhaps introduce a floor for those members.

J. Mauzeroll asked JA Watier for the funding formula for both CAUT and FQPPU.

*Council voted, all were in favor and voted yes unanimously. Motion was passed.*

J. Mauzeroll thanked K. Hastings, J. Varga and C. Lu for their diligent work.

**iii. Revision on Harassment Policy (P. Rohrbach & J. Mauzeroll)**

J. Mauzeroll reported that the policy underwent extensive review (by a working group that P. Rohrbach is part of) and the seven important changes were made as follows:

1. Creation of a new office to oversee mediation and investigations of reports of harassment and/or discrimination.

2. Appointment of designated assessors who are paid employees or on contract with McGill to carry out investigations who hold the necessary expertise to conduct investigations (as distinct from our current model, which relies on volunteers within the McGill community).
3. Extended scope of the Policy to include anonymous and/or third-party reports.
4. Extension of time delay from 12 to 24 month for filing a report.
5. Permission for a graduated student to file a report (s. 2.1.1).
6. Removal of the requirement that there be no concurrent claims filed through reliance on internal or external dispute-resolution mechanisms in order to file a report under the Policy.
7. Extended definition of "Report" and "Reporter" to allow persons within research institutes and hospitals to file reports under the present Policy.

P. Rohrbach explained to Council that the policies were once combined together but are now two separate documents as follows:

1. [Policy on Harassment and Discrimination](#) (explains what sexual and harassment is)
2. [Procedures Related to the Policy on Harassment and Discrimination](#) (explains the process and outcome)

Council discussed an issue that had been previously suggested by A. Blackett of the Caucus group was to combine the two terms because they felt that discrimination is a form of harassment. P. Rohrbach explained that the two terms must be kept separate because it is legal terminology and that harassment can occur without discrimination. Another issue was the meaning of *report* and *reporter* and that perhaps changing the term of *reporter* be changed. This will be further discussed at the next meeting. Concerns around which groups and how many can be represented on the working group, could gravely impede the progression of the policy. Instead the existing working group could approach these groups for feedback. This concern will be brought forward to A. Campbell. Another issue brought forward from Council, was the wording of an assessor being 'appointed' by the university and how it can be interpreted negatively. Perhaps this could be brought up with OMR (Office of Mediation and Reporting) to change this.

*Motion – Be it resolved that Council approves the 2020 revisions presented in the draft documents on Harassment and/or Discrimination Procedure and Policy*

J. Mauzeroll proposed a motion, seconded by P. Rohrbach. Council discussed the motion. *14 were in favor with one (1) abstention. The motion was carried.*

**iv. Executive Stipend Payment (J. Mauzeroll)**

J. Mauzeroll summarized the brief [history](#) where the Provost had approved MAUT's request to allow a portion of the transfer of course relief funds be allocated as a salary stipend. However, the new HR system denied the transfer request. J. Mauzeroll instructed JA Watier to reallocate the funding for two Executives back to MAUT's account where salary stipends would be issued. Having consulted with the Auditor, M. Bernucci agreed that the money could be issued as salary as long as Council approves but he did not recommend that the money be donated to an organization/cause as it is not what the members pay dues for. J. Mauzeroll asked Council for their input on how we should pay out the two stipends. Council discussed and felt that the donation option was not favorable and some agreed that Executive should have the option to choose how their course relief fund is used - either a salary stipend, use it for research or a discretionary fund. Other Council members pointed out that having a salary stipend as a choice would not come out of the Provost's account and instead should only be granted when an Executive has absolutely been denied the other options. The idea of MAUT Executive's paying themselves could also create the wrong incentive. After further discussion among Council, it was expressed that the course relief

could also be transferred to a discretionary fund. This would allow the Executive to use the money as they see fit for their department (pay TA's/students, purchase office/lab equipment). It was noted that these funds have no end date and it was emphasized that these funds should never expire until completely spent. Council agreed with the use of a discretionary fund and J. Mauzeroll supported this option. She will also pursue why some deans do not support course relief or research funding for Executive members. There was discussion around publicizing this matter in the newsletter, issuing a grievance and/or creating a memorandum of understanding between MAUT and McGill. These will be discussed further at the next Council meeting.

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

Nothing to report.

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

A. Kirk reported that a new [provostial mentoring network](#) at McGill has been set up by A. Campbell with mentors recruited on recommendations from dept. chairs and deans. They are offered several training sessions and he himself has signed up as a mentor. A. Kirk asked if MAUT would be allowed to make recommendations but A. Campbell was hesitant but open to suggested mentors.

**7 VP Internal Report [C. Lu]**

C. Lu reported from the UHSC, that there were construction workers and security guards who were not wearing masks in public buildings. It was advised to call the 3000 security number to report these incidences and they will send someone to have that person comply.

C. Lu sits on the Joint-Board Senate Committee on Equity and conveyed that C. Manfredi attended one of the meetings and shared that there will be an Associate Provost on Indigenous Initiatives and they are currently searching for the right candidate. C. Lu asked if they intend to hire an Associate Provost of Equity but it has not yet been decided.

**8 VP External Report [S. Rousseau]**

**i. FQPPU proposal for a committee on academic freedom**

J. Mauzeroll and S. Rousseau attended the FQPPU meeting last week and many of the topics of discussion was related to academic freedom which MAUT has been asked to consult on with Provost Manfredi. With everyone's agreement, because academic freedom is so important, there is a law being discussed at the government level, lots of support from FQPPU and ongoing discussion. S. Rousseau will provide more details at the next Council meeting on March 17, 2021.

**ii. Database on Quebec Universities**

Not discussed.

**iii. Other documents of interests (disbursement of emergency funds by Québec Universities, guidelines for income taxes deduction)**

Not discussed.

**9 VP Finance Report [D. Etzion]**

D. Etzion mentioned that Mike Bernucci will be hosting MAUT's Tax Session on Home Office Expenses taking place tomorrow, February 18th.

**10 VP Communications Report [N. Hall]**

Nothing to report.

**11 Other Business**

R. Sieber enquired about the status of the Faculty Climate Survey and is concerned with how the results will be used. D. McKinnon echoed R. Sieber's concerns and added that the survey was circulated to professors only and that not all librarians were not included (those on leave did not receive it).

J. Mauzeroll asked D. McKinnon for her points in an email and will bring this forward to the Provost.

**12 Adjournment**

J. Mauzeroll called for a motion to adjourn the meeting. R. Sieber moved to adjourn, seconded by C. Lu. Meeting adjourned at 2:04 pm.

---

Respectfully submitted by Jo-Anne Watier, Recording Officer