



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

Approved Agenda

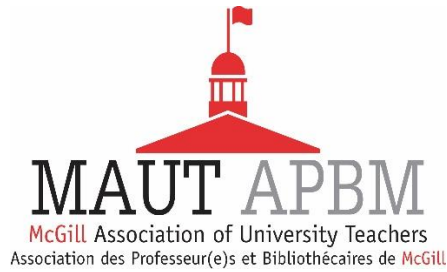
- 1 Approval of Agenda
- 2 Approval of Minutes – February 17, 2021
- 3 Business Arising from the Minutes
- 4 President’s Report [J. Mauzeroll]
 - i. FQPPU proposal for a committee on academic freedom (S. Rousseau)
 - ii. Database on Quebec Universities (S. Rousseau)
 - iii. Other documents of interests (disbursement of emergency funds by Québec Universities, guidelines for income taxes deduction) (S. Rousseau)
 - iv. Updated revisions to the MAUT Constitution and Bylaws (C. Lu)
 - v. Harassment and discrimination policy (P. Rohrbach)
 - vi. Regulations Relating to Academic Staff Grievance and Discipline ((P. Rohrbach)
 - vii. General Assembly Preparation
 - viii. Tax Symposium Update
 - ix. Problem with Benefit Plan for 65 years and older
 - x. Terms of reference for Administrative Committee (J. Mauzeroll/ D. Titone)
 - xi. October as Queer History Month (Senate motion)
 - xii. Recruitment of Faculty for the Healthy Professor Worker Study (J. Mantle)
 - xiii. Return to campus fall 2021 (C. Scheede)
 - xiv. Advocacy for McGill instructors to be considered a high-priority group for vaccination (S. Hyde)
- 5 Past-President’s Report [P. Rohrbach]
- 6 President-Elect’s Report [A. Kirk]
 - i. Statement on Equity (proposed by Senate Subcommittee on Racialized and Ethnic Persons)
- 7 VP Internal Report [C. Lu]
 - i. Endorse Statement on Equity
 - ii. Accessibility Advisor, Office of the Provost and Vice-Principal (Academic), and co-chair of the JBSCE Subcommittee on Persons with Disabilities
- 8 VP External Report [S. Rousseau]

9 VP Finance Report [D. Etzion]

10 VP Communications Report [N. Hall]
i. RAC Survey

11 Other Business

12 Adjournment



MAUT Council Meeting
Wednesday, March 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 Nathan C. Hall, VP Communications Dror Etzion, VP Finance	<u>MAUT Council Members</u> Sandra Hyde Eran Shor Renée Sieber Ada Sinacore Melanie Dirks Nate Quitariano Caroline Riches Jill Boruff Laura Gonnerman Dawn McKinnon, MAUT-LS James Coulton, MAUT-RAC
Guest:	Katherine Zien, Member	
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer	
Absent:	Debra Titone, Council Member	

Approved Minutes of the Meeting

J. Mauzeroll called the meeting to order at 12:04 pm

1 Approval of Agenda

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

2 Approval of Minutes – February 17, 2020

S. Hyde moved to approve the minutes, seconded by P. Rohrbach. Council approved unanimously.

3 Business Arising from the Minutes

No business arising.

4 President's Report [J. Mauzeroll]

i. FQPPU proposal for a committee on academic freedom (S. Rousseau)

S. Rousseau reported that at the February meeting where he and other associations were in attendance, brought forward a proposal from the FQPPU regarding the formation of a permanent FQPPU academic freedom committee. They are investing a substantial amount of money using a portion of association dues (as MAUT pays every month) with a proposed budget of \$350,000 (spread over the next two years). They want to document questions relating to academic freedom, research, teaching, and promote government projects and to enshrine in law academic

freedom and would mandate to have campaigns promoting academic freedom. Council discussed and were opposed to an internal committee supporting government legislation, it could have negative messaging and seems like a large amount of money for such a committee.

ii. Database on Québec Universities (S. Rousseau)

The FQPPU announced a new and comprehensive database containing university information such as funding, salaries, expenditures, etc. Access would be made to association key people as e-users who can delve and obtain different types of information (MAUT staff).

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

S. Rousseau mentioned that the FQPPU sought legal advice regarding guidelines for income tax deductions and the T2200 form – [Suivi sur le financement COVID-19: Reddition de comptes](#) – available for members. Another document available, [Frais de bureau à domicile pour 2020](#), shows how universities disbursed emergency funds (McGill shared how they allocated the money – they supported online teaching, student learning and hiring campaign of new professors).

S. Rousseau also added that CAUT asked for support while Laurentian University undergoes bankruptcy protection and faces uncertainty. Council read and supported the [statement - section 2](#) which will be sent on MAUT's behalf before March 22.

iv. Updated revisions to the MAUT Constitution and Bylaws (C. Lu)

The Constitutional Amendment Working Group made a couple of changes to the constitution (version 3.1 of Feb. 15, 2021). C. Lu reviewed changes that had previously been made (removal of Associate Member, edited gender neutral text and other minor changes). She also mentioned to Council that K. Hastings had some concerns that post associate members (now full members) could potentially increase the cost of association member dues (CAUT & FQPPU). C. Lu also added that the removal of the associate member category should be reinstated in maintaining the description. Council discussed how MAUT does not want to overlap with other groups representing lectures/professors. C. Lu made an additional amendment to the document 3.1 under article III with duties equal to or greater than half of a regular or full-time position so the wording includes 'full'. J. Mauzeroll presented the motion, seconded by C. Lu.

***Motion** - Council hereby accepts the constitutional revisions presented on Council on March 17th, 2021 and will present it at the April 2021 General Assembly.* Council discussed the membership categories and eligibility as described in the constitution and what the impact would be and would it cover the cost of association dues. A. Kirk did not feel that the difference would be that impactful and could always be changed in the future. J. Varga added that as long as the mil rate of .58% is based on salary, the cost of association dues probably won't be lower than the current fee of \$190. J. Mauzeroll asked for a friendly amendment, C. Lu accepted.

Revised Motion** - Council hereby accepts the constitutional revisions presented on Council on March 17th, 2021 and will present it at the April 2021 General Assembly for vote by Members. 16 were in favor, 1 abstention, 1 against. **Motion was carried.

v. Harassment and discrimination policy (P. Rohrbach)

P. Rohrbach shared as a point of information, that it was agreed and adopted at the last Council meeting where A. Campbell included family status to the policy as requested by A. Blackett and in section 4.2, reasonable accommodation not only expanded for disabilities but other areas as well. The Caucus also suggested that advisors should be paid but McGill disagreed. However, it should be added to the service component. Another change suggested was the wording in the statement of responsibility where the university through a designated office "shall strive" is not adequate but

instead should reinforce the due diligence that is set in place. Lastly, another point made by A. Blackett is they wanted the Caucus to be added to the working group (that works on the policy every 3 years under 10.1 with one rep per association/union groups) instead it was asked to add them to 10.4 for other groups. The [policy](#) is available on the McGill Website.

vi. Regulations Relating to Academic Staff Grievance and Discipline (P. Rohrbach)

The regulations have been in the works for the last 3 years (which was started by A. Saroyan, passed on to A. van den Berg and then to P. Rohrbach but was put on hold since the pandemic hit) and now needs to be completed. Those on the working group include A. van den Berg, K. Hastings and J. Varga and they will revise the policy. The group should also involve J. Mauzeroll and A. Kirk. A. Campbell called a meeting for next Wednesday to revise and finalize the regulations. The goal is to bring this to Council and later to Senate in fall 2021.

vii. General Assembly Preparation

J. Mauzeroll advised Council and reminded Executive that their annual reports are due for the next Council meeting and for presentation at the AGM.

viii. Tax Symposium Update

MAUT hosted an excellent session on Home Office Expenses with Mike Bernucci (MAUT's auditor) as speaker. The next upcoming session will be on the University Budget 101 recorded/hosted by Provost Manfredi on April 16 and will be later uploaded to the MAUT website as a resource.

ix. Problem with Benefit Plan for 65 years and older

J. Mauzeroll informed Council of an ongoing and unresolved issue with regards to the benefit plan for professors over 65 and that they do not receive full medical coverage despite mandatory retirement was abolished (65 and over). The government provides extra coverage for these people, but there is a difference between what the government covers and what the university reimburses to those who are under 65. At other universities and based on a conversation between a particular member and Diana Dutton (Associate Vice-Principal, HR), it is not legally acceptable that a group of employees are without equal coverage based on age. This member initiated a discussion with HR two years ago but nothing had materialized. The member in question is meeting with Diana Dutton and Yves Beauchamps and requested if they could keep MAUT in copy. This has also been brought to SBAC.

x. Terms of reference for Administrative Committee (J. Mauzeroll/ D. Titone)

With the ongoing administrative overload issues, J. Mauzeroll mentioned that the committee has been renamed as the 'Provost's Working Group on Administrative Planning and Communication Committee'. J. Mauzeroll obtained a copy of terms of reference from another committee provided by A. Campbell. J. Mauzeroll shared with Council that Debra Titone is willing to be on the committee and asked members of Council to come forward should they be interested in participating in the drafting of the terms of reference.

xi. October as Queer History Month (Senate motion)

A student Senator representing the Queer Community, asked for MAUT's support for a motion recognizing [October as Queer History Month](#). Council felt comfortable with the motion and supported it.

xii. Recruitment of Faculty for the Healthy Professor Worker Study (J. Mantle)

The study group approached MAUT requesting if we would circulate a [survey](#) to the MAUT membership asking for participation in their trials in evaluating the impact of Covid. Council supported the study and if possible, request that the survey results be shared with Council afterwards. The survey will be included in the MAUT April Newsletter.

xiii. Return to campus fall 2021 (C. Scheede)

At a recent McGill town hall, concerns were focused on the return to campus in fall 2021 and the vaccination for instructors/professors. K. Zien attended this meeting (see next point xiv. Below).

xiv. Advocacy for McGill instructors to be considered a high-priority group for vaccination (S. Hyde)

K. Zien spoke to Council regarding concerns with a [letter](#) sent from the university of February 23rd announcing the return to on-campus activity fall 2021. Council discussed. K. Zien stressed that she is advocating for early vaccination and should be considered as essential service. K. Zien asked if MAUT was getting involved with the administration in pushing the vaccine. C. Lu expressed that she had attended the University Health and Safety meeting and those in attendance shared the same concerns as K. Zien. C. Lu mentioned that there are also different groups who work on campus who do not teach, how does one make it essential for all? J. Mauzeroll added that the Legault government has recently promised that all Quebecer's will be vaccinated by June 24, 2021. The discussion among Council was that we have to be careful about wanting the vaccine before others when there have been primary school teachers who have been teaching without a vaccine during the pandemic. An added point by K. Zien was that the university has different age groups, international students, and the different reactions to the infection caused by the virus. J. Mauzeroll said the university has been following the recommendations in upgrading the ventilation system and that all campus groups are staying involved in ensuring that all precautions are being taken on the part of McGill. In closing, K. Zien suggested that MAUT send out a message of reassurance and support to its members as many feel the administration is inattentive towards their concerns of returning back to school. J. Mauzeroll asked N. Hall to prepare a message expressing MAUT's support in the April newsletter.

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

Report under President's Report 4.v, vi.

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

i. Statement on Equity (proposed by Senate Subcommittee on Racialized and Ethnic Persons)

A. Kirk was approached by Ehab Lotayef from the Senate Subcommittee on Racialized and Ethnic Persons regarding a Statement on Equity they want adopted by McGill. They are looking to MAUT for support. It has been endorsed by some associations at McGill (MUNACA, AMURE). The Black Faculty Caucus did not support it. Council read the statement: *McGill University will uphold the principles of equity and will foster an inclusive environment where no one is overlooked, burdened or suffers in any way because of the (in)visibility of their ethnicity, colour of skin, religion, native languages, age, gender identity or expression, sexual orientation, disabilities, class, or citizenship status. We acknowledge the mistakes of the past and our historical relationship to colonization and enslavement, and commit to being a place that celebrates and empowers diversity in everyday life, activities and governance.* The statement was not supported by certain university groups and it was decided that A. Kirk will speak more about this with E. Lotayef before MAUT takes any action.

ii. Academic Accommodation for Faculty and Students

A. Kirk sits on the working group for Academic Accommodation for Faculty and Students with C. Buddle who prepared information on some horrendous case studies in anticipation of accommodations for the upcoming fall semester (in light of Covid). How to deal with faculty and students getting sick before exams, in research labs or before convocation. The document is currently confidential.

7 VP Internal Report [C. Lu]

i. Accessibility Advisor, Office of the Provost and Vice-Principal (Academic), and co-chair of the JBSCE Subcommittee on Persons with Disabilities

The Co-Chair of JBSCE offered to give a presentation regarding her role and how she helps faculty and staff with disability and mental health issues. An information session for faculty will be organized by MAUT sometime in April.

8 VP External Report [S. Rousseau]

Report under President's Report 4.i, ii, iii.

9 VP Finance Report [D. Etzion]

Nothing to report.

10 VP Communications Report [N. Hall]

i. RAC Survey -Draft

N. Hall summarized the [RAC survey](#) and read through key questions concerning association satisfaction, engagement, participation/activities, MOA funding. Council discussed and thought that perhaps the funding formula should be put at the beginning of the survey, and also asked how the scale will be interpreted (ranking), and what the level of participation is. J. Mauzeroll expressed that the intent is to obtain actual member satisfaction and not go into details regarding the financial envelope of the association. Other members of Council found the survey a bit lengthy. J. Coulton asked who the survey will be sent to and who will collect the data results. The survey will be circulated on March 19, 2021 to MAUT retired members only. N. Hall will collect and report the final results at the next Council meeting on April 14, 2021.

ii. RAC to remit financial statement 2019-2020

J. Mauzeroll asked the RAC Chair to remit the last year financials, including expenses and budget, to D. Etzion for the next Council meeting.

11 Other Business

No other business.

12 Adjournment

J. Mauzeroll called for a motion to adjourn the meeting. R. Sieber moved to adjourn, seconded by C. Lu. Meeting adjourned at 1:57 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer