



MAUT Council Meeting
Wednesday, January 12, 2022 at 12:00 pm
Zoom Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes – November 10, 2021
3. Approval of Special Council Minutes (AMPL) – November 16, 2021
4. Approval of Council Minutes – December 15, 2021
5. Business Arising from the Minutes
6. Ad Hoc Senate Committee [D. Weinstock]
 - i. Omicron situation (30 mins.)
7. President’s Report [A. Kirk]
 - i. Recent meetings with Provost
 - ii. Update on accommodations for academic staff
 - iii. Winter 2022 semester
8. Past-President’s Report [J. Mauzeroll]
9. President-Elect’s Report [R. Sieber]
 - i. Strike Funds - CAUT
10. VP Internal [T. Kennedy]
11. VP External [S. Rousseau]
12. VP Communications [L. Simine]
13. VP Finance [N. Qutoriano]
14. Other Business
 - i. Tentative: Equity in childcare [Kirk Bevan]
15. Adjournment



MAUT Council Meeting
Wednesday, January 12, 2022 at 12:00 pm
Zoom Meeting

Attendees:	<u>Executive Officers</u> Andrew Kirk, President Renée Sieber, President-Elect Janine Mauzeroll, Past President Tim Kennedy, VP Internal Simon Rousseau, VP External Lena Simine, VP Communications Nate Quitoriano, VP Finance	<u>Council Members</u> Caroline Riches Lucy Kiester Maureen Mckeague Melanie Dirks Sandra Hyde Jelena Ristic Jill Boruff Richard Gold Dawn McKinnon, MAUT-LS Bruce M. Shore, MAUT-RAC
Member Guest:	Daniel Weinstock	
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer	
Regrets:	Council members - Thavy Long and Ada Sinacore	

Approved Minutes of the Meeting

A. Kirk called the meeting to order at 12:02 pm.

1. Approval of Agenda

B. Shore moved to approve the agenda, seconded by J. Mauzeroll. Council approved unanimously.

2. Approval of Council Minutes – November 10, 2021

The minutes were not available. A. Kirk moved this item for approval at the next Council meeting of February 2022. Council agreed unanimously.

3. Approval of Special Council Minutes (AMPL) – November 16, 2021

The minutes were not reviewed. A. Kirk moved this item for approval at the next Council meeting of February 2022. Council agreed unanimously.

4. Approval of Council Minutes – December 15, 2021

R. Sieber moved to approve the minutes, seconded by T. Kennedy. Council approved unanimously.

5. Business Arising from the Minutes

No business arising.

6. Ad Hoc Senate Committee on Covid Academic Policy and Planning [D. Weinstock]

i. Omicron situation (30 mins.)

- D. Weinstock reported that the ad hoc committee met towards the end of the fall semester when Omicron was emerging to be a more serious threat and since then had only one meeting. It was largely an update provided by Chris Buddle from the Emergency Operations Committee (which had been temporarily disbanded). The meeting was not clear about the kinds of accommodations that would be granted and the plan moving forward. Fabrice Labeau gave an update at the ALF (Academic Leadership Forum) of the detailed exposition of the situation at McGill and its plan to return to in-person teaching scheduled for January 24, 2022. There is some wiggle room with the possibility for a return to class from the 24th to Jan. 31st by the provincial government.
- He also referred to the documents that were circulated to MAUT (not final) that will be discussed at the committee meeting this Friday and as an MAUT representative, he expressed that it is his duty on what he should be urging the committee on. The document covers a number of topics such as student accommodations, absenteeism (short and long term), relying on technological fixes, report to students with disabilities office and for academics it is a recap of how they proceeded last semester. D. Weinstock reminded everyone that at the onset, McGill would not grant instructors accommodations if they were caring for others with health vulnerabilities but later changed it allowing certain accommodations for remote teaching under these circumstances. With the new provision recently adopted on December 14th, there seems to be a low number of claims (a total of 16 – 11 were accepted, 3 rejected and 2 pending) which raises the concern if everyone is aware of this new policy for instructors.
- D. Weinstock asked Council what would they like him to advocate for on behalf of MAUT at the weekly committee meetings. Someone questioned who has the authority to make these decisions (everybody seems to have consultative ability but nobody seems to accept the authority)? When meeting with the Provost and Associate Provost, they often defer authority to entities like HR. D. Weinstock agreed that in his 10 years at McGill, the lines of authority are unclear and added that the ad hoc committee has no authority but a consultative role in giving advice to the relevant authorities. One of the debates has been the line of division between the authority of HR and the authority of academic decision making like Senate. It is one thing to produce medical proof showing they live with a person with compromised health and someone else reporting their anxiety/mental health on their own and to get some kind of accommodation. In the context of the pandemic, knowing how stretched resources are in the healthcare system in Quebec, it's an unreasonable requirement to lay on the instructors. There is a sort of sovereignty of HR. For academic matters should not fall within HR, Senate has authority and we can make motions to Senate as we have in the past with student accommodations. The Provost has the ultimate decision making authority but there doesn't seem to be a clear organic wrap.
- Council member expressed concerns with becoming ill with Covid and the implications of not being able to get a diagnosis, the short and long term ramifications (even if you are vaccinated) and that Quebec is currently not giving PCR tests (unless you are health care provider). What is McGill HR going to accept in order to receive HR benefits (especially since they are not given clear parameters)? D. Weinstock will bring this important question to the ad hoc committee. Meanwhile anyone with signs of a cold should treat themselves as though they have Covid and to follow the government health regulations. If you feel mildly ill, one can teach remotely, but if not able to do so, a doctor's note to the university is not required.
- R. Gold added that the documents circulated by D. Weinstock, do not express any responsibility to the public. His two concerns were: 1) Privacy - we should not be sharing private family health information with the university when they have no legal relationship with them 2) Authority - Senate has residual authority and passed the TOR's in the fall. The School of Social Work acted upon that

and for pedagogy reasons decided not to go back in-person until the end of February. The faculty nor does administration have the authority. So how do they have the authority to overrule this when Senate is supposed to have the authority? D. Weinstock will bring this issue to the committee. Another concern from Council, are accommodations/resources for on-line teaching (technical support).

- Council members expressed other concerns as follows:
 - making rapid tests available again and opening the Trottier Bldg as a testing site
 - will the 20% discretionary be very flexible throughout the term
 - providing more tech resources in purchasing computer equipment and offering IT support
 - childcare responsibilities during the school closure - offer accommodations to parents

7. President's Report [A. Kirk]

i. Recent meetings with Provost

A. Kirk reported that the return to class is still scheduled for January 24, 2022. They talked about access to rapid testing and making N95 masks available (very difficult to procure of this time). They talked about the possibility of creating a working group if school closures continue after Jan. 17th. With return to class, there could be frequent shut downs as Omicron sweeps through. There are disruptions that come with the virus as it affects teaching while self-isolating, etc.

ii. Update on accommodations for academic staff

As mentioned previously by D. Weinstock, Senate Steering will be circulating a report regarding accommodations that there were 16 requests, 11 were granted and the 3 were declined and the remaining were being considered. School of Social Work is lacking clarity and they do not have the authority as per a memo from the university (not faculty). A. Kirk will draft a question at Senate if there was a procedural error.

iii. Winter 2022 semester

D. Weinstock covered most of this in point six (6).

8. Past-President's Report [J. Mauzeroll]

i. Elections 2022

J. Mauzeroll is working on the 2022 MAUT Elections. She encouraged Council to forward nominations for Council and Executive VP positions and expressed that the candidate for VP External must speak French. The call for Nominations will be going out the first week of February and the motion for the Nominating Committee members will be presented at the next Council meeting.

9. President-Elect's Report [R. Sieber]

i. Strike Funds – CAUT

CAUT recently reached out to MAUT for strike funding to support CUEFA strike (Concordia University of Edmonton Faculty Association) but MAUT does not normally support this type of activity. A. Kirk summarized that when it comes to funding, MAUT does not contribute to strike funds because it is not a union. However, MAUT does contribute to the CAUT Academic Freedom funds as this helps support legal costs and MAUT has drawn from it in the past. The questions asked to Council members, is anyone interested in contributing to the strike fund but no one was.

ii. New Model of Work – Workers Compensation

R. Sieber spoke with some of the Librarians regarding an Air Canada court case that could affect the New Model of Work where AC employees were required to work from home and when someone was injured, they were eligible for workers compensation. If directives from the university have faculty working partly on campus and the remaining time working from home, they too should be

eligible for workers compensation. With continued conversations with the university and how they are planning work schedules, meanwhile they have put a hold on the liability policy.

R. Sieber expressed her frustration regarding The School of Social Work and questioned MAUT's leverage in these discussions (might be worthwhile to have a discussion and see how we can influence the university if they are continually pushing back on MAUT's resolutions).

MCC meeting is this Friday - R. Sieber will attend with T. Kennedy.

10. VP Internal [T. Kennedy]

i. University Health and Safety Committee

T. Kennedy reported that he attended the Health and Safety Committee meeting presented by F. Labeau and did cover the same topics. They discussed getting the rapid tests back on campus and to keep in place the one meter distancing with masks. The current count is 6000 people/day on campus. Ventilation has been improved in many settings and if Co2 tests are needed, they could be requested. F. Labeau also mentioned that the N95 masks would not be helpful in certain settings but that the procedural masks are adequate (the N95 masks would be better used in classrooms for dental and healthcare learning). According to the university, 95% of the school's population are understood to have at least two vaccine doses and a mandate would not be provide any meaningful difference at this time (unless there is a change at the provincial level).

11. VP External [S. Rousseau]

Nothing to report.

12. VP Communications [L. Simine]

i. MAUT Survey

L. Simine is still working on the survey results.

13. VP Finance [N. Quitariano]

Nothing to report.

14. Other Business

i. Equity in Childcare [Kirk Bevan]

On behalf of K. Bevan (MAUT member), A. Kirk gave a quick update on how McGill sometimes provides childcare accommodations and sometimes it does not. Prof. Bevan was in communication with the Senate Committee (that deals with child and elder care) and feels that McGill needs to provide better care responsibilities and suggested that MAUT conduct a survey (what sort of questions should we ask and we would process the results). He would like to gather more information in preparation for the February 2022 Council meeting. Meanwhile, MAUT will dig out past childcare surveys for referencing.

15. Adjournment

A. Kirk called to adjourn the meeting, R. Gold moved and seconded by N. Quitariano. Meeting adjourned at 1:49 pm.