



MAUT Council Meeting
Wednesday, March 16, 2022 at 12:00 pm
Zoom Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes – February 9, 2022
3. Approval of Council Minutes – January 12, 2022
4. Approval of Special Council Minutes (AMPL) – November 16, 2021
5. Approval of Council Minutes – November 10, 2021
6. Business Arising from the Minutes
7. VP Finance [N. Quitariano]
 - a. MAUT investments in Russian
 - b. Shared hire with MCLIU and MUNACA to improve working conditions at McGill
8. President's Report [A. Kirk]
 - i. Report on recent meetings with the Provost
 - ii. Report from MAUT survey planning working group
 - iii. Feedback from computer purchase announcement
 - iv. Donations to support higher education in Ukraine
 - v. Joint slate nominations for McGill committees
 - vi. Planning for AGM
 - vii. Policy on assessment of student learning
 - viii. Family care accommodations: law in Quebec and next steps
 - ix. Proposed constitutional and by-law changes requested by Librarian Section
 - x. Discussion of locations for future MAUT meetings
9. Past-President's Report [J. Mauzeroll]
10. President-Elect's Report [R. Sieber]
11. VP Internal [T. Kennedy]
12. VP External [S. Rousseau]
13. Other Business
14. Adjournment



MAUT Council Meeting
Wednesday, March 16, 2022 at 12:00 pm
Zoom Meeting

Attendees:

Executive Officers

Andrew Kirk, President
Renée Sieber, President-Elect
Janine Mauzeroll, Past President
Tim Kennedy, VP Internal
Nate Quitoriano, VP Finance

Council Members

Caroline Riches
Lucy Kiester
Maureen Mckeague
Melanie Dirks
Jill Boruff
Richard Gold
Ada Sinacore
Dawn McKinnon, MAUT-LS
Bruce Shore, MAUT-RAC

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

Regrets: Executive – Simon Rousseau, Lena Simine | Council - Thavy Long, Sandra Hyde, Jelena Ristic

Approved Minutes of the Meeting

A. Kirk called the meeting to order at 12:04 pm.

1. Approval of Agenda

N. Quitoriano moved to approve the agenda, seconded by B. Shore. N. Quitoriano asked for a friendly amendment to move his item to 7 (before the President's report). Council approved unanimously.

2. Approval of Council Minutes – February 9, 2022

T. Kenney moved to approve the minutes, seconded by J. Mauzeroll. Council approved unanimously.

3. Approval of Council Minutes – January 12, 2022

J. Mauzeroll moved to approve the minutes, seconded by T. Kennedy. Council approved unanimously.

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

J. Mauzeroll moved to approve the minutes, seconded by T. Kennedy. Council approved unanimously.

5. Approval of Council Minutes – November 10, 2021

B. Shore moved to approve the minutes, seconded by L. Kiester. Council approved unanimously.

6. Business Arising from the Minutes

No business arising.

7. VP Finance [N. Quitoriano]

i. MAUT investments in Russian

N. Quitoriano informed Council that with the current situation in Ukraine, he looked into MAUT's exposure in Russia. The investment portfolio which contains five major fund accounts, one being a real estate Vanguard fund with two properties representing ~ .04% which is equivalent to about \$26

in that portfolio in Russia. Given this very small exposure it was agreed to not make any changes in our holdings for the moment.

ii. **Shared hire with MCLIU and MUNACA to improve working conditions at McGill**

N. Quitoriano presented the idea of hiring a partial 'shared' hire with other union like associations such as MCLIU and MUNACA. This person would streamline processes, reduce administrative barriers, identify, analyze and gather information of interest. The cost/funding would be shared with these other associations. MAUT's last year's budget surplus was \$110,000 (costs were reduced due to cancelled in-person events). Normally \$30,000 is spent on events, leaving an approximate \$80,000 that could go towards hiring a person. T. Kennedy asked if this person would be an efficiency expert (fine tune structure). Council added it would be helpful to pool our resources in hiring someone who could work towards the same efficiency that each group is seeking. The idea is to have someone lobby on our behalf and delve into issues such as computer purchases, expense reports, Pcards, etc. It was suggested that the description for this position be established first, determine the priorities, the duration of the position (i.e. 3-year term) and then employ someone. It was suggested that perhaps specific topics be assigned, or a list of items to be looked at and a complete proposal should be shared with Council members before any decisions are made.

8. President's Report [A. Kirk]

i. **Report on recent meetings with the Provost**

- A FAES department at the Mac Campus is undergoing a renovation project (2-4 years) that has displaced some staff. It was unknown if they had to relocate to an open space office or share workspaces with others. A. Kirk is meeting with Dean Gietmann tomorrow to discuss further.
- Grad student stipends - the Provost seems to have been unaware of the Faculty of Medicine plans to impose minimum stipends and said he would talk to the Dean. Apparently, at least some parts of the Faculty have implemented the minimum stipend policy but not all. R. Sieber suggested a letter be sent to the Faculty of Medicine and explore alternate funding models. Some faculties will be completely cut out from being able to fund grad students.
- Computer purchases - the requirement to purchase computer equipment only from the Le James has been lifted, at least on research grants. Equipment can be purchased elsewhere but will require certain paperwork be filled out and submitted to the university. This is an important win for MAUT and we should make sure that our members are aware.
- Administrative overload – A. Kirk asked for suggestions on what other issues should be tackled next. (travel expenses on PCARDS, cloud directive, expense reports, etc.)
- Crowdmark - A. Kirk will raise the problems caused by TLS announcing that it will no longer scan exams for professors who use this software. Removing this during the middle of the semester is unacceptable.

ii. **Report from MAUT survey planning working group**

It was requested during the General Meeting, held last February, to survey the membership. The working group (A. Kirk, M. Dirks, R. Gold, N. Quitoriano, A. Sinacore and R. Sieber) met and [drafted a survey](#). A. Kirk asked Council if they could review it one more time. The survey should be sent out to the membership before the AGM with the results announced at the general assembly.

A. Kirk proposed the following motion, seconded by R. Sieber.

Motion: 'MAUT Council resolves to survey MAUT members on topics related to the pandemic and collegial governance and adopts the survey instrument substantially in the same form as the survey presented to MAUT Council on March 16. The results will be presented at the Annual General Meeting.' Council discussed and voted yes with one opposed. **The motion was carried.**

It was mentioned that the prior MAUT survey (Salary and Wellness) is complete as per A. Sinacore. L. Simine wants to combine the quantitative data with the qualitative to have the results more conclusive. Meanwhile A. Sinacore will send the results/information to A. Kirk.

iii. Donations to support higher education in Ukraine

CAUT launched an [urgent appeal](#) for a donation to support higher education in Ukraine. Council discussed and agreed to contribute and decided on \$2,600.

A. Kirk presented the motion, proposed by R. Sieber, seconded by L. Kiester.

MAUT Council expresses MAUT's solidarity with Ukrainian higher education organizations and their employees and resolves that MAUT donate 2,600\$ in support of Education International's TUESWU and VPONU'. Council discussed. All in were unanimously in favor. **The motion was carried.** This will be featured in the upcoming MAUT newsletter.

iv. Joint slate nominations for McGill committees

Every year MAUT is asked to recommend names for joint slates to Senate Committees. The attached document contains a list of names which Associate Provost Angela Campbell and A. Kirk agreed on.

A. Kirk presented the motion for approval by R. Sieber, seconded by B. Shore.

Motion: Council approves the attached nominations to Senate committees. Council discussed. All were unanimously in favor. **The motion was carried.**

v. Planning for AGM

Executive had previously discussed and agreed to host this year's AGM online (Zoom) and asked Council members what they preferred. They agreed with the online format and also liked the idea of having a social gathering at the Faculty Club afterwards for a wine and cheese. It was decided that the official AGM would be from noon to 2 pm followed by a wine and cheese gathering from 4 pm – 6 pm.

vi. Policy on assessment of student learning

A. Kirk asked for feedback before the end of March on the policy which will be presented at Senate in April and approved in May. This being such an important topic, Council discussed and felt that the intention of the policy is good but it needs to be up to par with best practices. Some minor adjustments should be made to make the policy clearer. A. Kirk suggested that he could reach out to C. Buddle. He also asked for members to be on the working group. R. Gold, M. Dirks, R. Sieber and A. Kirk came forward to volunteer. Documents: [revised policy](#), [side by side comparison](#), [email trail of discussion](#)).

vii. Family care accommodations: law in Quebec and next steps

K. Bevan presented a report last month on how McGill could do better with family care accommodations. J. Varga reported that it is clear there is a legal basis in Quebec law for accommodation in the context of family care. This is primarily found in the Quebec Labour Standards Act (a.79.6.1 to a.81, <https://www.legisquebec.gouv.qc.ca/en/document/cs/n-1.1>), which provides the minimum standards to employees, and the employer may provide accommodations greater/superior than offered in the act. Unfortunately, McGill Regulations related to academic staff do not provide such accommodations. There is work to be done should a regulation/policy be established at the university for faculty. Because there isn't a McGill policy in place, employees must start from scratch through the Quebec Standards Act with their department/dean. The starting point would be to strike a working group in order to draft a regulation that would at least provide the minimum family care accommodations found in Quebec Law. J. Boruff added that the Librarians have certain accommodations that are internally recognized and they have family days they can take.

viii. Proposed constitutional and by-law changes requested by Librarian Section

A request to change the name of the Librarians' Section to the *Library Section* and to refer to Librarian's as *Library Academic Staff* was presented at Council. With the help of J. Varga, the

proposed changes will also need to be made to the MAUT Constitution and By-laws. A motion will be required at Council and at the AGM. Once the Constitutional changes are accepted, then the By-laws will be changed at the next Council meeting.

Draft motion - J. Mauzeroll moved to accept the [Constitutional](#) and [By-law changes](#), seconded by R. Sieber. Council discussed and requested that the rationale be explained at the AGM. Council voted yes, one abstention. **The motion was carried.**

ix. Discussion of locations for future MAUT meetings

A poll was conducted and it was voted that most preferred to have virtual/Zoom meetings (both Council and Executive) for the remainder of the semester. However, Pre-Senate will be in-person at the Faculty Club in April. The location for next fall will be determined at a later date.

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

i. Elections 2022

All Executive positions have been filled by acclamation. Council has 4 of 5 positions filled. J. Mauzeroll is still waiting for more candidates to step forward – the deadline is March 28th. Omnivox will be set up for only those positions that have more than one candidate. Voting will take place from April 5 – 15, 2022 and results will be announced at the AGM on April 20, 2022. J. Mauzeroll reminded outgoing Executive and Council members that they are still obligated to attend the joint meetings in May.

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

R. Sieber attended the Employee Group meeting and mentioned that Council should consider not only 1. New Model of Work but two other options of return to work proposals to consider – 2. Pandemic related return to work at 30% will go up and 3. Flexible Work before the pandemic where support staff could work up 40% from home (difficult for staff who must work on site, how do they manage AGM's and strikes, etc.). MCC are planning a Town Hall with all McGill unions and associations on April 26, it will also be about 'lessons learned' from the pandemic. It is an opportunity to listen to the different perspectives from the other groups (i.e., trades had to work in-person during the pandemic and feel resentful). What can be learned from this? Thomas Chalmers of MUNACA and Raad Jassim of MCLIU want to have a similar meeting by hosting a hybrid format (they hope to host up to 1,000 participants).

11. VP External [S. Rousseau]

On behalf of S. Rousseau, A. Kirk mentioned that the COPLA (Comité de la Commission permanente sur la liberté académique) is looking for someone to represent MAUT on this committee before the end of March.

12. Other Business

Council discussed different ways to get together for in-person socials such as a cocktail hour, outgoing and incoming Executive/Council. This will be sometime after the AGM in late April or in May.

13. Adjournment

A. Kirk moved to adjourn the meeting, seconded by N. Quitarano. Meeting adjourned at 1:50 pm.

Respectfully submitted by: Jo-Anne Watier, MAUT Recording Officer