



**MAUT Council Meeting**  
Wednesday, September 14, 2022 at 12:00 pm  
*Zoom Meeting*

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**Approved Agenda**

1. Approval of Agenda
2. Approval of Council Minutes – June 8, 2022
3. Business Arising from the Minutes
  - New Model of Work
  - Crowdmark
  - Final Exams
  - Opt-Out – JA Watier
  - Working Group on Student Evaluations
  - Advisory Committee on the selection of the new Principal
  - Press Release
  - Administrative Overload
  - Feedback from Council (Black Caucus concerns) (McGill Regulations)
  - FQPPU – Bill 96
  - MAUT Newsletter articles – S. Jordan
4. SBAC – New Benefit Increases [S. Hyde]
  - i. [Presentation](#) MAUT Benefit Changes 2022
  - ii. SBAC Documents [Chart](#)
5. President’s Report [R. Sieber]
6. Librarians’ Report [R. Desmeules]
7. Past-President’s Report [A. Kirk]
  - i. Employment Regulations Revision
8. President-Elect’s Report [P. Grutter]
9. VP Internal [J. Ristic]
  - i. Ombudsperson - voting
10. VP External [V. Muniz-Fraticelli]
11. VP Communications [S. Jordan]
12. VP Finance [K. Bevan]

13. Other Business

- i. CAS Update [C. Riches]

14. Adjournment



**MAUT Council Meeting**  
Wednesday, September 14, 2022 at 12:00 pm  
*Zoom Meeting*

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Attendees:	<b><u>Executive Officers</u></b> Renée Sieber, President Peter Grutter, President-Elect Andrew Kirk, Past-President Jelena Ristic, VP Internal Victor Muniz-Fraticelli, VP External Steve Jordan, VP Communications Kirk Bevan, VP Finance	<b><u>Council Members</u></b> Melanie Dirks Michael Hendricks Maureen McKeague Jill Boruff Caroline Riches Richard Gold Robin Desmeules, MAUT-LS
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer	
Regrets:	Council – Ada Sinacore, Thavy Long, Bruce Shore, MAUT-RAC	

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**Approved Minutes**

R. Sieber called the meeting to order at 12:06 pm.

**1. Approval of Agenda**

S. Hyde moved to approve the agenda, seconded by P. Grutter. Council approved unanimously.

**2. Approval of Joint-Council Minutes – June 8, 2022**

J. Ristic moved to approve the agenda, seconded by S. Hyde. Council approved unanimously.

**3. Business Arising from the Minutes**

• **New Model of Work [R. Desmeules]**

R. Desmeules reported on a very recent meeting regarding the New Model of Work. They are coming up to the final 6-month mark on the pilot project (final report is being written). Other university departments have joined the temporary model. R. Sieber suggested that the LS create a shadow report. She also asked Robin and Jill to draft text and the contact person, requesting a formal consultation on the final report.

• **Crowdmark [R. Sieber]**

R. Sieber reported that there has been no movement other than it is out.

• **Final Exams [R. Sieber]**

Since the pandemic, other versions of exams must be available for those who are ill and cannot attend the actual exam. Apparently, this is only for the winter term. Will this policy be temporary during the pandemic or will they go back to fewer exams.

• **Opt-Out [JA Watier]**

JA Watier met with the IT integration manager who presented a prototype of the first draft of the membership opt-out in Workday. The technical side seems to be properly set up but eligibility came up which requires clarity with certain employment scenarios (especially in medicine). A meeting is scheduled in the next few days to review with an HR expert and someone from MAUT Executive.

• **Working Group on Student Evaluations [A. Kirk]**

A. Kirk was to get in touch with J. Mauzeroll, the working group is in the last stages of preparing a survey that will be sent out shortly. Once the feedback is received, the working group will analyze

the results and plan to have further consultations with stakeholders in the fall. The next step will presumably be consultation with stakeholders.

- **Advisory Committee on the selection of the new Principal [R. Gold]**

R. Gold reported that the decision on the Interim Principal has nothing to do with the process. McGill statutes are very clear that the board can only appoint someone as principal who is recommended by the committee. They cannot pick someone out of a hat. For an interim, they can pick someone out of a hat and it's not uncommon to go to the Provost. The committee is aiming to make a recommendation to the board. The consultation period is done (not many faculty participated). The selection criteria is available on the website. Headhunters go out and encourage people to apply. If you look at the selection criteria, there are they are numerous. The committee is aiming to make a recommendation to the boards, one or two recommendations, and this semester. The consultation period has passed.

- **MCC Ombudsperson – voting [J. Ristic]**

J. Ristic received a letter that was collectively drafted by the MCC regarding whistle blowers but never sent a response to the email sent to the university yesterday regarding this issue. The email says that the university values base of law reports and if people want to make a report to contact the Secretary Genera.

Letter as follows:

*Dear Chairman Panda, Dear Principal Fortier,*

*On September 10th, a message\* was sent out on behalf of the Secretary-General to all McGill staff and students about "Whistle Blowing" asking that whistleblowers contact the Secretary-General through a dedicated email address.*

*We are concerned about this scenario since the Secretary-General, due to the nature of her work, is not at arm's length from the university administration. This potentially puts the Secretary-General in an awkward professional situation that could result in a conflict of interest.*

*Relying on the Secretary-General as a first responder to whistleblower-type complaints also raises concerns about confidentiality, outcomes, and the willingness to whistleblow within the university community.*

*The latter is particularly concerning, since whistleblowing not only serves to highlight often multiple opportunities to improve university practices, but is itself a hallmark of a healthy professional environment. It is important to have a system in place that assures and encourages whistleblowers.*

*On behalf of the McGill staff and students we represent, we, the McGill Community Council, suggest that McGill hire an Ombudsperson for staff who can be a go-to for staff whistleblowers, in addition to handling various complaints or issues that require an independent mediator at arm's length from the administration; and that student whistleblowers be directed to the Ombudsperson for Students.*

*We hope to hear back from you soon.*

*With our best regards;*

*Signed by  
Thomas Chalmers (MUNACA)  
Judy Dear (MUNASA)  
Raad Jassim (MCLIU)  
David Kalant (MURA)  
Kristi Kouchakji (PGSS)  
Mario Roy (AGSEM)*

J. Ristic moved to have the MCC letter signed, seconded by Sandra Hyde. Council discussed and felt it imperative that the document be signed as a best practice for the university as practised by other

universities. A neutral and independent person from McGill would be best. How will the investigation be handled and how will it be operational (they will be hired by McGill). Letter needs clarification and should add how the process works. R. Sieber called for a vote: **14 in favor, 0 opposed and 0 abstained, motion was passed.**

- **Press Release [J. Ristic]**

This was an MCC concern whether they should have a press release or not on the summary of the last townhall and if MAUT would support this.

- **Feedback from Council on Black Caucus Concerns (McGill Regulations)**

P. Grutter asked Council if they had any thoughts on inviting the Black Caucus to the next Council meeting. It was agreed to invite them.

#### 4. **SBAC – New Benefit Increases [S. Hyde]**

- i. **[Presentation](#) MAUT Benefit Changes 2022**

S. Hyde mentioned that moving forward, members of MAUT-SBAC will pre-meet before the actual SBAC meetings. There was a discussion at the last meeting of potential changes to health, dental life insurance premiums. Two issues regarding dental is orthodontia and increasing level of diagnostic tests shouldn't be listed as they were already voted in favor of it. The increase from \$750 to \$1000 is standard practice since McGill been behind for some time. Someone on the committee raised the issue that orthodontia has gone up considerably and costs more than \$3,000 while others were concerned with why it is only available for children under the age of 21. The financial group, Willis Towers Wilson, who manages Manulife, has now set up of the biggest increases in health insurance at 5% which relates to the increased record number of claims in the last year. They like to keep a very large kind of window between \$35,000 and \$40,000 available should there be extraordinary expenses. It was agreed increase pooling from \$75,000 to \$150,000. Given that I'm out of country expenses are also going up. But dental plan is very strong, and there isn't going to be an increase for next year. S. Hyde talked about optional life insurance and the three proposed scenarios (refer to the presentation link above). S. Jordan requested that S. Hyde provide an article to the Newsletter. It was also suggested that MAUT poll our members on their preferred scenario via the Slack channel. S. Hyde will reach out to WTW (Willis Towers Watson) for more context.

- ii. **SBAC Documents [Chart](#)**

#### 5. **President's Report [R. Sieber]**

R. Sieber reported on the June 21<sup>st</sup> meeting with the Provost. They were pleased with the opt-out plan and its progression. However, the final decision on the Schulich office space for academic librarians remains uncertain. There is a separate libraries report needs clarification on whether or not the final decision falls unto the new dean. The Provost said he had not seen the plans (to which R. Sieber forwarded to him but he has not responded back to MAUT). The professional development funds was discussed and an extension of these funds were made due to COVID. Because these funds can be banked for a certain length of time, some professors were unable to attend conferences for a couple of years because of the pandemic. For some professors it is their only funding. Why can't the unused money be used for conferences – this matter still needs to be pressed. They also talked about the transparency of the merit process. As we have started to dig into the merit process, we noticed things like full professors are getting the majority of category one. Thought it varies by faculty, it behooves MAUT to stay on top of how this merit is actually getting distributed, how transparent can we make what is the qualitative and quantitative process. It would be nice to have some greater transparency about who's getting what, what is the gender distribution of who's getting those merit? Who is responsible in governing the merit process (dean, HR, central administration)? Where is the transparency? If there are so many inequities in difference faculties, MAUT should be addressing them. This also refers to things like the closure of the conservatory by the faculty of music,

specifically by the Dean of Faculty of music. R. Sieber also asked the Provost about university plans for future pandemic conditions. We continue to assert our roles as collaborators on the decision making process, not merely recipients of decisions, Angela seemed to be amenable to lessons learned from COVID, and how we can go forward. She also put a lot of weight on the Senate ad hoc committee. Irrespective of what the University says (following provincial government), we need to continue to assert our role and our autonomy and making these decisions. The administration continues to inadequately address the issues surrounding Covid. They talked about computers, new tool for evaluation, multiple choice and the firewall policy TVD. We had at least one grievance case come out of the return to work, which we're attempting to deal with. Two cases, one involving environment health (EHS – Environmental Health & Safety). We talked about whether or not this particular committee is at arm's length to the university, we're working on that. J. Ristic will talk about the emergency management tool project. We haven't had another CASC meeting to talk about across the board and, and merit percentages, I was able to get in touch with Lena. Tribunal Faculty of Law, presentations are over and the judge will reach a decision by the end of October 2022.

Lena Simine sent the survey results (Pandemic Response and Principal Search – April 2022) and now it's now a matter of hiring a student to analyse the data. PGSS will be invited to the next Council meeting to discuss with MAUT the challenges on how graduates are funded in the university. A total of \$21 million is given from central administration to faculties to support graduate students. Between MAUT and PGSS, how do we find a way to support students with a living wage (and not rely on food banks)? It was suggested to approach CAUT and FQPPU or lobby tri-council. Could add this to this issue to the MAUT newsletter.

R. Sieber attended a meeting on behalf of MCC on the closure of the McGill Conservatory, which operated for 100 years and offered professional music lessons for children/adults across the island. McGill Children's Chorus (run by the conservatory). The closure affected 100 members who were laid off in the MCLIU union. As per the Dean of Music, there is nothing that outside forces can do to save the program. It was a financial decision.

#### **6. Librarians' Report [R. Desmeules]**

R. Desmeules reported on ongoing issues with Fiat lux (major renovation of the Redpath Library complex and McLennan) and adding another building which is creating staff changes and there are questions in term of working conditions. The new Dean is meeting with everyone and seems in tune to the many concerns. The storage facility has broken ground and is under construction and there will be changes to collections. R. Desmeules will keep everyone posted with the ongoing issues in the libraries.

#### **7. Past-President's Report [A. Kirk]**

##### **i. Employment Regulations Revision**

New disciplinary grievance regulations will be going to Senate Steering on Monday and then to Senate the week after for discussion and finally for approval at Senate in October. The waiting time for grievance committee's to report will be greatly reduced. An advisory committee can be formed if a principal decide to dismiss somebody. It is not binding, but at least it's another point of view and it clarifies the arbitration processes as well (and what processes can get arbitration). It brings in contract academic staff as well into an actual process for disciplinary and grievance.

##### **ii. MAUT By-election**

A. Kirk reported that in his role as Past President, he is Chair of the Nominating Committee. He will run a By-election this fall to replace Council member Lucy Kiester who left the university. To date only one nomination submission was received for the one-year term (deadline this Friday).

**8. President-Elect's Report [P. Grutter]**

**i. Administrative Overload**

P. Grutter and J. Ristic are looking into expense reports and the central workload of faculty. Historically, McGill failed the tri agency audit in 2007, which potentially would have shut down the university from any tri agency funding if they did not rectify the situation. The issue was that some administrators were filling out the expense forms and they were not being properly reviewed/corrected for compliance. As a solution, tri-council accepted that McGill reorganize its financial services (or risk being cut off). To save money, the university decided to restructure and reduce personnel by creating a pod structure consisting of FST manager, senior account manager and the current administrators. Each department/faculty came up with different solutions that suited their needs. The process for expense reports is that either faculty or the department initiate the expense report (by them or administrative support). The FST manager reviews the expense reports (can also be done by an account administrator) for compliance only and approved by the senior financial manager. This then gets sent to financial services, the account administrator pre-screens it and the FST manager gets a report every six months by spot checking for adherence and if they weren't compliant or made errors resulting in some faculty not getting refunded. In other instances, some have to make their own purchasing using PO's, Marketplace and Pcards. Some of the issues is that the structure is not well understood by faculty/departments/deans, lack of communication, working in silos, rules change and difficult to keep track of. Lastly, there is this notion of a tri agency rule when it comes to per diems (yet there is no document) and the differences in per diems between McGill and tri council/federal government. McGill's per diems are much less. The current system has faculty reporting anomalies, providing solutions/making recommendations and is adding more administrative work when they should be focused on putting more time into research and teaching. McGill's Minerva system is also antiquated. It will be interesting to see how more efficient the new expense report system will be with the current system. P. Grutter has encouraged colleagues to come forward with details examples of the problems they are experiencing.

**9. VP Internal [J. Ristic]**

**i. Ombudsperson – Voting**

Previously discussed under item 3 - Business Arising.

**ii. NewMad:**

J. Ristic sent the document containing MAUT comments on NewMad to Chris Buddle. The working group is to contact us again once a formal plan is developed to seek 'formal' opinion from MAUT.

**iii. Electronic Expense Management tool - <https://chromeriver.com/>**

**Implementation:**

The university is implementing a new electronic expense management software tool called Chromeriver. The system is tied to a credit card that is assigned to that person – it automatically tracks the credit card purchase (if it is compliant) and creates a type of invoice that is generated into an expense report. The pros and cons are yet to be determined. MAUT is represented at the university steering committee along with IT, Chromeriver reps., and McGill FIS. The current academic committee has representation from Science (Peter Grutter), FAES (Petra Rohrbach) and Engineering (Andrew Kirk). However, reps from Environment, Management and Arts need to be representative as well. There is continued inequality in roles and responsibilities (some faculties have administration doing the expense reports while other faculties process their own). Seems the new system will much easier and unnecessary to hire people. Council discussed and felt that the importance of having representation on the committee from different faculty is essential. It was

suggested to put out a call for self-nomination on the committee either through Slack, the MAUT listserv or in the newsletter.

**10. VP External [V. Muniz-Fraticelli]**

**i. FQPPU – Bill 96**

V. Muniz-Fraticelli talked about the problem addressing Law 96 and the policies that will affect universities are unclear. McGill is a historically Anglophone institution, and those are contemplated in the law as requiring special terms (so, for instance, department chairs would not be required to communicate with professors in French, as they would in business firms). The regulations implementing Law 96 have not come out yet, no one knows what the scope of latitude will be. Concerns are, how McGill operates internally and what type of flexibility will be afforded to non-French speaking professors and the process of learning the language is yet to be determined. V. Muniz-Fraticelli was told that there is no reappointment if French is not learned – he is looking into this. It is up to the university to lobby together with the other research universities to the Quebec government. McGill unlike UdeM and Laval (where professors teach in French) should lobby for a longer period of time (professors should not have to put off their research to learn French). MAUT needs to keep pushing the university or else after three (3) years, professors will teach elsewhere.

**11. VP Communications [S. Jordan]**

**i. MAUT Newsletter articles**

S. Jordan asked everyone to submit their articles for the September newsletter by this Friday, Sept. 16, 2022 (no more than 100 words).

**12. VP Finance [K. Bevan]**

Nothing to report.

**13. Other Business**

**i. CAS Update [C. Riches]**

Nothing to report.

**14. Adjournment**

V. Muniz-Fraticelli moved to adjourn the meeting, seconded by M. Hendricks. Meeting adjourned at 2:52 pm.

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Respectfully submitted by: JA Watier, MAUT Recording Officer