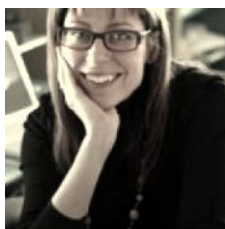




MAUT Newsletter | McGill Association of University Teachers | September 2022



From the President

Welcome back to the Fall term, everyone! We know that you are both excited to return to campus and that excitement is likely tempered with anxiety that, while we may want to be “done with covid.” A few points to consider as we return to 100 percent in-person activities:

- Masks: Yes, you can still wear masks if you choose. Given the rise in infectious variants, you may wish to. We also continue to track what’s being done re: HVAC and filtration.
- Things are not back to normal (if universities ever will return to pre-covid). As an example, there is no easy way for students to get doctors’ notes as was done pre-covid. If students report that they tested positive or were exposed to covid then you will likely need to take it as a given. Like me, you will want them to stay away from campus and take care of themselves!
- It is inevitable that students will miss class due to covid. You may wish to accommodate students who are absent. You may wish to record your lectures but you are still not required to do recordings. You may wish to account for impacts that absences will have on students’ ability to participate (if participation or attendance are mandatory) or on exams. There is no one-size-fits-all accommodation strategy. We trust that you’ll do the best you can.
- Take care of yourself. There are still people catching covid and also getting long covid. If you are exposed or have caught it or think you have it then stay home.

Within MAUT Council and Exec, we’re monitoring what’s beneficially changed as a result of what we’ve needed to do to adjust to covid. We’re also looking at issues that should be returned to pre-covid times. To that latter point, we include the extra burdens placed on us as a consequence of significant staff shortages across campus and the need to monitor the rise in the number of versions of final exams for Winter terms.

We care deeply about our students and want to encourage the best learning environment but we also need to be supported institutionally so we can carry out our teaching, research, supervision and service to the best of our ability. All of us to want to feel valued at McGill. Let’s work together to make that happen.

Renée Sieber, President MAUT



New Models of Academic Delivery (NEWMAD)

The University is well on its way in making the consultations regarding the ways in which it could expand and capitalize on knowledge gleaned from the pandemic. MAUT Council consulted with Dr Chris Buddle and his team in June 2022 and brought forward thoughts from our members regarding the proposed new avenues. MAUT expects to be consulted in a more formal fashion, once again, when the new model has been proposed in more detail. In the meantime, visit <https://www.mcgill.ca/newmad/> for information on this initiative and how to provide input.

Jelena Ristic, MAUT VP Internal



MAUT Advising is here for you

MAUT provides an advising service for members on issues ranging from the reappointment and tenure process, to disciplinary measures brought against members by administration. If you are experiencing problems that you think may adversely affect your career at McGill, MAUT has several experienced advisors who may be able to help you out. For more information on academic advising, contact MAUT's legal



New regulations on disciplinary and grievance procedures coming to Senate in September

The current regulations on disciplinary and grievance procedures for academic staff have not been updated for many years. Since these are the regulations that determine under what circumstances and in what way the university can discipline academic staff, and how we can grieve against decisions that seem unfair or arbitrary, they can play a very important role in our working lives. For the past six years the university administration and MAUT have been engaged in discussions on a new version and I am pleased to say that the new regulations will be coming to Senate for discussion in September. Amongst the most significant changes are i) the creation of a special process in the case where a member of academic staff is dismissed by the university; ii) the inclusion of Contract Academic Staff into the same disciplinary and grievance procedures as tenure track academic staff (currently they have no process within the regulations!); iii) express protection of Academic Freedom; iv) greater provision to settle disputes outside of formal hearings; v) clarification of arbitration processes with the possibility for an arbitrator to reinstate a dismissed employee. The new regulations also specify maximum delays for grievance committees to return decisions and allow academic staff to provide written responses to rebuttals by administrators prior to a hearing, as well as making the process much clearer. These revised regulations have been the result of a great deal of work by many

officer:

Joseph Varga (jvarga.maut@mcgill.ca)



Whistleblowing

As a founding member of the McGill Community Council (MCC), which brings all McGill employee groups together in one venue and in response to an email sent to the entire McGill community, MAUT has signed a letter addressed to the Principal calling for an appointment of an independent person to whom any whistleblowing events would be reported in order to promote confidentiality and process fairness.

Jelena Ristic, MAUT VP Internal



Mohawk Mothers and the Royal Victoria

A controversy has been simmering for several months now between Indigenous groups (lead by the 'Mohawk Mothers') and McGill administration/lawyers over the question that there may be unidentified graves of indigenous children buried on the former site of the Royal Victoria Hospital. The Mohawk Mothers' concerns focus on the fact that to date McGill

members of MAUT over the past years, and I would particularly like to thank our Professional and Legal Officer Joseph Varga for his many interventions on this project.

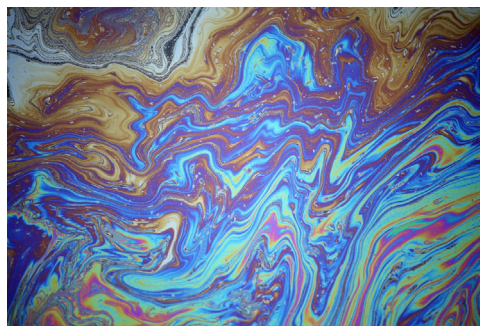
Andrew Kirk, Past-President

Feeling the administrative pinch?

To help with easing the administrative burden, MAUT is providing critical input to the University on the development of the new Electronic Expense Management Tool. The new cloud-based system is planned to facilitate making a wide variety of expense reports in a simplified manner. MAUT is represented at the University steering committee and chairs a separate academic committee comprised of faculty members from major faculties at the University. Do you have opinions on expense management? Would you like to get involved with the committee? Write to us at maut@mcgill.ca



Jelena Ristic, VP Internal



How to make your McGill pension fossil fuel free (a step by step guide on the Sunlife website)

has not secured an agreement with them (or other interested indigenous groups) on how to proceed with an investigation, nor its implications for McGill's planned acquisition of the site if graves are indeed discovered. For more on this, see:

<https://www.lapresse.ca/actualites/2022-05-07/ancien-hopital-royal-victoria/pas-de-travaux-avant-une-fouille-minutieuse.php>

Steven Jordan, VP Communications



Family care accommodations

Family care and work-life balance issues are central to the careers of a great many, if not all, of MAUT's members. At this time MAUT is considering making a concerted effort to formalize, at the University wide level, existing informal (or faculty specific formalized) teaching related family care accommodations present at McGill. To this end, we would like to hear from the membership with respect to their needs for family care accommodations, per teaching duties, and what are the currently informal (or formal) accommodations currently in place within their units and faculties. This information will aid tremendously in our efforts to develop a more equitable, diverse, and inclusive work environment for all the membership. We are also looking for a few committee volunteers across all faculties who can aid in this transition towards University wide formalization as prepare for engagement on such progressive reforms with the administration. Please send all non-confidential information/inquires to:

Steps for existing funds

Go to Home page --> "Investments" --> "my plan" --> "More about your McGill University Pension..." --> "Change investments" --> "Move my money" --> "Move your existing money" --> "Next" --> Indicate % to move (or all), then "Next" --> "Balanced", then scroll to bottom of list for "McGill Fossil Fuel Free Pool" (input % here), then "Next" --> "I agree" then "Next"

Steps for future funds

Go to Home page --> "Investments" --> "my plan" --> "More about your McGill University Pension..." --> "Change investments" --> "Change investment instructions" --> "Change future investment instructions" --> "Let me do it" --> "Other", then "McGill Fossil Fuel Free Pool" (input % here), then "Next" --> "I agree", "I understand...", then "Next"

If you have additional questions, please contact: karen.rasinger@mcgill.ca



PLEASE

WEIGH IN ON OUR NEW STAFF BENEFITS SCENARIOS

MAUT, as part of our role on the Staff Benefits Advisory Committee, has been asked to weigh in on four new proposals that affect our health, disability, and life insurance benefits for the coming year. Members of the SBAC committee voted to promote all four changes but would like our members' feedback before the final vote.

The proposals are the following:

A. health insurance premiums will increase by 5%, but that percentage includes three extended benefits - \$250 more for diagnostic tests, \$500 more for children's orthodontic care, and an increase in health plan pooling

Kirk Bevan, VP Finance
(kirk.bevan@mcgill.ca)



MAUT Welcome Gathering 2022

After a two-year absence, MAUT's first in-person social event took place on September 15th with a wonderful turn out at the McGill Faculty Club. The evening was filled with warm smiles as guests enjoyed reacquainting themselves with colleagues and making new connections. Live jazz piano played in the background while a culinary of offerings and cocktails were served. A special thank you to the MAUT Membership Committee for organizing the event and to the Faculty Club for their hospitality.

Jo-Anne Watier, MAUT Administrative and Membership Engagement Officer

Jessica Lange acclaimed as new member of MAUT Council

Following the recent departure of Council member Lucy Kiester for another university, there was a call for nominations for candidates willing to complete the one year remaining in the term. I am very pleased to say that Jessica Lange (Libraries) agreed to serve and since there were no other candidates she is acclaimed as Council member for 2022-2023. I would like to thank Jessica allowing her name to go forward; we are all looking forward to working with her. I would also like to thank Lucy for her many contributions to MAUT and wish her the very best for the future. As a reminder, MAUT Council is the decision-

for out-of-country care from \$75,000 to \$150,000.

B. extends orthodontic treatment for children under the age of 21 from \$2,500 to \$3,000.

C. Long Term Disability Insurance, based on Willis, Towers, Watson's (WTW is the financial firm that liaisons between McGill Human Resources and Manulife Insurance) analysis reconfigures our rates based on yearly consumption or services per staff member. This year they estimated that our increase will jump to 6.25% (LTD rates often fluctuate yearly).

D. Optional Life Insurance is the most complicated, and WTW suggested three separate scenarios. SBAC members tentatively agreed that scenario 3 is the best choice.

Here are the three scenarios:

Scenario 1: Increase all rates by 25% (guaranteed for two years.) Identical to what was implemented in 2020.

Scenario 2: Increase rates by 25% (guaranteed for two years) and adjust the rates per age bracket to better reflect the underlying risk by age category (N.B. may be both illegal and discriminatory).

Scenario 3: Consider moving to a fully insured model and eliminating the deficit under certain conditions. In this case, they would apply an overall increase of 30%. The rates would be guaranteed for three years.

Please don't hesitate to contact Sandra Hyde at sandra.hyde@mcgill.ca for feedback on these proposed changes.

Sandra Hyde, MAUT SBAC Representative

making body of MAUT and has an essential role in ensuring the long-term health of our association. We will be holding regular elections for Council and Executive positions this March, so please consider putting your name forward.

Andrew Kirk, Past President and Chair of
MAUT Nominating Committee

Have an event to promote on the MAUT e-Newsletter? Send all details, including date, time, location, event title, and contact information at least 10 days prior to the event to: membership.maut@mcgill.ca.

For the latest MAUT news, events, and information, be sure to visit our website and social media feeds on Facebook, Twitter, and YouTube.

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