



MAUT Joint-Council Meeting
Wednesday, May 17, 2023 at 12:00 pm
Hybrid Meeting

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes
 - [Council Meeting Minutes April 12, 2023](#)
3. Business Arising from the Minutes
4. [President's Report](#) [Incoming – P. Grutter]
5. CAS [C. Riches]
6. Past-President's Report [Incoming – R. Sieber & Outgoing, A. Kirk]
 - i. Referendum - CAS Constitutional Amendments in process (R. Sieber)
 - ii. Asbestos Ad Hoc Committees (R. Sieber)
 - Asbestos on Mac
 - Asbestos at Stewart
 - iii. Reflection on the AGM (R. Sieber)
 - iv. MURA Meeting (R. Sieber)
 - v. Report on meeting with Titone on MAUT's revisions to Human Participants policy (R. Sieber)
 - vi. [Proposal](#) – MAUT Career Mentoring Committee (A. Kirk)
7. President-Elect's Report [Incoming – N. Quitoriano]
8. VP Internal [J. Ristic]

Proposal presented by A. Kirk – agenda items 6.vi.
9. VP External [V. Muniz-Fraticelli]
10. VP Communications [S. Jordan]
11. VP Finance [K. Bevan]
 - i. MAUT's Fund Investments
12. Other Business
 - i. QST Payments on P-Card Purchases (M. Hendricks)
 - ii. Professor's Signatures (L. Munter)
13. Adjournment



MAUT Joint-Council Meeting
Wednesday, May 17, 2023 at 12:00 pm
Hybrid Meeting

Attendees:	<u>Incoming 2023-2024 Executive Officers</u> Peter Grutter, President Renée Sieber, Past-President Nate Quitariano, President-Elect Victor Muniz-Fraticelli, VP External Steve Jordan, VP Communications Kirk Bevan, VP Finance	<u>Incoming Council Members</u> Richard Gold Caroline Riches Michael Hendricks Benjamin Forest Yves Winter Sandra Hyde Ipek Tureli Lisa Munter Mary Hague-Yearl, MAUT-LS Bruce Shore, MAUT-RAC
	<u>Outgoing 2022-2023 Executive Officers</u> Andrew Kirk, Past-President	<u>Outgoing Council Members</u> Thavy Long Melanie Dirks Robin Desmeules, MAUT-LS

MAUT Office: Jo-Anne Watier, AO and Joseph Varga, PLO

Regrets: Executive: Jelena Ristic, VP Internal Council: Maureen McKeague, Ada Sinacore, Jill Boruff, Catherine Lu

Approved Minutes of the Meeting

P. Grutter called the meeting to order at 12:05 pm and had everyone introduce themselves.

1. Approval of Agenda

Council unanimously approved the agenda.

2. Approval of Joint-Council Minutes of May 17, 2023

Moved by B. Shore, seconded by T. Long. The minutes were unanimously approved.

3. Business Arising from the Minutes

No business arising.

4. President's Report [Incoming – P. Grutter]

i. Result of AF policy at Senate: passed 2023-05-10

A sticking issue was 'loyalty to employer provision'. This provision, which can only be used in court by the employer (and not e.g. by the Government) would have had a chilling effect on AF if it were part of the McGill AF policy. MAUT was prepared to vote it down in Senate. As a result, collaboration between policy experts on MAUT Council and Angela Campbell, this provision was explicitly removed from the AF policy. Discussions about other aspects of the policy at the pre-Senate meeting led to the new policy being passed in Senate without a problem. This is an excellent example of collegial governance.

ii. **Upcoming CASC Meeting agenda items to discuss on May 19th**

- Merit and anomaly process and asked for feedback. Deans and chairs need to be informed of anomalies. Council discussed and noted it varies from faculty to faculty. Issues that affected merit were things such as medical leave, parental leave, family care, etc. Prorated – reduced merit and changes to the merit category.
Action Item: Brief statement from Yves Winter and Sandra Hyde
- Professional Development Fund
- Salary Gender Gap
- Data for Libraries
- Compensation Strategy for Academic Staff
- Documents shared during CASC discussions

5. **CAS [C. Riches]**

i. **CAS Constitutional Amendments**

C. Riches explained to Council that the motion for the CAS Constitutional Amendment did not meet quorum at the AGM and an e-vote referendum will be launched after today's meeting. An invitation letter to vote through the Omnivox will be sent to all full members in hopes that the electronic voting format will bring in 100 or more votes to pass the motion. The purpose of the amendment is to have one member of CAS or MAUT member officially sit on Council and later create a sub-committee specifically for CAS.

6. **Past-President's Report [Incoming – R. Sieber & Outgoing, A. Kirk]**

i. **Referendum - CAS Constitutional Amendments in process (R. Sieber)**

R. Sieber successfully set up the Omnivox for the referendum e-voting

Action Item: Report Referendum Results at the June Council Meeting

ii. **Asbestos Ad Hoc Committees (R. Sieber)**

R. Sieber presented the following motion: R. Sieber recommended creating two MAUT ad hoc committees on the impacts of asbestos on our members, on MacDonald campus and on the downtown campus (specifically, Stewart Biology). Ad hoc committees allow us to ensure there are people organized and invested in an issue, to formalize the relation between the committee and MAUT and set expectations. Separate committee's means that we will have people who are invested in and knowledgeable about the specifics of buildings and campuses.

- Asbestos on Mac
Jacqueline C. Bede, Paul Thomassin, Mark Lefsrud, Robin Elizabeth Desmeules
- Asbestos at Stewart
Jelena Ristic, Michael Hendricks

The reporting time would be every quarter and the first meeting should be held before August 2023.

B. Shore moved the motion, seconded by V. Muniz-Fraticelli. R. Sieber mentioned that J. Ristic requested that the report time be reduced to twice/year and asked for a friendly amendment.

B. Shore and V. Muniz-Fraticelli accepted. Council discussed the number of members on the Stewart ad hoc committee and felt it would be beneficial to add two more members. A friendly amendment to the motion was accepted by B. Forest, seconded by V. Muniz-Fraticelli. Council voted and the motion passed unanimously.

iii. **Reflection on the AGM (R. Sieber)**

R. Sieber reported that the AGM, held virtually, was well attended but did not reach quorum. The discussion topic was on merit. Council discussed ways to increase attendance. One was to perhaps let the university know that MAUT holds its AGM on a specified date every year and to suggest they do not schedule academic events on the same day.

Action item: Send email to everyone reminding them to attend the AGM well in advance (at least two months or every month leading to the event).

iv. MURA Meeting (R. Sieber)

A meeting between MAUT and MURA (McGill University Retiree Association – open to all retired academics and employees) took place on April 17th. MURA brought up the topic about how the university short falls upcoming retired people. They often feel ill prepared leading up to retirement which includes RRSP's, McGill health care plan (premium inequities), drug plan, prolonged retirement age, etc. The Membership Committee has an onboarding document in the making for new academics and retirement could be added.

Action item: Provide more comprehensive information on retirement, put together a sub-committee to identify issues. N. Quitoriano and B. Shore will get together to discuss how to proceed and formalize key points for September and then perhaps form a sub-committee at a later date.

v. Report on meeting with Titone on MAUT's revisions to Human Participants policy (R. Sieber)

MAUT provided feedback on the proposed Policy on the Ethical Conduct of Research Involving Human Participants through the University's governance approval process. R. Sieber reported that there was much back and forth on the policy as it was very confusing and requested that they provide a one-column table with the proposed revisions. R. Sieber is waiting for the cleansed version of the policy.

vi. Proposal – MAUT Career Mentoring Committee (A. Kirk)

On behalf of J. Ristic, A. Kirk presented a proposal to form a new MAUT Career Mentoring Committee for McGill professors in parallel to the Tenure and Mentoring Committee. This committee would guide professors for promotion to full professor by providing mentoring, developing their portfolios through a network of mentors. A. Kirk suggested that Council vote on an ad hoc committee until the next meeting in September. This will allow for recommendations and clarity before formalizing the committee. S. Jordan volunteered to assist J. Ristic in preparing a revised proposal and to sit on the committee.

Action item: J. Ristic to present revised proposal at the September Council meeting.

7. President-Elect's Report [Incoming – N. Quitoriano]

i. McGill Policy Framework

N. Quitoriano mentioned that some of the policies presented at Senate appear to be perspective and questioned how policies should be at McGill. What does policy writing look like? He was directed by the Secretary General to a [McGill Policy Framework](#) which is a policy/guide on how policies should be put together/processed/approved. It was noted that the policy is light and has expired (up for review). It also hasn't any formal requirement that there are stakeholders involved. Some policies are of benefit to the administration but can have a negative impact on academics. N. Quitoriano is meeting with the Secretary General on June 14th and would like MAUT to be involved. He extended an invitation to Council members to take part in this matter.

8. VP Internal [J. Ristic]

Proposal presented by A. Kirk in previous agenda items 6.vi.

9. VP External [V. Muniz-Fraticelli]

i. Spring 2023 FQPPU Federal Council and CAUT Council reports

- Madeleine Pastinelli, chief negotiator of the U Laval faculty union during strike, was elected President of FQPPU.
- FQPPU approved resolution to extend the time to adopt AF policy to October 2023.
- CAUT lobbied to the federal government to exclude universities from the CCAA (Companies' Creditors Arrangement Act). Laurentian University was the first public university to file for bankruptcy under this act and should not have.
- CAUT is also lobbying to expand the fair dealings section of the copyright act. Americans are pushing hard to have restrictions while in Canada we want fair dealings and share text with the public.
- CAUT accepted AMPL as full member of CAUT.

- Facts and figure updates from CAUT forthcoming. Salary gains at Ontario Universities are all at 1%. This was mandated by the government, but the bill was declared unconstitutional in February of this year. This could lead to significant re-negotiations of salaries in Ontario.

10. VP Communications [S. Jordan]

i. **Hassan Diab Extradition to France**

S. Jordan asked Council if they would be willing to support a letter drafted by MAUT to be sent to the Prime Minister protesting the extradition of Hassan Diab, Professor - University of Ottawa. Accused of being involved in a deadly bombing of a Synagogue in Paris, spent 2 years in French jail and sent back to Canada. Another hearing in Paris found him guilty, he may be expedited to France and face life in prison. CAUT, Amnesty International, etc. and other groups are also supporting H. Diab. Council felt they were not informed enough about the case and asked that a draft letter be drawn and circulated before the next Council meeting for further discussion. For more context - [CAUT](#)
Action item: S. Jordan will draft a letter before June 14, 2023.

11. VP Finance [K. Bevan]

i. **MAUT's Fund Investments**

Still working on the Scotiabank accounts in setting up the transfers.

12. Other Business

i. **[QST Payments on PCard Purchases](#) (M. Hendricks)**

M. Hendricks explained some of the issues with P-Card use as follows:

- QST is automatically applied to Pcard purchases on purchases made outside Quebec.
- Financial services is not self-assessing whether QST has been applied, as required by QC law, even though we are providing the necessary information (invoices) for every transaction.
- They ignore this information and instead apply a blanket policy that assumes that no non-Quebec vendors are compliant with Quebec law regarding QST assessment. The large majority of Canadian vendors are compliant.
- Therefore, QST is being applied twice to a large percentage of PCard purchases.
- Duplicated QST charge are being calculated on post-tax amounts (so taxing the GST and QST).
- Grants are being systematically overcharged, likely violating Tri-Council rules.
- PCard admin is misreporting transactions (and thus inflating rebate amounts) to Revenu Quebec.
- Expectation is that card holders act as auditors and spend hours looking for incorrect transactions on Minerva in order to provide information that Pcard Admin already has.

Action item: P. Grutter will bring this up at the next meeting with the Provost.

ii. **Professor's Signatures (L. Munter)**

L. Munter presented a case where a research assistant was hired by a colleague and had to sign a contract through HR services. They were then let go - the professor properly followed the instructions provided by HR but the research assistant was dissatisfied and sued. The professor is now being held legally responsible for having followed HR protocol. Who is actually accountable? The university has several policies that they want academics to sign and to take on the responsibility (i.e., financial compliance forms with 15 different policies). How can we protect ourselves?

Action Item: P. Grutter will bring this up at the next meeting with the Provost.

13. Adjournment

Meeting adjourned at 2:04 pm.

Respectfully submitted and recorded by: JA Watier