



MAUT Council Meeting
Wednesday, September 13, 2023 at 12:00 pm
In-person meeting with hybrid option

Approved Agenda

1. **Approval of Agenda**
2. **Approval of Council Minutes**
 - o [2023-06-14](#)
3. **Business Arising from the Minutes (Action Items)**
 - o CASC Brief Statement on Merit Reduction Inconsistencies (Y. Winter)
 - o Pcard & QST (M. Hendricks Absent)
 - o Approval of [2023-2024 Standing Committees and Joint University Committees](#) (P. Grutter)
 - o Invite C. Manfredi to present at Council in October (P. Grutter)
 - o Poll to implement social events (P. Grutter)
 - o Special lunch with new Principal in September (P. Grutter)
 - o List of CAS members for C. Riches and R. Sieber (JA Watier)
 - o Asbestos Steward Committee – chair and additional members (J. Ristic)
 - o Town hall on unionization next spring (R. Sieber)
 - o H. Diab letter (S. Jordan)
 - o Council feedback per diems (B. Forest)
 - o Invite new head of Legal Services, JF Legault to Council meeting in fall (V. Muniz-Fraticelli)
4. **SBAC (S. Hyde)**
 - i. COVID policies for faculty and students
 - ii. Presentation and discussion about Health and Dental plan (S. Hyde)
5. **VP Finance [K. Bevan]**
 - i. Motion - Proposed MAUT Budget 2023-2024
6. **[President's Report](#) [P. Grutter]**
7. **CAS [C. Riches]**
8. **Library Section [M. Hague-Yearl]**

N. Quitoriano will report on behalf of the LS: There are a lot of pressure points in the library, with the reopening of Schulich and preparations for the larger library building project. Today, though, I wanted to report that on 24 August, Trenholme Dean of Libraries Guylaine Beaudry sent a note to all library staff announcing an evaluation of the work environment in one division of the library. As Dean Beaudry wrote, this section has experienced "higher-than-normal voluntary turnover." External consultants from Humance have started their work and the dean has promised to keep staff informed as to the progress of this initiative.
9. **Retiree Affairs Committee [B. Shore]**
 - i. [Motion - MAUT-MURA MOA 2023](#)

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

11. President-Elect's Report [N. Quitoriano]

12. VP Internal [J. Ristic]

- i. Stewart Asbestos committee
- ii. Expense management
- iii. Career mentoring

13. VP External [V. Muniz-Fraticelli]

14. VP Communications [S. Jordan]

- i. September MAUT Newsletter

15. Other Business

- i. Formalizing Advising Process (J. Varga)

16. Adjournment



MAUT Council Meeting
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In-person meeting with hybrid option

Attendees:	<u>Executive Officers</u> Nate Quitoriano, President-Elect Jelena Ristic, VP Internal Victor Muniz-Fraticelli, VP External Steve Jordan, VP Communications Kirk Bevan, VP Finance	<u>Council Members</u> Ben Forest Sandra Hyde Ipek Tureli Lisa Munter Richard Gold Catherine Lu Caroline Riches Michael Hendricks Bruce Shore, MAUT-RAC
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MAUT Office: Jo-Anne Watier, AO and Joseph Varga, PLO

Regrets: Executive: Peter Grutter, President, Renée Sieber, Past-President
Council: Jill Boruff, Yves Winter, Mary Hague-Yearl, MAUT-LS

Approved Minutes

N. Quitoriano called the meeting to order at 12:07 pm.

1. Approval of Agenda

N. Quitoriano made a friendly amendment to the agenda to change the order of the agenda items. Moved by B. Forest, seconded by C. Lu. Revised agenda was approved unanimously.

2. Approval of Council Minutes [2023-06-14](#)

Moved by B. Forest, seconded by S. Jordan. Council approved unanimously.

3. Business Arising from the Minutes (Action Items)

- **CASC Brief Statement on Merit Reduction Inconsistencies (Y. Winter)**
S. Hyde said that they are still following up.
- **Pcard & QST (M. Hendricks Absent)**
At the beginning of summer they were told they would have an update this fall - to follow up.
- **Approval of [2023-2024 Standing Committees and Joint University Committees](#) (P. Grutter)**
N. Quitoriano presented the motion, B. Forest moved, seconded by M. Hendricks. Executive accepted the composition of each committee. B. Shore added that the RAC membership will change after the by-elections in October, the Executive acknowledged and accepted. **The motion was passed.**
- **Invite C. Manfredi to present at Council in October (P. Grutter)**
Asbestos and Budget are the top topics to discuss. Waiting for confirmation.
- **Poll to implement social events (P. Grutter)**
B. Forest is currently working on drafting a survey on social events.

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- **Special lunch with new Principal in September (P. Grutter)**
Scheduled for September 21 at noon. Agenda includes:
 1. We want to hear from the new Principal what his plans and what his concerns for the future are,
 2. We would like to get to know him personally to establish strong links with MAUT. He did state at the new faculty orientation meeting that Faculty engagement is important.
- **List of CAS members for C. Riches and R. Sieber (JA Watier)**
Sent in the past, will send a new list closer to when they need it for the call for nominations/elections for a seat on Council. JA Watier will reach out to HR for the list of MAUT CAS members.
- **Asbestos Stewart Committee – chair and additional members (J. Ristic)**
The committee assembled an extensive report for the three P's and requested a meeting with the administration. C. Manfredi said a meeting will be held for MAC the first week of September (not Stewart – probably some confusion with the location). Will ask Peter to clarify with C. Manfredi which location the meeting is about.
- **Town hall on unionization next spring (R. Sieber)**
Nothing to report at this time.
- **H. Diab letter (S. Jordan)**
Executive had pre discussed via email prior to the Council meeting. S. Jordan mentioned a number of issues that were raised by Peter and after discussing, he is willing to sign it. Some members of Council felt the letter should be from MAUT Council. S. Jordan moved, seconded by S. Hyde. Members voiced their thoughts and suggested only those who want to sign, sign. But did not feel comfortable that individuals sign if they were not at ease. As elected members of Council, representation should be from the association. B. Forest added that he would like to make an amendment to add that the letter comes from Executive and Council members with their name and signature. S. Jordan moved, seconded by V. Muniz-Fraticelli. Council shared their thoughts and most were opposed to the amendment and agreed that it is appropriate to send it from the President. B. Forest proposed a modification to his amendment, seconded by C. Lu. Only those who wish to sign would be added to the letter. Council discussed further to clarify the sense it conveys towards those who do not wish to be implicated (making it obvious who did not sign). Council voted: 1 in favor, 11 opposed, 0 abstentions. Amendment did not pass. Motion in favor of the letter being signed by P. Grutter: 7 in favor, 3 opposed, 2 abstentions. **Motion passed to keep the letter as is.**
- **Council feedback per diems (B. Forest)**
B. Forest briefly reported that McGill's proposed expense report system (Chrome River) fell through. It will now be through Workday. The issues: 1. Rate should be higher, 2. Two options: flat rate or per diems varies by location/country. McGill will likely to benchmark with other Quebec universities. What is the distinction between faculty and academic expenses? Not revenue neutral.
- **Invite new head of Legal Services, JF Legault to Council meeting in fall (V. Muniz-Fraticelli)**
V. Muniz-Fraticelli hasn't met with JF Legault nor has he invited him to a Council meeting and felt that it is not necessary to invite him but perhaps keep an eye on him (not to become another L. Thibault). B. Shore added that having access to information is important and relates closely to membership (RAC currently does not have access to all academics who are retiring from the university and is blocked from FIS – this would help with recruitment efforts). Please send your emails to Victor with why we should invite JF Legault to Council.

4. SBAC (S. Hyde)

i. COVID policies for faculty and students

Research has shown that extensive cardiac rate between 29 – 44 years of age has gone up 36% from the previous year and to be mindful that Covid still exists. At this time McGill is not providing M95 masks or access to tests. These should be made available to students on campus. MAUT needs to push this.

ii. Presentation and discussion about [Health and Dental plan \(S. Hyde\)](#)

Staff Benefits liaison WTW (Willis Towers Watson) works between McGill HR and Manulife in managing data of staff benefits. It's been two years that SBAC has been waiting for specific report (aside from the usual quarterly reports). S. Hyde presented the report (no one is to share or copy). In the report, ASO (Administrative Service Only) - the employer is responsible for funding the claim cost. The health reconciliation model showed a deficit while the dental reconciliation showed a surplus. Each plan has a reserve. As of January 2023, dental costs went up 9.8% in Quebec. This may be reflected in what Manulife adds in costs of services. The combined results were:

- Account balance as of Dec. 31, 2022 – \$11.8M (48% of expected deposits before reserves)
- Plan reserves: 14% of expected deposits
- Funding Position as of Dec. 31, 2022 – 34% of expected deposits
- 2022 deposits were lower than expected due to a premium reduction strategy (an approx. worth of \$2.2M)

Rates went down during Covid. There is the issue of cost for specialty drugs versus generic drugs and how some of these are not used for its intended purpose. L. Munter reported on the mental health portion. Genetic testing can determine which drugs work best (through a saliva test). As a cost saving measure, they are encouraging claims be made online (perhaps add this to the MAUT newsletter). Update for emergency support for travel is now called GEM (Global Excel Management) and family assistance is now TELUS.

5. VP Finance [K. Bevan]

i. Motion - [Proposed MAUT Budget 2023-2024](#)

K. Bevan moved to present the proposed budget to Council, seconded by J. Ristic. Kirk explained how the revenue was determined and discussed the different expenditures (variable and fixed costs). Some projected membership events were dropped while new meeting events were added. Council discussed how revenue will be affected by the auto-enrollment, inflation, survey platform and reserve funds. All agreed that the budget seemed well balanced. All voted in favor. **The motion was unanimously passed.**

N. Quitoriano asked to have the RAC agenda item pushed to item 6. Moved by B. Forest, Seconded by B. Shore. Council agreed)

6. Retiree Affairs Committee [B. Shore]

i. [Motion - MAUT-MURA MOA 2023](#)

The MOA contains a line that says any newly *MAUT retired member must have previously been an MAUT member for at least one year* – is to be removed from the MOA (amended before January 2024). This will reduce manual cross referencing and will automate members joining RAC first and then made an automatic member of MURA (one application for two memberships for all retired academics). B. Shore moved, B. Forest seconded. Council discussed the current process and how the new changes will simplify the application form and save time. Council voted, all were in favor. **The motion passed.** J. Varga to update the MOA as per the motion.

7. [President's Report](#) [P. Grutter]

Council read Peter's report in advance of the meeting.

8. CAS [C. Riches]

9. Library Section [M. Hague-Yearl]

N. Quitariano reported on behalf of the LS: There are a lot of pressure points in the library, with the reopening of Schulich and preparations for the larger library building project. Today, though, I wanted to report that on 24 August, Trenholme Dean of Libraries Guylaine Beaudry sent a note to all library staff announcing an evaluation of the work environment in one division of the library. As Dean Beaudry wrote, this section has experienced "higher-than-normal voluntary turnover." External consultants from Humance have started their work and the dean has promised to keep staff informed as to the progress of this initiative.

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

Nothing to report.

11. President-Elect's Report [N. Quitariano]

i. Advisors

N. Quitariano talked about the need for more advisors. MAUT members can become advisors assisting members in navigating and helping with grievances (with experience and level headedness). A Council member mentioned the need for more training for MAUT advisors and asked about creating an internal mechanism to prevent poor advising. B. Forest may know of some volunteers.

ii. Policies

N. Quitariano followed up on the policy on policies. Pietro Mastromatteo is working on a draft that will incorporate more stake holder involvement. Both he and MAUT would like to push this forward. Nate will meet with him on other things he may like to change. Nate would like to push for improvement on feedback – annual evaluation perhaps. It was suggested to organize a brainstorming session - how do we make the distinction on certain policies or guidelines (specify what categories and regulations, what is the hierarchy).

iii. Retirement Financial Planning

N. Quitariano mentioned that policies expire every five years and need to be renewed. Desired feedback would be from chairs, deans, units such as HR, public management, EHS, etc. (ensuring feedback is received and processed in improving policies and guidelines). Council discussed different examples (research funds, expenses, etc.). Increase feedback from chairs, deans, service units (HR, EHS, TLS, etc.) and on policies and procedures.

12. VP Internal [J. Ristic]

i. Stewart Asbestos committee

Nothing to report.

ii. Expense management

The university had decided to purchase Chrome River without consultation from MAUT. MAUT sat on a steering committee to modify the software. Feedback was sent to Chrome River but they were unable to process certain types of university expense reports and so the university decided to drop the project. Minerva is no longer sustainable, McGill purchased an extension in Workday that can process expense reports. Everyone is already familiar and Workday will stay. MAUT needs to

advocate more about how the university processes expense reports in a timely manner so that people are not carrying a credit card balance and to reduce time spent on filling out reports.

- iii. **Career mentoring**
Nothing to report.

13. VP External [V. Muniz-Fraticelli]

In 2019, the Ontario government passed a law, Bill 134, that caps total compensation for public sector employees at 1%. That affected university professors as well. In February 2022, the Ontario Superior Court declared that the law was unconstitutional because it infringed on the constitutionally protected right of public sector unions to bargain collectively. As soon as that happened, the University of Toronto Faculty Association filed for arbitration (UFTA is not a union, but it does have a memorandum of agreement with the University - in some respects, it functions as a union). The arbitration decision came down last week. The University of Toronto through this arbitration, the university I think, was proposing 1.75%, across the board increase on top of the 3%, over the three years covered by the law, the arbitrator awarded UFT 7% for a total of 10% cumulative total. In addition to that, there is an element of merit increase called the PTR (paid - progress through ranks). Seems it wasn't affected by the arbitration decision, because the arbitrator didn't think they had jurisdiction to deal with that. And basically, Toronto's acting in extremely bad faith by simply withholding PTR from everybody for a while, but basically, this is an enormous win. It also includes the recognition of the level of hours of technical and pedagogical support as part of workload. What's really important, it requires every unit to prepare an annual workload document on an annual basis. The limitations that are not awarded have to do with the fact that UTFA is not a union. So the arbitrator couldn't do everything that they basically said, there's a lot of other things that I should have awarded, because they are the usual things that are done, but I can't do it in the context of this. Have they been a unit and I know there's been some movement to turn them into a union, they would have probably gotten those things as well. In terms of salary, it's a huge gain, especially because McGill tries to pay our salaries to Quebec salaries. When it comes to professors, we have found out in the course of some negotiations that it doesn't see it in the same way when it comes to higher administrators. So the dean of law for example, is actually on par with Queen's Law and UBC law and very close to Toronto law. While earning three times as much as professors in the in the same faculty, so the fact that Ontario is no longer artificially capped at 1% may give us some room to demand higher salary increases to keep with our peer institutions nationwide and not just in problems.

14. VP Communications [S. Jordan]

- i. **September MAUT Newsletter**
Submit your article by September 22 to S. Jordan.

15. Other Business

- i. **Formalizing Advising Process (J. Varga)**
Nothing to report at this time.

16. Adjournment

B. Forest moved to adjourn the meeting, seconded by N. Quitariano. Meeting ended at 2:30 pm.