



MAUT Council Meeting
Wednesday, February 21, 2024 at **12:00 pm**
In-person meeting with hybrid option

Approved Agenda

1. Approval of Agenda
2. Approval of Council Minutes of [2024-01-24](#)
3. Business Arising from the Minutes (Action Items)
 - Pcard & QST (M. Hendricks)
 - AGM Town Hall – Developments (R. Sieber)
 - TLS technical support for faculty (P. Grutter)
 - Striking a committee to keep up-to-date on tuition hike impact (J. Ristic)
 - Faculty of Science Expense Reports - update from newsletter article (P. Grutter)
 - Formalizing ad hoc committee on asbestos – Report Mac Campus, J. Bede (P. Grutter)
 - [Letter](#) - Urgent concerns about the infrastructure on Mac Campus (R. Sieber)
 - MAUT statement on “Indigenous Membership/Citizenship Policy and Procedures” Participation for a working group (P. Grutter)
 - Merit session feedback (P. Grutter)
4. President’s Report [P. Grutter]
5. Past-President’s Report [R. Sieber]
6. President-Elect’s Report [N. Quitoriano]
7. VP Internal [J. Ristic]
 - i. Working Group Name: MAUT representation on end-of-course evaluation policy revision
 - ii. Monitoring of workload changes as a result of tuition hikes and hiring freeze
8. VP External [V. Muniz-Fraticelli]
9. VP Finance [K. Bevan]
10. VP Communications [S. Jordan]
11. CAS [C. Riches]
 - i. [Submission of CAS Committee Members](#)
12. Library Section [M. Hague-Yearl]
13. Retiree Affairs Committee [F. Ferrie]

14. Other Business

- i. Proposal - Conduct a survey of MAUT-eligible employees on merit (B. Forest)

15. Adjournment



MAUT Council Meeting
Wednesday, February 21, 2024 at **12:00 pm**
In-person meeting with hybrid option

Attendees:	<u>Executive Officers</u> Renee Sieber, Past-President (meeting chair) Nate Quitoriano, President-Elect Jelena Ristic, VP Internal Victor Muniz-Fraticelli, VP External Steve Jordan, VP Communications (virtual) Kirk Bevan, VP Finance	<u>Council Members</u> Yves Winter Ipek Tureli (virtual) Catherine Lu Michael Hendricks Richard Gold (virtual) Ben Forest Caroline Riches, CAS Mary Hague-Yearl, MAUT-LS (virtual) Frank Ferrie, MAUT-RAC (virtual)
MAUT Office:	Jo-Anne Watier, AO Joseph Varga, PLO	
Regrets:	Peter Grutter, President Council: Lisa Munter, Sandra Hyde, Jill Boruff	

Approved Minutes

R. Sieber called the meeting to order at 12:07 pm.

1. Approval of Agenda

Before approving the agenda, R. Sieber asked for approval to move V. Muniz-Fraticelli's report item after the approval of the minutes. Council agreed. B. Forest moved to approve the agenda, seconded by N. Quitoriano. Council approved.

2. Approval of Council Minutes of [2024-01-24](#)

J. Ristic moved to approve the minutes, seconded by Y. Winter. Council approved.

3. VP External [V. Muniz-Fraticelli]

Victor will be attending the FQPPU meeting and asked Council to bring forward any questions they may have for him. He has obtained as much information as possible on the [collective agreement](#) at the Universite de Montreal (UdeM).

- UdeM salary negotiations – main concern was getting a salary increase as they were not keeping up with inflation. When you add up all the salary increases, it came to 13.28% this year (most of it received in June 8.1% in a lump sum). Last collective agreement expired in 2022 (2% for 2022 6% for 2023, 5.28% 2024) plus the indexation. When you add everything up, there's several other increases up to 2027, when the agreement expires. Cumulatively, it's around 25% of an increase over a five or six year period.
- Salary bracket was 30 – 31% (was increased) (rejigging where you jump to the next bracket).
- It was reaffirmed that the defined benefit pension plan is indexed to the consumer price index, so after you retire you continue receiving more money every year with inflation (a guaranteed amount rather than a market risk amount).
- Professional development fund does not look like anything that would under any tax authority value would be taxable. They were able to pay for their home internet fees during the pandemic

(McGill did not allow it). They receive \$3,000/year (cumulative up to three years – a potential max. of \$9,000)

- If you compare UdeM with McGill – [see break down](#) (the way salary is calculated: salary bracket, advance through ranks, collective agreement, etc., UdeM has higher salaries.

Renee suggested that Victor speak with J. Varga and CAUT to obtain more comparative data. A Council member also suggested that we have an ongoing report maintaining this information for future salary negotiations. It was also pointed out that StatsCan receives numbers from McGill that are sometimes manipulated. When approached, the university declined to discuss CAUT numbers but instead will only discuss StatsCan numbers (there is a discrepancy between the two). However to the contrary, StatsCan numbers and CAUT numbers balance with UdeM.

The AMPL strike of February 13 was reported a success (read more in the [Tribune](#)). But the university has not moved on negotiations for a collective agreement. The conciliator said that McGill will only give two strike days (one in March and April). IT services was cut for 8 hours (without warning) and then had issues restoring it. The Provost did apologize for the inconvenience.

Someone asked about salary during a strike and those from AMPL who were on the picket line. Victor explained that CAUT has a strike fund and they were paid for their one day strike.

4. Business Arising from the Minutes (Action Items)

- **Pcard & QST (M. Hendricks)**

Nothing has been updated in the last eight months. Renee will add this to the agenda for the next meeting with the 3 P's and the Provost

- **AGM Town Hall – Developments (R. Sieber)**

Renee shared that the AGM's topic of discussion will be on how faculty are best represented at McGill. Because of the existing two unions, unionization will be discussed. They will present three models of representation:

1. One union - MAUT
2. Separate unions (which would include MAUT as a union among other unions)
3. Federation of unions

Council briefly discussed card signing & union drives, legalities, possibility of a poll, conflict of employer driven association - current Constitution allows the administration to be part of MAUT (because we are collegial association).

Renee invited Council members to join the AGM committee if they are interested. She and Victor are working on the agenda (set a deadline) and presenters (past presidents / association presidents). Some discussion on 'interference' from existing union members who belong to two units came up and what is the rule between the two. How will the AGM affect the current situation with other unions. *What is MAUT NOT allowed to do* is the question.

V. Muniz-Fraticelli and Frank Ferrie left the meeting.

- **TLS technical support for faculty (P. Grutter)**

Nate said they are meeting with Adam Finkelstein, TLS Associate Director (hardware issues and lack of response from IT for support - they need an IT runner to help when there are on-site issues)

- **Striking a committee to keep up-to-date on tuition hike impact (J. Ristic)**

Jelena mentioned that it was brought up at the Provost meeting. Ipek and Yves volunteered to be on the committee. They will start to collect examples of what they hear (example: tuition hike, hiring freeze, francization (reaching 80%), etc.). What is the impact and the budget? Send your

feedback to the committee. Yves asked Renee and Nate to pose the following question to the Provost at their next meeting: Yves was told in a recent meeting with chairs/directors, the Provost said that admin staff are going to be replaced on a one for two ratio. Is that correct? Is so, can the Provost confirm this and what is the plan on how/who's going to do the work that these people aren't going to do?

Jelena reiterated that people bring issues to her and they will bring these to the attention of the Provost.

- **Expense Reports - update from newsletter article (P. Grutter) Absent**
- **Formalizing ad hoc committee on asbestos – Report Mac Campus, J. Bede (P. Grutter)**

Michael wanted to add that there may have been a change in the policy on how asbestos incidents are communicated. There is a standard tiered system. Most asbestos incidents are not reported at all and don't show up on EHS website. They decided that incidents above a certain severity are only told to people who use the perfected rooms or the next level to use perfected buildings. Recent incidents at the Arts Building and Dawson - there's no campus communication about them at all. Jelena added that they no longer conduct different test levels. It is one test for asbestos.
- **MAUT statement on “Indigenous Membership/Citizenship Policy and Procedures” Participation for a working group (P. Grutter)**

One Council member raised two points of concern:

1. Massive improvement over the previous policy but there are a couple of issues: the statement of principle that precedes the policy, goes far beyond the scope of the policy itself, and should be removed. It contains vague and controversial points that have no place in this policy.
2. The major flaw of the policy is that it vacillates between a broad and global conception of “Indigenous” and a narrow definition (Indigenous under the Jay Treaty). This vacillation has the effect of creating two classes of Indigenous people.

Ben suggested we have a similar process with a smaller group to summarize the comments.

Council discussed the draft policy and how it can be interpreted differently by different people. It is not clear. Another Council member agreed with the comments about flaws in the current draft. He continued saying that there are profound contradictions between section 4.33 and sections 4.1 4.11 and 4.31 putting a host of limitations on academic freedom. Section 4.3, of the policy does not preclude any member of the university's academic community to engage with topics about indigenous issues, regardless of their identity, when in fact, that is precisely what the preceding sections do. Another Council member pointed out that in the Provost's Taskforce report of 2017CTA #44 calls upon the University to set a target of at least 35 Indigenous tenure-track or tenured professors for appointment by 2032 (approximately 2% representation within 15 years). The CTA lists areas of expertise for the hires of Indigenous persons ‘who have lived experience and expertise in Indigenous knowledges, epistemologies, methodologies, histories, traditions, languages, or systems of laws and governance.’ The Task Force report explicitly does NOT restrict hirings to First Nations, Metis and Inuit peoples, and American Indian and Alaskan Native persons: ‘Furthermore, as an institution with a remarkable international reputation, McGill has potential to recruit colleagues who self-identify as Indigenous from abroad (e.g., Oceania, South America, Africa, Asia), yet in so doing must be mindful to avoid the risk of segmenting or isolating individual Indigenous colleagues from diverse community and cultural contexts.’ (p. 41) In other words, the Task Force report is more inclusive than the proposed policy and does not assert any specific hierarchy among Indigenous peoples to be used as criteria for employment or other opportunities. The other issue is with 3.2 Statement of Purpose (preserve opportunities anchored to truth and reconciliation), which is much too general. There is a concern that the policy's intention to give the Office of Indigenous Initiatives the task of implementing all the CTAs of the Task Force report will

mean, in effect, giving it control over academic programs and recruitment, which should be the responsibility of Faculties. Another Council member agreed that there is a contradiction. Before Ben put forward his motion, Council discussed the members on the committee and whether or not the names will be made public (MAUT Council minutes are made public and posted to the website). Everyone agreed and supported not to publish the names of those who wished not to be named. Council discussed what the motion should say. Ben put forward a motion:

Benjamin Forest is delegated to aggregate, summarize, and organize the comments made at the MAUT meeting and by members about the 18 February draft of the Procedures Related to the Policy on Indigenous Membership/Citizenship. He will produce a written report to be approved by the Council as a whole.

Council voted 12 in favor, 0 opposed, and 0 abstained. Motion passed unanimously.

○ **Urgent concerns about the infrastructure on Mac Campus (R. Sieber)**

Niladri Basu (Research Chair, Environmental Health Sciences) from Mac Campus addressed Council by reading a [draft letter with link](#) to the Provost along with a list of concerns that are a health hazard. The letter is to remind the Provost and Principal of the mismanagement of asbestos over the past two years. Issues:

- Main building closed for several months
- Basement labs and facilities have been flooded (limited access to key teaching labs and laboratories)
- Lead in drinking water (no access to water for student and faculty)
- Summer is unbearably hot to the point where you can't do experiments in a number of rooms (had to call EHS to raise complaints about unsafe working spaces)
- Noise is unbearable

The letter is also to remind the university that the teaching and working conditions at Mac Campus aren't acceptable. What catalyze the letter is that one potential solution was to construct a new building (research and innovation pavilion) was promised by McGill. It was designed over the last few years to alleviate a number of infrastructure challenges faced at Mac. McGill has invested millions of dollars into this and countless time has been put in by faculty and staff alike. It was informally announced that it will no longer happen as it has been postponed due to budget issues. The future of the Mac Campus has no future or vision as there is a lack of leadership. Nil encouraged everyone to sign the letter including MAUT. Everyone should sign the letter including MAUT.

Renee moved to have MAUT sign the letter in support of Mac Campus, seconded by M. Hendricks. Council discussed. Michael shared similarities with the Steward building and that McGill academic administration has almost no influence on setting infrastructure project priorities. There are people who need to make things happen. Jelena shared her similar experience and feels exasperated just like Nil. Renee added that despite the number of times MAUT has brought this up to the Provost at their meetings, it is discouraging that nothing has happened. Ben asked if the letter was the final version as it will need to be finessed. Council members also made suggestions as to who should receive the letter. Renee made a friendly amendment to have the letter tabled to the end of the week. It will be shared and voted on then. As a footnote, Joseph suggested a parity committee that deals with planning and what the future is going to look like. To oversee actual accountability and a report recommendations – have a future plan.

Nil to send Renee the final letter for approval and circulation by MAUT.

○ Merit session feedback (P. Grutter)

Steve Jordan and Mary Hague-Yearl left the meeting.

5. President's Report [P. Grutter]

Nothing to report.

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

Renee reported that she is working on nominations for Council and Executive.

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

Nate is in the process of organizing and orientation session for incoming MAUT Executive and Council. This sit is familiarize them in their role and provide a summary of current files/issues MAUT is working on/dealing with. Examples: asbestos, unionization, merit, admin overload, etc.

8. VP Internal [J. Ristic]

i. Working Group Name: MAUT representation on end-of-course evaluation policy revision

MAUT has been asked for representation on the revision of end-of-course evaluation policy. Jelena and Michael have stepped forward on behalf of the association. Renee said that knowing exactly what the terms of reference are is crucial. If there are only modifications to end-of-course feedback, then that's quite different from thrashing the end-of-course evaluation feedback completely gets off the table, or any alternatives or any broader discussions. Jelena shared with Council that there should be opportunity to contribute to the working group. Renee asked Council for feedback.

ii. Monitoring of workload changes as a result of tuition hikes and hiring freeze

Michael Hendricks left the meeting.

9. VP Finance [K. Bevan]

Nothing to report.

10. VP Communications [S. Jordan]

Nothing to report.

11. CAS [C. Riches]

i. [Submission of CAS Committee Members](#)

Caroline presented the names of the new CAS Committee Members to Council. The compositions comprises of 12 members. Caroline moved to have these approved, Ben seconded. Council discussed. They will be paying attention to CAS issues, changes to regulations, town hall for CAS members, etc. The new CAS committee will be having their first meeting on March 14, 2024. All in favor, the motion was passed.

12. Library Section [M. Hague-Yearl]

Nothing to report.

13. Retiree Affairs Committee [F. Ferrie]

Nothing to report.

14. Other Business

i. Proposal - Conduct a survey of MAUT-eligible employees on merit (B. Forest)

Ben shared his interest in soliciting feedback by conducting a survey on merit (similar to the social engagement survey - assessment of satisfaction response with merit, worth getting some data).

Renee suggested Ben speak with Jelena since she conducted a survey on merit last year. She will send Ben the raw data.

ii. TA Strike Vote

Yves shared that on March 11th the TA union is having a strike vote and anticipates that the strike will succeed (probably around exam time). The university position is going to be, it's up to faculty members to deal with additional work. Yves asked, where is this additional time supposed to come from and are we not supposed to do perform other tasks such as research, service or other teaching related tasks? Renee responded that what the administration did the last that faculty can not relinquish the responsibility to grading if TA's go on strike. That may still apply. Yves is more concerned with where the time is going to come from? Richard added that it is illegal to do the job of someone else when they are on strike. This will need further discussion at the meeting with the Provost.

15. Adjournment

R. Sieber moved to adjourn, seconded by N. Quitoriano. Meeting adjourned at 2:21 pm.

Respectfully submitted by: Jo-Anne Watier, Recording Officer