



MAUT Council Meeting
Wednesday, February 12, 2020 at 12:00 pm
McGill Faculty Club

APPROVED AGENDA

1. Approval of Agenda
2. Approval of Minutes of Jan. 22, 2020
3. Business Arising from the Minutes
 - a. Composition of Nominating Committee (K. Hastings)
 - b. Resolution re. G. Mikkelson (R. Sieber)
 - c. RAC survey (J. Coulton)
 - d. Menu Options
4. President's Report [P. Rohrbach]
 - a. SBAC information: Implementation of the Drug Payment Card (Edith Zorychta)
 - b. CASC members
 - c. Salary Equity Report
 - d. McGill daycare need's assessment (request from Lisa Munter – Daycare subcommittee)
5. Past-President's Report [K. Hastings]
 - a. Report from Chair of Nominating Committee on Exec/Council positions for which no nominations have yet been received following the Call for Nominations.
6. President-Elect's Report [J. Mauzeroll]
7. VP Internal Report [S. Gaskin]
 - a. Ad Hoc Committee on Reduced Load
8. VP External Report [J. Mauzeroll]
 - a. FQPPU report
9. VP Finance Report [D. Etzion]
10. VP Communications Report [N. Hall]
11. Other Business
 - a. Report of the MAUT Membership Committee on Possible Revision of MAUT Membership Categories and Eligibility (Feb 11 2020) (K. Hastings)
 - b. Student strikes (C. Riches)
12. Adjournment



MAUT Council Meeting
Wednesday, February 12, 2020 at 12:00 pm
McGill Faculty Club

Attendees:	<u>MAUT Executive Officers</u> Petra Rohrbach, President Janine Mauzeroll, President-Elect Ken Hastings, Acting Past-President Susan Gaskin, VP Internal Dror Etzion, VP Finance	<u>MAUT Council Members</u> Lisa Munter Nate Quitoriano Laura Gonnerman Renée Sieber Eran Shor Caroline Riches Steve Jordan Jessica Lange, Chair LS James Coulton, RAC
Guests:	Edith Zorychta, SBAC	
MAUT Office:	Jo-Anne Watier, Administrative and Membership Engagement Officer, Recording Officer Joseph Varga, Professional and Legal Officer	
Regrets:	Nathan Hall, VP Communications Thomas Duchaine	Sandra T. Hyde Ada Sinacore

Approved Minutes of the Meeting

P. Rohrbach called the meeting to order at 12:10 pm.

1. Approval of Agenda of February 12, 2020

J. Mauzeroll moved to approve the agenda, seconded by K. Hastings. Council approved unanimously.

2. Approval of Minutes of January 22, 2020

J. Mauzeroll moved to approve the minutes, seconded by D. Etzion. Council approved unanimously.

3. Business Arising from the Minutes

i. Composition of Nominating Committee (K. Hastings)

Information only, K. Hastings reported that at the last Council meeting, members wanted more women on the Nominating Committee. K. Hastings announced that four women joined the committee. [Composition of the MAUT Nominating Committee](#)

ii. Resolution – Greg Mikkelson [R. Sieber]

R. Sieber expressed thanks to J. Mauzeroll for mentioning Greg Mikkelson's resolution at the FQPPU meeting and was acknowledged with positivity. R. Sieber will forward the letter of resolution to MAUT Executive for final review and approval on MAUT letterhead. The letter will be circulated to Council and other associations who may want to add their names. This will be posted in the MAUT Newsletter.

iii. RAC Survey [J. Coulton]

Article 1 - Section E states the current funding formula of MAUT-RAC 35% and MURA 65%. The purpose of the request is to reverse the formula but first conduct a survey of RAC members to determine how much they value MURA and the events they organize compared to those of RAC. A draft of the survey will require final review from the Executive and N. Hall and then will be sent out to the membership.

iv. Menu Options

P. Rohrbach presented the vegetarian menu options offered by the Faculty Club and prices. It was suggested that the vegetarian option be the default choice (alternative 2) and those who prefer meat could indicate that in their RSVP response. Eight were in favor of the vegetarian option while six abstained. [Faculty Club Menu Options](#) It was also suggested that food waste be monitored regularly and reported back to Council at the end of the year for further improvements in sustainability. It was also agreed that this change should be reviewed in 6 months, i.e. sunset clause.

4. President's Report [P. Rohrbach]

i. SBAC Information: Implementation of the Drug Payment Card (E. Zorychta)

E. Zorychta explained how the drug payment plan card works. Rather than pay for medications out of pocket and submitting a claim for reimbursement, the card will automatically cover the cost of medications while the remaining 20% is covered by the employee (if applicable). The direct payment also helps in negotiating a lower cost of some brand name products. However, there will be stricter mandatory substitution for generic drugs. There is usually a 3-3.5% cost increase when a drug payment card plan is implemented, due to people getting more prescribed drugs. More information on the new policy will be posted on the MAUT website. Council expressed their dissatisfaction with the services/coverage offered to members. P. Rohrbach encouraged anyone interested in joining SBAC should put their name forward.

ii. CASC Members

P. Rohrbach mentioned that the CASC members were never formally approved dating back to September 2019. Normally MAUT's three P's are on the committee (president, past-president and president-elect) but the then president-elect did not participate. P. Rohrbach presented the motion asking Council to approve the current members. R. Sieber moved the motion, seconded by C. Riches.

Committee on Academic Staff Compensation (CASC)
Petra Rohrbach (FAES)
Ken Hastings (Medicine)
Janine Mauzeroll (Science)
Jacques Hurtubise (Science)
Dror Etzion (Management)
Catherine Lu (Arts)

Discussion as to who the current members are was explained to Council by P. Rohrbach and that a motion had already been passed at a prior Council meeting requiring the 3 P's to sit on CASC during their mandate with MAUT. J. Mauzeroll expressed the importance in reiterating the motion and stating in the records of the minutes that the president, past-president and president-elect are

required to be members of CASC. P. Rohrbach presented the motion, all were in favor and voted yes. The motion was carried out.

iii. Salary Equity Report

P. Rohrbach reported that the committee (A. Campbell and P. Rohrbach are co-chairs of the working group along with four academic staff, Axel van den Berg - Sociology, Fabien Lange - Labour Economics, Johanna Neslehova - Mathematics and Statistics and Erica Moodie - Epidemiology, Biostatistics and Occupational Health. From the university are Charles Lavergne - Analysis, Planning and Budgeting, Irina Susan-Resiga - Sr. Planning Analyst, Valerie Parsons - HR and Tynan Jarrett - Equity Advisor) have completed the report on [Academic Salary Equity](#). It will be presented at Senate at the February meeting. Men are more likely to have higher positions and pay, research or endowed chair, time since Ph.D, and promotion to Full Professor. There is no significant difference in the base salaries between men and women. Race, disabilities did not show significant differences (however, numbers were low for these groups). It was suggested that this type of exercise be performed every two years.

iv. McGill Daycare – need’s assessment (request from L. Munter – Daycare Subcommittee)

L. Munter expressed that daycare has been an ongoing issue at McGill and how women in Science and other faculties would like to have access to workplace daycare. MAUT at one time provided guaranteed daycare spots with Kids & Co. but the cost of the program versus the number of members using the service did not justify maintaining this program. L. Munter described the list of members/contacts on the subcommittee and their roles. She compared the different daycare models/costs, locations, renovation costs and funding/donations in her presentation on the [Daycare Subcommittee Report](#). MAUT offered \$5,000 in financial support towards the project in creating a business plan/assessment through MBCG. P. Rohrbach asked L. Munter to summarize her report for the MAUT Newsletter.

5. Past-President’s Report [K. Hastings]

i. Report from Chair of Nominating Committee on Exec/Council positions for which no nominations have yet been received following the Call for Nominations.

K. Hastings updated Council that the position of VP Internal is still open and five Council seats are available. He asked Council members to encourage those they know to put forth their name

6. President-Elect’s Report [J. Mauzeroll]

Nothing to report.

7. VP Internal Report [S. Gaskin]

i. Ad Hoc Committee on Reduced Load

The Workplace Accommodations Ad Hoc Committee has prepared a survey to characterize the need and current accommodations for academic staff who would like a reduced load either as a temporary or longer term option due to i) the need to care for a dependent (i.e. due to illness or disability), ii) the illness or disability of the academic staff, iii) the wish to work a reduced load due to other interests or the wish to reduce their environmental impact. The survey results will be used to discuss policy recommendations with the University Administration. (Note that all reduced loads

would receive pay pro-rated to the percentage of a full time position. N. Hall is able to conduct the survey and perform the data mining and obtain the final results using Survey Monkey. It had been suggested to try Lime Survey which is used by McGill but MAUT already has a paid account with Survey Monkey. Council discussed concerns of overburdening members with too many surveys and talked about various approaches on how to perhaps streamline or omnibus surveys. R. Sieber added that as a representative body, MAUT cannot anticipate what members want. N. Quitoriano suggested that the local liaisons could interact more with members to get samplings of their concerns.

8. VP External Report [J. Mauzeroll]

i. FQPPU Report

J. Mauzeroll reported on the highlights of the FQPPU meeting as follows:

- Media positions against subsidized chairs and the lack of transparency in the nomination process (Université de Montréal's new President) - this general concern was also shared at the 2020 CAUT council and they featured the topic in the CAUT News Letter: University Affairs
- New FQPPU member - Royal Military College of Saint-Jean (almost 100% of all Québec universities are now part of FQPPU)
- The FQPPU now consists of equal seats representing men and women
- The FQPPU has been asked to participate in the *Chantier de l'université du future* and is proposing to pass a law related to Academic Freedom
- University Administration and Financing - FQPPU has prepared a guide for those serving on BoG
- Equity Diversion and Inclusion Symposium is being held in Sherbrooke (online teaching issues, work groups on mental health, etc.)
- Social activism section - G. Mikkelson spoke about the reason he left McGill. Members of the association were open and supportive

J. Mauzeroll's full [FQPPU Report](#)

9. VP Finance Report [D. Etzion]

Nothing to report.

10. VP Communications Report [N. Hall]

Nothing to report.

11. Other Business

i. Report of the MAUT Membership Committee on possible revision of MAUT membership categories and eligibility (Feb. 11, 2020 – K. Hastings)

K. Hastings expressed the overdue need to revise the MAUT Constitution and how to determine the relevance the various types of academic staff. The Membership Committee worked on a proposed revision in hopes to have a Constitutional proposal by the Annual General Meeting. P. Rohrbach asked Council to please review the documents for discussion at the next meeting in March and to be agreed upon a constitutional text by April 2020. [Membership Committee Report Details](#)

ii. Student Strikes (C. Riches)

C. Riches reported that questions were asked from some faculty and course instructors about what their rights and responsibilities are when there is a student strike and how to proceed. McGill administration received several calls asking what to do if students didn't attend class or when they crossed the picket line, etc. The general ask was can MAUT offer any information or guidance. Whether or not MAUT is responsible in offering assistance was discussed. It was also suggested that this issue be brought to Senate. J. Varga will collect similar past data with regards to MAUT's position on the MUNACA strike.

12. Adjournment

P. Rohrbach called for a motion to adjourn the meeting. R. Sieber moved, seconded by N. Quitoriano. Meeting adjourned at 2:11 pm.

Respectfully submitted by Jo-Anne Watier, Recording Officer