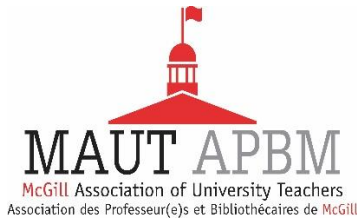




MAUT Council Meeting
Wednesday, September 11, 2019 at 12:00 pm
McGill Faculty Club - Old McGill Room

APPROVED AGENDA

1. Approval of Agenda of September 11, 2019
2. Approval of Minutes of June 12, 2019
3. Business Arising from the Minutes
 - i. Letter to BoG
4. Approval of the 2020 Benefits [E. Zorychta]
5. President's Report [P. Rohrbach]
 - i. Dismissal regulations
 - ii. Working Group on Salary Equity
 - iii. Academic Salaries Forum in Fall semester
 - iv. Membership opt-out option
 - v. SSMU
 - vi. Sexual Violence Awareness & Prevention: A Teaching-Staff Toolkit
6. Past-President's Report [A. van den Berg]
 - i. Academic Freedom update
7. President-Elect [G. Mikkelson]
 - i. Ad Hoc Committee – Work Accommodations
8. VP Internal Report [S. Gaskin]
9. VP External Report [J. Mauzeroll]
10. VP Finance Report [D. Etzion]
11. VP Communications Report [N. Hall]
 - i. Motion re: reporting election results
 - ii. Newsletter
12. RAC update
13. Other Business
RVH Update (N. Quitoriano)
14. Adjournment



MAUT Council Meeting

Wednesday, September 11, 2019 at 12:00 pm

McGill Faculty Club - Old McGill Room

Attendees:	<u>MAUT Executive Officers</u> Petra Rohrbach, President Axel van den Berg, Past-President Greg Mikkelson, President-Elect Susan Gaskin, VP Internal Janine Mauzeroll, VP External Nathan C. Hall, VP Communications Dror Etzion, VP Finance	<u>MAUT Council Members</u> James Coulton, RAC Lisa Munter Renée Sieber Laura Gonnerman Nate Quitoriano Eran Shor Caroline Riches Sandra T. Hyde Steve Jordan Jessica Lange, Librarians' Section Chair
Guest:	Edith Zorychta	
MAUT Office:	Joseph Varga, Professional and Legal Officer Jo-Anne Watier, Membership Engagement Officer & Recording Officer	
Regrets:	Honore Kerwin-Borrelli, Administrative Officer Ada Sinacore	

Approved Minutes of the Meeting

P. Rohrbach called the meeting to order at 12:05 pm and asked all Council members to reintroduce themselves after the absence of the summer break.

1. Approval of the Agenda of the Council Meeting of September 11, 2019

R. Sieber moved to approve the agenda, seconded by S. Hyde. Council approved unanimously.

2. Approval of the Minutes of the Council Meeting of June 12, 2019

N. Hall moved to approve the minutes, seconded by J. Mauzeroll. Council approved unanimously.

3. Business Arising from the Minutes

i. Letter to the BoG

P. Rohrbach sent a letter on behalf of Council to the BoG in July 2019 regarding the resignations of two of their members. A response was received agreeing that they would meet with MAUT President to discuss further.

4. Approval of the 2020 Benefits (E. Zorychta)

E. Zorychta received the latest information from the Administration regarding the Manulife Health and Dental care plan for non-profit organizations. She explained that claims are itemized, summarized and

compared with the previous year's data and then estimated how much it will cost in the coming year. A slight increase in rates will be required for each plan as of January 1, 2020 to cover future inflationary trends in health and dental care. The cost of health care continues to increase each year, mainly due to new, expensive drugs entering the market. In order to avoid large fluctuations in contribution rates from year to year, steady rate increases are recommended. Contribution rates in 2020 will increase by 1% for Health and Dental plans. Long-Term Disability contribution rates will remain at 1.031%/ \$100 on monthly earnings. A proposed 15% increase for Optional Life Insurance is due to the increased cost to the plan because of the increased mortality. Council asked that the Benefits presentation contain more data in next year's presentation. E. Zorychta offered to give a more detailed presentation at any time. Meanwhile Council discussed the proposal for the 1% increase. N. Quitoriano moved to accept the motion, seconded by G. Mikkelson. Council approved unanimously. *Please refer to Appendix 1- Benefit Plan Renewal – 2020 Benefit Contribution Rate*

5. President's Report (P. Rohrbach)

i. Dismissal Regulations

P. Rohrbach reported that the Dismissal Regulations are still pending and will be approved soon.

ii. Working Group on Salary Equity

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. Joining the group from the university are Charles Lavergne – Analysis, Planning and Budgeting, Irina Susan-Resiga – Sr. Planning Analyst, Valerie Parsons – HR and Tynan Jarrett – Equity Advisor. The group met twice. Together they are analyzing the raw data and are taking into consideration certain parameters such as adjusting for rank, time since PhD, whether someone holds a Chair, or any additional duties on top of salary. The main concerns are differences in salary between men and women and other equity groups. Prior to presenting the final analysis to Senate, P. Rohrbach would like to present the working group's findings to the Executive for their feedback. Council discussed the different issues and the lack of analysis, one being those with disabilities and the complexities in extracting information from various faculty staff groups. P. Rohrbach will continue to work with the working group on Salary Equity.

iii. Academic Salaries Forum in Fall semester

MAUT held a Salary Forum last spring inviting only academic staff (members and non-members). No one from the administration was invited but it was decided that starting this fall the next forum would be held jointly with representatives of the administration. The platform would be similar to last year but with a prepared Q & A. P. Rohrbach will reach out to C. Manfredi for his availability and to set a date.

iv. Membership opt-out option

Executive and the membership committee have independently discussed how to increase MAUT membership and the opt-out option was discussed in those meetings. For the three P's meeting with the Principal and Provost, the 3P's will inform them of MAUT's intention to have an 'opt-out' option for new members. The wording for this option could use similar language as MUNASA for its members.

v. SSMU

P. Rohrbach was approached by M. Wilson of SSMU last spring asking if MAUT Council would keep an open invitation for SSMU representatives to attend MAUT 2019/2020 meetings. Due to sometimes sensitive and confidential issues, Executive agreed that an invitation be extended only when SSMU have topics to discuss with MAUT. Council discussed student policies/observers and it was mentioned that in the MAUT Constitution, Article VI – The Council, 2. Council may invite others to attend Council Meetings as observers

or advisors. Council agreed to invite observers on a topic related ad hoc basis to Council meetings. P. Rohrbach will send an email to M. Wilson with Council's decision.

vi. Sexual Violence Awareness & Prevention: A Teaching-Staff Toolkit

Bianca Tétrault from the Office for Sexual Violence Response, Support and Education asked P. Rohrbach to circulate among Council members the *About Sexual Violence Awareness & Prevention: A Teaching-Staff Toolkit* to review and to provide feedback. G. Mikkelson mentioned that SSMU has their own toolkit for students. Meanwhile, all feedback regarding the Teaching-Staff Toolkit be forwarded to P. Rohrbach.

Please see Appendix 2 - Sexual Violence Awareness & Prevention: A Teaching-Staff Toolkit

6. Past President's Report (A. van den Berg)

i. Academic Freedom update

An informal working group consisting of A. van den berg, A. Saroyan, J. Galaty, B. Gillon, I. Henderson, D. Nystrom and J. Varga met on July 5th to discuss the two proposals. 1) Academic Freedom amendments to the regulations 2) Create a Senate Standing Committee on Academic Freedom (SSCAF) with the responsibility of addressing academic freedom issues (advisory mandate) M. Richard and J. Varga combed through regulations and referenced areas where appropriate references to Academic Freedom should be inserted. A. van den Berg asked Council to review these proposed amendments and to share their feedback prior to the three P's meeting with the Principal and Provost taking place on October 10, 2019. J. Mauzeroll agreed with the current changes and supported the documents, while R. Sieber thought item 1 should be made clearer. After discussing the amendments to the regulations, Council agreed that these proposals be presented at the next meeting with the Principal and Provost. *Please see Appendix 3 – Summary of Meeting, List of Draft Academic Freedom Amendments to the Regulations and Current Academic Freedom Provisions in McGill Regulations, Policies and Statements*

7. President-Elect (G. Mikkelson)

i. Ad Hoc Committee – Work Accommodations

G. Mikkelson asked Council to approve his proposal for a new Ad Hoc Committee, Work Accommodations. The committee would consist of G. Mikkelson as Chair and members would be: Andrea Benedetti – Medicine, Shari Brotman – Arts, Susan Gaskin – Engineering, Audrey Moores – Science and Andrea Nesbit-Miller – Libraries. G. Mikkelson moved to approve his proposal; Council discussed the purpose of the committee. They will launch a survey, collect and analyze the data. The result will drive the mandate of the committee and the priorities faculty staff face. R. Sieber moved to approve and seconded by J. Mauzeroll. All were in favor, Council approved unanimously.

8. VP Internal Report (S. Gaskin)

S. Gaskin brought up the issue regarding expense reports and how the administration has not moved on improving the process. With R. Sieber and L. Munter's participation, they will come up with various solutions to be presented to the administration.

9. VP External Report (J. Mauzeroll)

FQPPU and CAUT meetings are in progress and will attend these.

It was expressed that the Council meetings be shortened and agenda items be prioritized.

10. VP Finance Report (D. Etzion)

D. Etzion announced H. Kerwin-Borrelli's retirement and how the MAUT office is taking measures to ensure a smooth transition. It was also mentioned that the Constitution needs amending in areas where budgeting should be included. An Omnivote will go out to MAUT members. G. Mikkelson suggested that all proposed changes to the Constitution be shared with a working group/Executive since there are several other amendments to be made by other committees (Collegiality Committee and VP, Membership Committee).

11. VP Communications Report (N. Hall)

i. Motion – RE: Reporting Election Results

N. Hall put forward a motion that the report and announcement of the result of the balloting include the voting totals for each candidate, the total number of ballots cast and the voting participation rate be resolved. J. Mauzeroll moved to approve the motion, seconded by R. Sieber. Council discussed, all were in favor and approved unanimously. *Please see Appendix 4 – Motion – Reporting Election Results.*

ii. Newsletter

Article submission deadline is September 23rd. The submissions received to date Student Toolkit, RAC and Climate March.

N. Hall also added that the Membership Committee and the Communications Committee have moved forward with the new MAUT Researcher Award and will have the details at the next Council meeting.

12. RAC Update

J. Coulton provided an update on the committee:

- New bank account now opened
- Retired Member dues are \$25/5 years
- Action taken on new retired faculty to join the RAC
- RAC has monthly meetings at the Faculty Club
- Organized four lecture series (lunch and learn)
- MOA funding formula (35% RAC-MAUT / 65% MURA) will need to be reviewed to be more in favor for the RAC – perhaps reverse the formula

13. Other Business

RVH: N. Quitoriano talked about the significant issues with the space allocation at the RVH (Royal Vic Hosp.) which has created a space shortage. Bruce Lennox, the academic lead on the project has not replied to feedback expressed by many departments. It was asked that perhaps MAUT reach out to the Administration but instead it was suggested that a letter/email be sent to B. Lennox. J. Mauzeroll will reach out to him and ask to set up a meeting with questions and concerns.

14. Adjournment

P. Rohrbach called for a motion to adjourn the meeting. R. Sieber moved to adjourn and seconded by N. Hall. Meeting adjourned at 2:12 pm.

Appendix 1 - Benefit Plan Renewal – 2020 Benefit Contribution Rate

Appendix 2 - Sexual Violence Awareness & Prevention: A Teaching-Staff Toolkit

Appendix 3 - Summary of Meeting, List of Draft Academic Freedom Amendments to the Regulations and Current Academic Freedom Provisions in McGill Regulations, Policies and Statements

Appendix 4 - Motion – Reporting Election Results