
MAUT Council Meeting

MINUTES

Wednesday, October 14, 2015
McGill Faculty Club 12:00 noon

Present:	
Executive:	D. Lowther, K. Hastings, A. Shrier, A. Saroyan, A. van den Berg
Council:	E. Shor, D. Titone, T. Moore, M. Richard, J. Cooperstock, C. Riches, E. Duffy, S. Algieri, V. Raghavan, D. Covo, R. Sieber
Regrets:	N. Kamran, T. Hébert, K. GowriSankaran.
Guests:	A. Campbell, E. Hopmeyer, N. Acheson
MAUT Staff:	H. Kerwin-Borrelli, J. Varga

D. Lowther called the meeting to order at 12:14 pm.

Open Session

1. Approval of Agenda and Minutes

Council reviewed the Agenda. S. Algieri asked to have the Membership Committee Report presented earlier Council agreed. M. Richard moved to accept the Agenda. Seconded by R. Sieber. The Agenda was approved.

2. Minutes of September 16/15 Council Meeting

M. Richard moved that the Minutes of the September 16/15 Council Meeting be tabled to the next Council meeting. Seconded by R. Sieber. Council Agreed.

3. Requests for Consultation with MAUT [D. Lowther]

3a) Request from Principal/Provost: McGill's International Strategy

At the meeting on October 6th, with the Principal and Provost, attended by D. Lowther, T. Hébert and K. Hastings, the *Consultation Document for the Development of McGill's International Strategy* was presented. Principal Fortier has requested feedback on McGill's strengths, weaknesses, opportunities and threats. Council discussed the format of MAUT's response to this verbal request: whether it would involve Council or a Working Group. The expectation is that MAUT will respond in a timely manner and engage new colleagues in this consultation endeavor. K. Hastings proposed that MAUT recruit academics who can respond to the Four Pillars identified in the document: (a) International Student Community, (b) International Community of Scholars, (c) International Research Partnerships, and (d) International Presence of McGill Alumni. He asked Council to forward their names of candidates who could address these areas. He noted the document refers to every aspect of internationalization. In a consultation process, MAUT is the author of the response that will identify the concerns, make recommendations, and further develop ideas. A. Saroyan proposed that a request for participants in a Working Group be sent by the ListServ.

3b) Request from AP A. Campbell: Revisions and recommendations to the Regulations Concerning Investigations of Research Misconduct

Assoc. Provost A. Campbell referred to discussions at Senate and the importance of MAUT's input. A. Saroyan noted the established practice for MAUT to be consulted by the Administration about proposed changes to Regulations and Policies before they are ultimately submitted to Senate. In the meantime, a Working Group was established: A. Saroyan, J. Cooperstock, E. Zorychta, B. Robaire, D. Covo, and R. Janda. The Working Group met on October 26/15 and later on, A. Campbell and A. Fuks joined the meeting. A. Campbell referred to a Tri-Council Visit

scheduled for February 2016 and that the expectation is to have the revisions in place by that time.

3c) Request from AP A. Campbell: Safe Disclosure Policy

A.Campbell referred to work done begun on these Revisions by her predecessor L. White and a Working Group that included representatives from across the University, including Associations, Unions, and student groups. D. Covo sits on this Working Group. The most recent Safe Disclosure Policy Draft Revisions were forwarded to Council Members. This document will go to Senate. The Policy came into place but was never used. Council inquired if academics even knew of its existence. The title will now include the term: Whistle Blower. The Committee will attend to recording and investigating issues which will provide protection for students because often the respondent is the supervisor which could involve power issues. A. Campbell noted a significant change: the respondent is to be made aware of allegations and be able to provide a response and be accompanied by an Advisor. There is clear language, protection for the discloser and, the discloser could be subject to disciplinary process.

The discloser contacts the Secretary-General who then contacts the appropriate Responsible Officer. If the issue is academic, the file will go to the Provost. If financial, the file goes to Internal Audit. If research is involved, the file is sent to the Research Office. The RO assigns the investigator who proceeds with interviews and collects information.

Council commented on the following:

- In order to defend him/herself, the respondent must know the identity of the accuser
- The respondent should legally have the right to confront the accuser
- There should be acknowledgement of the respondent's reply
- Requirement of a timeframe for the respondent to get a copy of the investigation and provide a reply
- Definition of "misconduct" as "improper activity" in reference to academic, financial and research issues
- Whether the definition of misconduct also applies to sexual misconduct

A.Campbell will forward the proposed revisions to the Working Group.

4. SBAC Update [premium changes and if time permits composition, coverage, possible survey of members on Flex Plans [A. Shrier]

A.Shrier noted there are three MAUT members on the SBAC. There is also a member representing AMURE. At the SBAC meeting, the issue of flex plans was raised. N. Acheson noted that SBAC oversees the McGill Plan's previous year's performance and will adjust them accordingly for the next year. The LAP [Large Amount Pooling] reference is to the policy that McGill takes out with Manulife to cover exceptional (>\$75K) claims. Last year the claims exceeded \$435K. This year it is anticipated to be in excess of \$635K. The Health Plan pays \$75K and claims over this limit are covered by the extra insurance. N. Acheson noted that drug costs have increased and the plan includes life-saving drugs not covered by RAMQ. He noted the main challenge is the spiraling cost of drugs. A response is required. There is the possibility of an increase in the premiums.

The University pays 50% of this self-financing Health and Dental Plan. N. Aches noted the cost of the Dental Care Plan has also increased. The surplus that had accumulated over past years is reduced. The cost for the Health Care Plan premium will increase by 10.8%, and for the

Dental Care Plan premium, by 14.4%. N. Acheson forwarded a chart with the health and dental plan premiums for single and family coverage for the years 2010 to 2016.

N. Acheson noted the University is looking for a new provider and is planning to approach four to five companies for proposals that would cover the next four to five years. The University has been with Manulife for the past sixteen years and is testing the market. A. Shrier commented the University is looking into Flex Plan options.

A. Shrier moved:

That MAUT accept the increase in premium rates for the Health Care Plan by 10.8% and the Dental Care Plan by 14.4% for 2016. Seconded by A. van den Berg.

The vote was called with this result: 16 affirmative [K. GowriSankaran had forwarded his vote], 1 abstained and 2 were absent. The motion passed and MAUT Council accepted the increase. Council also noted that MAUT is agreeing in the interest of members to accept this increase. A. Saroyan commented that members should be surveyed as to their needs.

N. Acheson noted that as of June 2016, new Retirees will pay additional costs for insurance with the McGill Benefits Plan. A. Shrier reminded Council that several years ago, the SBAC members cut out close to \$1M non-medical perks. N. Acheson noted that Retirees number more than 25% of Plan members and MURA is lobbying to have a Retiree representative on the SBAC. The Retirees' costs are calculated separately.

5. Membership Committee Activities [S. Algieri]

S. Algieri reported the October 04/15 Octoberfest Apple Picking event at Tadjia Hall was very successful. Two hundred and fifty guests, including children, attended. The feedback was very positive. The Membership Committee will meet on October 30/15 to evaluate both the Octoberfest and the Welcoming Gathering Events. The Agenda will focus on communications, planning, and recruitment methods. The next major event is a Winter Magic Brunch planned for January 17/2016 at the Faculty Club.

6. MAUT Constitution: Council receives updated document [K. Hastings, J. Varga]

K. Hastings forwarded a proposed motion and background information on an updated version of the MAUT Constitution which includes all previously passed amendments and some formatting changes which do not affect the substance of the text.

K. Hastings moved:

That Council receive the following updated Constitution document (exclusive of By-Laws). In so doing, Council considers 1) that this document includes all known Constitutional Amendments passed to date but not yet incorporated in the document currently posted on the MAUT web site, and 2) that minor changes in formatting by which the following document differs from corresponding sections of the document currently posted on the MAUT web site are matters of style only with no impact on substance.

Seconded by Al Shrier. Council voted and the motion passed unanimously. The document will be uploaded at a later date.

K. Hastings also forwarded Background Information to Council.

Previously-passed Amendments The present update includes three Constitutional Amendments not yet incorporated into the document currently posted on the MAUT web site.

This is a change to III.3.1 passed at the Spring General Meeting 2010, and two amendments passed by referendum in March 2014, namely a change to VI.1.c, and the introduction of VIII.11.

Style/formatting changes. These are: (1) removal of an extra space between sections IV.3 and IV.4, (2) use of lower case initial letters to start sentences for lettered items in VI.1, and (3) a space inserted in VII.4, following "reported in the minutes".

7. MAUT By-Laws [M. Richard, J. Varga]

- **Transformation of existing Policy on Donations into a By-Law**

M. Richard explained that the proposed motion, if adopted, will replace the MAUT Policy on Donations [document circulated to Council] with an MAUT By-Law on Donations. Previously the Policy was not visible to members; as a By-Law, it would be accessible on the MAUT website. M. Richard proposed the following motion:

Be it resolved that MAUT Council adopt the following text as an MAUT By-Law on Donations, in replacement of the current MAUT Donations Policy:

MAUT By-Law on Donations

MAUT's donations shall be made in the spirit of reflecting the purpose of the MAUT as defined by its Constitution. The intention of this By-law is to clarify the accountability for spending on donations.

- 1. The Executive Committee may approve financial donations to a total of \$500 or less per fiscal year of MAUT.*
- 2. Donations of between \$500 and \$5,000, not to exceed a total of \$5,000 per fiscal year, may be disbursed by majority vote of the MAUT Council, which will report the expenditure at the next General Meeting.*
- 3. Donations greater than \$5,000 will be for highly exceptional circumstances and must be approved by the membership at a General Meeting.*

Seconded by K. Hastings. A vote was called and Council agreed unanimously.

- **Rescinding of "phantom" By-Law on Special Fee**

M. Richard forwarded a background document with the history and circumstances of this By-Law Governing a Special Fee. This By-Law was found to be unenforceable and therefore was never implemented, but it was never formally repealed by Council. The motion placed before Council today takes care of this housekeeping requirement.

M. Richard moved:

Be it resolved that MAUT Council repeals the MAUT By-Law Governing a Special Fee which was adopted by MAUT Council on April 14, 2010.

R. Sieber seconded the motion. Council voted and the motion was approved unanimously.

8. Proposal from AMURE [Association of McGill University Research Employees] that MAUT endorse the "Fifteen and Fair" Campaign [K. Hastings]

Council received a background document, including current hourly rates, from K. Hastings and a possible motion for discussion purposes.

MAUT Council supports the implementation of a \$15 minimum hourly wage for all paid labor on campus, including extra-curricular work done by graduate students. MAUT Council does not consider the degree-directed curricular research work of graduate students to be paid labor.

Council commented:

- Graduate students may be paid from research grants that have specified salary caps
- That the proposal refers to all paid labour on campus when the University is the employer
- That MAUT uses casual labour and currently pays \$15/hr
- That the text of the proposal requires further discussion and must include more information
- That the McGill Communities Committee is supporting this motion
- That MAUT members could be surveyed on this issue
- Whether this proposal will limit the hiring of interns
- That more information needs to be forwarded
- Whether a salary raise for some will mean that others will lose their jobs

Council did not consider the proposed motion and requested more clarification from AMURE. The motion will be revisited.

9. Ongoing Consultation with MAUT: Proposal for a Fall Break [A. Saroyan]

The member of the Working Group that prepared the survey are: A. Saroyan, R. Sieber, A. van den Berg and C. Riches. The Survey went live on October 02/15 and closed on October 09/15. There were 280 responses. R. Sieber presented the results to the 6 questions and included members' comments.

Overall, members were in favor of a Fall Break. References were made to the length of the break at Thanksgiving and not beginning classes before Labor Day, as these holidays vary from year to year. There were comments about adjustments that had to be made at local levels. There was concern expressed that MAUT and more faculty groups, that would be directly affected, had not been consulted before this break was implemented. One suggestion was to have another survey to see if members would agree to a reduction in the number of teaching weeks per semester from 13 to 11. K. Hastings noted the majority of the responses supported a Fall Break and that exams could be scheduled during the evenings and on Saturdays. A. Saroyan also noted comments that a break could extend to a whole week as students may not return for a partial week. As academics were not involved in this decision; a clearer consultation process must be followed along with supportive data to justify the creation of this break.

A. Saroyan will forward these results and comments to K. Massey [University Registrar]. She thanked the members of the Working Group.

10. McGill Commitment

Council reviewed the McGill Commitment Document and noted it is already posted on the website. K. Hastings noted the document is open to feedback. Council questioned whether the resources listed were available and whether the University can deliver on its promises,

considering the current staff cuts. D. Lowther will write to Deputy Provost O. Dyens to express MAUT's concerns.

11. Newsletter, ListServ and other means of Communications [A. Shrier]

This item was not addressed.

12. Update on UPrint Policy

This item was not addressed.

13. Executive Approval to cover participation costs for a MAUT representative to attend the CAUT New Activist Workshop [A. van den Berg]

This item was not addressed.

14. Request from sous-ministre P. Boutet for MAUT participation in "Groupe de travail national sur la formation doctoral" [A. van den Berg]

This item was not addressed.

15. Other Business

There was no Other Business.

16. Adjournment

D. Lowther called for the meeting to be adjourned. R. Sieber moved that the Council meeting be adjourned. Seconded by J. Cooperstock. Council approved unanimously.

The meeting adjourned at 2:15 pm.