



MAUT Council Meeting
Wednesday, October 17, 2018 at 12:00 pm
McGill Faculty Club

Attendees:	<u>MAUT Executive Officers</u>	<u>MAUT Council Members</u>
	Axel van den Berg, President Alenoush Saroyan, Past-President Petra Rohrbach, President-Elect Nate Quitoriano, VP Internal Janine Mauzeroll, VP External Nathan C. Hall, VP Communications Dror Etzion, VP Finance	Caroline Riches Thomas Duchaine Natalie Waters Katherine Zien Susan Gaskin Laura Gonnerman Lisa Munter Renée Sieber
Guests:	Ken Hastings Joan Bartlett Jacob Shapiro, SSMU	
MAUT Office:	Joseph Varga, Professional and Legal Officer Jo-Anne Watier, Membership Engagement Officer & Recording Officer	
Regrets:	Kohur GowriSankaran Sandra Hyde Eran Shor	Steve Jordan Honore Kerwin-Borrelli, Administrative Officer

Approved Minutes of the Meeting

A. van den Berg called the meeting to order at 12:15 pm

1. Approval of the Agenda of the Council Meeting of October 17, 2018

P. Rohrbach moved to approve the agenda, seconded by K. Zien. Council approved unanimously.

2. Approval of the Minutes of the Council Meeting of September 19, 2018

D. Etzion moved to approve the minutes, seconded by N. Waters. Council approved unanimously.

3. Business Arising from the Minutes

There was no business to report.

4. President's Report (A. van den Berg)

4.1 Intimate relations survey question

A. van den Berg reported that the content of the survey letter was finalized and contained reference links to pertinent documents. It was noted by several Council members that having only a **yes** or **no** answer to the question might render answers difficult to interpret. After much discussion and interpretation of who the survey recipients are, it was suggested (and agreed upon) to add a 3rd choice answer of **it depends** with a comment box for additional voluntary comments. N. Hall will send out the survey following the meeting.

4.2 Update on CASC

At the CASC meeting held on October 15, 2018 the administration announced that the salary envelope for next year may go up by 2.15% (.15% more than what was previously agreed upon) so as to keep across-the-board plus merit increases for category 4 (lowest merit) in line with the anticipated inflation rate. T. Duchaine enquired how McGill compares to the U15 to which A. van den Berg responded that we appear to have moved from 11th to 9th place in recent years. But without pressing for an increase, McGill may fall back to 11th position again. A working group has been formed within CASC to formulate a long-term strategy on salary policy to realize McGill's long-standing commitment to bring our salaries up to the middle of the U-15 range.

A. Saroyan explained that MAUT had requested and the administration had agreed that the 7.5% increase (ATB and merit) allocated for 3 years be front loaded so that the largest (3.5%) increase would be in the 1st year and the lowest (2.0%) in the 3rd year (current year). The strategy was to gain leverage with the budget situation in hopes of being able to negotiate a bigger increase towards the end of the cycle, as in effect happened with the modest .15% increase just mentioned.

R. Sieber expressed her concerns with the lack of vocal constituency and how we need to make more noise about our salaries. Council members were in agreement with various suggestions on how to be heard and how these options should be explored. It was suggested by both A. Saroyan and A. van den Berg that we might hold a forum on salary policy in preparation for the next round of negotiations. We would need to compile comparative data as well as data on the increase patterns over the last few years in preparation for this forum.

The university has produced a power point presentation showing the results of its assessment of salary differentials by gender. The PPT results on Gender Equity and Academic Compensation is now available and will be shared with Council members on the vault.

4.3 Course double-booking issue; email response from C. Buddle (1 doc)

C. Buddle received complaints on the issue of students being allowed to double book courses. He will form a working group to consider the implications of this policy and will invite MAUT to participate.

4.4 Update on non-landed resident healthcare coverage abroad

S. Hyde and G. Coleman reported on the healthcare coverage stating that if you are not yet a landed immigrant, you may have health care benefits in province only but should you travel outside for more than 21 days, you are not covered at all. Phil Oxhorn, Associate Provost (International) is looking into the possibility of preferential insurance rates for non-landed residents travelling for 21 days for more.

4.5 SSMU's campaign to rename 'Redmen'

A. van den Berg attended an SSMU Senate Caucus meeting on October 15th. The SSMU's Indigenous Affairs Commissioner presented a campaign to eliminate the name of 'Redmen' from all university sports teams. An open letter will be sent to the University expressing how offensive the name is. Activities are planned starting at 2 pm on October 31, 2018.

5. Past-President's Report (A. Saroyan)

5.1 Constitutional referendum update (3 docs)

A. Saroyan reported that 126 members voted. There were 114 votes in favor of one MAUT General Meeting per year in the spring.

A motion was presented to Council to approve the changes to the Bylaws. Motioned by N. Quitariano, seconded by K. Zien. Council approved unanimously. Motion passed.

5.2 Update on dismissal regulations

A. Saroyan shared the progress of the dismissal regulations. First issue was resolved by inserting a peer review process in cases of possible dismissal before the principal makes a final decision. Second issue is to have an arbitration process set in place to have the power to reinstate (the arbitrator currently does not). The only outstanding issue remaining is sharing the cost of an arbitrator between the Administration and MAUT (50% each). The costs include the arbitrator and lawyer. The administration has proposed that MAUT commit to paying such expenses for members and non-members alike. MAUT has demurred. There are currently no resolutions around this. A. Saroyan mentioned that MUNASA has a model that gives the association the power to decide which cases to support and by how much. A. Saroyan asked Council how members might feel about MAUT incurring costs for non-members. The options that MAUT is considering are: 1. Keep the status quo or 2. Agree to share the cost of 50% for members and non-members or 3. Replicate the MUNUSA model. The MAUT working group will continue discussions with the A. Campbell and L. Thibault.

6. President-Elect's Report (P. Rohrbach)

6.1 Meeting with independent sexual violence investigator Caroline Lemay

P. Rohrbach reported that McGill currently has two sexual harassment policies: 1) [Policy on Harassment, Sexual Harassment and Discrimination](#) 2) [Policy against Sexual Violence](#). Angela Campbell has formed a working group to amend this policy. Janine Mauzeroll and Petra Rohrbach are representing MAUT at these meetings. The working group's objective is to combine the sexual assault portion of the two policies into the Policy against Sexual Violence, which will provide clarity to anyone seeking assistance. The university's Policy against Sexual Violence was rated with a C+. With the newly passed bill 151 (An Act to Prevent and Fight Sexual Violence in Higher Education Institutions), the Quebec government is pushing all Quebec Universities for an improved policy.

P. Rohrbach and A. van den Berg met with the new Special Investigator of Sexual Violence, Caroline Lemay, who was recruited by a committee consisting of representatives of SSMU and the administration. C. Lemay will have a one-year mandate while working closely with the various groups.

A workshop on Investigation of Sexual Misconduct at Institutions of Higher Education was held on September 24th and 25th. Invited participants included the Dean of Students, heads of security, HR, student housing representatives, assessors and other McGill group representatives. Guest speaker, Adrienne Murray (a veteran law enforcement officer) is the Executive Director of Training with Stafford and Associates. She provides criminal and civil rights investigation services for incidents of sexual assault occurring in the university environment and is knowledgeable about provincial policies.

S. Gaskin and R. Sieber expressed their interest; it was agreed that the policy will be circulated to them for their feedback and J. Mauzeroll and P. Rohrbach will bring their comments forward.

7. VP Communications (N. Hall)

7.1 Fall Newsletter

N. Hall reported that the newsletter would be sent shortly.

7.2 Childcare survey results

N. Hall summarized that MAUT has to date maintained an agreement with Kids and Company for preferential access for its members at an annual cost to MAUT of \$5,000. A survey was sent to all MAUT members requesting feedback on whether or not they had children or required daycare and if they felt this was an important service that we should continue offering. Results showed most faculty with kids to initially decide against Kids and Co. because they had other options, with the satisfaction otherwise being mediocre. Primary complaints pertained to the very high price, and the main benefit was for people who believed they had few other options at short notice. Findings also showed MAUT members to believe MAUT should contrast and compare potential agreements with available childcare options. *Please refer to Appendix I for the survey*

8. VP Finance Report (D. Etzion)

8.1 Divestment update

Finance committee met three times to discuss fossil fuel free investments for MAUT assets. It is likely that we will complete the divestment and reinvestment process before the end of the calendar year.

8.2 PAC representatives invited to December 12 Council meeting

The Pension Administration Committee will come to our Dec. 12 meeting, at 14:00. This is unrelated to divestment from MAUT's own funds, and also unrelated to divestment from the McGill endowment, both of which are somewhat political. As regards PAC, our concern is somewhat more pragmatic. We would like to hear about how the PAC is managing the long term uncertainty of financial investment in the fossil-fuel sector. Pension investments need to have horizons of decades, and it is important to factor in the risk of an uncertain and troubled industrial sector when we think at these timescales.

9. VP Internal (N. Quitariano)

9.1 Update on Administrative Overload committee

N. Quitariano met with R. Sieber and L. Munter to address the issue in regards to the Table of Commitments. N. Quitariano met with Secretary General, Edyta Rogowska and Olga Naiberguer, and made some progress on this issue. The administrative overload issue with expense reports is still ongoing and it was noted that certain faculties have particular problems with these reports. N. Quitariano is considering whether another survey would be necessary to understand what the problems are. For more information -

<https://www.mcgill.ca/research/research/formsandresources>

9.2 Facilities use survey

N. Quitariano drafted a survey for professors who use McGill facilities and to inquire about the level of service. He will present this at the next meeting.

10. VP External (J. Mauzeroll)

J. Mauzeroll invited Council members to the FQPPU meeting in two weeks at the Institut d'hôtellerie. She encouraged members to join her to increase MAUT's presence at the meeting.

11. Council open discussion of two outputs of Summer 2018 MAUT Records Project addressing “Where we are now” (docs: RecordsManagementReport02 and InterviewAnalysis) [Resource people: J. Bartlett, K. Hastings, Finance Committee Working Group on the Records of the Association]

K. Hastings reported that the working group is meeting its targets, which will lead to the formulation and adoption of the record management policy at Council if approved. The first phase was the Executive Summary presented to Council in September explaining how MAUT manages its documents and where they are stored. K. Hastings demonstrated by scenario what happens when there is either no succession plan or MAUT personnel to assist.

- a) Former Executive Officers have documents on their computer
- b) The Administrative Officer is not available to assist with document requests
- c) How does a new Executive Officer access information regarding his/her role – inaccessibility to onboarding documents
- d) Personal emails are not stored on a central drive

These considerations have been taken into account in the recommended Records Management Report to enforce continuity and follow through.

JA Watier reported that she has begun to store final documents in specified folders on the recently created MAUT shared drive (created by the project) using the suggested file naming method. She also uses the shared drive to back up her documents. J. Bartlett recommended that MAUT store all of its documents in one place and use the file naming procedure for consistency.

12. Other Business

There was no other business to report.

13. Adjournment

A. Saroyan moved to adjourn and was seconded by N. Quitoriano.

The meeting adjourned at 2:10 pm

Respectfully submitted by J.A. Watier, Recording Officer

[Appendix I - 7.2 Childcare Survey Results \(N. Hall\)](#)



MAUT Child Care
Survey Results-2.pptx