



StFXAUT
STFX ASSOCIATION OF UNIVERSITY TEACHERS

**StFX Association of University Teachers (StFXAUT)
Annual Report**

Annual General Meeting

May 8, 2018

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**Annual General Meeting
Tuesday May 8, 2018**

- 11:00am-12:15pm Information Sessions
(Two sessions offered 11:00-11:30am and 11:45-12:15pm in SCHW 289 and 290)
- 12:15-1:00pm Lunch (SCHW Gallery)
- 1:00-2:00pm Annual General Meeting (SCHW 205)

AGM Agenda:

1. Call to Order
2. Approval of Agenda
3. Approval of Minutes of Prior Annual General Meeting - May 11, 2017
4. Business Arising from the Minutes
5. Reports:
 - a. President (Mary Oxner)
 - b. Treasurer (Martin van Bommel)
 - i. Financial Statements at March 31, 2018
 - ii. 2018-2019 Budget
 - c. Co-Chief Grievance Officers (Stephen Finbow)
6. New Business
7. Nominations Committee Report (Ingrid Robinson)
 - a. Executive Committee (5 positions)
 - President - Mary Oxner (two year term)
 - Vice President - Rachel Hurst (two year term)
 - Secretary - Clare Fawcett (two year term)
 - Member at Large – Martin Sastri (two year term)
 - Member at Large - Chris Frazer (two year term)

- b. Nominations Committee (1 position)
 - Brian MacLean (two year term)

 - c. Contracts and Benefits Committee (minimum 6 positions)
 - Patricia Budicky (two year term)
 - Hatem Ghouma (two year term)
 - Réjeanne LeBlanc (two year term)
 - Peter McCormick (two year term)
 - Wendy Panagopoulos (two year term)
 - Jason Potts (two year term)
 - Bruce Sparks (two year term)
 - Tara Taylor (two year term)

 - d. Coady and Extension Subcommittee of Contracts and Benefits (new) (4 positions)
 - Naima Chowdhury (two year term)
 - David Fletcher (two year term)
 - Vicky Schreiber (two year term)

 - e. Communications Committee (1 position)
 - Joanne Tompkins (two year term)

 - f. Learning Skills Instructor Committee (2 positions)
 - James Cormier (two year term)
 - Rhonda Semple (two year term)

 - g. Social Affairs Committee (1 position)
 - Yvon Grenier (two year term)

 - h. University Pension Plan Representative/Pension Plan Committee (1 position)
 - Bhavik Parikh (two year term)
8. Adjournment



StFXAUT INFORMATION SESSIONS
Annual General Meeting 2018
11:00am-12:15pm Tuesday May 8, 2018

At this year’s Annual General Meeting (AGM), the Executive Committee of the StFXAUT is offering two interesting information sessions which will precede the AGM and which may be of interest to Members. Information Sessions are scheduled: 11:00am-11:30am and 11:45am-12:15pm.

Following the information sessions, lunch is available from 12:15pm-1:00pm in the foyer of the SCHW Gallery and the AGM begins at 1:00pm in SCHW 205.

<p>Session I: 11:00am-11:30am</p> <p>VISUAL LITERACY (SCHW 289)</p> <hr/> <p>Facilitator: Margaret Nicholson</p> <p>“Visual literacy is the ability to interpret, negotiate, and make meaning from information presented in the form of an image, extending the meaning of literacy, which commonly signifies interpretation of a written or printed text. Visual literacy is based on the idea that pictures can be "read" and that meaning can be through a process of reading.”</p> <p>In this session, the STFX Website is explored through an alternate lens. The alternate lens reveals gender, equity and other issues with the website’s imagery.</p>	<p>Session II: 11:45am-12:15pm</p> <p>THE EQUITY MYTH (SCHW 290)</p> <hr/> <p>Facilitators: Pamela Johnson and Ronald Charles, Status of Women and Equity (SOWE)</p> <p>“Despite years of employment equity policies and an increasingly diverse population, universities across Canada do not reflect the diversity of the broader population. This discussion examines how and why underrepresentation of ‘racialized faculty’ occurs.”</p> <p>The Myth is that STFX, like other Universities, is doing a good job about equity and inclusion. In this session, the discussion reveals national level discussions of issues and practices and their relevance at StFX.</p>
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**Annual General Meeting
May 11, 2017
Draft Minutes**

1. Call to Order at 13:10
 - a. Thank you to Charlene Weaving, Ken MacAulay, Susan MacKay, Suzanne van den Hoogen, and Richard Johnston for facilitating the StFXAUT Information Sessions in the morning.
2. Approval of the Agenda:

Motion: Moved that the Agenda be approved as circulated. Moved B. Long. Seconded S. Gregory.

Motion carried

3. Approval of the Minutes
 - a. May 4, 2016

Motion: Moved that the Minutes of May 4, 2016 be approved as circulated. Moved: S. van den Hoogen. Seconded J. Cormier.

Motion carried

4. Business arising from the Minutes--None
5. Reports
 - a. President (Mary Oxner)
 - i. Governance - Committee Structure
 1. The current *Collective Agreement* has 8 LOUs of which 7 required a committee. All but one of these committees have been struck and are engaged in their prescribed work.
 2. There is a new Pension Committee which is designed to support the StFXAUT representatives on the University Pension Plan committee.
 3. Member engagement in on-going through various means including committees and our publications like the Beacon.
 4. A review of by-laws is being conducted.

- ii. Governance - University
 - 1. Interdisciplinary programmes
 - a. Discussion has begun on the hiring process for faculty joining interdisciplinary programs as well as to what department/programme these members would be tenured and their evaluation process.
 - 2. Work environment challenges: The University administration must provide an environment conducive to our work.
 - 3. Centralized timetable
 - a. The task of timetabling is still the responsibility of department Chairs and programme Coordinators
 - b. Assurances have been provided by the University's administration that centralized scheduling of the timetable will not be implemented over the next year.
 - 4. There will be classroom disruptions over the next year or two to accommodate the construction and renovation of buildings
 - 5. The Maple League (the old U4)
 - a. Members of the StFX AUT Executive have met with the administration to discuss how the Maple League affects our members.
 - 6. Academic Freedom
 - a. In the United States of America tenure and academic freedom are being challenged
 - b. Collective bargaining
 - i. The Nova Scotia government's Bill 100 and Bill 75 both impact collective bargaining.
 - ii. University administrators are increasingly utilizing professionals, including lawyers, as part of their negotiating team.
 - c. We need to continuously support academic freedom
- b. Questions to the President from StFX AUT Members
 - i. Would CAUT cover the fees of a lawyer to bargain for us?
 - 1. Mary Oxner said she that it is unlikely that CAUT would pay for a lawyer to bargain for us.
 - ii. Is the StFX administration adding members from the administration to various committees to increase the number of votes they have?
 - 1. The Negotiation Committee has pushed back on this trend but has not made progress
 - 2. Increasingly, ad hoc committees are being formed by the administration to do university business. This is another means by which the administration is controlling University committees and resultant decisions.
 - 3. Why doesn't the StFX AUT try "stuffing" committees.

- a. These are university committees which have members elected and/or appointed from the faculty, so the question should go to the Chair of Faculty
4. Question about the CRC hiring committee structure
 - a. The StFX AUT is working on this.
5. Maple League: Have the four universities discussed this issue together
 - a. None of the four unions of the Maple League universities like the way the Maple League works.
6. The CAUT/COPE dispute has been resolved.

c. Treasurer's Report: Martin van Bommel

i. Financial Statement for the year ended March 31, 2017

1. Martin Van Bommel explained the financial situation of the StFX AUT for the year ended March 31, 2017.

Moved that the StFX AUT Financial Statements for the year ending March 31, 2017 be accepted as presented. Moved M. Van Bommel, Seconded J. Maclean

Motion carried

ii. Reserve Fund

1. Martin van Bommel explained the Reserve Fund policy, management and governance

Moved that the StFX AUT adopt the revised Reserve Fund Policy and Investment Guidelines as presented. Moved M van Bommel, Seconded D. Robinson

Motion carried

iii. Budget 2018

1. Martin van Bommel presented the 2018 budget

Moved that the StFX AUT adopt the StFX AUT Budget for the year ending March 31 2018 as presented. Moved M. van Bommel. Seconded J. Khoury

Motion carried

d. Chief Grievance Officer's Report: Charlene Weaving

- i. Thank you to members of the Grievance Committee.
- ii. Reports on the range of work done by the Grievance Officers over the past year.
- iii. Thank you to Brad Long, Mary Oxner and Peter McInnis.

- iv. Thank you to Charlene Weaving for her work as Chief Grievance Officer from Mary Oxner and the members of the StFX AUT.
- e. Nominations Committee Report
 - i. Executive Committee
 - 1. Treasurer (one position)

Moved that Martin van Bommel be elected to the Executive Committee for a two-year term
Acclaimed

- ii. Members at Large (two positions)

Moved that Kris Hunter be elected to the Executive Committee for a two-year term
Acclaimed

Moved that Karen Kenny be elected to the Executive Committee for a two-year term
Acclaimed

- iii. Communications Committee (two positions)

Moved that Pauline MacIntosh be elected to the Communications Committee for a two-year term
Acclaimed

Moved that Kathleen MacKenzie be elected to the Communications Committee for a two-year term
Acclaimed

- iv. Status of Women and Equity Committee (two positions)

Moved that Pamela Johnson be elected to the Status of Women and Equity Committee for a two-year term
Acclaimed

Moved that Monica Schuegraf be elected to the Status of Women and Equity Committee for a two-year term
Acclaimed

- v. Contract and Benefits (three positions) acclaimed

Moved that Carl Adams be elected to the Contract and Benefits Committee for a two-year term
Acclaimed

Moved that Michael Linkletter be elected to the Contract and Benefits Committee for a two-year term
Acclaimed

Moved that Christie Lomore be elected to the Contract and Benefits Committee for a two-year term
Acclaimed

vi. Nominations Committee (two positions)

Moved that Geniece Hallett-Tapley be elected to the Nominations Committee for a two-year term
Acclaimed

Moved that Ingrid Robinson be elected to the Nominations Committee for a two-year term
Acclaimed

vii. IP Committee (one position)

Moved that Gerard Marangoni be elected to the IP Committee for a two-year term
Acclaimed

viii. Grievance Committee (three positions)

Moved that Doug Al-Maini be elected to the Grievance Committee for a two-year term
Acclaimed

Moved that Andrew Foran be elected to the Grievance Committee for a two-year term
Acclaimed

Moved that Martin Sastri be elected to the Grievance Committee for a two-year term
Acclaimed

ix. Social Affairs Committee (two positions)

Moved that Yogesh Ghore be elected to the Social Affairs Committee for a two-year term
Acclaimed

x. Pension Plan Committee (new) (three positions)

Moved that Ken MacAulay be elected to the Pension Plan Committee for a two-year term
Acclaimed

Moved that Vijay Vishwakarma be elected to the Pension Plan Committee for a two-year term

Acclaimed

Moved that Ping Wang be elected to the Pension Plan Committee for a two-year term

Acclaimed

- f. New Business: Mary Oxner
 - i. Thank you to the Executive Committee Members and Charlene Weaving (ex-officio)
 - ii. Thank you to all members of all StFX AUT committees
 - iii. Thank you to Sodexo for the lunch
 - iv. Special Thanks to Susan MacKay
- g. Adjournment

Move that the meeting be adjourned. Moved R. Semple Motion carried

StFXAUT Annual Report May 2018

President's Message



Dear Members,

As we complete our most recent fiscal year-end and near the completion of the academic year, we pause to reflect on the events which characterized that year. The year involved disruption caused by the on-going transformation of physical spaces on campus, announcements of unprecedented financial commitments to the University's capital campaigns and scholarship funds, parking pressures, looming and actualized operating deficits, lobbying of the provincial government for increased financial support, and countless successes in research programs and funding and in student learning. Overwhelmingly, the year was characterized by the persistent threat to collegial governance. Populating committees with administrators, failing to consult meaningfully, and flagrantly violating the *Collective Agreement* are examples of that threat.

As stated in a *Bulletin* on collegial governance published on March 5, 2018, "Collegial governance is more than just consultation; consultation is an important part of collegial governance but collegial governance is a broader concept. It is fundamentally academic staff and administrators governing the institution together (e.g., through the Senate, the University Faculty, and individual faculties, and their committees). Collegial governance also ensures the presence of democratic principles in the decision-making processes of a university. Those being governed (academic staff and, in some cases, non-academic staff and students) have an important say in many of the significant decisions that affect them."

Current discussions at a national level are also focused on the erosion of collegial governance occurring in Canadian Universities. At the most recent CAUT Council meeting, the following motion ended three days of meetings: that "CAUT explore all possible means to advance member associations' efforts to defend collegial governance against threats posed by Senate, Board of Governors and senior administrations."; the motion was unanimously approved. As a collective and as individuals we need to be vigilant and active in our defense of collegial governance and by extension of academic freedom.

I am encouraged and bolstered by the sheer number of Members working on committees completing the work of the StFXAUT. Members' service is important and meaningful and my thanks is extended to all.

Respectfully submitted,
Mary Oxner
President StFXAUT

2017-2018 StFXAUT Executive Committee



From left to right (back row): Susan MacKay, Executive Assistant; Mary Oxner, President; Kris Hunter, Member at Large; Stephen Finbow, Co-Chief Grievance Officer; Monica Lent, Member at Large; Bruce Sparks, Vice President; Ken MacAulay, Co-Chief Grievance Officer; (front row): Clare Fawcett, Secretary; Martin Sastri, Member at Large; Martin van Bommel, Treasurer. Missing: Brad Long, Past President and Karen Kenny, Member at Large.

StFXAUT Financial Report: Dr. Martin van Bommel

StFX AUT Income Statement for the Year Ending March 31, 2018 (with Comparatives for 2017)

REVENUE	2017	2018		
	Actual	Actual	Budget	Variance
Membership Dues	\$ 258,202	\$ 250,821	\$ 260,000	\$ (9,179)
Transfer From Reserve	3,178	3,149		3,149
Interest	65	1,024	100	924
Total Revenue	\$ 261,444	\$ 254,994	\$ 260,100	\$ (5,106)
EXPENDITURES				
Dues: CAUT	52,360	52,190	55,000	(2,810)
ANSUT	32,256	31,590	33,000	(1,410)
CAUT Defense fund	24,032	27,148	25,000	2,148
Legal Fees	18,456	35,849	30,000	5,849
Accounting Fees	2,300	2,300	2,300	-
Insurance	875	875	875	-
Stipends / Course Relief	5,750	12,500	6,250	6,250
Wages	47,658	51,714	50,000	1,714
Professional Development	438	4,041	1,000	3,041
Travel				
CAUT Meetings	5,642	7,298	6,000	1,298
ANSUT Meetings	-	-	-	-
StFXAUT	604	845	700	145
Social	8,684	10,647	9,000	1,647
Prizes and Awards	3,736	3,863	4,000	(137)
Communications:				
Website	155	247	200	47
Unioniversity	409	-	500	(500)
Office Expenses	986	3,128	2,000	1,128
Donations	7,850	12,123	10,000	2,123
Negotiations	24,346	-	-	-
Miscellaneous	3,437	-	1,000	(1,000)
Total Expenditures	\$ 239,975	\$ 256,358	\$ 236,825	\$ 19,533
NET INCOME	\$ 21,469	\$ (1,364)	\$ 23,275	\$ (24,639)

NET ASSETS	2017	2018	NET GAIN (LOSS)
Operational Accounts	\$ 137,239	\$ 117,257	(19,982)
Reserve Fund	591,973	596,135	4,162
Prepaid Expenses	-	2,913	
Accounts Receivable	20,711	31,783	11,072
Accounts Payable	(9,021)	(8,551)	471
	\$ 740,901	\$ 739,537	\$ (1,364)

StFXAUT 2019 Budget: Dr. Martin van Bommel

StFXAUT

Budget for the Year Ending March 31, 2019
(with Comparative Actuals for 2018)

REVENUE	2018 Budget	2018 Actual	2019 Budget
Membership Dues	\$ 260,000	\$ 250,821	\$ 260,000
Transfer From Reserve	-	3,149	7,000
Interest	100	1,024	1,000
Total Revenue	\$ 260,100	\$ 254,994	\$ 268,000
EXPENDITURES			
Dues: CAUT	55,000	52,190	55,000
ANSUT	33,000	31,590	33,000
CAUT Defense fund	25,000	27,148	27,000
Legal Fees	30,000	35,849	30,000
Accounting Fees	2,300	2,300	2,300
Insurance	875	875	875
Stipends / Course Relief	6,250	12,500	13,000
Wages	50,000	51,714	52,000
Professional Development	1,000	4,041	8,000
Travel: CAUT Meetings	6,000	7,298	10,000
ANSUT Meetings	-	-	-
StFXAUT	700	845	1,000
Social	9,000	10,647	10,000
Prizes and Awards	4,000	3,863	7,500
Communications:			
Website	200	247	250
Unioniversity	500	-	500
Office Expenses	2,000	3,128	3,000
Donations	10,000	12,123	10,000
Negotiations	-	-	4,000
Miscellaneous	1,000	-	-
Total Expenditures	\$ 236,825	\$ 256,358	\$ 267,425
NET INCOME	\$ 23,275	\$ (1,364)	\$ 575

Notes:

- 1) No change in the mil rate (8.0)
- 2) Interest/gains earned in reserve fund - can "Transfer from Reserve Fund"
- 3) Legal fees remain high - some policy grievance work to be done
- 4) Prizes and awards increased again - another 6-credit student bursary
- 5) Office - pre-negotiations expenses
- 6) Negotiations - Salary & Benefits and Communications work in preparation

StFXAUT Annual Report May 2018

Committee: Association of Nova Scotia University Teachers (ANSUT)

Committee Chair: Bruce Sparks



Association Mandate:

The Association of Nova Scotia University Teachers (ANSUT) advocates for the quality, accessibility, and academic integrity of Post-Secondary Education; it believes that such education is a right, not a privilege; and it represents its members in maintaining and improving the autonomy and diversity of their individual institutions to those ends.

Association Representatives:

Bruce Sparks, Peter McInnis, Mary Oxner

Association Activities for the Year:

ANSUT carries out its mandate in a number of ways: through lobbying and maintaining a public media presence; by carrying out research on post-secondary education in Nova Scotia; by sponsoring public events; by providing a regular forum for member associations to meet for information exchanges; and by liaising with other unions and interest groups.

In the last year representatives of the member associations met four times. These meetings are invaluable and ensure that issues affecting one university are known to the others. This is particularly important in regard to negotiations, collective agreements, and administrative actions.

The Communications Manager (Teresa Workman) and the President (Scott Stewart) have been very active with op-ed writing, media releases, conference attendance, and lobbying efforts.

ANSUT commissioned a poll to gauge *Public Support for Public Education* which was released in February and is available on their [website](#). Last October, during Fair Employment Week, it sponsored, in conjunction with the Dalhousie Faculty Association, a presentation at the Halifax Public Library by Professor Janet Morrill of the University of Manitoba on university finances and Contract Academic Staff. This month (May 3-4) ANSUT organized and sponsored a conference on *Indigenizing the Academy* held in Cape Breton. Also this month, there will be a Communication Officers workshop facilitated by ANSUT and CAUT.

Ongoing research interests include university financial statements and governance, and the position of Contract Academic Staff.

StFXAUT Annual Report May 2018

Committee: CAUT Defence Fund

Committee Chair: Martin van Bommel



Fund Mandate:

The CAUT Defence Fund dates from 1978, and its founding purpose was to provide unionized Canadian academic member unions with a unified strike fund. Formed of associations that are members of CAUT, it now includes 54 member unions representing over 25,000 academics from St. John's to Victoria. Since 1992 the Defence Fund has been incorporated under the laws of Canada. Each member union appoints a Trustee (associations with more than 500 members appoint a second Trustee, and those with more than 1,000, a third) and some CAUT officers are ex-officio members of the Board of Trustees, which meets in person at least once a year to oversee the management of the Fund.

Trustees have two roles. They have fiduciary responsibilities to ensure that monies are used solely to meet the objectives and purposes of the Fund. Secondly, they represent the views and interests of their own union.

The level of dues is currently set at \$66 per person per year, a figure that has not risen since the 1990s.

Fund Trustee: Martin van Bommel

Activities for the Year:

I was appointed to the Board of Trustees to represent the StFXAUT in September. Subsequently there were six conference calls (I participated in five) for Members to discuss the issues and vote to support various member unions for potential job action. I also represented the StFXAUT at the Annual Meeting of Trustees and Member Union Representatives in Toronto in October.

Since May 2017, strike support and potential benefits were approved for eight member unions, with only the University of Manitoba requiring strike support (approximately \$2 million), and the University of Guelph being granted \$6,525 for mediation/arbitration.

The Defence Fund also welcomed six new member unions from universities in Alberta, including Lethbridge, Calgary, Athabasca, Mount Royal, Alberta, and Grant MacEwan. This huge rise in membership numbers significantly increases annual revenue, but also poses a considerable challenge of risk management to consider the consequences if a significant portion of the universities in Alberta were to commence job action requiring financial support.

StFXAUT Annual Report May 2018

Committee: Communications

Committee Chair: Susan MacKay



Committee Mandate:

With the direction of the Executive, to inform and educate the membership about and involve the membership in the activities and purposes of the Association; to connect members to the broader issues relevant to labour, equity, and post-secondary education (PSE); to manage and regularly update all the channels of communication, both internal and external; and to oversee the communication efforts of the Association staff.

Committee Members:

Kathleen MacKenzie; Mary Oxner, StFXAUT President; Pauline MacIntosh; Philip Girvan, StFXAUT Communications Officer; Rhonda Semple; Shah Razul; Susan MacKay, StFXAUT Executive Assistant

Committee Activities for the Year:

Members of the Communications Committee met regularly throughout the year to discuss and plan Beacon newsletters and Bulletins, a new monthly publication begun in February 2018. Bulletins are provided to Members to address issues of interest that may have an impact on Members' Academic lives.

The Committee proposed purchasing video equipment to increase the visual presence on social media and the AUT website, create awareness about Members in their various roles on campus (nine employment categories), and capture short videos and footage from various meetings and events held throughout the year. The equipment will enable the Committee to produce a series of short video clips, compile a catalogue of images, and facilitate the production of short videos. We would like to thank the Executive Committee for approving the purchase of the requested video equipment.

Our focus is to continue to inform the membership about current administration, labour, and PSE issues, and acknowledge the contribution Members make to our campus and greater communities personally, professionally, and academically.

We thank Members who have contributed to the *Beacon* over the years for your suggestions, article submissions, and continued interest and support.

StFXAUT Annual Report May 2018

Committee: Contract and Benefits

Committee Chair: Christie Lomore



Committee Mandate:

To make recommendations to the Executive Committee regarding the provisions of the *Collective Agreement* and benefits. To help prepare the negotiating team for negotiations and support the Executive and the negotiating team during negotiations.

Committee Members:

Carl Adams, Christie Lomore (Chair), Hatem Ghouma, Jake Hanlon, Jason Potts, Martin Sastri, Michael Linkletter, Monica Lent, Patricia Budicky, Peter McCormick

Committee Activities for the Year:

The Committee met three times in 2018. The primary goal of these meetings was to begin preparations for the next round of contract negotiations. To that end, we have begun the process of compiling comparisons between our current *Collective Agreement* and the contracts of several comparator institutions both in the Atlantic region (e.g., Mt A, UPEI, MSVU, Acadia) and beyond (e.g., Lethbridge, UNBC, Bishops). Over the next several months, we intend to prepare a survey for the membership to identify Members' key concerns. This information will be used to draft proposals for negotiation and to support the work of the negotiating team.

StFXAUT Annual Report May 2018

Committee: Financial Oversight

Committee Chair: Mary Oxner



Committee Mandate:

The Committee was stuck in 2017 with a view to interpret and analyze the financial information published by the University administrators (e.g., audited financial statements, budget documents) and report those interpretations and analyses to Members.

Committee Members:

Jonathan Rosborough (Economics), Rhonda McIver (Accounting and Finance), Ryan Lukeman (Mathematics), Martin van Bommel (Treasurer), Mary Oxner (President)

Committee Activities for the Year:

The University is experiencing unprecedented financial commitments to capital campaigns (e.g., Mulronev Institute, Saputo Centre for Healthy Living) and scholarship funds (e.g., Xaverian Scholarship Fund). At the same time, the operational deficit is \$2.4M for the fiscal year ended March 31, 2018 and is projected to be \$3.5M for the next fiscal year.

The Committee met to discuss plans for their analyses. Committee Members will bring their different lenses (i.e., economics, accounting and finance, mathematics) to the analyses. The next meeting will occur after both the March 31, 2018 audit financial statements are reported on the University website and the budget as approved by the University's Board of Governors is presented to Faculty.

StFXAUT Annual Report May 2018

Committee: Grievance

Co-Chief Grievance Officers: Ken MacAulay and Stephen Finbow



Committee Mandate:

To ensure the just and equitable treatment and evaluation of Association Members; to defend and seek enforcement of all contractual arrangements between the Association and the Employer; and to make recommendations to the Executive. The Committee shall meet at least twice annually.

Committee Members:

Andrew Foran, Dan Robinson, Doug Al-Maini, Kailin Wright, Ken MacAulay (Co-Chair), Martin Sastri, Ryan Lukeman, Stephen Finbow (Co-Chair)

Committee Activities for the Year:

Unit/Department

- Continuing to work with several units/departments to resolve ongoing issues with Admin or within the department.
 - Five units in particular require support
- Workload Issues – Working with Admin to clarify workload for several groups of employees

Individual

Discipline Cases

- Social media posting
- On-going case reported in November resolved

Potential Grievances

- Potential Policy Grievances
 - Hiring Processes
 - Automation of the timetabling processes
- Other Potential Grievances
 - Coady: Short Term hires/Workload
 - Managerial issues
 - Violations of process (change timing of input from chairs for timetable)

Interpretation/Understanding of the *Collective Agreement*

- LTA's – right to teach p-t courses in the summer
- Status of department policies – not grievable (but workload is)

- Requests for extension on time lines for evaluations (one-time request)
- Placement on scale for newly hired lab instructors
- URPTA eligibility
- Availability of health benefits for new f-t/p-t hires that are not faculty
- Pregnancy leave questions
- DEC evaluation questions
- Unpaid leave – working with Member and Admin regarding unique circumstances
- Nature of contracts after 5 years employment while on a T-T position (series of one year appointments)

Other

- Ongoing work regarding LOU's and their implementation
- Consultation on Business Faculty Departmentalization
- Inclusion of positions in the AUT (Coady & Writing Center)

StFXAUT Annual Report May 2018

Committee: Joint Committee

Committee Chair: Brad Long (for the StFXAUT)



Committee Mandate:

Established in accordance with the terms of Article 1.18 of the *Collective Agreement*, this Committee serves in an advisory capacity to both University administration and the StFXAUT with the general aim of ensuring that the *Collective Agreement* is administered in a spirit of cooperation and mutual respect.

Committee Members:

Brad Long and Charlene Weaving (serving with two representatives from administration)

Committee Activities for the Year:

Regular monthly discussions have enabled information sharing and have resulted in a series of agreements. All agreements reached by the Joint Committee are forwarded to the StFXAUT Executive (and university representatives) for consideration and final approval.

Agreements:*

1. Agreed to a series of corrections for errors in the CA; MOU posted online.
2. Agreed to change the notification date for phased-in retirement to January 31; included in MOU for item #1 above.
3. Agreed to count as one year of service for the purpose of retirement any limited term appointment of less than one year duration which was nevertheless full time for a whole academic year and which was a continuing appointment; MOU in process.
4. Agreed to the CA language which would bring the Dietetic Educator position into the bargaining unit; recommended to the StFXAUT President and the AVP for agreement pending final negotiations between said parties.
5. Agreed to an 'informal' step in the discipline process where complaints can be resolved prior to formal discipline procedures; MOU posted online.
6. Agreed to recommend a one-year increase in the allowable travel grant for applications for international travel from \$1800 to \$2400 for 2018-19; MOU in process.
7. Agreed to the terms and procedures for applications for a leave of absence with salary deferral for applicable members of the bargaining unit; details available to members from Human Resources.
8. Agreed to the terms and procedures for research leave for members from Coady and Extension, per LOU#6 of the CA and upon receipt of and modification to the draft submitted to us by the ad-hoc committee struck in accordance with said LOU; MOU posted online.

9. Agreed to modify the language for the phased-in retirement Articles 2.5.2 and 3.5.2 to make it clear that Members may exercise this option for any period up to 5 years in duration; MOU posted online.

Information sharing:

1. The administration provided the StFXAUT with a schedule of new Faculty hires sufficient to satisfy the replacement clause under the one-time retirement incentive program.
2. The administration provided the StFXAUT with periodic updates on Members' usage of both the Travel Grant and the Professional Expense Fund.

* Note that all MOU's "posted online" are available as pdf documents on both the Human Resources [website](#) and the StFXAUT [website](#).

StFXAUT Annual Report May 2018

Committee: Joint Joint Committee and Grievance Committee

Committee Chair: Mary Oxner



Committee Mandate:

An ad hoc Committee designed and struck to investigate, discuss and advance issues that have the potential to have both implementation and policy grievance elements.

Committee Members:

Charlene Weaving (Joint Committee), Brad Long (Joint Committee), Ken MacAulay (Co-Chief Grievance Officer), Stephen Finbow (Co-Chief Grievance Officer), Doug Al Maini (Grievance committee), Ryan Lukeman (Grievance Committee), Mary Oxner (President)

Committee Activities for the Year:

The Committee met several times as one and then separately in two separate groups to discuss two separate policy issues, namely:

- 1) Hiring processes for Canada Research Chairs, Interdisciplinary Programme Faculty and Endowed Professorships (Doug Al Maini, Stephen Finbow and Mary Oxner) - The process(es) is described in a draft policy statement prepared by the Associate Vice President of Research. Our review reveals that the hiring process(es) being utilized lacks compliance with the process for hiring as outlined in the *Collective Agreement*. The lack of compliance compartmentalizes into three main concerns. The sub-committee meet with the AVP, AVPR, Director of HR and Manager of Academic Administration in early March 2018 with subsequent meetings with the AVP and Manager of Academic Administration; no solution or proposal to address the issues raised have been received either formally or informally.
- 2) Automated Scheduling (Ryan Lukeman, Ken MacAulay and Mary Oxner) – The expressed intention of automated scheduling was thwarted for the current year despite promises to the contrary because of difficulty encountered with the timetable structure and the process including timeline of course assignment. Automated scheduling is not in compliance with either the *Collective Agreement* nor with the precedent for course scheduling. No consultation or acknowledgement of the *Collective Agreement* has been offered although requested.

StFXAUT Annual Report May 2018

Committee: Joint Occupational Health & Safety Committee (JOHSC)

Committee Co-Chairs: Suzanne van den Hoogen (AUT)
Leon MacLellan (Management)



Committee Mandate:

The purpose of the JOHSC is to work cooperatively with the Employer in identifying and resolving safety and health issues. The Committee has a mandate to advise, recommend and assist on policies that will improve the health and safety of all employees while at the University. In addition, the JOHSC will monitor, review, participate and advise on the University's Health and Safety Management System with the goal of eliminating workplace injury and illness.

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Committee Members (StFXAUT):

Suzanne Van den Hoogen; Susan MacKay, AUT Executive Assistant (Alternate)

Committee Activities for the Year:

Did you know?

- The JOHSC Committee is mandated by law under the [NS Occupational Health and Safety Act](#).
- The Committee meets monthly, and [minutes](#), outlining the activities of this committee are posted to the StFX JOHSC website.

Activities (Highlights): For detailed activities of the StFX JOHSC, please visit the [StFX JOHSC website](#).

Rewriting the University Health and Safety Program: IN PROGRESS: For the interim, NS Labour and Workforce Development has created a Guide for JOHSC committee members.

<https://novascotia.ca/lae/healthandsafety/docs/JOHCommitteeSingEmployer.pdf>

The guide will assist committee members in understanding their role and how to support the implementation of the health and safety program. This guide is also part of the JOHSC's ongoing training.

Communications sub-committee: The Communications sub-committee continues to work with StFX Communications to develop educational materials (including an OHS logo, branding, and Twitter account). An Occupational Health Safety email has been created: ohs@stfx.ca. There will also be OHS specific bulletin boards created throughout campus.

Mulroney Project: Communications to the campus community regarding progress are informative, and have currently been well-received.

First Aid training is provided through the Keating –Wellness Centre. Departments are responsible for the costs http://goxgo.ca/recreation/news/Winter_2015/Red_Cross_First_Aid_11-05-2016

Safety training for new hires and existing employees: Purpose: to educate the campus community, to develop orientation material for new hires, and to establish a program to provide orientation sessions/information to new and existing employees. Contact [Janet Beaton](#) for more information.

JOHSC Terms of Reference (ToR): The Committee updated the JOHSC ToR. Posting to the JOHSC website pending.

Reporting: All incidents, accidents, near-misses and hazards are to be centralized and sent to Security: **867-4444**

StFXAUT Annual Report May 2018

Committee: Nominations

Committee Chair: Ingrid Robinson



Committee Mandate:

To nominate Members for election for positions among Officers, the Executive, and on Standing Committees, and, at the request of the Executive Committee, to suggest Members to serve on ad hoc Committees.

Committee Members:

Geniece Hallett-Tapley, Ingrid Robinson, Paul Tynan

Committee Activities for the Year:

There were two calls for nominations to Committees during the year: one at the October 2017 Regular meetings and one significant call for nominations at the Annual General Meeting (AGM) scheduled for May 8, 2018. At the October 2017 meeting, there were four committees (i.e., Outstanding Staff Teaching Award, Status of Women and Equity, Financial Oversight, Social Affairs) requiring nominees and six (6) nominees. At the May 2018 AGM, there are eight Committees (i.e., Executive, Contract & Benefits, Social Affairs, University Pension Plan Representative, Communications, Learning Skills Instructors, Contract & Benefits Sub-Committee (new), Nominations) requiring nominees and twenty two (22) nominees. Ingrid Robinson reported on the nominees at both meetings.

Thank you to Paul Tynan who completes his two year term on the Committee.

StFXAUT Annual Report May 2018

Committee: Social Affairs

Committee Chair: Bhavik Parikh



Committee Mandate:

To organize social events for Members of the Association, in consultation with the President of the StFXAUT or a designated representative.

Committee Members:

Bhavik Parikh; Yogesh Ghore; Yvonne Fraser; Susan MacKay, AUT Executive Assistant; Mary Oxner, Executive Committee appointee

Committee Activities for the Year:

The Social Affairs Committee planned several gatherings for AUT Members this academic year. The first, and by the far the most popular, was the annual fall meet and greet at Crystal Cliffs on September 9th, 2017. This event was well attended and offered a delicious meal and live music by our jazz students. This is always a great opportunity for new AUT Members to meet their colleagues.

This year we decided to have two end of term events. The first event was held on December 4th, 2017 as our fall semester end of term event. We had organized a brunch with holiday music provided by students from the Music Department. This event was well attended and Members who were present at this event had a pleasurable get-together.

On April 10th, 2018 we held our winter semester end of term social with lunch being served. We also had live music presented by our students from the Music Department. This event was very well attended, and attendees had an enjoyable afternoon.

StFXAUT Annual Report May 2018

Committee: Status of Women and Equity Committee (SOWE)

Committee Chair: Ronald Charles



Committee Mandate:

To prepare recommendations and reports to StFXAUT on equity at StFX. The objective of the Committee is to promote implementation of statutory rights with the aim of achieving an equitable workplace.

Committee Members:

Monica Schuegraf; Naima Chowdhury; Pamela Johnson; Ronald Charles; Susan MacKay, AUT Executive Assistant; Mary Oxner, Executive Committee appointee

Committee Activities for the Year:

The Committee's activities during the year were carried out through a series of committee meetings. The meetings focused on several priorities, namely: equity governance (e.g., role of SOWE committee, role of Joint Equity Committee given current equity committee structure, role of new Human Rights and Equity Advisor), addressing equity issues on campus, understanding the interrelated role of other unions on campus, and advancing the Equity Summit report. Advancing the Equity Summit Report will require an Equity audit or survey which could be accomplished in cooperation with both the Human Rights and Equity Advisor and the other unions on campus. In addition, the Committee met with Margaret Nicolson for a presentation on Visual Literacy and with Megan Fogarty for a discussion on equity governance and the role of the Human Rights and Equity Advisor on campus.

Three SOWE Committee Members, Pamela Johnson, Naima Chowdhury and I, attended the CAUT 4th Equity Conference in Ottawa April 6-7, 2018. CAUT's 4th Equity Conference brought together equity and academic staff association activists from across the country to discuss and develop ways to more effectively promote equity on our campuses by mobilizing members, and building solidarity. "Despite public commitments to improve equity in post-secondary education, universities and colleges continue to be places that exclude Aboriginal peoples; persons with disabilities; persons who identify as lesbian, gay, bisexual, trans, queer, and two-spirited; racialized minorities; and women."

http://act.caut.ca/equity_conference_20180405_20180406

During this year's Annual General Meeting's Information Sessions, Pamela Johnson and I will be offering an information session prior to the Annual General Meeting focusing on national issues and practices and equity issues and processes on our campus.

StFXAUT Annual Report May 2018

Committee: University Benefits Governance Committee

Committee Chairs: Monica Schuegraf, Robert Kennedy



Committee Mandate:

The StFXAUT Executive shall select two Members, reporting to the Association, to serve on a four person committee with the Administration. This Committee will be responsible for overseeing group benefit programmes in accordance with the provisions of this *Collective Agreement*.

The Benefits plan currently in operation shall continue in operation for the term of the Agreement, or until such time during the agreement as a new plan is agreed upon by the Employer and the Association. The Employer shall make no change in the plan without the consent of the Association.”

Committee Members:

Monica Schuegraf, Robert Kennedy

Committee Activities for the Year:

No meetings of the Committee were called or held in the last two years. The Director of Human Resources for the University has been contacted about the intentions and timeline for meetings.

StFXAUT Annual Report May 2018

Committee: University Intellectual Property (IP) Committee

Committee Chair: Shah Razul



Committee Mandate:

Shall meet twice annually to conduct routine business, consider proposals for modification in the *Collective Agreement*, make recommendations concerning the creation and maintenance of a positive University climate for the development and appropriate distribution of Intellectual Property including commercializable Intellectual Property and report annually on its activities to the AVP with a copy to the President of StFXAUT.

Committee Members:

Gerrard Marangoni, Shah Razul

Committee Activities for the Year:

The Committee has identified and presented whistleblower language from other Canadian Universities. There have been initial discussions of the appropriate language to include in the context of StFX. A meeting is scheduled on May 8 to meet and have some agreement of the language for the whistleblower section in the *Collective Agreement*. Our primary goal is to complete the agreed upon whistleblower language before the next academic year starts. In addition we looked at clarifying the IP of materials that an instructor presents in an online course.

StFXAUT Annual Report May 2018

Committee: University Pension Plan Representatives/ Pension Plan

Committee Chair: Frank Comeau



Committee Mandate:

Three representatives from the Association on the University's Pension Plan Committee. The Committee shall meet at least once in each Plan year and shall be actively involved in any re-negotiations to the Plan and decisions.

University Pension Plan Representatives:

Frank Comeau, Mikael Haller, Patricia Cormack

Committee Members:

Frank Comeau, Mikael Haller, Patricia Cormack, Ping Wang, Ken MacAulay, Vijay Vishwakarma

Committee Activities for the Year:

The University Pension Plan Committee dealt with two main issues: target date funds, and the Nova Scotia Public Service Superannuation Plan. In both cases, meetings included information sessions by a representative of the human resources consulting company Morneau Shepell.

Target date funds were added as an option to the pension plan early this year. They are now the default for new hires.

Recent committee meetings have focused on the possibility of migrating the pension plan to the NS Public Service Superannuation Plan.