



**StFXAUT**  
STFX ASSOCIATION OF UNIVERSITY TEACHERS

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

**Annual General Meeting**  
May 13, 2020

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**Annual General Meeting  
Via Microsoft Teams  
1:00-2:15pm Wednesday May 13, 2020  
Agenda**

1. Call to Order
2. Territorial Acknowledgement  
*The St. Francis Xavier Association of University Teachers is situated in Mi'kma'ki, the unceded territory of the Mi'kmaq People.*
3. Moment of Silence
4. Approval of Agenda
5. Approval of Minutes of Prior Annual General Meeting - May 9, 2019
6. Business Arising from the Minutes
7. Guest Speaker  
Dr. Scott Stewart, President of Association of Nova Scotia University Teachers (ANSUT)
8. Reports:
  - a. President (Mary Oxner)
  - b. Treasurer (Robert van den Hoogen)
    - i. Financial Statements at March 31, 2020
    - ii. Budget for year ended March 31, 2021
    - iii. Reserve Fund at March 31, 2020
  - c. Co-Chief Grievance Officers (Christie Lomore and Stephen Finbow)
  - d. Nominations Committee (Ornella Nzindukiyimana)

President (two-year term):  
Martin van Bommel

Vice President (two-year term):  
Denise Delorey

Secretary (two-year term):  
Bruce Sparks

Members-at-Large (two-year terms):  
Chris Frazer  
Donna Trembinski  
Will Sweet

Contract & Benefits Committee (two-year terms):  
Donnelly Archibald  
James Braid  
Chris Gilham  
James Hughes  
Wendy Panagopoulos  
Bruce Sparks  
Tara Taylor

Status of Women and Equity Committee (three-year terms):  
Corrine Cash  
Chris Frazer  
Meghan Landry  
L. Jane McMillan  
Reed Thomas

Social Affairs Committee (three-year term):  
Yvon Grenier

Communications Committee (two-year terms):  
Dan Robinson  
Joanne Tompkins

Grievance Committee (two-year terms):  
Nancy Forestell  
Chris Frazer  
Meghan Landry  
Martin Sastri

University Pension Plan Committee (three-year term):  
Bhavik Parikh

9. New Business

10. Adjournment



**Annual General Meeting  
May 9, 2019  
Draft Minutes**

1. Territorial Acknowledgement

*The St. Francis Xavier Association of University Teachers is situated in Mi'kma'ki, the unceded territory of the Mi'kmaq People.*

2. Approval of Agenda

Moved that the Agenda be approved as circulated. Moved by W. Sweet, Seconded by P. MacIntosh. Motion carried.

The Annual Report containing the reports of the various committees of StFXAUT is on the StFXAUT website at [www.stfxaut.ca](http://www.stfxaut.ca).

3. Approval of Minutes of Prior Annual General Meeting - May 8, 2018

Moved that the Minutes of the Annual General Meeting of May 8, 2018 be approved as circulated. Moved by P. MacIntosh, Seconded by K. MacAulay. Motion carried.

4. Business Arising from the Minutes

There was no business arising from the Minutes.

5. Guest Speaker

Speaker Dr. Julia Wright, University Research Professor, Dalhousie University spoke on the topic of collegial governance. Mary Oxner thanked Dr. Wright.

6. Reports:

a. President's Report from Mary Oxner

i. Past Year

1. The StFXAUT is working on making sure communications are frequent and clear to ensure and improve member engagement.
2. *Work on the Collective Agreement.*
  - a. Most LOUs have been completed with the exception of two that are on-going.
  3. Membership continues to be an issue. We are working to determine who is and who is not in the StFXAUT. There has been resistance from the administration about who is included in the Union.
  4. Departmental hiring processes have been difficult. Challenges include how to conduct interviews using Skype as well as how many people can be brought to campus for face-to-face interviews. The administration is becoming more involved in academic hiring which worries us.

5. Academic freedom is something we all have. Nevertheless, academic freedom is being challenged, particularly in the Coady and Extension.
6. Regular meetings have been held with the AVP, the other Unions on campus, and the Grievance Officers.
7. The Faculty Chair and Vice-Chair, Senate Chair and Vice-Chair, and AUT President have had regular meetings.

ii. Future

1. Negotiations on the *Collective Agreement*.
2. The StFXAUT needs better data bases. In particular, we need a system to organize information about hiring, grievances, and complaints. With these data we will be able to organize these data so we can analyse them for patterns.
3. We will continue to work on engaging members using *Information Bulletins* and *The Beacon*.
4. Collegial governance is a continuing concern.
5. The administration has purchased an automated scheduling system. The Union thinks automatic scheduling is a problem.
6. A survey of our Membership found that increased workload expectations is a major issue. Furthermore, as the workload is increasing, we are not able to hire more permanent employees nor are we are getting permission to hire precarious workers.
7. Financial sustainability continues to be an issue. StFX needs more students to remain sustainable.

b. Treasurer's Report by Martin van Bommel

i. Financial Statements at March 31, 2019

Moved that the March 31, 2019 Financial Statement be accepted as presented, that is, with a \$10,000 deficit. Moved by M. van Bommel, Seconded by J. Khoury. Motion carried.

ii. 2019-2020 Budget

Moved that the Budget ending March 31, 2020 be accepted as presented. Moved by M. van Bommel. Seconded by J. Khoury. Motion carried.

c. Co-Chief Grievance Officers: Reports by Christie Lomore and Ken MacAulay

i. Christie Lomore

1. Resolved Grievances
  - a. Hiring of Research Chairs—resolved
  - b. Sabbatical denials—resolved
  - c. Student Success Centre—resolved but still on-going
2. On-going Grievances
  - a. Three grievances about union membership are moving to arbitration.
3. Description of the Coady problems over the past few months.

- ii. Ken MacAulay
  - 1. Hiring issues
    - a. Issues with leaves. We have an agreement on principle about secrecy around sick leave.
    - b. Issues about moving from sick leave to long-term disability.
    - c. Issues about coming back to work after sick leave.
    - d. LTA to tenure-track: We need a clear path for people to move from LTA to tenure-track after 4 years of service at StFX.
  - 2. Issues with the restructuring of departments.
  - 3. Administrative issues
    - a. Rank and Tenure
    - b. Eligibility for benefits
    - c. Questions about retirement options
- d. Chief Negotiator Report by Charlene Weaving  
Overview of the on-going work on the survey of members.
- e. Nominations Committee. All nominations were made by Ingrid Robinson
  - i. Treasurer  
Moved that Robert van den Hoogen be named Treasurer for a two-year term.  
Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - ii. Members-at-Large  
Moved that Bill Walters and Norine Verberg be named Members-at-Large for two-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - iii. Contract and Benefits  
Moved that Bob Zecker be named to the Contracts and Benefits Committee for a two-year term. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - iv. Nominations  
Moved that Andrew MacDonald, Ornella Nzindukiyimana, and Martin van Bommel be named to the Nominations Committee for two-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - v. Social Affairs  
Moved that Yvonne Fraser and Kim Burnett be named to the Social Affairs Committee for two-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - vi. Communications  
Moved that Pauline MacIntosh and Kathleen MacKenzie be named to the Communications Committee for two-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.

- vii. Pension Plan Advisory  
Moved that Ping Wang and Opal Leung be named to the Pension Plan Advisory Committee for two-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - viii. University Benefits Governance  
Moved that Monica Schuegraf and Megan Landry be named to the University Benefits Governance Committee for three-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - ix. University Pension Plan  
Moved that Mikael Haller and Ken MacAulay be named to the University Pension Plan Committee for three-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - x. University Joint Occupational Health & Safety  
Moved that James Braid be named to the University Joint Occupational Health & Safety Committee for a three-year term. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
  - xi. Strike Preparedness  
Moved that Robert Madden, Peter McCormack, Wendy Panagopoulos, Deborah Vossen and Chris Frazer be named to the Strike Preparedness Committee each for one-year terms. Moved by Ingrid Robinson for the Nominations Committee. Acclaimed.
7. New Business  
Nancy Forestell and Joseph Khoury brought up issues to do with the university budget pointing out that there is a lack of accountability from the administration.
8. Adjournment  
Moved that the StFX AGM of May 9, 2019 be adjourned. Moved by B Long. Meeting adjourned.

Respectfully submitted,



Clare Fawcett  
Secretary



### President's Report

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Dear Members,

This academic year was like no other. It began with Hurricane Dorian in September causing our Welcome Dinner to be cancelled and closed with the COVID-19 pandemic causing the close of campus and a transition to on-line delivery. Our province of Nova Scotia was also shaken by a horrific rampage originating in Portapique and the deaths of six Nova Scotia based military officers off the coast of Greece.

#### Reflection

The Annual General Meeting (AGM) marks the end of my second two-year term as President of the StFXAUT. As I reflect on the last four years, I note many achievements as a collective. We launched the Bulletin which is a short (one-page) publication to inform Members about policy issues, increased Member engagement at social events like the term-end events which draw increasingly large crowds, incorporated an Annual Report, guest speaker and Information Sessions into our Annual General Meeting (AGM), strengthened our relationships with the other Unions on campus, oversaw the negotiation of two separate *Collective Agreements* (4<sup>th</sup> and 5<sup>th</sup>), designed a grievance/complaint/issue form for capturing the work of the Co-Chief Grievance Officers and the President, established monthly meetings with the Academic Vice President, held committee meetings over a bowl of soup and a biscuit, exposed the lack of effective leadership at the Coady International Institute, and identified the need and the format of databases of Member information and Grievances, Complaints, Issues, and Settlements. There was a lot of continuing work including committee meetings, attending CAUT Council meetings, establishing ad hoc committees to develop policy, provision of comments on policies (e.g., sexualized violence, risk emergency and risk measures), meeting with Members to discuss concerns and supporting the work of the Co-Chief Grievance Officers.

The recent negotiation consumed many hours of time for many. The Negotiation Team (i.e., Charlene Weaving, Chief Negotiator, Patricia Cormack, Jamie Powell) expended countless hours meeting with Members, reviewing the *Collective Agreement*, preparing proposals, consulting with groups of Members and committees, negotiating the Agreement and presenting results. A survey of Members revealed that the top three priorities of Members were governance, workload, and, salaries. The Team was successful in negotiating gender neutral language, securing an Agreement for a gender pay equity audit, limiting the imposition of requirements for equity & diversity training, increasing professional expense reimbursement, travel budget and research budgets, resisting the threat of automated scheduling, increasing salaries by 4.95% cumulative over the three years of the contract (larger increases for Part-Time Academic Instructors and Lab Instructors), increasing Chair/Coordinator/Director SON compensation,

reducing the teaching load for new tenure-track Faculty, restructuring the School of Nursing and redefining the workload of Nurse Educators. We collectively and profusely thank the Negotiation Team for their tireless effort in advancing the interests of all Members. Thank you.

There are areas of continuing improvement for the StFXAUT including populating a database of information necessary for reviewing trends, pressing for more financial and decision-making transparency from University administration, reviewing and maturing our Constitution, promoting the collegial governance structure of the University, and continuing to promote collegiality.

### Persistent Concerns

The context in which the StFXAUT oversees and negotiates the implementation of each *Collective Agreement*, addresses concerns of Members, works with Deans to solve problems, files grievances and advocates for Members has been shifting in a direction that is troubling. The lack of understanding of consultation, a willingness to reinterpret or ignore the *Collective Agreement*, a decline in providing reports and presentations thereby reducing transparency and hence

**Table: Analysis of Overall University Spending (Net of Academic Salaries)**

| Revenue (000s)        | 2015-16  | 2018-19  | Increase | % Increase    |
|-----------------------|----------|----------|----------|---------------|
| Student Fees          | \$36,731 | \$43,222 | \$6,491  | 17.70%        |
| Govt Operating Grant  | \$32,194 | \$37,254 | \$5,060  | 15.70%        |
| Other                 | \$5,106  | \$6,426  | \$1,320  | 25.90%        |
| Total resources       | \$74,031 | \$86,902 | \$12,871 | 17.40%        |
| Total Expenditures*   | \$75,513 | \$85,888 |          |               |
| Less STFXAUT Salaries | \$31,261 | \$32,513 |          | 4.00%         |
| All other spending    | \$44,252 | \$53,375 | \$9,123  | <b>20.60%</b> |

\*Total expenditures do not include the over \$5 million in costs of the Coady  
Source: Analysis provided by Ken MacAulay.

accountability, no seeming acknowledgement of the collegial governance model inherent in the University sector, an inability to balance the budget in spite of both a large increase in revenue (i.e., 17.4% from 2016-2019) and a mandate from the Board of Governors to do so, and a lack of financial controls evidenced by both the

recent write-off of approximately \$5,000,000 in accounts receivable and the increase in costs (other than academic salaries which increased by only 4.0%) of 20% or approximately \$9,000,000 over 2016-2019 (see Table above).

### COVID-19 Response

The implications of the arrival of COVID-19 were unexpected and dramatic. On short notice we were sequestered to our homes and were delivering the remainder of our course curricula in an on-line delivery format. As a result, there were numerous issues identified (e.g., tenure clock, use of evaluations, intellectual property) that affect the *Collective Agreement* in the short-term (i.e., end of term and Spring Summer courses) and more that affect the *Collective Agreement* in the longer term (i.e., Fall Term). The StFXAUT's response to the situation includes developing an LOU, identifying amendments to the LOU for the Fall term and, in doing so, consulting with Members from various employment categories, meeting with on campus Union Presidents, meeting with all Unions in post-secondary institutions across Nova Scotia in an effort to address

political leaders, meeting with Senate Officers to investigate the intersection of the work of Senate and the work of the StFXAUT, being available for meetings with the Academic Vice President, encouraging engagement with Senior University administration, responding to Member queries, addressing Member issues with University administration (e.g., acknowledgement of anxiety, stress of working from home), building financial models of potential scenarios, investigating the strength of the *Collective Agreement* and preparing a COVID-19 Special Edition of the *Beacon*.

Prior to the pandemic, University administration have not been transparent about the financial situation, have not been proactive in controlling costs outside of academic salaries, and have generated a series of deficits in the face of pressure from the Board of Governors to balance the budget. This causes heightened concern for the effective management of the financial implications caused by the pandemic response.

### **Acknowledgements**

Meetings with Members in the office, at social events, in committee meetings, through phone calls and e-mails and in impromptu meetings on sidewalks and in hallways have allowed me to better understand the diversity and strength of our Membership. I have been heartened by the contributions of so many Members to the work of the StFXAUT. I have had the privilege to work with an engaged Executive Committee. I have worked extensively with Chief Grievance Officers (Charlene Weaving, Ken MacAulay, Stephen Finbow, Christie Lomore), Chief Negotiators (Charlene Weaving, Ken MacAulay) and Negotiation Team Members (Kris Hunter, Christie Lomore, Patricia Cormack, Jamie Powell). I have learned so much from each, have laughed more than one should, have been inspired by their commitment and thoroughness, have benefited from their ability to address issues and find solutions, have been encouraged by their resourcefulness, and have been calmed by their injection of optimism. Thank you.

Susan MacKay, Executive Assistant, deserves an individual and special acknowledgement. Susan always offers a bright perspective, is committed to the advocacy and wellbeing of Members, brings a sense of purpose to the work of the StFXAUT, and encourages engagement and involvement of all Members. Thank you.

I am looking forward to the years ahead under the leadership of a new StFXAUT President who will be working with a new University President. I also look forward to assuming the role of Past-President.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Mary O.", written in a cursive style.

Mary O.  
(Soon to be Past-) President

## StFXAUT Annual Report May 2020

### 2019-2020 StFXAUT Executive Committee



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The St. Francis Xavier University Association of University Teachers (StFXAUT) is the inclusive bargaining unit with a Membership that includes full-time, part-time, and contract Faculty; Librarians and Archivists; Laboratory Instructors; Nurse Educators; Coady Program Teaching Staff; Learning Skills Instructors; and Dietetic Educators. We serve in a leadership capacity for promoting conditions that strengthen academic excellence at StFX with a concern for the welfare of the University and its academic staff.

The Executive Committee of the StFXAUT for 2019-2020 were:

Mary Oxner (Department of Accounting and Finance)  
President

Brad Long (Department of Management)  
Past President

Rachel Hurst (Department of Women's and Gender Studies)  
Vice President

Clare Fawcett (Department of Anthropology)  
Secretary

Robert van den Hoogen (Department of Mathematics and Statistics)  
Treasurer

Stephen Finbow (Department of Mathematics and Statistics)  
Co-Chief Grievance Officer

Christie Lomore (Department of Psychology)  
Co-Chief Grievance Officer

Chris Frazer (Department of History)  
Member-at-Large

Martin Sastri (Departments of Catholic Studies and Philosophy)  
Member-at-Large

Bill Walters (Department of Education)  
Member-at-Large

## StFXAUT Financial Statement: Robert van den Hoogen, Treasurer

### St. Francis Xavier Association of University Teachers Income Statement for the Year Ending March 31, 2020

|                              | 2,019           |                 | 2,020           |                |
|------------------------------|-----------------|-----------------|-----------------|----------------|
|                              | Actual          | To Date         | Budget          | Variance       |
| <b>REVENUE</b>               |                 |                 |                 |                |
| Membership Dues              | 260,014         | 272,688         | 265,000         | 7,688          |
| Interest                     | 9,719           | 1,579           | 10,000          | (8,421)        |
| <b>Total Revenue</b>         | <b>269,733</b>  | <b>274,267</b>  | <b>275,000</b>  | <b>(733)</b>   |
| <b>EXPENDITURES</b>          |                 |                 |                 |                |
| Wages                        | 61,054          | 57,843          | 62,500          | (4,657)        |
| Dues: CAUT                   | 53,666          | 57,077          | 55,000          | 2,077          |
| ANSUT                        | 32,178          | 34,086          | 33,000          | 1,086          |
| CAUT Defense fund            | 26,334          | 26,884          | 27,000          | (116)          |
| Legal Fees                   | 31,221          | 21,161          | 45,000          | (23,839)       |
| Grievance -- Non-Legal Costs |                 |                 |                 |                |
| Accounting Fees              | 2,875           | 2,645           | 3,000           | (355)          |
| Insurance                    | 875             | 875             | 875             |                |
| Stipends / Course Relief     | 13,000          | 21,000          | 14,000          | 7,000          |
| Professional Development     | 10,857          | 10,704          | 10,000          | 704            |
| Social                       | 13,118          | 11,038          | 12,000          | (962)          |
| Travel: CAUT Meetings        | 11,375          | 5,328           | 10,000          | (4,672)        |
| ANSUT Meetings               | 77              |                 |                 |                |
| StFXAUT                      | 1,280           | 4,608           | 1,300           | 3,308          |
| Prizes and Awards            | 5,922           | 4,231           | 6,000           | (1,769)        |
| Office Expenses              | 3,914           | 6,158           | 3,500           | 2,658          |
| Communications: General      |                 | 637             |                 | 637            |
| Website                      | 251             | 1,200           | 250             | 950            |
| Unioniversity                |                 |                 | 500             | (500)          |
| Donations                    | 10,650          | 11,700          | 11,000          | 700            |
| Negotiations: Legal          |                 | 10,448          |                 |                |
| Stipends and Wages           |                 | 28,450          | 30,000          | 19,553         |
| Supplies and Other           |                 | 10,655          |                 |                |
| Miscellaneous                | 1,594           | 5,821           |                 | 5,821          |
| <b>Total Expenditures</b>    | <b>280,242</b>  | <b>332,549</b>  | <b>324,925</b>  | <b>7,624</b>   |
| <b>NET INCOME</b>            | <b>(10,509)</b> | <b>(58,281)</b> | <b>(49,925)</b> | <b>(8,356)</b> |

|                           | 2019              | 2020              | NET GAIN (LOSS)    |
|---------------------------|-------------------|-------------------|--------------------|
| <b>NET ASSETS</b>         |                   |                   |                    |
| Operational Accounts      | \$ 7,371          | \$ 5,584          | \$ (1,786)         |
| Reserve Fund (Cash)       | \$ 550,839        | \$ 503,918        | \$ (46,920)        |
| Reserve Fund (Securities) | \$ 152,704        | \$ 151,197        | \$ (1,507)         |
| Prepaid Expenses          | \$ -              | \$ -              | \$ -               |
| Accounts Receivable       | \$ 36,342         | \$ 23,128         | \$ (13,214)        |
| Accounts Payable          | \$ (19,146)       | \$ (14,000)       | \$ 5,146           |
|                           | <b>\$ 728,109</b> | <b>\$ 669,827</b> | <b>\$ (58,281)</b> |

## StFXAUT 2021 Budget: Robert van den Hoogen, Treasurer

### St. Francis Xavier Association of University Teachers Budget Proposal April 1, 2020 to March 31, 2021

|                              | 2020                    |                         | 2020-21<br>Proposal    |
|------------------------------|-------------------------|-------------------------|------------------------|
|                              | To Date                 | Budget                  | Budget                 |
| <b>REVENUE</b>               |                         |                         |                        |
| Membership Dues              | \$272,688               | \$265,000               | \$260,000              |
| Interest                     | 1,579                   | 10,000                  | 5,300                  |
| Total Revenue                | <u>274,267</u>          | <u>275,000</u>          | <u>265,300</u>         |
| <b>EXPENDITURES</b>          |                         |                         |                        |
| Wages                        | 57,843                  | 62,500                  | 60,500                 |
| Dues: CAUT                   | 57,077                  | 55,000                  | 54,600                 |
| ANSUT                        | 34,086                  | 33,000                  | 31,200                 |
| CAUT Defense fund            | 26,884                  | 27,000                  | 28,000                 |
| Legal Fees                   | 21,161                  | 45,000                  | 30,000                 |
| Grievance -- Non-Legal Costs |                         |                         | 2,500                  |
| Accounting Fees              | 2,645                   | 3,000                   | 3,000                  |
| Insurance                    | 875                     | 875                     | 875                    |
| Stipends / Course Relief     | 21,000                  | 14,000                  | 14,000                 |
| Professional Development     | 10,704                  | 10,000                  | 7,500                  |
| Social                       | 11,038                  | 12,000                  | 9,500                  |
| Travel: CAUT Meetings        | 5,328                   | 10,000                  | 7,500                  |
| ANSUT Meetings               |                         |                         |                        |
| StFXAUT                      | 4,608                   | 1,300                   | 1,300                  |
| Prizes and Awards            | 4,231                   | 6,000                   | 8,000                  |
| Office Expenses              | 6,158                   | 3,500                   | 3,000                  |
| Communications: General      | 637                     |                         | 500                    |
| Website                      | 1,200                   | 250                     | 500                    |
| Unioniversity                |                         | 500                     | 500                    |
| Donations                    | 11,700                  | 11,000                  | 10,000                 |
| Negotiations: Legal          | 10,448                  | 30,000                  |                        |
| Stipends and Wages           | 28,450                  |                         |                        |
| Supplies and Other           | 10,655                  |                         |                        |
| Miscellaneous                | 5,821                   |                         |                        |
| Total Expenditures           | <u>332,549</u>          | <u>324,925</u>          | <u>272,975</u>         |
| <b>NET INCOME</b>            | <b><u>-\$58,281</u></b> | <b><u>-\$49,925</u></b> | <b><u>-\$7,675</u></b> |

#### Budget Assumptions on Revenues:

- Current Mil Rate = 8 (no change) assume 95 % of last year Actual
- Limited growth in investments (See Reserve Fund Report)

#### Budget Assumptions on Expenditures:

- New budget line item to reflect non-legal costs of grievances
- No Spring Social, likely less travel
- 8 bursaries of 3 credits + 2 prizes of \$200
- Any shortage to be covered by Cash in Reserve Fund

**StFXAUT Reserve Fund Report at March 31, 2020**  
**Robert van den Hoogen, Treasurer**

| <b>Reserve Fund 2019-2020</b>  |                               |           |                   |
|--|-------------------------------|-----------|-------------------|
| Scotia itrade  | Balance April 1, 2019         | \$        | 531,824.61        |
|  | Interest and Dividends        | \$        | 2,442.61          |
|  | Transfers in (out)            | \$        | -                 |
|  | Change in Market Value        | \$        | (2,329.46)        |
|  | <b>Balance March 31, 2020</b> | <b>\$</b> | <b>531,937.76</b> |
| Credit Union   | Balance April 1, 2019         | \$        | 171,717.66        |
|  | Interest and Dividends        | \$        | 1,459.59          |
|  | Transfers in (out)            | \$        | (50,000.00)       |
|  | Change in Market Value        | \$        | -                 |
|  | <b>Balance March 31, 2020</b> | <b>\$</b> | <b>123,177.25</b> |
| <b>TOTAL</b>   |                               | <b>\$</b> | <b>655,115.01</b> |
| <b>NOTES:</b>  |                               |           |                   |
| 1) Interest, Dividends and Market Adjustments  |                               | \$        | 1,572.74          |
| 2) 50K transferred out to cover approved deficit budget for 2019-20  |                               |           |                   |
| <p>From Reserve Fund Policy: The goal of the Association is to maintain the Reserve Fund at a level of at least twice the annual operating budget of the Association. If this goal is not met, the Treasurer will budget for an annual operating surplus sufficient to achieve the goal within five (5) years.</p> |                               |           |                   |

## StFXAUT Annual Report May 2020

**Committee:** CAUT Defence Fund

**Committee Chair:** Martin van Bommel



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### **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 62 member unions representing over 36,000 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:**

Since my report last May, there were five conference calls (I participated in three) for Members to discuss the issues, add to the membership, and vote to support various member unions for potential job action. I also represented StFXAUT at the Annual Meeting of Trustees and Member Union Representatives in Toronto in October. A key issue was the vote to support members who would not be crossing the picket line of a non-member union at their institution. A secondary issue was an amendment to the investment policy to permit more diversity in the portfolio.

Since May 2019, strike support and potential benefits were approved for six member unions, with only UNBC and MtA requiring the support, and two member unions awarded funding for mediation/arbitration.

The Defence Fund also welcomed a new member union from Huron University College Faculty.



## StFXAUT Annual Report May 2020

**Committee:** Communications

**Committee Chair:** Susan MacKay, Executive Assistant

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### **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; Pauline MacIntosh; Rhonda Semple; Shah Razul; Joanne Tompkins; Clare Fawcett; Philip Girvan, Communications Officer; Susan MacKay, Executive Assistant; Mary Oxner, President

### **Committee Activities for the Year:**

Members of the Communications Committee met throughout the year to discuss and plan *Beacon* and Bulletin publications. The *Beacon* can be accessed at <https://stfxaut.ca/the-beacon/>. A special issue of the *Beacon* is being prepared. The special issue will focus on the impact of the COVID-19 pandemic. Bulletins are provided to Members to address issues of interest that may have an impact on Members' academic lives. During the last year only one Bulletin was issued, namely Professional Expense Reimbursement – March 20, 2020. Bulletins can be accessed at <https://stfxaut.ca/communication/bulletins/>.

As one of the committee goals is to create a series of short video clips about Members and their various roles and contributions, the Committee hosted an engaging video workshop, facilitated by filmmaker Antoinette Karuna, for 12 participants on Saturday, January 25<sup>th</sup>. Workshop participants learned about aspects of storytelling and how to create short videos using mobile phones. A second workshop, learning about the editing process, was scheduled in March and cancelled due to COVID-19 but will be rescheduled. Thank you, Antoinette.

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 *Beacons* and *Bulletins* over the years for your suggestions, article submissions, and continued interest and support.

## StFXAUT Annual Report May 2020

**Committee:** Contract and Benefits

**Committee Chair:** Mary Oxner



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### **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:**

Hatem Ghouma, Jason Potts, Martin Sastri, Patricia Budicky, Peter McCormick, Wendy Panagopoulos, Tara Taylor, Bruce Sparks, Réjeanne LeBlanc, Bob Zecker, Mary Oxner, President.

**Coady and Extension Subcommittee Members:** Julien Landry, Pauline MacIntosh, Naima Chowdhury, Yogesh Ghore, Christie Lomore, Co-Chief Grievance Officer

### **Committee Activities for the Year:**

As of April 1, 2019, the StFXAUT indicated to University President Kent MacDonald that we intended to engage in the collective bargaining of our *5th Collective Agreement*. Necessarily, the primary goal of Committee meetings was to prepare for contract negotiations. The Committee compiled comparative data about 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).

In anticipation of negotiations, the Contracts and Benefits Subcommittee – Tara Taylor, Martin Sastri, Wendy Panagopoulos, Patricia Budicky, and Mary Oxner - designed a survey to capture Member priorities, perspectives, and concerns. The survey provided our Negotiation Team with information useful in determining priorities for negotiations. Also, in preparation of negotiations, the Committee met with both the prior negotiation and the current negotiation teams to gain an understanding of the information the Negotiation Team required during negotiations. Invited to that meeting was a subcommittee dedicated to the section for Coady Program Teaching Staff and the former Extension Teaching Staff.

## StFXAUT Annual Report May 2020



**Committee:** COVID-19 Preparedness Committees

**Committee Chair:** Mary Oxner, President

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### **LOU Committee:**

Mandate: The Committee was tasked with preparing a Letter of Understanding (LOU) for negotiation with the University's administration. The negotiation is occurring through Joint Committee (Rachel Hurst (Vice President), Charlene Weaving (Chief Negotiator), Jennifer Swinemar-Murray (Human Resources Director), Dan Belliveau (Dean of Science). The LOU's focus is to July 1, 2020. The period can be extended on agreement of both parties. Longer term collective agreement issues will require an additional LOU or an amendment to the current LOU.

Committee Members: Rachel Hurst (Vice-President), Charlene Weaving (Chief Negotiation), Christie Lomore (Co-Chief Grievance Officer), Stephen Finbow (Co-Chief Grievance Officer), Mary Oxner (President)

Outcome: The Committee is in the process of negotiating the LOU.

### **LOU Amendment Committee:**

Mandate: The Committee is tasked with preparing an amendment to the LOU to reflect issues which will arise in the 2020-2021 academic year.

Committee Members: Christie Lomore (Co-Chief Grievance Officer), Stephen Finbow (Co-Chief Grievance Officer), Robert van den Hoogen (Treasurer), Susan MacKay (Executive Assistant), Mary Oxner (President)

Outcome: The Committee is in the process of consulting with all Member categories and preparing an amendment to the current LOU.

### **Joint Senate and AUT Committee:**

Mandate: The Committee is tasked with discussing issues which intersect between Senate and AUT.

Committee Members: Christie Lomore (Co-Chief Grievance Officer), Stephen Finbow (Co-Chief Grievance Officer), Mary Oxner (President), Will Sweet (Chair, Senate), Bobbi Morrison (Secretary, Senate)

Outcome: The Committee meets on a regular basis to discuss joint issues.

## StFXAUT Annual Report May 2020

**Committee:** Financial Oversight

**Committee Chair:** Robert van den Hoogen, Treasurer



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### **Committee Mandate:**

The Committee's mandate is to interpret and analyze the financial information published by University administrators (e.g., audited financial statements, budget documents) and report those interpretations and analyses to Members.

### **Committee Members:**

Rhonda McIver (Accounting and Finance), Nancy Forestell (Women & Gender Studies), Robert van den Hoogen (Treasurer), Mary Oxner (President)

### **Committee Activities for the Year:**

Transparency from University administration about the financial situation has dwindled over time. In the last year there was one town hall on the financial situation of the University during the fall term and reporting to Faculty in the winter term. At the winter term presentation of financial information there was no actual report or no visual presentation. There was an acknowledgement of a projected \$1M deficit to March 31, 2020 with no other details and an indication that the Budget for April 1, 2020 to March 31, 2021 would be presented in September 2020 six months into the fiscal year!

In that vacuum of financial information, the Committee has been meeting recently to review any publicly available financial information. Although that information is sparse and scarce, the Committee has been able to explore areas of weak cost control and classification shifting.

## StFXAUT Annual Report May 2020



**Committee:** Grievance

**Co-Chief Grievance Officers:** Stephen Finbow and Christie Lomore

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### **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 Activities for the Year:**

Over the past year, we filed four grievances regarding issues of equity for chairs and coordinators, access to information, and a rank and tenure workshop. We continued work on three grievances ongoing from 2018 on matters related to Coady and Union Membership. We also worked on two discipline cases. Other issues that we dealt with included hiring processes, DEC makeup, DEC letters, letters of appointment, ageism, the sexual violence policy, retirement, and resignation.

We helped a number of Members deal with individual and administrative issues. For example, we provided advice on rank and tenure, answered questions regarding the benefits package, provided interpretations regarding leaves (e.g., parental leaves, sabbatical leaves), assisted navigating difficulties with supervisors, assisted Members seeking accommodations, and helped Members explore their options for retirement, among other activities.

## StFXAUT Annual Report May 2020

**Committee:** Joint Committee

**Committee Chair:** Brad Long



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### **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:**

As is typical in a bargaining year, the activities of the Joint Committee ceased for the 2019-20 year. Matters that would have arisen for discussion by the Joint Committee instead were addressed at the bargaining table and jointly negotiated.

Having ratified the new *Collective Agreement*, the Joint Committee will resume functioning in this important capacity. The new StFXAUT representatives on this Committee for the current year are Charlene Weaving (Chief Negotiator) and Rachel Hurst (Vice-President).

## StFXAUT Annual Report May 2020



**Committee:** Joint Occupational Health & Safety Committee (JOHSC)

**AUT Representative:** James Braid, Susan MacKay, Executive Assistant (Alternate)

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### **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.

**Committee Members (StFXAUT):** James Braid, Susan MacKay, AUT Executive Assistant (Alternate)

**Committee Activities for the Year:** The following health and safety issues are relevant to AUT members or were brought forth by StFXAUT Members who requested they be forwarded to the JOHSC for resolution:

### **1. Fume Hoods**

May 27, 2019 – Siemens was here last week, looking at malfunctioning fume hoods first; expects to be here five or six weeks. Complete overhaul of units. Fume hood procedure has been revised and sent back to lab instructor. Two procedures are being developed for fume hoods – one for users and one for maintenance.

June 25, 2019 – Siemens work is ongoing. They are making progress in determining what has been causing the fluctuations in fume hood extraction velocities.

August 27, 2019 – Technical reports have been received by Siemens, and incidents of alarms continue to be tracked. Procedures for users and maintenance have been aligned with the CSA standard for fume hoods and exhaust systems, and they are under review.

September 26, 2019 – A meeting of users and maintenance workers on September 4th.

October 24, 2019 – Meeting of stakeholders is scheduled for October 29th. There seems to be less instances of critical alarms on the fume hoods being reported.

January 23, 2020 - One “zero” alarm was reported since the last meeting, and was due to an issue with vibration within the ventilation system, which has since been rectified.

February 27, 2020 – Alarms reported by the Chemistry department continue to be logged on a tracking sheet. Since the last meeting, there have six reports of alarms. Further information was requested offline about the number of alarms coming in from all of the fume hoods.

### **2. Smoking and Cannabis Policy**

May 27, 2019 – Randy Peters circulated maps to show smoking areas. Dave MacNeil replicated what Ekistics had done with revisions to show areas. With 20 metre buffer, there are very few

areas where smoking is allowed. We will park discussion for a bit to explore the possibility of going smoke free on the entire campus.

### **3. Scent Awareness**

May 27, 2019 – No update from complainant, who is moving back to Nicholson Tower.

June 25, 2019 – Next steps are for Randy to follow-up on #1 below and report back to the Committee, and for Janet to confirm HR representative and report back to the Committee.

August 27, 2019 – Randy advised this was sent to VP, Finance and Administration for review. No update on HR representative. Discussion that this should be more of an awareness campaign, rather than a policy-based initiative.

September 26, 2019 – Awaiting approval from senior management. Janet advised she would set up a sub-committee meeting, put together some information and send out links.

October 24, 2019 - Approval has been received from senior management to move on with an awareness campaign. Janet advised the sub-committee met, and she will provide further information about proposed awareness material.

### **4. Mould**

November 28, 2019 - A concern was raised regarding mould in Coady. A request was received by a JOHSC member to follow-up to see what has happened in regards to remediation.

January 23, 2020 - FM has completed a small amount of mould was abated inside the basement. Regular inspections (tank runs) have taken place.

February 27, 2020 – Janet advised that an email was forwarded to the concerned persons in Coady, and that she would share the email with committee members.

April 23, 2020 – Email sent to committee members. CLOSED.

### **5. Workplace Inspection Program**

September 26, 2019 Inspections are a requirement under the OH&S Act for all workplaces, on a sufficiently regular basis. There are currently inspections taking place, but they are mostly done by FM and some in laboratories.

October 24, 2019 Committee members provided their comments regarding the draft program.

January 23, 2020 – A new draft will be sent out to the committee for their review within the next couple of days, with a view to finalization by next meeting.

February 27, 2020 – A new draft of the program was circulated to the committee at the meeting. Some new inspection checklists were developed and will be posted on the website and shared with the committee members.

April 23, 2020 – The current draft of the program is in Teams for review.

### **6. Space Heaters**

November 28, 2019 - The safety of space heaters has been raised several times during recent inspections, and whether StFX has a directive in this regard. A number of people working in offices use them.

January 23, 2020 - A safe operating procedure was distributed to the committee in early December.



February 27, 2020 – The updated SOP for space heaters was distributed during the meeting. All members are asked to review the SOP and provide their comments prior to the next meeting. Leon advised that ideally, we would like to eliminate their use on campus. They are a safety concern; they draw too much power and they interfere with thermostats.

April 23, 2020 – Dan advised that he reviewed the SOP, and thought the new changes looked good. A copy will remain in UJOHSC Teams (Documents for Review), and approval will be sought at the next UJOHSC meeting, with implementation planned for Fall 2020.

### **7. Lone Worker**

November 28, 2019 - A concern was raised about working alone in buildings at night or early in the mornings, and whether StFX would be responsible for their wellbeing.

January 23, 2020 – Randy reviewed a recent incident involving a lone worker, who was approached by a person not from the University community.

February 27, 2020 – A member asked when do we alert campus when someone is on campus who is mis-behaving? It depends on the circumstances and the threat posed to Campus. It was stressed that any suspicious activity should be reported to Security. CLOSED.

### **8. COVID- 19 Update**

April 23, 2020 – The notes from the special UJOHSC meeting on April 9th were reviewed (cut and pasted at the end of these minutes for simplicity) Leon advised that University employees in buildings, who haven't communicated their presence to Security, are an ongoing concern for FM employees who are working in the buildings. All employees should be doing self-assessment and reporting to Security first.

Throughout the past year, we appreciated the opportunity to serve on the JOHSC and work collaboratively with JOHSC Members and the StFX OHS Officer, Laurie Reid, to address and respond to OHS issues to make our campus community a safer and healthier one for all.

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#### **STFX OCCUPATIONAL HEALTH AND SAFETY (OHS) INFORMATION:**

- [StFX OHS Website](#)
- **StFX OHS Officer: Laurie Reid** [lareid@stfx.ca](mailto:lareid@stfx.ca), #214-Service Building, office: 902-867-4932
- **StFX Reporting:** All incidents, accidents, near-misses and hazards are to be centralized and sent to Security: **867-4444**
  - [Report a Health and Safety Concern](#)
  - [Nova Scotia Occupational Health and Safety \(OHS\) Act](#)

## StFXAUT Annual Report May 2020



**Committee:** Negotiation Team

**Chief Negotiator:** Charlene Weaving

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### **Negotiation Team Mandate:**

To negotiate the *5<sup>th</sup> Collective Agreement*.

### **Negotiation Team Members:**

Patricia Cormack, Jamie Powell, Charlene Weaving

### **Negotiation Team Activities for the Year:**

The preparation for negotiations officially began in March of 2019. For details on negotiations (including coffee chats with members) and the specific timeline for negotiations (June to September 2019) (see <https://stfxaut.ca/wp-content/uploads/2019/10/2019-AUT-RATIFICATION-MEETING-Oct-7.pdf>)

On September 11, 2019, the StFXAUT Executive Committee met to consider the tentative *5th Collective Agreement* between St. Francis Xavier University Board of Governors (BOG) and the StFXAUT. Following from a presentation by our Chief Negotiator, Charlene Weaving, with the Negotiation Team, Patricia Cormack and Jamie Powell, the Executive Committee recommended that the Membership ratify the tentative *Fifth Collective Agreement*.

On October 7, 2019, Charlene Weaving, Chief Negotiator, presented to the Membership changes to the tentative *Collective Agreement*. Voting commenced just following the meeting and continued until October 9, 2019.

On October 9, 2019, the votes cast in our decision of whether to ratify the tentative *5th Collective Agreement* were counted. 178 votes were cast - 148 (83%) yes, 28 (16%) no and 2 (1%) spoiled. The Membership approved the ratification of the *5th Collective Agreement*.

The University's Board of Governors (BOG) ratified the *5th Collective Agreement* at their meeting on October 25, 2019.

The *5th Collective Agreement* was signed on December 2, 2019.

Throughout negotiations, the negotiation team consulted with the negotiation support committee, as well as the AUT lawyer and CAUT assigned representative.

We have completed surveys and reports for CAUT regarding negotiations. LOUs and MOUs

arising from the *5<sup>th</sup> Collective Agreement* have started or are in the process of commencing.

The Negotiation team considered the 'coffee chats' prior to negotiations to have been an effective and helpful practice to engage Members and develop insight into the issues surrounding each membership category.

We recommend that as we navigate the *5<sup>th</sup> Collective Agreement*, that all Members make note of issues and concerns and pass on specifics queries to the StFXAUT Executive.

The StFX AUT Joint Committee will navigate issues/Articles that could not be resolved during negotiations and clarify any misinterpretations. The *5<sup>th</sup> Collective Agreement* is a living document, and all Members should be invested in ensuring it continues to 'breath.' As noted during the ratification meeting, we foresee threats to Collegial Governance, and all StFXAUT Members need to ensure that we play active roles while serving on Committees.



Pictured: (seated left to right) Kevin Wamsley, University President & Vice Chancellor (Interim), Mary Oxner, President StFXAUT; (standing left to right) Jennifer Swinemar-Murray, Human Resources Director, Karen Brebner, Dean of Arts, Andrew Beckett, Vice President Finance and Administration, Charlene Weaving, Chief Negotiator, Jamie Powell, Patricia Cormack

## StFXAUT Annual Report May 2020



**Committee:** Negotiation Advisory

**Committee Chair:** Mary Oxner, President

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### **Committee Mandate:**

To advise the Negotiation Team as it engages in the collective bargaining process.

### **Committee Members:**

Stephen Finbow (Co-Chief Grievance Officer), Rachel Hurst (Vice-President), Christie Lomore (Co-Chief Grievance Officer), Ken MacAulay (Past Chief Negotiator), Mary Oxner (President)

### **Committee Activities for the Year:**

Various Members of the Negotiation Advisory Committee met with the Negotiation Team during the proposal preparation prior to negotiation and during the summer months when most of the negotiations were occurring. The whole Committee met with the Negotiation Team during the final days of the negotiation process. The Negotiation Advisory Committee Membership was somewhat fluid as members of various employment categories were often asked to meet with and advise the Committee and the Negotiation Team about category relevant aspects of the *Collective Agreement* during the negotiation process.

## StFXAUT Annual Report May 2020



**Committee:** Nominations

**Committee Chair:** Ornella Nzindukiyimana

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### **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:**

Ornella Nzindukiyimana, Martin van Bommel, Andrew MacDougall

### **Committee Activities for the Year:**

There was one call for nominations to Committees this year for the Annual General Meeting (AGM) scheduled for May 13, 2020.

We met on April 16 and on May 4 (Andrew, Martin, Ornella) to identify nominees for the vacant positions to be elected at the May 13, 2020 AUT Annual General Meeting. We also communicated by email throughout April.

We have identified individuals who will be nominated for positions at the May 13, 2020 AUT meeting. The vacant positions were on the following Committees: Executive Committee – President, Vice-President, Secretary, Member-at-Large (3 positions); Contract and Benefits Committee (7 positions); Status of Women and Equity Committee (5 positions); Social Affairs Committee (1 position); Communications Committee (2 positions); Grievance Committee (4 positions); University Pension Plan Committee (1 position).

Ornella Nzindukiyimana will present the nominees at the AGM on May 13, 2020.

## StFXAUT Annual Report May 2020



**Committee:** Social Affairs

**Committee Chair:** Yvon Grenier, Yvonne Fraser, Kim Burnett

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### **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:**

Yvon Grenier, Yvonne Fraser, Kim Burnett, Susan MacKay (Executive Assistant), Mary Oxner (President)

### **Committee Activities for the Year:**

The Social Affairs Committee planned several events for AUT Members this academic year. The year was however disrupted by a hurricane and a pandemic. In September 2019, the Welcome to New Members event held annually at Crystal Cliffs was cancelled because of Hurricane Dorian.

A term-end breakfast to mark the end of the Fall 2019 term was held on December 3, 2019. The festive breakfast featured entertainment, karaoke, and door prizes.

A term-beginning event which featured drinks and appetizers was held at the East Coast Credit Union Social Enterprise Centre on January 23, 2020. Music was provided by StFX music students.

Other events such as the end-of-term lunch to mark the end of the Winter 2020 term and events around the Annual General Meeting were cancelled because of the COVID-19 pandemic.

## StFXAUT Annual Report May 2020

**Committee:** Status of Women and Equity Committee (SOWE)

**Committee Chair:** Naima Chowdhury



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### **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, Meghan Landry, Rachel Hurst (Vice-President), Chris Frazer (Member-at-Large), Susan MacKay (Executive Assistant), Mary Oxner (President)

### **Committee Activities for the Year:**

The Committee did not meet during the year.

The Committee will be central in oversight of the Gender Pay Equity Audit as allowed for in the *5<sup>th</sup> Collective Agreement*. The mandate of that Committee is to develop the process of “To undertake a joint review of faculty salaries. The aim of this review is to identify anomalies, if any, based on gender where there is a statistically significant difference between the pay of Faculty Members.” (p. 255 of *Collective Agreement*).

## StFXAUT Annual Report May 2020

**Committee:** University Benefits Governance Committee

**AUT Representatives:** Monica Schuegraf, Meghan Landry

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### **Committee Mandate:**

The StFXAUT Executive shall select two Members, reporting to the Association, to serve on a four-person Committee with the Administration.

Per the *Collective Agreement*, Article 1.16.8 Benefits Governance (p. 38):

“This committee will be responsible for overseeing group benefit programmes in accordance with the provisions of this *Collective Agreement*. The committee shall meet at least once each year.

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, Meghan Landry

### **Committee Activities for the Year:**

Only one meeting of the Committee was called or held in the last four years yet there are changes to the plan each year. As such there is no venue for discussing considerations to the plan as raised by Members. The one meeting occurred in May 2019 at the insistence of Committee Members. The issue of lack of meetings to discuss the benefits was raised during negotiations. Assurances were provided but again no meeting was held.

On April 8th, 2020, when we were already in COVID-19 social distancing mode, Human Resources sent out the Benefits Renewal Newsletter for us to review. We were asked to respond if we had any questions or comments. However, this is one of the busiest times of the year and, given the short timeframe, neither AUT representative had a chance to review it before Human Resources sent out the same Newsletter to the entire campus on April 14th, 2020. This level of communication is insufficient and is not a substitute for an actual meeting.



## StFXAUT Annual Report May 2020

**Committee:** University Intellectual Property (IP) Committee

**AUT Representatives:** Shah Razul and Gerrard Marangoni



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### **Committee Mandate:**

Shall meet twice annually to conduct routine business, consider proposals for modification in the *Collective Agreement*, make recommendations concerning the creations and maintenance of a position University climate for the development and appropriate distribution of Intellectual Property including Intellectual Property that may be of commercial interest and report annually on it activities to the AVP with a copy to the President of StFXAUT.

### **Committee Members:**

Gerrard Marangoni, Shah Razul

### **Committee Activities for the Year:**

There were no meetings of the Committee during the last year and the Committee assisted the negotiation team with issues dealing with IP in the *Collective Agreement* during negotiations.

Intellectual Property is an issue that will require attention as the University Task Force considers the on-line delivery of our programming. From the *Collective Agreement*, ARTICLE 2.11 POLICY WITH RESPECT TO COPYRIGHTABLE WORKS AND INTELLECTUAL PROPERTY (p. 134):

#### 1.0 Intellectual Property

1.1 Intellectual property means any result of intellectual or artistic activity, created by an Employee, that can be owned by a person. This includes, but is not limited to, inventions, publications, computer software, works of art, industrial or artistic designs, as well as other creations that can be protected under patent, copyright, or trademark laws. Any provisions of Article 2.11 shall apply to joint creators of a piece of intellectual property, on a pro rata basis.

1.2 All intellectual property is owned by the Employees who create it except in those cases:

(a) Where there is a written contract to the contrary between the creator, the University, and/or a third party which assigns the ownership rights of the intellectual property to the University or the third party; or

(b) Where the University provides funds, resources, and facilities to the Employee beyond those required for the payment of the Employee's salary and benefits, for the provision of a normal academic environment in which to work, and for the performance of a regular workload by the Employee, in which case, the Employee shall agree to share ownership rights of the intellectual property with the University.

## StFXAUT Annual Report May 2020

**Committee:** University Pension Plan / Pension Plan Advisory



**AUT Representatives:** Bhavik Parikh, Ken MacAulay, Mikael Haller

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### **Committee Mandate:**

Three representatives from the Association are 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. The StFXAUT struck a Pension Plan Advisory Committee at 2018's Annual General Meeting. The purpose of the Advisory Committee is to provide a committee structure to discuss relevant issues and advise the University Pension Plan Representatives.

### **University Pension Plan Representatives:**

Bhavik Parikh, Ken MacAulay, Mikael Haller

### **Committee Members:**

Bhavik Parikh, Ken MacAulay, Mikael Haller, Ping Wang, Opal Leung

### **Committee Activities for the Year:**

In a prior year, the University Pension Plan Committee explored along with University administration the Nova Scotia Public Service Superannuation Plan. University administration has decided not to move forward with any form of migration.

There have been no meetings over the last academic year in spite of the following requirement in the *Collective Agreement*, ARTICLE 1.15 PENSION PLAN (p. 35) :

2.0 The StFXAUT shall elect from its Membership at least three representatives to the University Pension Plan Committee. That committee shall meet at least once in each Plan Year and shall be actively involved in any re-negotiations to the Plan and decisions including, but not limited to, the Plan provider and investment options within the Plan. The Committee shall be entitled to receive regular reports from the Plan provider on matters of performance and operations, as well as any special reports that may be requested or prepared that pertain to the Plan.

During negotiations, our Negotiation Team raised the issue that University level committees such as the University Pension Plan have an annual requirement to meet. The administration reassured our Negotiation Team of their commitment to do so.

The Committee has been in communication with University administration to schedule a meeting.

## StFXAUT Annual Report May 2020

**Committee:** 5<sup>th</sup> *Collective Agreement* MOU Committees

**Committee Chair:** Mary Oxner, President



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### **Memorandum of Understanding #2 – Scheduling**

**Mandate:** A timetable Committee will be tasked with identifying the options that are available to address possible scheduling issues. (pp. 253-254 of *Collective Agreement*)

**Committee (AUT Members):** Ken MacAulay, Will Sweet, Charlene Weaving

**Outcome:** The Committee has not yet met. The University administration’s committee representatives are Karen Brebner, Dean of Arts, Committee Chair, Elizabeth Yeo, Vice-President Students and Ann Fox, Chair of Human Nutrition

### **Memorandum of Understanding #3 – Gender Pay Equity**

**Mandate:** To undertake a joint review of faculty salaries. “The aim of this review is to identify anomalies, if any, based on gender where there is a statistically significant difference between the pay of Faculty Members.” (p. 255 of *Collective Agreement*)

**Committee (AUT Members):** Three Members to be appointed by AUT.

**Outcome:** The Committee has not yet been formed. No contact from University administration.

### **Memorandum of Understanding #4 – School of Nursing, Associate Director**

**Mandate:** To determine the process for selecting the Associate Director as well as determining the adequate stipends for the Direction and Associate Director of the School of Nursing. (p. 256 of *Collective Agreement*)

**Committee (AUT Members):** Yvonne Fraser, Elizabeth McGibbon, Charlene Weaving

**Outcome:** Completed – The Committee met and developed a Memorandum of Understanding which details the hiring process for the Associate Director, School of Nursing.

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**Committee:** Other Committees

**Committee Chair:** Mary Oxner, President



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### **Reserve Fund Committee:**

**Mandate:** The Committee is tasked with both the investment and oversight of the Reserve and other long-term funds of the StFXAUT.

**Committee Members:** Robert van den Hoogen (Treasurer), Mikael Haller, Robert Madden

**Outcome:** The Committee is in the process of inviting professional investment managers to assist in the investment of the funds which are approximately \$0.7M.

### **Outstanding Staff Teaching Award Committee:**

**Mandate:** The St. Francis Xavier University Outstanding Staff Teaching Award recognizes teaching contributions made by teaching staff at StFX who have contributed exceptionally to students' learning experiences.

**Committee (AUT Members):** Denise Delorey, Laura Reid, Peter Keizer

**Outcome:** The Committee meets annually to determine the recipient of the Outstanding Staff Teaching Award which is presented annually at Fall Convocation.

### **Association of Nova Scotia University Teachers (ANSUT) Representative:**

**Mandate:** Founded in 1997, the Association of Nova Scotia University Teachers (ANSUT) represents over 1,400 full-time faculty, librarians, and contract academic staff in Nova Scotia. ANSUT's vision is to provide its member Associations with the strongest possible voice on Post-Secondary Education issues in the province of Nova Scotia, and to advance its mission by engaging the active participation of its Members, both individually and institutionally, to achieve that end.

**AUT Member:** Christie Lomore, representing StFXAUT Executive Committee

### **On-campus Daycare Representative:**

**Mandate:** To contribute to an annual review of the Daycare on campus. The purpose of the annual review is to discuss the operations of the daycare services. This Committee will provide feedback and recommendations for both the University (Landlord) and the Tenant (Daycare Operators).

**AUT Member:** Tara Taylor