

FALL REGULAR MEETING - Virtual Meeting

2:15–3:15 pm Tuesday November 10, 2020

Microsoft Teams



Call to Order

- Quorum – 25 Members

- Teams Meeting Protocol
 - Everyone muted unless recognized
 - Questions and Motions
 - Chat Function and/or Raise Hand
 - Voting
 - Assumed consent (Raise Hand for nay)

Territorial Acknowledgement



I would like to begin by recognizing that St. Francis Xavier University is situated in Mi'kma'ki, the unceded territory of the Mi'kmaq People.

I note that most of you are joining us today from Mi'kma'ki, but others are further afield, and we acknowledge the traditional caretakers and owners of those lands.

Agenda



- Call to Order
- Territorial Acknowledgement
- Approval of Agenda
- Approval of Minutes of Prior Meetings
 - Special Meeting of October 7, 2019
 - Regular Meeting of October 23, 2019
- Business Arising
- Reports
 - President (Martin van Bommel)
 - Treasurer (Robert van den Hoogen)
 - Co-Chief Grievance Officers (Andrew Foran and Mary Oxner)
 - Nominations Committee (Ornella Nzindukiyimana)
- New Business
- Adjournment

Agenda



- Approval of Agenda

General consent

Agenda



- Approval of Minutes of Prior Meetings
 - Special Meeting of October 7, 2019
 - Regular Meeting of October 23, 2019

Motion – *To approve the minutes*

Agenda



- Business Arising from the Minutes

Any business arising?

Agenda



- Reports
 - President (Martin van Bommel)

President's Report



- Transparency and Accountability
- Announcement, Discussion, Consultation, or Collegial Governance
- University Financial Updates and Analysis
- Precarious Employment, Contracts, and Extra Work
- COVID-19 LOUs
- Contract and Benefits Committee Work
- Communications Committee

President's Report



Transparency and Accountability

- Who is making the decisions?
- Reporting – Activities of Administration
- On-line vs in-person – whose call?
- Contracts and Terms in Office
 - Contracts online for President, AVP&P, AVPR
 - Table of Timelines for them and the Deans
 - www2.mystfx.ca/academic-vp/faculty-resources

President's Report

Announcement, Discussion, Consultation, or Collegial Governance

- Announcement
 - Broadcasting the decision and answering questions
- Discussion
 - A back-and-forth between individuals or groups
- Consultation
 - Asking opinions before making decisions
- Collegial Governance
 - Decision-making from the bottom-up, not top-down
 - Matters of academic concern

President's Report



- University Financial Updates and Analysis
 - Pre-COVID Budget
 - \$590 K deficit based on ↑150 students, 89% residence
 - June Update – Scenario 1
 - \$6 to \$8 M deficit based on ↓enrollment, residence capacity
 - All unions adopted a wait-and-see approach
 - October Update
 - \$7 M deficit including \$2.5 M COVID-related expenses
 - ↑ 40 FTE students, 89% occupancy of new ↓ capacity
 - Debt & Cash flow problem, yet construction everywhere
 - Government response?

President's Report

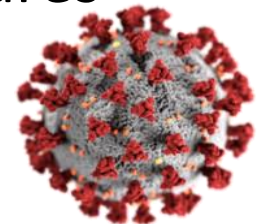


- Precarious Employment, Contracts, and Extra Work
 - Expected to prepare to teach online or adjust to new conditions while not employed
 - 17 LTAs and 40 PTAs started Sept 1
 - 23 Lab Instructors (re)started Aug 17 or later
 - 6 PT Nurse Educators started Sept 21 or later
 - lost 2 weeks pay in Fall – got 1 back
 - Admin and HR of two opinions
 - Don't sign a contract if you don't agree with its conditions
 - Our PT members are well-compensated for all their work
 - We all did “extra” work to prepare
 - Some compensation for Full-Time Members is through the relaxing of expectations for other responsibilities
 - No compensation for Part-Time and Contract Members

President's Report



- COVID-19 Letters Of Understanding (LOUs)
 - LOU COVID-19 Emergency Measures
 - Short-term issues
 - Drafted/Negotiated from April through June
 - Addendum
 - Course evaluations from Winter completed before shutdown
 - Prepared/Discussed late July
 - LOU COVID-19 Continuing Measures
 - Anticipated issues during the 2020-2021 Academic Year
 - Drafted/Negotiated from June through September
 - Appendix to LOU COVID-19 Continuing Measures
 - Guidelines for all evaluation committees
 - Impact of pandemic on our work
 - Changes to evaluation processes



President's Report



- **Contract and Benefits Committee Work**

- Clarifying language and issues
 - Early Tenure/Promotion to Associate
 - Librarian probationary contract durations
 - Librarian LEC / LPAC formation
 - Coady promotion / performance evaluation timelines
- Compensation for work / time
 - Teaching off-site
 - Work outside the clinic for PT Nurse Educators
- Benefit Clarification
 - PT Health Care Spending Accounts
 - Who has access to it? What timeline? How much is it used?

President's Report



- Communications Committee Work
 - Fall Beacon
 - COVID-19 Impact
 - Profiles
 - Conference Reports
 - Messages, Announcements, and Calendar
 - Website Updates
 - Interviews
 - Research

President's Report



- Continuing Items

- Meetings:
 - Executive, Grievance, Administration
 - Campus / Provincial Unions / ANSUT / CAUT
 - Maple League Association Presidents
- CAUT Engagement
- Troubleshooting
- Promoting collegial governance and collegiality
- Communication with Members

Agenda



- Reports
 - Treasurer (Robert van den Hoogen)
 - Second Quarter Update
- Notes
 - Wages: missing 5K from September
 - Legal: 19K over budget

(To Date Figures as of Oct 13, 2020)

REVENUE	2021	
	To Date	Budget
Membership Dues	\$ 132,856	\$ 260,000
Interest	\$ 901	\$ 5,300
Total Revenue	<u>\$ 133,757</u>	<u>\$ 265,300</u>
EXPENDITURES		
Wages	\$ 24,498	\$ 60,500
Dues: CAUT	\$ 28,078	\$ 54,600
ANSUT	\$ 16,607	\$ 31,200
CAUT Defense fund	\$ 13,992	\$ 28,000
Legal Fees	\$ 48,841	\$ 30,000
Grievance -- Non-Legal Costs	\$ 2,028	\$ 2,500
Accounting Fees	\$ 2,645	\$ 3,000
Insurance	\$ 875	\$ 875
Stipends / Course Relief	\$ -	\$ 14,000
Professional Development	\$ -	\$ 7,500
Social	\$ 3,892	\$ 9,500
Travel: CAUT Meetings	\$ -	\$ 7,500
ANSUT Meetings	\$ -	\$ -
StFXAUT	\$ -	\$ 1,300
Prizes and Awards	\$ 2,409	\$ 8,000
Office Expenses	\$ 2,688	\$ 3,000
Communications: General	\$ -	\$ 500
Website	\$ 262	\$ 500
Unioniversity	\$ -	\$ 500
Donations	\$ 2,000	\$ 10,000
Negotiations	\$ -	\$ -
Miscellaneous	\$ 100	\$ -
Total Expenditures	<u>\$ 148,915</u>	<u>\$ 272,975</u>
NET INCOME	<u>\$ (15,157)</u>	<u>\$ (7,675)</u>

Agenda



- Reports
 - Co-Chief Grievance Officers
(Andrew Foran and Mary Oxner)

Reports - Co-Chief Grievance Officers Responsibilities

- **Andrew Foran**
 - Faculty of Science
 - Faculty of Business
 - Learning Skills
 - Coady (Extension)
 - Discipline
- **Mary Oxner**
 - Faculty of Arts
 - Faculty of Education
 - Librarians
 - Rank and Tenure
 - Collective Agreement Interpretation

Discipline

- Types of cases
 - sexual harassment
 - harassment
 - student complaints
- Trends
 - involvement by HR
 - escalation and formality of the complaint
 - no request for representation

Reports - Co-Chief Grievance Officers Grievances

- 2018-03
 - Membership in the union
 - Settlement reached
- 2018-04
 - Membership in the union
 - Arbitration
 - Decision pending
- 2018-06
 - Contract termination
 - Settlement reached
- 2019-04
 - Rank & Tenure Workshop
 - Settlement reached – administration shifted perspective unilaterally
 - Memo sent to R&T faculty

Interpretation or Clarity of CA

- Retirement
- Sick Leave
- Approval of Course Assignment
- Early Tenure
- Library Evaluation Committee
- Conflict of Interest on DEC
- Promotion Committee
- Cross-appointments

Issues

- Accommodations
- Limited Term Appointments
- Violations of Collective Agreement
- Safety concerns
- Part-time contracts exceeding maximums
- Requests for information

Other Contributions

- Preparation of report (Memorandum) to Rank & Tenure Committee
- Review and attendance of presentations to Members up for Tenure & Promotion DEC and LEC
- Comment on LOU for pandemic related issues and other policies
- Setting up a Grievance Officer workshop CAUT

Reports - Co-Chief Grievance Officers Thanks

- Thanks to Martin van Bommel and Susan MacKay for their continuing assistance and support

StFXAUT: Agenda

- Reports – Nominations Committee
 - Ornella Nzindukiyimana, Chair

Reports - Nominations Committee

- Nominations Committee: (two-year term)
 - Margaret Vail, Librarian
- Defence Fund Trustee: (two-year term)
 - Donna Trembinski, History

Reports - Nominations Committee

- Communications Committee: (two-year term)
 - Christina Holmes, Health
- Learning Skills Committee: (two-year term)
 - Rhonda Semple, History
 - Mary Oxner, Accounting and Finance

Agenda



- New Business

Acknowledgements

- Executive Committee
 - Mary Oxner (Past-President), Denise Delorey (Vice-President), Bruce Sparks (Secretary), Robert van den Hoogen (Treasurer), Bill Walters, Chris Frazer, Donna Trembinski, Will Sweet (Members at Large),
- Co-Chief Grievance Officers
 - Andrew Foran and Mary Oxner
- Joint Committee Reps
 - Charlene Weaving, Rachel Hurst
- Executive Assistant
 - Susan MacKay
- StFXAUT Committee Members
- StFXAUT Members

Agenda

- Adjournment

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