



StFXAUT
STFX ASSOCIATION OF UNIVERSITY TEACHERS

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

Annual General Meeting

May 18, 2021

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**Annual General Meeting
Via Microsoft Teams
2:00-3:30pm Tuesday May 18, 2021
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. Approval of Agenda
4. Approval of the Minutes of the Prior Annual General Meeting – May 13, 2020
5. Business Arising from the Minutes
6. Reports:
 - a. President (Martin van Bommel)
 - b. Treasurer (Robert van den Hoogen)
 - i. Financial Statements at March 31, 2021
 - ii. Budget for year ended March 31, 2022
 - iii. Reserve Fund at March 31, 2021
 - iv. Motion: To revise the [Reserve Fund Policy and Investment Guidelines](#) by appending to clause 5c:
“In the event a single expenditure exceeds 10% of the value of the Reserve Fund, it must be first approved by the membership at a general or special meeting.”
 - c. Co-Chief Grievance Officers (Andrew Foran and Mary Oxner)

d. Nominations Committee (Ornella Nzindukiyimana)

Treasurer (two-year term):

Carl Adams

Executive Committee Member-at-Large (two-year term):

Christie Lomore

Communications Committee (two-year terms):

Sutapa Chattopadhyay

Pauline MacIntosh

Contract & Benefits Committee (two-year term):

Robert Zecker

Pension Plan Advisory Committee (two-year terms):

Jeff Vossen

Ping Wang

Social Affairs Committee (three-year terms):

Kim Burnett

Margaret Vail

Status of Women and Equity Committee (three-year term):

Robin Neustaeter

e. Super Nominations Committee (Executive)

Nominations Committee (two-year terms):

Andrew MacDougall

Ornella Nzindukiyimana

7. New Business

8. Union Representation 101

A presentation by Members of the Grievance Committee

9. Adjournment



**Annual General Meeting
(Via Microsoft Teams)
May 13, 2020
Draft Minutes**

1. Call to Order at 1:03 by StFX AUT President Mary Oxner

2. Quorum

Quorum was met with an attendance of 130 StFX AUT members

3. Territorial Acknowledgement

Those people attending the AGM acknowledged that they were respectfully gathered in our individual homes each in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

4. Moment of Silence

There was a moment of silence in honour of members who have passed away over the last year and also in memory of those who died in the mass shooting that began in Portapique, NS in April. Members present acknowledged that Constable Heidi Stephenson was the daughter of Avon Brophy. Avon was the Executive Assistant to the AUT for many years. The StFX AUT Executive was in contact with Avon to express our condolences.

5. Approval of Agenda

Moved that the Agenda be approved as presented
Moved by Christie Lomore, Seconded by Robert van den Hoogen
Motion carried

6. Approval of Minutes of the Annual General Meeting on May 9, 2019

Moved that the Minutes of May 9, 2019 be approved as presented
Moved by Ken MacAulay, Seconded by Melanie Lam
Motion carried

7. Guest Speaker

- Dr. Scott Stewart, President of Association of Nova Scotia University Teachers (ANSUT) Presented about Covid-19 and university unions/faculty associations then took questions.

8. Reports:

- a. President's Report—Mary Oxner
- b. Treasurer's Report—Robert van den Hoogen

- i. Financial Statements at March 31, 2020 presented

Moved that the StFX AUT Financial Statements for the year ending March 31, 2020 be approved as presented

Moved by R. van den Hoogen, Seconded by C. Lomore
Motion carried

Moved that the StFX AUT allocate \$2000 a year for the next 5 years as an annual contribution to the CAUT Academic Freedom Fund

Moved Robert van den Hoogen, Seconded Will Sweet
1 vote against this Motion
Motion carried

- ii. Reserve Fund at March 31, 2020 report given by Robert van den Hoogen

- iii. Budget for the year ended March 31, 2021

Motion: Given that the Reserve Fund is well-funded and has sufficient cash reserves to cover the proposed deficit, move that the mil rate for membership in the StFX AUT remains as 8 for the 2020-21 budget year
Moved by Robert van den Hoogen, Seconded by Joseph Khoury
Motion carried

Moved that the StFX AUT approve the StFX AUT Budget for the year ending March 31, 2021 as presented

Moved Robert van den Hoogen, Seconded by Andrew Foran
Motion carried

- c. Co-Chief Grievance Officers' Report by Christie Lomore and Stephen Finbow

- Stephen Finbow and Christie Lomore explained the work of the Grievance Officers over the past year.

- Christie Lomore thanked Mary Oxner and Susan MacKay for helping the Grievance Officers. Christie Lomore thanked Mary Oxner for her work in the role of President for the past four years.

d. Nominations Committee report by Ornella Nzindukiyimana

The Nomination Committee nominates **Martin van Bommel** for a two-year term as President of the StFX AUT
Acclaimed

The Nomination Committee nominates **Denise Delorey** for a two-year term as Vice President of the StFX AUT
Acclaimed

The Nomination Committee nominates **Bruce Sparks** for a two-year term as Secretary of the StFX AUT
Acclaimed

The Nomination Committee nominates the following members for two-year terms as Members at Large of the StFX AUT Executive
Chris Frazer
Donna Trembinski
Will Sweet
Acclaimed

The Nomination Committee nominates the following members for two-year terms as members of the StFX AUT Contract & Benefits Committee
Donnelly Archibald
James Braid
Chris Gilham
James Hughes
Wendy Panagopoulos
Bruce Sparks
Tara Taylor
Acclaimed

The Nomination Committee nominates the following members for three-year terms as members of the StFX AUT Status of Women and Equity Committee
Corrine Cash
Chris Frazer
Meghan Landry
L. Jane McMillan
Reed Thomas
Acclaimed

The Nomination Committee nominates **Yvon Grenier** for a three-year term as a member of the StFX AUT Social Affairs Committee
Acclaimed

The Nomination Committee nominates the following members for two-year terms as members of the StFX AUT Communications Committee
Dan Robinson
Joanne Thompkins
Acclaimed

The Nomination Committee nominates the following members for two-year terms as members of the StFX AUT Grievance Committee
Nancy Forestell
Chris Frazer
Meghan Landry
Martin Sastri
Acclaimed

The Nomination Committee nominates **Bhavik Parikh** for a three-year term on the StFX AUT University Pension Plan Committee
Acclaimed

9. Mary Oxner thanked the following people:

- Scott Stewart, President of ANSUT for his presentation. The StFX AUT will make a donation to ANSUT to thank him for speaking at the AGM.
- All StFX AUT Committee members for their work over the past year.
- StFX AUT Executive Committee members finishing their terms: Brad Long, Rachel Hurst, Clare Fawcett, and Martin Sastri
- The CA5 Negotiation Team: Charlene Weaving, Patricia Cormack, and Jamie Powell
- The Chief Grievance Officers: Christie Lomore and Stephen Finbow
- Susan MacKay, StFX AUT Executive Assistant
- David Mattie and Martin van Bommel for running the Microsoft Teams AGM

10. Mary Oxner declared the meeting adjourned

Respectfully submitted



Clare Fawcett, (Out-going) Secretary

StFXAUT Annual Report May 2021

PRESIDENT'S REPORT

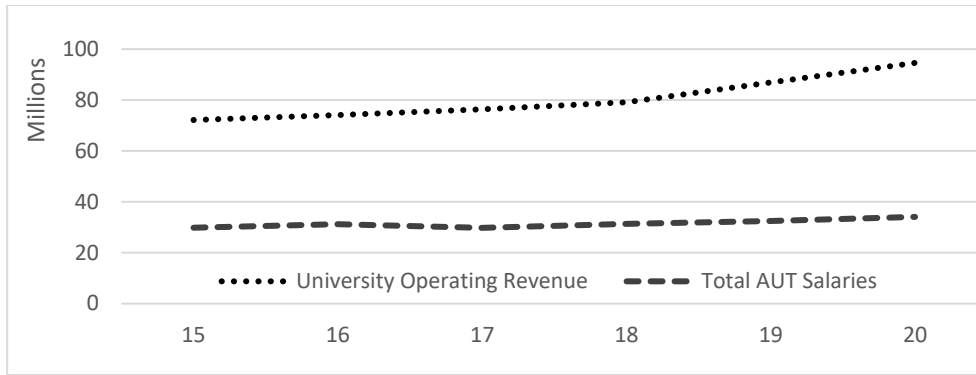


Dear Members,

What a roller-coaster year it has been. It started with a full shutdown, then a cautious easing of restrictions, to near optimism, then a second wave and a careful restart, renewed optimism, and, finally, we came full circle of another full shutdown due to the third wave and the variants. As we reflect, we realize how fortunate we were to be able to complete two academic terms with many in-person classes and student presence on campus. Yes, there was a lot of worry and anxiety, and many experienced the harsh realities of the pandemic, but we fared much better than most other universities across the country and around the world. Unfortunately, we were unable to gather as a group, either formally or in a social setting, but the activities of the StFXAUT and its many committees did not cease.

The roller-coaster of University Budget Updates almost mirrored these highs and lows. The fiscal year began with a projected \$590 thousand deficit entirely due to Residence Debt. This was quickly updated after the initial shutdown to project a \$6-8 million deficit (in Scenario 1), to \$10-15 million (Scenario 2), and all the way to a \$30-35 million (Scenario 3) deficit, together with a call to all Unions on campus for a “reduction in personnel costs” of 10%. All Unions responded with a wait-and-see approach. After the fall restart, we were presented with a revised budget projection with a \$7 million deficit. As the winter term, along with the fiscal year, was near completion, we emerged with an \$8 thousand surplus, due in no small part to a \$3.6 million provincial government COVID relief bailout. In order for the roller-coaster to come back almost full circle, we are presented with a budget projecting a \$4.3 million deficit for the current fiscal year. It should be noted these values all include a \$6.25 million “Residence Debt Expense” in “Ancillary Enterprises” that has been present three years in a row. In 2020, this is broken down into \$2.75 million in “Interest on Ancillary Debt” and \$3.5 million in “Ancillary Debt Repayment.”

While we are repeatedly told by Administration that our salaries represent a large portion of the University expenditures, with the implication that these salaries, along with their annual increases, are responsible in large part for University deficits, the opposite has proven true. In the fiscal year ending in 2015, the University reported an almost break-even year-end balance, with a near-balanced \$0.1 million deficit, at which time expenditure on AUT salaries represented over 41% of the Total Operating Revenue. In 2020, the University deficit rose to over \$1.4 million, yet AUT salaries were down to 36% of Revenue. During the same period, the total Revenue of the University increased by more than 30%; however, total expenditure on AUT salaries increased by less than 15% (see graph on next page). Evidence once again that even prior to the pandemic, Administration has not been able to control costs outside academic salaries, and, as a result, continues to generate deficits despite the Board of Governors directive to balance the budget.



A Disturbing Six-Year Financial Trend

The difficulties encountered during the negotiations of the two COVID-19 LOUs provide an indication of the continued degradation of the collegial governance model traditionally ingrained in the University sector. Another is a willingness by Administrators to reinterpret or ignore the *Collective Agreement*, including a decline in the provision of required documents, reports, and presentations, thereby reducing accountability and transparency. One glaring example of the lack of understanding of the meaning of consultation occurred during the October 2020 presentation of the Financial Update. When asked if there would be consultation regarding the introduction of parking fees in 2021/2022, the Vice-President Finance & Administration responded that this intention has been announced at different times for three years now but implementation was delayed, and asked how much more consultation does there need to be.

As outlined in their report, our representatives on Joint Committee continue to struggle to move items forward as they negotiate language and timelines for continuing implications of the pandemic and work on improving language and definitions in the current *Collective Agreement*. These items continue to be a low priority for Administration.

As we move into the final year of our current *Collective Agreement*, we begin the process of discovery, planning, and writing. Discovery will involve Members through interviews and surveys and comparators through careful analysis. Planning will include the creation and training of the Negotiation Team and its support groups, prioritizing changes, and compiling evidence to support arguments. Writing will be the drafting of new articles and changes to existing ones to meet the goals of the next round of negotiations.

I continually work to improve conditions all our Members, especially for our most precariously employed, including those who are left to wonder annually if and when their next contract will be offered. The task continues to be difficult, as Administrators appear to believe fiscal matters often outweigh equity, fairness, or even decency, where an individual unemployed for a short term represents a substantial savings, without noticing the loss of dedication and satisfaction.

Respectfully submitted,
Martin van Bommel, President

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2020-2021 StFXAUT Executive Committee



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 and Extension 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 2020-2021 were:

Martin van Bommel (Department of Mathematics and Statistics)
President

Mary Oxner (Department of Accounting and Finance)
Past President

Denise Delorey (Department of Nursing)
Vice President

Bruce Sparks (Department of Art)
Secretary

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

Andrew Foran (Department of Education)
Co-Chief Grievance Officer

Mary Oxner (Department of Accounting and Finance)
Co-Chief Grievance Officer

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

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

Donna Trembinski (Departments of History)
Member-at-Large

William Sweet (Department of Philosophy)
Member-at-Large

StFXAUT Financial Statements: Robert van den Hoogen, Treasurer
St. Francis Xavier Association of University Teachers

A. Comparative Income Statement for the Year Ending March 31, 2021

We purchased some up-to-date accounting software, and we are only now learning how to use its full functionality. We are able to use pre-defined reports that look a little different from our previous reports. The format is slightly different from previous years, but the information is the same.

Explanations of Variations:

- 1) Membership dues higher than anticipated due to less cuts to membership numbers than budgeted.
- 2) Reserve Fund growth (Interest and Unrealized Gains/Losses) better than budgeted.
- 3) CAUT and ANSUT Dues greater because of the greater number of Members.
- 4) Travel, Social Events, and Professional Development – COVID-19.
- 5) Prizes and Awards: We temporarily increased budget last year since we missed two 3-credit bursaries previous year. The actual is higher due to a Grievance Settlement -- three more 3-credit bursaries than the normal six.
- 6) Legal Fees significantly higher than budgeted due to the successful conclusion of a number of grievances.

Comparative Income Statement

	Actual 04/01/19 to 03/31/20	Actual 04/01/20 to 03/31/21	Budget 04/01/20 to 03/31/21	Difference
REVENUE				
Revenue				
Membership Dues	\$ 272,688	\$ 284,203	\$ 260,000	\$ 24,203
Interest Income - BCU	\$ 1,466	\$ 123	\$ 200	\$ (77)
Other Revenues	\$ -	\$ -	\$ -	\$ -
Interest Revenue - ScotiaBank	\$ 2,443	\$ 6,149	\$ 1,620	\$ 4,529
iTrade Unrealized Gains (Losses)	\$ (2,329)	\$ 5,722	\$ 3,480	\$ 2,242
Reserve Fund Interest/Dividends				
Reserve Fund Unrealized Gains (Losses)				
Total Revenue	\$ 274,267	\$ 296,198	\$ 265,300	\$ 30,898
TOTAL REVENUE	\$ 274,267	\$ 296,198	\$ 265,300	\$ 30,898

Comparative Income Statement

	Actual 04/01/19 to 03/31/20	Actual 04/01/20 to 03/31/21	Budget 04/01/20 to 03/31/21	Difference
EXPENSE				
Payroll Expenses				
Wages & Salaries	\$ 57,843	\$ 60,656	\$ 60,500	\$ 156
Total Payroll Expense	\$ 57,843	\$ 60,656	\$ 60,500	\$ 156
Operations				
Dues - CAUT	\$ 57,077	\$ 59,260	\$ 54,600	\$ 4,660
Dues - ANSUT	\$ 34,086	\$ 35,137	\$ 31,200	\$ 3,937
Dues - Defense	\$ 26,884	\$ 27,940	\$ 28,000	\$ (60)
Legal Fees	\$ 21,161	\$ 63,855	\$ 30,000	\$ 33,855
Grievance-Related Costs	\$ 5,821	\$ 2,028	\$ 2,500	\$ (472)
Accounting Fees	\$ 2,645	\$ 2,645	\$ 3,000	\$ (355)
Insurance	\$ 875	\$ 875	\$ 875	\$ -
Bank Charges	\$ 135	\$ 40	\$ 50	\$ (10)
Course Relief	\$ 21,000	\$ 7,000	\$ 14,000	\$ (7,000)
Professional Development	\$ 10,704	\$ -	\$ 7,500	\$ (7,500)
Social Events	\$ 11,038	\$ 4,301	\$ 9,500	\$ (5,199)
Travel - CAUT	\$ 5,328	\$ -	\$ 7,500	\$ (7,500)
Travel - ANSUT	\$ -	\$ -	\$ -	\$ -
Travel - STFXAUT	\$ 4,608	\$ -	\$ 1,300	\$ (1,300)
Prizes and Awards	\$ 4,231	\$ 11,049	\$ 8,000	\$ 3,049
Office Expenses	\$ 3,810	\$ 3,602	\$ 2,950	\$ 652
Communications	\$ 637	\$ -	\$ 500	\$ (500)
Miscellaneous Expenses	\$ (0)	\$ -	\$ -	\$ -
Office Furniture and Equipment	\$ 2,213	\$ -	\$ -	\$ -
Web Domain and Website	\$ 1,200	\$ 262	\$ 500	\$ (238)
Donations	\$ 8,700	\$ 11,300	\$ 9,000	\$ 2,300
Strike Support	\$ 3,000	\$ -	\$ 1,000	\$ (1,000)
Negotiations	\$ 49,553	\$ -	\$ -	\$ -
Unioniversity	\$ -	\$ -	\$ 500	\$ (500)
Total General & Admin. Expenses	\$ 274,706	\$ 229,294	\$ 212,475	\$ 16,819
TOTAL EXPENSE	\$ 332,549	\$ 289,949	\$ 272,975	\$ 16,974
NET INCOME BEFORE REINVESTING	\$ (58,281)	\$ 6,249	\$ (7,675)	\$ 13,924
Reinvested Reserve Fund	\$ 113	\$ 11,871	\$ 5,100	\$ 6,771
NET INCOME	\$ (58,394)	\$ (5,622)	\$ (12,775)	\$ 7,153

B. Change in Net Assets for the Year Ending March 31, 2021

NET ASSET STATEMENT

	2020		2021		NET GAIN (LOSS)
Operational Accounts	\$ 5,585	\$	6,520	\$	935
Reserve Fund (Cash)	\$ 503,918	\$	485,143	\$	(18,775)
Reserve Fund (Securities)	\$ 151,197	\$	161,448	\$	10,251
Accounts Receivable	\$ 23,128	\$	22,966	\$	(162)
Accounts Payable	\$ (14,000)	\$	-	\$	14,000
	<u>\$ 669,827</u>	<u>\$</u>	<u>676,076</u>	<u>\$</u>	<u>6,249</u>

C. Accountant Engagement and Review for the Year Ending March 31, 2021

MacDonald & Murphy Inc. (Chartered Accountants) analyzed the general ledger, quarterly statements, bank statements, and meeting minutes. Their review concluded

“Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly in all material respects, the financial position of StFX Association of University Teachers as at March 31, 2021, and the results of its operations and its cash flows for the year ended in accordance with Canadian accounting standards for not-for-profit organizations.”

D. Reserve Fund

StFXAUT Reserve Fund 2020-2021			
Scotia iTRADE	Balance April 1, 2020	\$	531,937.76
	Interest and Dividends	\$	6,149.33
	Transfers in (out)	\$	-
	Change in Market Value	\$	5,722.01
	Balance March 31, 2021	\$	543,809.10
Credit Union	Balance April 1, 2020	\$	123,177.25
	Interest and Dividends	\$	116.74
	Transfers in (out)	\$	(20,512.05)
	Change in Market Value	\$	-
	Balance March 31, 2021	\$	102,781.94
TOTAL April 1, 2020	\$	655,115.01	
TOTAL MARCH 31, 2021	\$	646,591.04	
NOTES:			
1) Interest, Dividends and Market Adjustments	\$	11,988.08	
2) 20K transferred out to cover expenses 2020-21	\$	(20,512.05)	
3) See Report from the Reserve Fund Committee for details on the activities of the Reserve Fund Committee.			

StFXAUT 2021 Budget: Robert van den Hoogen, Treasurer
St. Francis Xavier Association of University Teachers

Budget Proposal April 1, 2021 to March 31, 2022

We purchased some up-to-date accounting software, and we are only now learning how to use its full functionality. We are able to use pre-defined reports that look a little different from our previous reports. The format is slightly different from previous years, but the information is the same.

Budget Assumptions:

- 1) No change to membership number or mil rate.
- 2) Growth in Reserve Fund depends on investments. These monies remain in Reserve Fund and do not directly fund general operations without an authorized transfer.
- 3) Wages and Salaries are up due to small changes in the salaries for our staff.
- 4) Academic Freedom Fund: Year 2 of our 5-year commitment.
- 5) Social Activities and Professional Development Activities are less than in previous years.
- 6) Prizes and Awards: Book prizes (approx. 600), six 3-credit bursaries (approx. 990 each) plus one 3-credit bursary (approx. 990) due to Grievance Settlement.
- 7) Savings because of fewer activities are to be saved to cover future expenditures, for example negotiations in the following budget year.

Proposed Budget 2021-2022

	Actual 04/01/20 to 03/31/21	Budget 04/01/20 to 03/31/21	Proposed Budget 04/01/21 to 03/31/22
REVENUE			
Revenue			
Membership Dues	\$ 284,203	\$ 260,000	\$ 289,000
Interest Income - BCU	\$ 123	\$ 200	\$ 100
Interest Revenue - ScotiaBank	\$ 6,149	\$ 1,620	\$ -
iTrade Unrealized Gains (Losses)	\$ 5,722	\$ 3,480	\$ -
Reserve Fund Interest/Dividends			\$ 3,000
Reserve Fund Unrealized Gains (Losses)			\$ 5,000
Total Revenue	\$ 296,198	\$ 265,300	\$ 297,100
TOTAL REVENUE	\$ 296,198	\$ 265,300	\$ 297,100

Proposed Budget 2021-2022

	Actual 04/01/20 to 03/31/21	Budget 04/01/20 to 03/31/21	Proposed Budget 04/01/21 to 03/31/22
EXPENSE			
Payroll Expenses			
Wages & Salaries	\$ 60,656	\$ 60,500	\$ 65,375
Total Payroll Expense	\$ 60,656	\$ 60,500	\$ 65,375
Operations			
Dues - CAUT	\$ 59,260	\$ 54,600	\$ 60,690
Dues - ANSUT	\$ 35,137	\$ 31,200	\$ 36,125
Dues - Defense	\$ 27,940	\$ 28,000	\$ 28,000
Academic Freedom	\$ -	\$ -	\$ 2,000
Legal Fees	\$ 63,855	\$ 30,000	\$ 30,000
Grievance-Related Costs	\$ 2,028	\$ 2,500	\$ -
Accounting Fees	\$ 2,645	\$ 3,000	\$ 2,700
Insurance	\$ 875	\$ 875	\$ 875
Bank Charges	\$ 40	\$ 50	\$ 50
Course Relief	\$ 7,000	\$ 14,000	\$ 14,000
Professional Development	\$ -	\$ 7,500	\$ 4,000
Social Events	\$ 4,301	\$ 9,500	\$ 5,000
Travel - CAUT	\$ -	\$ 7,500	\$ 2,500
Travel - STFXAUT	\$ -	\$ 1,300	\$ 650
Prizes and Awards	\$ 11,049	\$ 8,000	\$ 7,530
Office Expenses	\$ 3,602	\$ 2,950	\$ 3,000
Communications	\$ -	\$ 500	\$ 500
Miscellaneous Expenses	\$ -	\$ -	\$ -
Office Furniture and Equipment	\$ -	\$ -	\$ -
Web Domain and Website	\$ 262	\$ 500	\$ -
Donations	\$ 11,300	\$ 9,000	\$ 8,000
Strike Support	\$ -	\$ 1,000	\$ 2,000
Negotiations	\$ -	\$ -	\$ -
Unioniversity	\$ -	\$ 500	\$ 500
Total General & Admin. Expenses	\$ 229,294	\$ 212,475	\$ 208,120
TOTAL EXPENSE	\$ 289,949	\$ 272,975	\$ 273,495
NET INCOME BEFORE REINVESTING	\$ 6,249	\$ (7,675)	\$ 23,605
Reinvested Reserve Fund	\$ 11,871	\$ 5,100	\$ 8,000
NET INCOME	\$ (5,622)	\$ (12,775)	\$ 15,605

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Committee: CAUT Defence Fund

Committee Chair: Donna Trembinski



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 65 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 must meet at least once a year, virtually or in person, 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. The fund is in good financial shape with a balance of just under \$35 million as of October of 2021.

Activities for the Year:

I took over as StFXAUT's Defence Fund Trustee in October 2020, in time for their annual meeting which took place by Zoom over two consecutive Saturdays (the 17th and 24th). Since Martin van Bommel's last report in May 2020, the Defence Fund has voted to offer financial support for member Unions at Lakehead University, Dalhousie University, and the University of Manitoba. None of these member Unions ended up striking.

A particularly thorny vote around the issue of solidarity pay for Members who refused to cross the picket lines of a sister Union which occurred at the Annual Meeting of the Defence Fund in October of 2019 has alerted the Defence Fund to the need to examine and potentially update its governance model. Investigations are ongoing, but there has yet to be a recommendation from the Defence Fund's Planning and Policy Committee on that front. I will continue to update the Membership as more information and recommendations become available.

In early February, the Defence Fund called a meeting of Trustees to debate (and presumably approve) strike benefits for Laurentian University, but that meeting was cancelled after Laurentian moved into bankruptcy protection under the Company Creditors' Arrangement Act.

Finally, the Defence Fund also welcomed a new member Union this year, the Renison Association of Academic Staff.

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Committee: Communications

Committee Chair: Susan MacKay, Executive Assistant



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:

Martin van Bommel (President), Kathleen MacKenzie, Pauline MacIntosh, Shah Razul, Christina Holmes, Dan Robinson, Philip Girvan (Communications Officer), and Susan MacKay (Executive Assistant).

Committee Activities for the Year:

Members of the Communications Committee met (virtually) throughout the year to discuss and plan *Beacon* and Bulletin publications.

The Committee published two newsletters this year: [Special Edition: COVID-19 Pandemic](#) and [2020 Fall Edition of The Beacon](#). Past editions of *The Beacon* can be accessed at <https://stfxaut.ca/the-beacon/>.

One Bulletin was issued, [The Right to Union Representation \(May 6, 2021\)](#). Bulletins are provided to Members to address issues of interest that may have an impact on Members' academic lives. All Bulletins can be accessed at <https://stfxaut.ca/communication/bulletins/>.

The focus of our Committee is 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 all Members who have contributed to *Beacons* and *Bulletins* over the years. Your suggestions, article submissions, and continued interest and support are greatly appreciated.

StFXAUT Annual Report May 2021

Committee: Contract and Benefits

Committee Chair: Martin van Bommel



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:

Martin van Bommel (President), Bob Zecker, Donnelly Archibald, James Braid, Chris Gilham, James Hughes, Wendy Panagopoulos, Bruce Sparks, and Tara Taylor.

Committee Activities for the Year:

In the past year, Members of the Committee have been investigating the interpretation and appropriateness of language in the current *Collective Agreement*, as well as its implementation. Included in this analysis has been the Part-Time Health Care Spending Account, aspects of the Tenure and Promotion process for Faculty, the probationary period for Librarians, the Coady promotion and evaluation process, and other issues.

In the months ahead, the Committee will continue this work, but will shift its focus to begin preparations for the next round of contract negotiations. We will update comparisons between our current *Collective Agreement* and the contracts of several comparator institutions in the Atlantic region and beyond. We will interview and survey Members for key issues and concerns. This information will be used to help form proposals for negotiation and to support the work of the negotiating team.

StFXAUT Annual Report May 2021

Committee: COVID-19 Preparedness Committees

Committee Chair: Martin van Bommel, President



LOU Committee:

Mandate: The Committee was tasked with preparing a Letter of Understanding (LOU) for negotiation with the University's Administration. The negotiation occurred at Joint Committee, which consists of Rachel Hurst and Charlene Weaving for the AUT, and Jennifer Swinemar-Murray (Human Resources Director) and Dan Belliveau (Dean of Science) for the Administration.

Committee Members on Formation: Rachel Hurst (Vice-President), Charlene Weaving (Chief Negotiator), Christie Lomore (Co-Chief Grievance Officer), Stephen Finbow (Co-Chief Grievance Officer), and Mary Oxner (President).

Added after 2020 AGM: Martin van Bommel (President).

Outcome: The LOU [COVID-19 Emergency Measures](#), signed on June 17, 2020.

LOU Amendment Committee:

Mandate: The Committee was tasked with preparing an amendment to the LOU to reflect issues which will arise in the 2020-2021 academic year and evolved into preparing a second LOU for negotiation at Joint Committee.

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

Committee Members Ongoing: Andrew Foran (Co-Chief Grievance Officer), Rachel Hurst (Joint Committee), Susan MacKay (Executive Assistant), Mary Oxner (Past-President and Co-Chief Grievance Officer), Donna Trembinski (Executive Member-at-Large), Martin van Bommel (President), Robert van den Hoogen (Treasurer), and Charlene Weaving (Joint Committee).

Outcome: The LOU [COVID-19 Continuing Measures](#), signed on September 30, 2020.

StFXAUT Annual Report May 2021

Committee: Financial Oversight

Committee Chair: Robert van den Hoogen, Treasurer



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, Nancy Forestell, Robert van den Hoogen (Treasurer), and Martin van Bommel (President).

Committee Activities for the Year:

COVID-19 Pandemic was a driver for the activities of the Financial Oversight Committee. The Committee reviewed the financial statements for the 2019-20 year and came up with a number of questions that needed further detail. During the various updates to the University community, Members of the Committee questioned the Administration for these details.

In the Spring of 2020, the University developed three COVID-19 Budget scenarios that predicted anywhere between 6.3M and 17.7M in deficits for the 2020-21 year. At that time, the University was asking all employee groups to take a cut in their salary. To test the University's predictions, the Committee built robust enrolment and residence models with our own assumptions. In our detailed report to the Executive of the StFXAUT, we concluded that the University's estimates were much more conservative in their revenue expectations than our own models would suggest. Indeed, in the latest financial update by the University, after receiving a 3.6M influx from the province, the University is expecting a balanced year-end.

StFXAUT Annual Report May 2021



Committee: Grievance

Co-Chief Grievance Officers: Mary Oxner and Andrew Foran

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:

Mary Oxner (Co-Chief Grievance Officer and Past President), Andrew Foran (Co-Chief Grievance Officer), Chris Frazer (Executive Committee Member-at-Large), Martin Sastri, Meghan Landry, and Nancy Forestell.

Committee Activities for the Year:

Reports reflecting on the prior year necessarily address the impact of COVID-19 pandemic. The pandemic had a significant impact on our Members' work and the anticipation of a significant level of grievance issues was high. Although grievance related work persisted, there was not an abundance of pandemic related work. The main issues related to the pandemic situation were several situations related to accommodation for on-line vs in-person courses.

Over the past year, we settled several grievances regarding issues of equity for chairs and coordinators, access to information, and Rank & Tenure workshop. We were successful in arbitration on a 2018 Membership inclusion grievance. We continue to work on the implementation of the Arbitrator's decision. We also worked on several discipline cases (e.g., sexual harassment, unprofessional behaviour). Other issues that we dealt with included hiring processes, DEC letters and process(es), denial of promotion, changes in course assignments mid-year, implications of cross appointments, intrusion of administration on hiring and student complaints, interpretation of university policies (e.g., unscheduled closure and/or cancellation of classes, preapproval process for overtime hours), the encroachment of Members' work duties by supervisors and intra-departmental relations. We attended Rank & Tenure workshops reviewing the content provided to Members and prepared a letter to the Rank & Tenure (R&T) Committee about issues raised in the R&T process in lieu of meeting with R&T. The Grievance Committee also attended a grievance officer workshop, hosted by CAUT.

We helped Members deal with individual and administrative issues. For example, we provided advice on Rank & Tenure submissions (e.g., file components, responses to external referees) answered questions regarding the benefits package, provided observations about process of dealing with complaints against peers, assisted Members seeking accommodations, and helped Members explore their options for retirement, resignation and leaves, among other activities.

StFXAUT Annual Report May 2021

Committee: Joint Committee

Committee Chair: Charlene Weaving and Rachel Hurst



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:

Rachel Hurst and Charlene Weaving (StFXAUT)

Dan Belliveau and Jennifer Swinemar-Murray (StFX University)

Committee Activities for the Year:

Joint Committee was primarily engaged in negotiating two COVID-19 LOUs over the past year: [COVID-19 Emergency Measures \(June 10, 2020\)](#) and [COVID-19 Continuing Measures \(September 30, 2020\)](#). This was a significant undertaking: typically, Joint Committee meets monthly during the academic year and does not require significant work outside of committee meetings. However, this year we met six times over the summer 2020, three times in the fall 2020, and once in the winter 2021. This does not include meetings with the StFXAUT Executive or President to present on behalf of Joint Committee and gather feedback on our work. Additionally, we spent a significant amount of time discussing our approach, writing and revising language in the LOUs, and potential responses to LOU revisions proposed by the Administration. This included working evenings and sometimes weekends, as our priority was to respond as quickly as possible due to the urgency of the LOUs' contents and the significant amount of time it took the Administration to respond to our proposals.

The [Fall 2020 issue of *The Beacon*](#) contained an article written by Martin van Bommel (pp. 2-4). We provided information for this article, and urge colleagues to read it as it provides an excellent summary of the difficulties of the process. It is worth noting that we faced a total refusal by the StFX University members to discuss anything with financial implications (e.g. rolling the 2020-21 travel fund into the next year, additional compensation for Part-Time Academic Instructors to prepare for online teaching and finishing the 2019-20 academic year online outside of their contracts, allowing the professional expense fund to roll over for the duration of the current CA, etc.), and that while it was promised that these issues would be dealt with by the VP-Finance and Operations through consultation with the StFXAUT President, they were not. Additionally we faced multiple frustrations: for example, after we presented the first draft of the first LOU, they presented an entirely new document which was shared via Teams screen sharing during the meeting (we responded by insisting that we work from the

document that we shared in advance of the meeting); irrelevant information was presented to us about the university's financial situation; or they would not share their comments or proposed revisions until the hour before our meeting (meaning that we had no time to consult with the President or Executive).

It has been challenging to convene Joint Committee in 2021. We have only met once, on February 10. They presented a MOU to clarify language in Section 2; the StFXAUT Executive provided revisions and we sent these to the StFX University members on February 12. We have not yet received a response. Given the extensive delay of nearly three months, we have reached out and requested feedback on the MOU early May. There are some other issues remaining from bargaining: all committees to address the three MOUs in the *Collective Agreement* have been struck or are completed, and we have shared a list of definitions to be discussed at Joint Committee. We are working to extend the expiry date on the provisions of the COVID-19 LOUs beyond May 1.

StFXAUT Annual Report May 2021

Committee: Joint Occupational Health & Safety Committee
(JOHSC)



AUT Representative: James Braid

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 (AUT Representative) and 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:

Fume Hoods

March 25, 2021 – Laurie reported that she has not heard about any recent concerns/issues or the fume hoods going to zero. The Standard Operating Procedures (SOP) Manual is an ongoing process and will be finalized by the fall. This longstanding item will remain in the Minutes until it is completely resolved.

August 27, 2020 - Fume hoods currently being cleaned. No update on SOP.

August 6, 2020 – Cleaning and maintenance being completed prior to classes. SOPs are still a work in progress; and will eventually be rolled out to all fume hood users. Waiting for update on SOP from FM.

May 28, 2020 – Both users and maintenance have been asked for final comments on the SOPs before marrying them together into one program and rolling it out to the Campus.

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; this request was forwarded to FM. A follow-up meeting should be held with users and maintenance personnel to see how the draft procedures are working. Next steps would be to roll out the procedures to everyone and provide training as required in both procedures.

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. Both fume hood maintenance and use procedures are being implemented and will be finalized in due course. Communication between users and FM requires follow-up.

Scent Awareness

March 25, 2021 –Laurie and Janet and are awaiting a response from StFX Communications who will assist with branding. Before sending the updated website link to the committee, the branding needs to be finalized.

February 25, 2021 – The website has been drafted and a request has been sent to Communications for assistance with branding and launch. Website will be shared with committee members for their comments.

December 17, 2020 - Communication and location of policy to be determined. Work with Communications for structured roll-out.

November 26, 2020 – Janet advised that the committee met and have condensed the information and made it into a more specific two-page document. It was sent to the committee yesterday, still in draft format. Please provide any comments back to Janet. Janet to check with Advancement about consistent messaging/branding for the website and signage. Susan would like to include it in the AUT newsletter once things are final and on the website.

October 22, 2020 – Janet indicated she would bring committee together for a meeting to pick up where they left off.

February 27, 2020 – Janet advised that the committee met and developed a draft awareness campaign. The draft was circulated to all committee members for their input. Two types of signage were decided upon. The intention is to put the information up on the website as well. Some concerns were expressed about having too much signage, with the suggestion it be put on “rolling TV/projection screens”, where possible. Leon suggested talking to Communications to develop a roll-out strategy.

January 23, 2020 – Update from Janet. Committee to reconvene to review new information and determine next steps, and will report back at the next meeting.

Building Inspections

March 25, 2021 – Laurie and a few members of the JOHSC have completed building inspections for six buildings, which was an opportunity to train members about the inspection process and program requirements. Since inspections are an ongoing process, Laurie will be in contact with committee members to assist with conducting inspections in academic buildings so each member receives training. All data from the inspections will be stored in a separate file for each building in the JOHSC Teams panel. Most issues identified in the inspections will be completed by FM and some by Risk Management. Critical items will be prioritized. Laurie reported the inspections are going very well. Laurie and Susan conducted a recent inspection in 42 West Street. On behalf of building occupants, Susan thanked our FM colleagues for prioritizing repairs and that some have commented the building is healthier and safer because of the ongoing repairs.

February 25, 2021 – Office building inspections are ongoing. Corrective actions will be tracked until completion and reported to UJOHSC on a continuing basis. Corrective actions will be prioritized depending on likelihood and severity of hazards.

December 17, 2020 - Laurie will contact committee members over the next couple of months to start doing building inspections. This will be used as a hands-on training and to establish checklists for specific buildings.

Epi-Pens

March 25, 2021 – Randy contacted Bob Hale and Tim Hierlihy about the Epi-Pen program. Sodexo will have the program rolled out and organized by August. Epi-Pens will be available in both meal halls before the fall term. Sarah said many students have asked about Epi-Pens and expressed appreciation to the committee for getting this program in place. Randy acknowledged Tim and Bob’s efforts for their contribution to the program. Randy suggested this item be temporarily removed from the Agenda and revisited in the August or September meeting to verify that the program is in place. Kris asked about providing education to individuals carrying their own Epi-Pens. Randy suggested when the Sodexo plan is ready to be announced, general information be added such as a reminder to carry your own Epi-Pen and that Epi-Pens will be available in both meal halls. Laurie added this is a food allergy program. Closed.

February 25, 2021 – We have checked with other NS universities and the two that responded back (Acadia and Saint Mary’s) do not provide Epi-Pens for the general population. We will discuss this topic with Sodexo to determine what they currently have in place and report back to the committee.

December 17, 2020 - A discussion was held about whether the University should have epi-pens available for the general population, in case of anaphylactic shock. In general, those with epi-pen prescriptions are responsible to keep the unit on their person. There are many considerations around having “general use” epi-pens available including medical histories, training, supply, etc. etc. We will see what other universities are doing and report back to the committee. Note there was an incident involving a student who had a reaction in Morrison Hall and did not have their Epi-Pen with them.

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.

- [StFX OHS Website](#)
- **StFX Occupational Health & Safety Officer:**
Laurie Reid lareid@stfx.ca, phone: 902-867-4932
- **StFX Reporting:** For all incidents, accidents, and hazards,
please contact Security: 902-867-4444
 - [Report a Health and Safety Concern](#)
- [Nova Scotia Occupational Health and Safety \(OHS\) Act](#)

StFXAUT Annual Report May 2021

Committee: Nominations

Committee Chair: Ornella Nzindukiyimana



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, Andrew MacDougall, and Margaret Vail.

There were two calls for nominations for the STFX AUT in Fall 2020 and Spring 2021.

Committee Activities for the Year:

There was one call for nominations for the STFX AUT Fall general meeting on November 10, 2020.

Upon receiving the list of vacant committee positions from the AUT President on Oct. 14, 2020, the committee (then composed of Ornella, Andrew) communicated with Members to identify nominees to be elected for the vacant positions. Throughout the following month, we identified individuals to be nominated for the following positions:

Nominations Committee (1 position); Communications Committee (1 position); Learning Skills Committee (2 positions); Defence Fund Trustee (1 position).

Ornella presented the nominees at the General Meeting on Nov. 10, 2020.

There was one call for nominations for the STFX AUT Annual General Meeting (AGM) scheduled for May 18, 2021.

Upon receiving the list of vacant committee positions from the AUT President on April 19, 2021, the Committee (Ornella, Andrew, and Margaret) communicated with Members to identify nominees to be elected for the vacant positions. Throughout the following days, we identified individuals to be nominated for the following positions:

Executive—Treasurer (1 position); Member-at-Large (1 position); Nominations Committee (2 positions); Contract & Benefits Committee (1 position); Social Affairs Committee (2 positions); Communications Committee (2 positions); Pension Plan Advisory Committee (2 positions); Status of Women and Equity Committee (1 position).

Ornella will present the nominees at the AGM on May 18, 2021.

StFXAUT Annual Report May 2021

Committee: Reserve Fund Committee

Committee Chair: Robert van den Hoogen (Treasurer)



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), Martin van Bommel (President), Mary Oxner, Mikael Haller, and Robert Madden.

Committee Activities for the Year:

The Reserve Fund Committee invited expressions of interest from a couple of professional investment fund managers to assist and advise the StFXAUT in the responsible investment of the Reserve fund. After a careful review, the Committee recommended to the Executive of the StFXAUT that SEAMARK Asset Management be given the opportunity to manage our Reserve Fund. During these initial discussions, it was deemed appropriate that our StFXAUT Reserve Fund Policy and Investment Guidelines be changed so that our Fund Manager has the necessary flexibility to responsibly grow and protect our collective investment. The revised policy and guidelines were approved at the March 2021 meeting of the StFXAUT Membership. The Reserve Fund Committee will maintain management of the Cash portion of our Reserve Fund. On April 15th 2021, a portion of our Reserve Fund of \$545,000.13 was transferred to SEAMARK Asset Management.

StFXAUT Reserve Fund 2020-2021			
Scotia iTRADE	Balance April 1, 2020	\$	531,937.76
	Interest and Dividends	\$	6,149.33
	Change in Market Value	\$	11,871.34
	Balance March 31, 2021	\$	549,958.43
Credit Union (CASH ONLY)	Balance April 1, 2020	\$	123,177.25
	Interest and Dividends	\$	116.74
	Transfers in (out)	\$	(20,512.05)
	Balance March 31, 2021	\$	102,781.94
TOTAL April 1, 2020		\$	655,115.01
TOTAL MARCH 31, 2021		\$	652,740.37
NOTES:			
1) Interest, Dividends and Market Adjustments		\$	18,137.41
2) 20K transferred out to cover expenses 2020-21		\$	(20,512.05)

StFXAUT Annual Report May 2021

Committee: Social Affairs

Committee Chair: Yvon Grenier, Yvonne Fraser, Kim Burnett



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:

Martin van Bommel (StFXAUT President), Yvon Grenier, Yvonne Fraser, Kim Burnett, and Susan MacKay (Executive Assistant).

Committee Activities for the Year:

Due to COVID-19, the Social Affairs Committee did not organize any events this academic year.

In lieu of hosting social events, the budget for this Committee was spent to fund face masks. Last Fall, the StFXAUT Executive Committee commissioned Ross Screenprint to print black and grey face masks with the StFXAUT logo for Members of the StFXAUT.

StFXAUT Annual Report May 2021



StFXAUT
STFX ASSOCIATION OF UNIVERSITY TEACHERS

Committee: Status of Women and Equity Committee (SOWE)

Committee Chair: Meghan Landry

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:

Meghan Landry, Chris Frazer (Executive Committee Member-at-Large), Corrine Cash
L. Jane McMillan, Reed Thomas, and Susan MacKay (Executive Assistant).

Committee Activities for the Year:

The Committee met on September 8, 2020. M. Landry was elected as chair for the 2020-2021 academic year. Discussion was held regarding the University Equity Governance Committee and an Equity Audit. Members of the Committee expressed interest and solidarity in a Scholar Strike that took place from September 9-10, 2020. Scholar Strike Canada “originated as a labour action in solidarity with Black Lives Matter, to protest anti-Black, anti-Indigenous, racist and colonial police brutality in the U.S., Canada and elsewhere” (Scholar Strike Canada, 2020).

The Committee has plans for a meeting in May 2021 to discuss the Terms of Reference and the future of this Committee and its role on campus.

StFXAUT Annual Report May 2021

Committee: University Benefits Governance Committee

AUT Representatives: Monica Schuegraf, Meghan Landry



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 and Meghan Landry.

Committee Activities for the Year:

The Committee did not meet during the 2020-2021 year.

StFXAUT Annual Report May 2021

Committees: University Pension Plan / Pension Plan Advisory



AUT Representatives: Ken MacAulay, Mikael Haller, Bhavik Parikh / Ping Wang, Opal Leung

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 the 2018 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, and Mikael Haller.

Committee Members:

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

Committee Activities for the Year:

The University Pension Plan Committee and the Pension Plan Advisory Committee met in the latter half of the 2020-21 academic year to listen to representatives from Morneau Shepell discuss the issues around joining the Nova Scotia Public Service Superannuation Plan (NS PSSP). (University Administration has changed their position and will not oppose us joining the plan.) After the presentation, the Pension Plan Advisory Committee met to explore how we will go forward with evaluating the NS PSSP for the purpose of providing a recommendation to the Executive of the StFXAUT. We plan on meeting over the next several months to continue our work on the NS PSSP and to also explore several other issues identified by Committee Members.

StFXAUT Annual Report May 2021

Committee: 5th *Collective Agreement* MOU Committees

Reporting: Martin van Bommel, President



Memorandum of Understanding #2 – Scheduling

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

AUT Representatives: Ken MacAulay, Will Sweet, and Charlene Weaving.

Admin Representatives: Karen Brebner (Dean of Arts and Chair), Elizabeth Yeo (Vice-President Students), and Ann Fox (Chair of Human Nutrition).

Status: The Committee has not yet met. The University Registrar has been tasked with examining the effectiveness of automated scheduling by generating parallel schedules.

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*)

AUT Representatives: Nancy Forestell, Mary Oxner, and Tara Taylor.

Admin Representatives: Not yet named

Status: The Committee has not yet met.

StFXAUT Annual Report May 2021

Committee: Association of Nova Scotia University Teachers (ANSUT)



StFXAUT Representative: Bruce Sparks

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.

The Association of Nova Scotia University Teachers (ANSUT) is comprised of Cape Breton University, StFX, Acadia, Université Sainte-Anne, Saint Mary's, NSCAD, Mount Saint Vincent, and the Atlantic School of Theology. ANSUT has informal and cordial relations with Dalhousie and CUPE 3912 (representing Contract Faculty at Dal, St. Mary's, and the Mount). It meets four times a year. StFX is well represented by Peter McInnis as Vice-President, Mary Oxner as Treasurer, and Bruce Sparks as StFX Representative.

ANSUT has three primary activities: advocating and lobbying on behalf of issues affecting post-secondary education in Nova Scotia; conducting research on issues affecting its Members; and providing a forum for Members to exchange information of mutual interest.

The past year has been dominated by the COVID 19 pandemic and ANSUT initiated a number of letters to government, op-eds, a workshop on Indigenizing collective agreements, and lobbying efforts to represent the concerns of Faculty Associations. The year also saw involvement in the newly formed Student, Staff, and Faculty Alliance (SSFA) and CAUT's Fair Employment Week.

In consultation with each of its member Associations, ANSUT developed a new strategic plan for the next five years aimed at increasing member engagement, beginning new research projects, and increasing its public profile and effectiveness. Research projects will include an update to a previous project – The Culture of Entitlement – which dealt with administrative structures and compensation. A new project will investigate Boards of Governors in response to an increasing corporatization of their governors and approaches. ANSUT is also working to produce a costing template to assist Associations preparing for negotiations.

Member updates regarding bargaining issues, university governance, finance, and grievance activity continue to take up a large part of meetings and are invaluable for understanding the provincial post-secondary situation and developing solidarity between all Faculty Associations.

StFXAUT Annual Report May 2021

Committee: Outstanding Staff Teaching Award Committee

Committee Chair: Chris Gilham



Association Committee Mandate:

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

Eligible teaching staff members include Lab Instructors, Dietetic Educators, Nurse Educators, Coady Teaching Staff, Extension Program Staff, Learning Skills Instructors, and Librarians.

Teaching effectiveness is assessed by the OSTA Committee according to the following three elements:

- The ability of the nominee to inspire, engage, and stimulate students' intellectual capacity and learning.
- The ability of the nominee to communicate ideas effectively to the student in their interactions.
- The degree to which the nominee demonstrates mastery in their area of expertise.

Committee Members:

Denise Delorey, Laura Reid, Peter Keizer (AUT members), plus two student members who were in their graduating year appointed by the Students' Union.

Committee Activities for the Year:

Members of the Committee met virtually on Monday, November 23, 2020 to determine the recipient of the Outstanding Staff Teaching Award to be presented at Fall Convocation.

On Sunday, November 15, 2020 the Chair sent the following email to the Committee explaining the process in determining the award winner and detailed information about criteria for assessing the nominees' dossiers:

All,

Nominees for the OSTA have submitted their dossiers. We had no new nominees for this year. We had X nominees from previous years who are still eligible. They submitted their dossiers. Please review the most recent dossier (2020) in their folders. You do not need to review their dossier from 2019 or other previous years.

Here is the link to the dossiers:

<link removed>

Here is the process over the next week:

Each of you should read all X dossiers and their corresponding sets of nomination letters.

Note that the dossier folders contain the nomination letters as well.

To help with your assessment of the candidates, I provide the following:

1. The OSTA guidelines are attached, which include the criteria for the award.
2. The nomination letter sent to nominees is also attached, which includes guidance on preparing the teaching dossier.
3. This year's assessment guide is attached. I emphasize this is just a tool you may find helpful in organizing your assessment of multiple candidates. It is not meant as a scorecard to exactly determine relative ranks of the candidates. Qualitative interpretation of the dossiers and letters are important as well.
4. A reminder of the varied nature of teaching staff's level of interaction with students. Not all staff necessarily interact directly with students to the same amount, and may or may not have access to evaluations or feedback from student (qualitative or quantitative).

November 23 from 3:45 to 6 pm we meet to review the candidates to determine both a ranking of the candidates and whether the top-ranked candidate is indeed outstanding. We can recommend up to one candidate for the award to be presented at December convocation. If no candidates can be assessed as outstanding, then we can choose not to recommend any recipient this year. Our goal is to achieve consensus on our decision rather than majority rule.

To help ensure we maximize productivity at the meeting, I ask that everyone determine their ranking of the candidates by 7 pm Sunday November 22. Everyone is free to use their own approach to generating their ranking. Please send your rankings direct to me on the evening of Sunday November 22, without CCing other committee members. I will collate all the rankings and share them at the start of the meeting. Everyone will then have a chance to discuss their own rankings, and we will then see if we can achieve consensus.

Please let me know if you have any questions.

Thanks much.

Chris

During the virtual meeting, the chair shared the rankings of the nominees. Members were encouraged to provide rationale for their rankings. Through discussion among members, the top ranked candidate was identified and with further discussion it was determined the candidate was indeed outstanding. Once the office of the AVP was informed of the Committee's decision, the chair notified the award winner. The chair also thanked those who submitted dossiers but did not receive the award.

StFXAUT Annual Report May 2021

Committee: StFX University Daycare

StFXAUT Representative: Tara Taylor



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).

StFXAUT Representative: Tara Taylor

	Infants	Toddlers	Preschool	School age	total
Students	2	5	4	0	11
Faculty/Staff	5	7	6	8	26
Community	1	6	6	1	14
total	8max	18max	16 (24max)	9 (5-12max)	51

*The max for school age children depends on the number of preschoolers

(Note: The numbers are for "normal times"; the numbers are lower now due to the lockdown.)

As the StFXAUT Representative on the Daycare Committee (I started in 2018), I usually take part in an annual review meeting for the daycare. There were reviews done in the spring of 2018 and 2019 but not 2020 or 2021, presumably because of the pandemic.

The StFX Daycare plays an important role in the StFX community. It is open all year except for the last full week of July and a break from December 24 to January 2, and open on snow days as long as StFX is open. It is one of the few daycares that is open during the summer. It is also one of the few daycares that takes infants from a young age. The daycare has commendably adapted to the ever-changing rules due to the pandemic and has provided a source of stability for the children and their families.

The Daycare has tried to increase its capacity, particularly for school age children, for many years (they have copies of letters sent to a former VP Finance Ramsey Duffy, for at least 15 years). I have brought this up at reviews and with the Admin, most recently in an email sent to the current VP Finance on March 11, 2021. I was told that there was not a viable financial plan. This is frustrating because it is an issue that is more than a business concern. It is extremely challenging to find reliable child-care in Antigonish, especially for after-school care.

StFXAUT Annual Report May 2021

Committee: Student, Staff, and Faculty Alliance Report
(SSFA)



StFXAUT Representative: Bruce Sparks

The SSFA is an informal and ad hoc alliance of Unions at Nova Scotia universities and colleges. It includes Faculty Associations, CUPE 3912, the Canadian Federation of Students (CFS), other student Unions, staff Unions such as NSGEU, PSAC, and UNIFOR, and others. It was initiated and first hosted by the Dalhousie Faculty Association in April of 2020. It is now hosted and chaired by ANSUT.

The impetus for SSFA was to respond to the COVID pandemic and to coordinate a union response to the rapidly changes conditions universities were experiencing. The first action was an open letter to government calling for an increase in university funding, a reduction in tuition, and encouraging University Administrations to be willing to run budget deficits. A number of op-eds and letters on various issues have followed.

An equally important function of the Alliance is to facilitate and encourage communication between all Unions at all Nova Scotia universities and colleges. Individual Unions faced pressures and requests to reduce personnel costs, adapt teaching to online platforms, to begin working at home, and to accept lay-offs and furloughs. It was invaluable for Unions to know how individual University Administrations were responding and to be able to form an overall view of the crisis.

The Alliance is still operating, with a reduced meeting schedule, and the benefits of cooperation and communication seem to be the impetus for its continued existence.