

Nipissing University Faculty Association

**Annual General Membership Meeting of May 4, 2011
1:00 pm in F210**

Executive Members Present: Todd Horton, President
Gyllian Phillips, Vice-President
Ilse Mueller, Treasurer
Joseph Boivin, CASBU Officer/Secretary
Sal Renshaw, Grievance Officer (Ed, A&P)
Linda Piper, Member at Large (A&P)
Toivo Koivukoski, Member at Large (A&S)
Mike Parr, Member at Large (Education)
Angela Fera, Executive Assistant

Approximately 55 Members of NUFA attended.

1.0 Approval of the Agenda

MOTION 1: Moved by Nancy Maynes, and seconded by Doug Franks, that the agenda be approved.
CARRIED

2.0 Approval of the Minutes of the GMM, October 20, 2010

MOTION 2: Moved by Janet McIntosh, and seconded by Rob Breton, that the minutes of the NUFA General Membership Meeting of October 20, 2010 be approved.
CARRIED

3.0 Business Arising from the Minutes

No business arising from the minutes.

4.0 Correspondence to the President/Executive

Todd reported that there were a number of thank you letters and invitations over the course of the year, for example the opening of the library, but nothing beyond cordialities.

5.0 Reports from Executive Members

5.1 President

Todd's report was subdivided into the state of the university system in Ontario, the state of Nipissing University, some accomplishments of this year, and future initiatives.

With regard to the university system in Ontario, it has been a trying year, largely due to the bargaining climate influenced by the governments "pause" on bargaining and an attempt to invoke zero-zero. However this did not succeed and is no longer even mentioned. A number of universities have received compensation increases, including us. The next few years will be challenging. We may also see a change in the provincial government, and the new federal majority government may have a different view on higher education. Many universities will be going into collective bargaining this year, for example Brock, Laurentian, Queen's, Ryerson, Windsor, and Wilfrid Laurier. McMaster University ratified its collective agreement this week and Wilfrid Laurier has gone into conciliation. Currently it appears that few universities are settling without some kind of outside assistance whether conciliation or arbitration. This is a note to us to prepare for tough bargaining next year. It is important for us to watch others gains and how they frame their arguments.

The universities are evolving and changing and issues are arising through such things as online learning, contracts with part-time faculty, post-docs and the reiteration of the tiering of universities. Therefore the next few years may be most difficult for universities.

It has been a difficult year at Nipissing. The tenor of discourse in relationships between faculty and administration has had its ups and downs with more downs recently than ups. This does frame and inform the interaction between NUFA and the administration on several levels. That said, we had a strong relationship with the last VPAR, but that changed in late January with her sudden and unexplained departure. We went through a long period where there was no communication, things were in disarray, grievances were stalled, consultations were not happening and it looked fairly bleak. Since then, we've developed a satisfactory working relationship with the interim VPAR who is demonstrating a willingness to solve problems together. This is the fifth new VPAR over a short period of time and we'll have to see how it transpires over a period of time. We remain open and hopeful.

We've cultivated good relationships with the Deans, Vice-Dean and Associate Deans. We've been able to solve grievances with them and preempt others by intervening in situations early. Our relationship with the VP Finance and Administration is always more distant, but still respectful and in the case of HR, they are still forming. Despite our recent challenges emanating out of Senate, there is still a fair amount of good-will in this building, as evidenced in the recent JCAA for the CASBU CA. Part of that goodwill has to do with the interactions the administration has had with our exceptional executive and committees this year. Each of the people who served this past year have found a way to engage with their fellow Members and administrators on a respectful collegial basis. The Joint Committee for the Administration of the Agreement met to interpret some areas of the CASBU agreement and there was an openness to discuss. Our executive came prepared and open to finding solutions. Goodwill comes from how we relate to one another and our executive came prepared and open to finding solutions.

Todd went on to outline some of the accomplishments for NUFA in this past year. These included:

- Finalization of the CASBU Collective Agreement
- Attendance at numerous CAUT and OCUFA conferences and workshops most specifically grievance meetings (thank you to Sal Renshaw), CAUT defense fund meeting (thank you to Mike Parr), and collective bargaining meetings (thank you to Mark Crane and Rob Breton), with Gyllie Phillips as the dedicated representative for us at CAUT and OCUFA
- Completion of the report on Language Instructors from a Letter of Understanding in the FASBU CA (which may or may not be acted upon by CASBU or the administration), and the signing of a Memorandum of Understanding concerning the Directors of Schools and their inclusion in NUFA (current directors have the option, but future directors will be included)
- Completion of the Intellectual Property document which went to Senate and was approved
- Engagement in JCAA meetings with administration to interpret various parts of the CASBU CA (currently CASBU is working to finalize a common understanding of the Right of First Refusal and how it will work going forward)
- Donations to selected faculty associations engaged in labour disputes, etc.
- Completion of the library survey regarding the NUFA donation to the learning library, Women's Committee survey and FASBU CBC survey
- Distribution of four editions of the NUFA News
- Sponsorship of selected faculty events, and continued outreach with NUSU and OPSEU (including sale of OPSEU t-shirts to support them in negotiations which have not gone to mediation)
- Continued assistance to students through the Textbook Bursary Awards and the Learning Opportunity Awards
- Nearing the anniversary of the NUFA Executive Assistant hire, providing invaluable assistance to us in the last year

Todd then went on to outline some future initiative for NUFA including:

- Continuation of some of the previously mentioned items
- Revision of the NUFA website
- Co-sponsorship of a Tenure and Promotion workshop on May 19th (this has never been done but was something NUFA wanted to do and since the administration were going to do theirs anyway, the Executive's position is to work together in order to continue the discussions regarding items we would like to change, as welling as looking into future considerations such as post-docs and grad students)
- Initiation of discussions with the administration on necessary changes to tenure and promotion including librarians, post-docs and graduate students
- Beginning of collective bargaining for FASBU in February of 2010 (this will need to command the membership's attention moving forward into 2011-2012 as bargaining works only with the membership's commitment and support, and none of the current challenges should dissuade us from the duty we have to obtain the best deal we can for ourselves, our colleagues, and the university as a whole)

MOTION 3: Moved by Gyllie Phillips, seconded by Rob Breton to receive the report of the President.

CARRIED

5.2 Treasurer

Ilse Mueller provided a preliminary financial report, as the fiscal year ends May 31. She indicated that the increase in mill rate provided money to cover the new Executive Assistant and the other expenses associated with running the NUFA office. The surplus allowed us not to have to touch the reserves and provided a good buffer in case of a strike. The number of grievances leading to arbitration may incur large legal fees. The preliminary report includes the library monies because of our commitment and eventually we may have to pay. The final financial report will be completed in the summer and ready for the GMM in the fall. Questions arising concerning the library monies were addressed in the special committee report.

MOTION 4: Moved by Mark Crane, seconded by Robin Gendron that the report of the Treasurer be received.

CARRIED

5.3 CASBU Officer

Joe Boivin reported that it has been a very busy year for CASBU. The first major event that occurred after our last GMM in October was that the administration decided to stop negotiating, but not before our bargaining team, led by chief negotiator Mark Crane, was able to get agreement to almost our entire set of proposals, putting us in a good position for the intervention of a conciliator. At this time, the team conducted a very effective information awareness campaign about our contract academic staff. When the conciliator, John Quinn of the Ministry of Labour, arrived on January 10, only compensation was left to negotiate. After 13 hours of negotiation that began at 11 am and ended the next morning, we had a tentative agreement which was then ratified by our membership and approved by the Board of Governors on February 18, 2011. Work for CASBU did not slow down after the agreement was signed and we are currently working through the JCAA to interpret some of the new procedures. These meetings have been positive and we are making sure that the rights and responsibilities of both parties are upheld.

From CASBU's perspective, the biggest challenge is improving communication with our membership. In the past we have had difficulty in even identifying our membership but in the new collective agreement, we will receive more information such as copies of all contracts for CASBU Members. It will take time and a great deal of work, but we hope to improve our communication with Members to make us a stronger bargaining unit and a stronger Faculty Association as a whole.

Based on this last point, Joe took the opportunity to publicly thank Angela Fera for her incredible support during this academic year. Without her assistance, knowledge, and commitment, he felt he could only have accomplished a fraction of the work completed this year. Joe also thanked the entire membership for their support during this difficult and challenging, yet ultimately good year.

6.0 **Reports from Standing Committees**

6.1 Collective Bargaining Committees

Mark Crane reported on the new CASBU contract, acknowledging what had already been said. He reminded the membership that the administration's position was that we were stuck with the

wage restraint act and that we had no choice. The CASBU CBC said that they would not accept this “flimsy” excuse not to make a fair deal. The collective bargaining committee held firm, with the support of the membership and with the results of other negotiations. The administration continued with their zero-zero position and wanted two years with no increase. The CASBU CBC continued to say no and ultimately did receive an increase. Although it is still well below the provincial standard, they held to the principle of not accepting zero. What the CASBU CBC most wanted was to improve the conditions of its most vulnerable Members and that is where the most significant gains were achieved. CASBU was informed and united and did not compromise its principles.

Todd also mentioned the CASBU CA now includes that full-time Members complete a teaching dossier annually. As a result, they are encouraged to attend the Tenure and Promotion workshop on May 19th.

Rob Breton reported on collective bargaining for FASBU and indicated that Hilary Earl will be the new chief negotiating officer as she returns from sabbatical on July 1st. The CBC has been actively drafting proposals using the survey results and the results of meetings with the academic units, along with reviewing activity in the provincial sector. Many universities are currently in collective bargaining. McMaster has just reached an agreement with 2.5% for two years. Results are low, but Nipissing “has a lot of potential for growth”. All three faculties are represented on the CBC, but he would like to see representation from LTA2s and LTA3s. There will be more information provided in the fall with the presentation of the negotiating package.

Todd indicated that we are looking for people to staff the strike preparedness committee and those interested should contact Angela.

6.2 Scholarships Committee

John Nadeau reported that the administration no longer wanted to administer the NUFA Learning Opportunity Awards. Therefore, with the help of the Executive Assistant, we now administer these awards ourselves, and this gives us direct interaction with students. The committee is looking at creating support for group events through sponsorship rather than individual applications by students. This would continue support for students, allow us to reduce the number of individual small awards, and also provide us with recognition at student events.

Overall, the committee is giving away more LOAs than in the past, but this will necessitate establishing clear priorities and looking at applications more stringently. The committee wished to encourage NUFA to continue with the Textbook Bursary awards which originally began as temporary.

MOTION 5: Moved by Cameron McFarlane, seconded by Ann-Barbara Graff that the report of the Scholarships Committee be received.
CARRIED

6.3 Grievance Committee

Todd presented the Annual Grievance Committee Report, indicating that it had been a busy year with 23 issues at the Member informal grievance level, 15 issues at the Association informal grievance level and three formal grievances. The grievance issues were outlined in the report. As outlined, most were resolved at the informal level, with some pending. Todd highlighted a few issues. He identified challenges with the CFTL as they try to streamline their process, getting contracts from them and making sure that there is communication with the appropriate faculty involved, and that faculty actually approve of offerings and development, as faculty have jurisdiction over the academic matters of their departments. Questions arose as to the source of the increase in grievance matters. Todd responded that there are a number of reasons for the increase. The issue of the formal grievances rests with the university President and we are now preparing for the arbitrations. As for the other issues, the challenges have been the gaps in the VPAR's office, the newness of the CFTL, and some were "I just missed that". Sal reiterated her position that the number of grievances is not always a bad sign but that there is a literacy or educational aspect to them. Grievances can be also about building knowledge. David Tabachnick said that the success rate indicates that we are enforcing the collective agreement well. Todd mentioned that with more information required by the FASBU agreement, we find out more about what is outside of the agreement. Questions were asked about our position on the university President's interference in daily matters such as scheduling. Todd responded that the faculty are directly supervised by the Deans and that we should be working with them. The NUFA Executive raised these issues in their submission to the Presidential Review Process, as did the faculty. Members were encouraged to contact the faculty association if they had questions or concerns and to do so as soon as issues arise so that we can work to address them in a timely fashion.

MOTION 6: Moved by Ann-Barbara Graff, seconded by Robin Gendron that the report of the Grievance Committee be received.
CARRIED

6.4 Constitution Committee

Jonathan Pitt presented the report of the Constitution Committee. He began with an amendment to the report, in that the discussion of the proposed amendment to the constitution seeking to change the number of grievance officers from two to four, would be postponed as the Executive would like to take more time to discuss this with the Constitution and Grievance Committees. Therefore this discussion would come to the fall GMM. The proposed amendments presented to the Membership for approval simply reflected the addition of the Executive Assistant in Sections 6.4, 7.3, 8.5 (i), 8.6, and 18.5 (b) and (c).

MOTION 7: Moved by Adam Adler, seconded by David Tabachnick that the report of the Constitution Committee be received.
CARRIED

MOTION 8: Moved by Doug Franks, seconded by Larry Patriquin that the proposed amendments to the Constitution of adding the Executive Assistant position and the respective responsibilities, be approved.
CARRIED

6.5 Communications Committee

Nathan Colborne presented the annual report of the Communications Committee. The committee was responsible for producing two issues of the NUFA News with the third issue in support of the CASBU negotiations. For the 2011-2012 year the committee is seeking representation from CASBU and from the Faculties of Education and Applied and Professional Studies. Nathan thanked Angela for her support in the production of the NUFA News.

MOTION 9: Moved by Ann-Barbara Graff, seconded by Rob Breton that the report of the Communications Committee be received.
CARRIED

6.6 Social Committee

Angela was asked to present the annual report of the Social Committee. She highlighted the three social events that were planned this past year and their costs. The September Social at Zorba's at a cost of \$1100, the December Social at Zorba's at a cost of \$1800 and the social at 100 Georges following the AGM.

MOTION 10: Moved by Ann-Barbara Graff, seconded by Kurt Clausen that the report of the Social Committee be received.
CARRIED

6.7 Women's Committee

Angela was asked to present the annual report of the Women's Committee. She highlighted two items. The first item was the Women's Survey that went out to all faculty earlier in the year. The survey responses indicated the prime concern of the lack of onsite child care facilities. The NUFA survey also showed this to be a concern. The committee will be looking into the structure and management of child-care facilities across the universities and will report back to the Executive. The second item was the discussion concerning broadening the mandate of the Women's Committee through the creation of an Equity Committee. A proposal has been forwarded to the Executive for discussion.

MOTION 11: Moved by Ann-Barbara Graff, seconded by John Nadeau that the report of the Women's Committee be received.
CARRIED

7.0 **Reports from Special Committees**

Adam Adler presented a report from the Ad Hoc Library Committee. He reviewed the mandate of the committee which was to canvas the Membership's views on the continuance/options for the donation to the library, after the Membership decided to suspend future installments of the donation pending clarity on the library's name. He highlighted the results of the survey with 94 respondents. Of the respondents 37 (39.4%) said yes, 39 (41.5%) said no, and 18 (19.1%) were not sure. Adam explained that once the comments were examined, if suggestions referred to the use of the monies towards the library in some fashion he recalculated the results to include these responses as "yes". The results then were 52 (55.3%) yes, 39 (41.5%) no, and 3 (3.2%) not sure. The comments also reflected a preference for concrete library materials versus virtual and

that NUFA retain guidance over how the monies are to be spent rather than simply turning them over to the university. Suggestions included using the funds for students and others included a investigating a naming opportunity that used the name or names of those victimized by the Harris government, for instance an Aboriginal leader. The committee has yet to meet after the survey results were calculated, so there is no specific recommendation at this time.

Questions followed about the interpretation of the survey results, and the original motion which was about the confusion over the naming and not the actual name. Todd responded that at the time of the decision, the name was known. Further questions referred to the university's decisions to reduce the shelving space. Todd informed the Members he had just been told the compact shelving was being put back into the library. Adam concluded that the survey was limited but that it could guide the next steps, and that the Executive would make a decision.

8.0 Reports from Non-Association Committees or Representatives

8.1 CAUT Defense Fund

Todd outlined the purpose of the CAUT Defense Fund to store financial reserves in the case of a strike, so that Members will continue to receive some compensation. He mentioned that concurrent to the AGM, there was a teleconference of the Members of the Defense Fund to consider releasing funds to Carleton to support their arbitration. He also clarified that in the case of accessing the fund, the expectation is that it be paid back.

8.2 CAUT Council

Gyllie reported that she had attended meetings this year and that Todd would be attending the Council Meeting this week. On the national level there has been a running discourse on the corporatization of the university sector, as well as corporate sponsorship and its impact on universities. Gyllie mentioned the supreme court decision in British Columbia that allowed Senate to overrule a collective agreement. CAUT also had a presentation from a privacy lawyer about what is considered private in terms of correspondence.

8.3 OCUFA

Gyllie also reported on the meetings of OCUFA this past year. Topics of concern included the bargaining climate and the commotion over the wage restraint, the librarians' survey, the erosion of the academic governance and the move to a service industry model in universities. Also discussed were the challenges regarding the erosion of tenure and the noted shift on the percentage of budgets going to tenure-track faculty versus administration. General concerns included the public opinion survey noting the rising costs of tuition. How much leverage these opinions will have is hard to say. She noted that the visit to OCUFA by the MTCU Minister was brief and that he received a "grilling" during the question and answer period but she found fascinating the statistics he mentioned (which were not provided by OCUFA) indicating that there is "no first year class in Ontario greater than 100" students. OCUFA has not yet responded to the COU position paper entitled "The Ontario Online Institute: Achieving the Transformation". It mentioned that although quality may be found in online delivery, its costs are equal or more than, in person delivery. There will be another meeting of OCUFA in June which Gyllie will be attending and will include a provincial election preparation workshop.

8.4 University Harassment and Discrimination Committee

Colin Mang presented a brief written report on the activities of the committee, indicating that there had only been one meeting. He mentioned that although he was aware of one harassment and one discrimination issue, neither went through the committee.

8.5 Joint Health and Safety Committee

Jonathan Pitt provided the brief written report on the activities of the committee.

8.6 Pension and Benefits Advisory Committee

Richard Wenghofer presented a written report on the activities of the committee. He highlighted the concern among Members about the discontinuance of a number of funds and the addition of the Black Rock Funds. He was informed that this was based on Eckler research and that only a small number of Members were actively engaged in the management of their funds. Details were provided in the report. Since he was not at the meeting where the decisions were made, and since he had qualitative concerns about what these changes mean, he has asked for a detailed rationale and is hopeful to receiving it shortly. Questions arose as to how many faculty were present at the meeting when the decisions were made. Richard responded that there was one and that he didn't know if the senate reps were present. A discussion ensued over the problems incurred by Members in contacting the carrier and making changes to their fund mix. There were problems with making changes online and that hardcopy forms were not processed immediately, but rather collected and sent in as a package. In the case of some problems, the requests were backdated. Richard indicated that the online problems should be addressed by now and he recommended that all Members review their investment mix to see if they have been put in default funds.

Todd mentioned that because of the problems associated with the change to Great West Life from SunLife, we are recommending that a performance appraisal be completed or that we consider another carrier.

9.0 **Elections**

Todd reviewed the slate of candidates for the NUFA Executive and the Standing Committees. The following Members were acclaimed, congratulated and thanked:

President – Gyllian Phillips

Vice-President – Todd Horton

Treasurer – Ilse Mueller

CASBU Officer – Joseph Boivin

Grievance Officers – Sal Renshaw, Jeff Scott

Member at Large for Applied and Professional – Linda Piper

Member at Large for Arts and Science – Toivo Koivukoski

Member at Large for Education – Adam Adler

Member at Large for CASBU – Bill Ingwersen

Communication Committee – Nathan Colborne, Rhiannon Don (CASBU), Wendy Peters and Cameron McFarlane

Constitution Committee * – Nancy Maynes, Adam Adler, David Borman

Grievance Committee – President, Vice-President, Grievance Officers, CASBU Officer

Pension and Benefits – Richard Wenghofer, Hilary Earl

Scholarship Committee – Rhiannon Don (CASBU), Natalya Brown, Jeff Nicol, Adam Adler

Social Committee *– Jennifer Straub, Liz Ashworth, Lynn Julien-Schultz, Natalya Brown

Women's Committee – Kathy Mantas, Derek Neal, Christina Deroche (CASBU), Kurt Clausen

* *Both the Constitution Committee and the Social Committee require one more Member and that must be a CASBU Member.*

Todd noted the Members who have been appointed as NUFA Observers for Tenure and Promotion. They are:

Observer, URC, Primary – Sean O'Hagan

Observer, URC, Alternate – Dana Murphy

Observer, FRC, Applied and Professional – Toivo Koivukoski

Observer, FRC, Arts and Science – Warnie Richardson

Observer, FRC, Education – Laurie Kruk

A question arose as to whether we should have an alternate for the FRC Committees. David Tabachnick agreed to be available as an alternate.

N.B. Since the recording of these minutes, a change has been made in the FRC Observers. Toivo Koivukoski is now the Observer for Arts and Science and Warnie Richardson is the Observer for Applied and Professional.

10.0 New Business

No new business.

11.0 Next Meeting Date

The next general membership meeting will be in late September or early October.

12.0 Adjournment

Prior to adjournment, Todd reminded the Membership that T-shirts were available in support of OPSEU and that we are still looking for Members interested in offering service to the Strike Committee. For both items, Members should contact Angela.

Doug Franks asked the Membership to thank Todd with a round of applause, for his dedicated service as President of the Association for the last three years. Todd received a standing ovation.

MOTION 12: Moved by Gyllie Phillips, seconded by Rob Breton, that the meeting be adjourned.
CARRIED

Meeting adjourned at 3:00 p.m.

Approved