

**Nipissing University Faculty Association**

**Annual General Membership Meeting of May 7, 2012**

**1:30 pm in F210, Classroom 3 (Bracebridge), Room 207 (Brantford)**

**Executive Members Present:** Gyllian Phillips, President  
Todd Horton, 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)

**Recording Secretary:** Angela Fera, Executive Assistant

Approximately 60 Members of NUFA attended.

**1.0 Approval of the Agenda**

**MOTION 1:** Moved by Nancy Maynes, and seconded by Laurie Kruk, that the agenda be approved.

**CARRIED**

**2.0 Approval of the Minutes of the AGM, May 4, 2011**

**MOTION 2:** Moved by Linda Piper, and seconded by Hilary Earl, that the minutes of the NUFA Annual General Meeting of May 4, 2011 be approved.

**CARRIED**

**3.0 Business Arising from the Minutes**

Library Donation to be discussed under 7.0 Reports from Special Committees.

**4.0 Correspondence to the President/Executive**

Gyllie reported that there were a number of thank you letters and invitations over the course of the year.

## 5.0 Reports from Executive Members

### 5.1 President

Gyllie reported that bargaining on the FASBU contract was underway and would be reported under 6.0 Reports of Standing Committees. The employer has come with an austerity ideology, unfortunately, accountability, efficiency and managing is less of a concern than financials and changing the social function of the university. Issues currently being addressed include:

- Private donations and pressure on academic freedom
- Decrease in tenured and tenure-track faculty (affecting the ability to speak out)
- Accountability and efficiency in the managing of financials, not in complexity and pedagogy (the Auditory General has called for an audit of teaching evaluations)
- Online instruction, although less expensive, not necessarily better
- Fallout from wage restraint, although not 0:0, definitely lower compensation increase

Within the university, stability is coming. There are still two more senior positions to be filled in administration. The Association is cooperative and vigilant. Gyllie reported that there has been regular communication with the interim VPAR and that they are continuing to work on shared areas of interest. The Association has met with the President of the University, Interim, and continues to work with the Deans proactively. In addition, the Executive has met monthly, the grievance committee weekly. Members of the Executive and the Collective Bargaining Committee have attended external meetings with CAUT and OCUFA. Bargaining has taken up the majority of the time in order to be prepared for negotiations.

Gyllie reported that there have been meetings with various stakeholders in the CFTL regarding process and miscommunications. Gyllie presented at the Board of Governors Orientation and at a board meeting and met with administration regarding safe workplace issues and challenges including clarity in policies and procedures.

The JCAA met one time this year regarding the hiring of directors and another meeting is anticipated shortly. Tenure and promotion committees are getting ready for the coming year. The Executive has made a number of donations on behalf of the membership, including one dedicated to the memory of Georgia Lyons.

There are two issues that have come up over the year that will need some discussion. One has to do with the Association's relationship to advocacy and political activism, and the other has to do with gender balance within the faculties.

Gyllie concluded with a return to bargaining indicating that there have been three weeks of negotiations so far, with days of 9 am to 9 pm, and that we are beginning to have shape to an agreement. Members need to stay in touch and check their e-mail regularly. There will need to be big decisions on short notice. Any attempt by the employer to go to the membership is not fair, and that in order to bargain fairly, negotiations have to be between the employer and the collective

bargaining committee. The members should not respond to any direct attempts to bargain directly with the membership.

## 5.2 Treasurer

A preliminary financial report was provided to the membership. The fiscal year ends on May 31<sup>st</sup>. The preliminary report reflected the library donation that was pledged but has not been paid and also reflects a \$20,000 budget set aside for strike preparedness expenses. Relative to the past, the Association's financial position is fine, however, with the hire of the Executive Assistant there are greater financial expenses and the membership needs to be mindful that there are increasing expenses in legal costs of grievances and the need to increase reserves. So far we are in the second year of the increased mill rate and doing well. A concern was expressed by a Member regarding the financial expenditure in socials and that this expenditure was similar to donations. Gyllie responded that we may wish to earmark this for discussion of the Executive in the fall and consider setting aside a specified amount for donations with a policy on how those monies would be used.

**MOTION 3:** Moved by Hilary Earl, seconded by Jennifer Barnett that the report of the Treasurer be received.

**CARRIED**

## 5.3 CASBU Officer

Joe Boivin reported on a number of issues for CASBU this year. The first was a meeting of the JCAA for CASBU to discuss the Right of First Refusal process, as defined in the new Article 15.8 which gives Members the automatic right to RFR after having taught a course three times in 72 months and having served at Nipissing for 36 months from the initial appointment. RFR applies to CASBU Members, as FASBU Members always have the first right to courses. After three months of meetings and a five page documents, the university has the obligation of posting course offerings by a certain time to notify the membership, and the Members have thee responsibility to stay in contact in order to exercise their right. The new 15.2(h) obligates the employer to now provide the association with copies of every CASBU contract issue, however, there are still some that need chasing down. There has been an attempt to try and streamline the various CASBU contracts. Since receiving them we are in a better position to identify our membership and their numbers which is over 220 per year. Communication with CASBU Members is still difficult as not all Members are in North Bay and some may not even be in Canada. The next year will be an information gathering year as preparations are made for the next round of bargaining, with the contract expiring April 30, 2014. Joe extended his thanks to NUFA and the Executive for all of their efforts on behalf of contract faculty. The question was asked as to the percentage of contract faculty. This is governed by the collective agreements at 28%. A final question dealt with the merging of CASBU and FASBU. Joe responded that these discussions are ongoing and that if decided, there has to be a synchronization of the end points of the contracts and that the process is complex on many levels.

## 6.0 Reports from Standing Committees

### 6.1 Collective Bargaining Committees

Hilary began her oral report on the FASBU CBC by thanking the members of that committee for their work. She began by reminding Members of the “corporatization” model presented by the university and discussed at the April 5 Special GMM. The CBC met with the employer three times in March and April. She described the differences between the current round of negotiations and previous negotiations. Some small items had been signed off on and larger items were being presented in the following week. Bargaining bulletins would be sent to the membership by the end of each week. Hilary presented four slides related to financials. In the past nine years financials has been just about ATB increases. This time, the CBC is using a multi-pronged approach including a variety of articles with monetary items. This has never been done, and is being done in a compressed fashion. Faculty salaries at Nipissing are 27.85% below the provincial average. In the 50-54 age range, the salaries are 31% below the provincial average. If we practice the ATB only model, we would fall behind even further. Hilary presented a slide of recent settlements pointing out a disconnect between what the province is saying and the last 12 settlements. ATBs are low but associations are finding creative ways to affect salaries. She reiterated Gyllie’s concern regarding an employer attempt to go directly to the membership. She also reminded Members that PTR is deferred salary and not a bonus as indicated by the employer. Hilary’s report was followed by a question and answer session including questions about longer contracts, strike votes, and PER.

### 6.2 Scholarships Committee

**MOTION 4:** Moved by Robin Gendron, seconded by Warnie Richardson that the annual report of the Scholarships Committee be received.

**CARRIED**

### 6.3 Grievance Committee

**MOTION 5:** Moved by Jamie Murton, seconded by Robin Gendron that the annual report of the Grievance Committee be received.

**CARRIED**

### 6.4 Constitution Committee

Nancy Maynes reported that a number of amendments had been made to the constitution for clarity, cross-reference, providing examples, and operationalizing clauses.

**MOTION 6:** Moved by Nancy Maynes, seconded by Laurie Kruk that the annual report of the Constitution Committee be received.

**CARRIED**

**MOTION 7:** Moved by Cameron McFarlane, seconded by Rob Breton that the proposed amendments to the Constitution be approved.

**CARRIED**

### 6.5 Communications Committee

**MOTION 8:** Moved by Cameron McFarlane, seconded by Rob Breton that the annual report of the Communications Committee be received.

**CARRIED**

### 6.6 Social Committee

**MOTION 9:** Moved by Lynn Julien-Schultz, seconded by Kurt Clausen that the report of the Social Committee be received.

**CARRIED**

### 6.7 Women's Committee

Derek Neal reported that the discussions regarding child care and the choice of community partners was purely exploratory and based on proximity. No on-site day care is in the works here. Since there is a large staff at the NBRHC and since existing spots are not available, partnering with NBRHC along with One Kids' Place with both the staff and facilities seems possible.

**MOTION 10:** Moved by Todd Horton, seconded by Rob Breton that the annual report of the Women's Committee be received.

**CARRIED**

## 7.0 **Reports from Special Committees**

Gyllie reminded the membership of the history of the library donation. Three AGMs ago, before the library was named, there was a motion to suspend the donation pending the confirmation of the naming. An ad hoc committee was struck to survey the membership regarding the next step. One option suggested was to name the space in memory of the tragedy at Ipperwash. Toivo approached the Stoney Kettle First Nation and after a very long, educative process they were ideologically opposed to having any tie to the Harris Learning Library. A discussion ensued regarding naming the space for NUFA and that the donation would likely go to paying the debt on the building. This, some thought, would lose the spirit of the original intention. Another suggestion was to put the monies toward a special collection.

**MOTION 11:** Moved by Robin Gendron, seconded by Natalie Dunn that the Association continue its donation to the library.

**DEFEATED**

Gyllie suggested that the book collection was a good idea and that the Executive would look into it and bring a proposal back to the membership in the fall.

## 8.0 **Reports from Non-Association Committees or Representatives**

### 8.1 CAUT Defense Fund

## 8.2 CAUT Council

Todd reported that he had attended meetings of CAUT Council and that that participation allowed us to stay on top of current issues. He indicated that we may be a target of the auditor general and we need discussions on what we may do about it and what it may mean for us. The President of the University advised the Board of Governors that our teaching evaluations may be audited. Todd indicated that the auditor can communicate with us directly. The administration will share with us if they are contacted. The problem is in the vagueness of what they want to do with it. Is it for accountability, discipline, differentiation, etc. UOIT is in the process now.

## 8.3 OCUFA

Todd reported that at OCUFA bargaining was continuing as usual. The government is currently preoccupied with the teachers and doctors.

## 8.4 University Harassment and Discrimination Committee

Gillian McCann asked Angela to speak on the meetings held with the employer. Angela reported that as a result of Bill 168 there has been the creation of a number of new policies at the university. In addition to the University Harassment and Discrimination Policy, there were two new policies – Respectful Workplace and Harassment Prevention Policy, and Safe Workplace Policy, along with the creation of a Safe Campus Evaluation and Assessment Team. On the part of the membership there is some confusion as to which situations require which policy, and challenges with the procedures, particularly with regard to investigations. In the fall, NUFA asked for a meeting with the administration to discuss the confusion with the policies and to suggest having one policy and one process and one person to whom questions and concerns would be addressed. At a follow up meeting in the spring, the HR department had made an attempt at the revision of the Respectful Workplace and Harassment Prevention Policy but maintained that three separate policies were required. The revised policy has the introduction of some new and problematic language. In an email to the administration on April 19, Gyllie indicated that we were “respectfully withdrawing from any active participation in the formation of university policies” since we were in the process of bargaining which made reference to university policies.” She also mentioned that whatever policy and process develops, to the extent that it refers to faculty, it makes reference to the process for investigation already outlined in our Discipline article (40) in the FASBU agreement (in fact, we would urge that the policy carry parallel references to all three Collective Agreements co-managed by the administration).”

## 8.5 Joint Health and Safety Committee

Lynn Julien-Schultz made a brief oral report to the membership. In the last year there has been lockdown procedure clarification; the administration is happy to install sound systems, flashing lights and locks on doors. Bolts on doors are problematic with fire regulations. The committee on the main campus as well as the satellite campuses does a lot of work throughout the year following a pattern of safety audits.

## 8.6 Pension and Benefits Advisory Committee

Hilary gave an oral report on the workshop of the Pensions and Benefits Committee on April 18. She indicated that pensions had barely grown. Eckler had put together a comprehensive set of rules and procedures for the committee, and that they would be posted once approved, on the university website. Normally the committee meets four times per year. Typically there are two meetings for each of pensions and benefits.

## **9.0 Elections**

Gyllie 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* – Rob Breton

*Treasurer* – Dan Walters

*CASBU Officer* – Joseph Boivin

*Grievance Officers* – Sal Renshaw, Jeff Scott

*Member at Large for Applied and Professional* – Manuel Litalien

*Member at Large for Arts and Science* – Pavlina Radia

*Member at Large for Education* – Mike Parr

*Member at Large for CASBU* – Bill Ingwersen

*Communication Committee* \* – Wendy Peters, Susan Srigley and Richard Wenghofer

*Constitution Committee* \* – Adam Adler, David Tabachnick

*Grievance Committee* – President, Vice-President, Grievance Officers, CASBU Officer, CASBU representative (Rhiannon Don)

*Pension and Benefits* – Hilary Earl

*Scholarship Committee* \*– Natalya Brown, Jeff Nicol, Adam Adler

*Social Committee* – Liz Ashworth, Natalya Brown, Steven Arnocky, Laura Rossi

*Women's Committee* – Kathy Mantas, Derek Neal, Lanyan Chen, Kurt Clausen

\* *Require additional members.*

## **10.0 New Business**

No new business.

## **11.0 Next Meeting Date**

TBA

**12.0 Adjournment**

**MOTION 12:** Moved by Hilary Earl, seconded by Laurie Kruk, that the meeting be adjourned.  
**CARRIED**

Meeting adjourned at 4:15 p.m.

Approved