

Nipissing University Faculty Association

Annual General Membership Meeting, April 28, 2015

*2:00 pm
F210 Main Campus
Classroom 3 Bracebridge Campus
Room 207 Brantford Campus*

Executive Members Present: Rob Breton, President
Susan Srigley, Vice-President
Gyllie Phillips, Past-President
Dan Walters, Treasurer
Sal Renshaw, Grievance Officer
Jeff Scott, Grievance Officer
Manuel Litalien, Member-at-Large, Applied and Professional

Executive Members Regrets: Pavlina Radia, Member-at-Large, Arts and Science
Todd Horton, Member-at-Large, Education
Corina Irwin, CASBU Officer
Rhiannon Don, Member-at-Large, CASBU

Recording Secretary: Angela Fera, Executive Assistant

Approximately 60 Members attended, with several on Skype and video-conference to the satellite campuses, and representation from both CASBU and FASBU Members.

1.0 Approval of the Agenda

MOTION #1: Moved by Nancy Maynes, seconded by Larry Patriquin that the agenda be approved.

CARRIED

2.0 Approval of the Minutes

MOTION #2: Moved by Lorraine Frost, seconded by Larry Patriquin, that the minutes of the October 28, 2014 General Membership Meeting, and minutes of the Special General Membership Meetings of March 11, 2015 and March 25, 2015 be approved.

CARRIED

3.0 Business arising from the Minutes

No business arising from the minutes.

4.0 Correspondence to the President/Executive

In addition to day to day correspondence, Rob informed the Membership that we had received an e-mail from the MPP's Office, indicating their receipt of our letter to them and the Minister of Training, Colleges and Universities regarding our concerns over the lack of academic representation on the Ontario Online Learning Consortium (OOLC).

5.0 Reports from Executive Members

5.1 President

The President's written report was circulated by e-mail and is appended to these minutes.

MOTION #3: Moved by Matti Saari, seconded by Amanda Burk, that the report of the President be received.

CARRIED

Rob informed the Membership that the Executive and Grievance Committees had been very busy this year. He thanked Angela for keeping the committees organized and he thanked Matthew Campbell as well, for his assistance in the last month.

With regard to the senior administration of the University, Rob stated that the relationship had deteriorated in the last while. Some of which would be expected while bargaining, since the nature of negotiations can often be adversarial, but this may be indicative of a new management style. However, there is a time to get "punchy" and a time for diplomacy. It has to be kept in mind that we have to work with one another through these times, but congeniality has become more difficult. Nonetheless we continue to have conversations with them on many matters.

A question was asked about the Price, Waterhouse, Coopers review and whether the report would be distributed to the Membership or the community. Rob responded that he had written an article on it in the NUFA News and that essentially we were being denied access to the reviewers and to the report. Rob mentioned that he also spoke with Mark Rosenfeld, Executive of OCUFA, who spoke to the Deputy Minister about access. He was told that "this was not a public document". As a result of being stonewalled on all fronts, we are considering a Freedom of Information request or an Ontario Labour Relations Board complaint. Although the auditors have left, the report has not yet been produced, so these options are premature.

A Members suggested that we could take our concerns to the Ontario Ombuds Office and Rob indicated that he would see what we could do through this office.

Rob then spoke to the legislation being proposed by the Liberal Government in Nova Scotia, Bill 100. This bill would threaten the rights of associations, most notably the right to strike and the right to file certain kinds of grievances, by allowing academic employers to invoke a financial emergency clause and suspend these basic, Charter rights. A University would be able to submit to the province a “revitalization plan” and if approved they could suspend the right to strike and any language in their CAs that would interfere with the University’s “revitalization plan.” And these revitalization plans, to be approved, must show how the University would privilege research and programs of study (courses) that lead to “business opportunities.” So not only is the government giving Universities the right to suspend bargaining and their CAs, but they also want to be able to dictate research and teaching priorities.

The Association of Nova Scotia University Teachers has sent out a document regarding Bill 100 and a petition that Rob asked Members to sign. Details are on the nsuniversitiesuncut.ca, and NUFA has prepared its own petition for Members to sign. This will then be sent to the Nova Scotia Legislative Assembly.

Rob went on to say that the Ontario Liberal government hasn’t gone that far, yet, but the recently passed budget continues to ignore the needs of Ontario Universities. He asked Members to see Kate Lawson’s comments in the upcoming OCUFA Report. It also formally introduces the plan to change the funding formula, so we will have to be ready for that. He also summed up the federal budget in a few words: “Stephen Harper is not trying to buy your vote”.

5.2 Treasurer

Dan then presented the preliminary NUFA Financial Review and Budget Report of 2014-2015. Dan began by thanking Angela for the day to day management of revenues and expenses. The complete report was presented to the Members and is appended to these minutes. Revenues for this year were higher than expected due to the Members added to CASBU during their negotiations. FASBU dues were also slightly underestimated. Although no course releases were purchased, we hired a casual part-time employee to assist with the workload accumulated due to bargaining. CAUT and OCUFA fees were slightly higher due to an increase in rates and an increase in our Members. The statement showed that less money was spent than budgeted for, so we are looking at a surplus for this year.

For the 2015-2016 budget, Dan simply transferred the amounts from this year with some minor variances. The numbers would largely stay the same due to anticipated fewer FASBU and CASBU Members. The variances are in reduced expenses for conferences, increased donations in support of labour actions across the country.

There remains one more GIC to transfer from TD to RBC and then all of our investments will be with RBC. The surplus from this year will likely be invested as well, however we need to

consider the uncertainty around negotiations, and we may need that money for the Strike Preparedness committee, bargaining and a media campaign.

MOTION #4: Moved by Sal Renshaw, seconded by Gyllie Phillips, that the proposed budget for 2015-2016 be approved.

CARRIED

5.3 CASBU Officer

No report.

5.4 Other Reports

No other reports.

6.0 *Election of the Executive and Committee Members*

Rob began by thanking thank the outgoing Members of committees, especially the Executive and Grievance Committees, who have worked hard this year. He thanked Pavlina Radia for her service as Member at Large for Arts and Science over several years. He gave a special thanks to Gyllie who was his mentor, as Past-President, showed him the ropes when he was a VP, and who has been a fountain of wisdom and calm inspiration with grace and style.

Rob asked for three Members who would serve as scrutineers for the elections. Joe Boivin, Tsvetalin Vassilev and Nathan Kozuskanich volunteered. He then began by asking for nominations from the floor for any of the Executive positions. For those positions with one nomination, the Members were acclaimed. They were:

President – Susan Srigley

Treasurer – Dan Walters

CASBU Officer – Corina Irwin

Grievance Officers – Jeff Scott and Sal Renshaw

Member at Large for Applied and Professional Studies – Manuel Litalien

Member at Large for Education – Todd Horton

Member at Large for CASBU – Rhiannon Don

For the positions of Vice-President and Member at Large for Arts and Science, two nominations were received for each position. No further nominations were received from the floor. Each candidate was asked to speak regarding their candidacy. We began with Matti Saari and Amanda Burk, both nominated for Vice-President. They were followed by Darren Campbell and David Borman, both nominated for Member at Large for Arts and Science.

Rob informed the Membership that voting would begin immediately after the presentations and continue for three consecutive days in the NUFA Office, concluding on May 1 at 4 pm.

The Membership was also informed of all appointments for Non-Association Committees/Bodies and NUFA Observers for the Tenure and Promotion Committees.

7.0 *Reports from Standing Committees*

7.1 Collective Bargaining

Nathan Kozuskanich began by providing Hilary Earl's regards and regrets, that as Chief Negotiator, she was unable to attend the AGM. Nathan then provided a brief oral summary of bargaining. The process has been extremely slow. After the exchange of packages, the meetings have been all about the finances of the institution. The FASBU CBC believes that before we can start bargaining the substance of our proposals, we have to establish the core facts. We have many a number of requests for information, but there are some things they've told us they won't provide. We've costed out both proposals, now they need to do costing. We need to get at the basis for the claims that they've made around the university's finances, so we are sorting through the budget and the audited financial statements. We are refusing their emergency measures for a one year crisis. The concessions they want will affect us for a lifetime. Other than the Bargaining Bulletin information that has gone out, there is not much else to report at this time.

A question was asked as to why so many bargaining dates had been cancelled. Nathan responded that it is taking the Employer time to respond to the requests for information. The cancellations should not be seen as the Employer's refusal to negotiate. We are simply waiting for their numbers, and they've told us that some they won't share. For instance, we asked for the administrations salary comparators, and they have refused to give that information to us.

Another question was asked about how this round compares to previous rounds of negotiations. Nathan responded that past practice has been to begin with a number of "housekeeping" articles, but we have not yet begun with articles as we are asking for and awaiting information. The Employer's chief negotiator has said that we may get the facts, but we may not agree on the facts.

A question was asked about the implications of the delay. Mark Crane responded that we are in a different position in negotiations than ever before because of the rhetoric of the Employer and we can't imagine speaking to "housekeeping" items when the Employer is talking "crisis". There is plenty to bargain; however, we must have the broader discussion of principles before we can get to the "nitty gritty". This approach may make those items go much more quickly in the end.

A question was asked about the strike mandate and if anything had happened as a result. Mark responded that none of the articles had been withdrawn (for instance, pensions), but they know we have a strong mandate. Currently they are simply allowing our requests and fulfilling them in some way or other.

Rob mentioned the committee was doing a great job with a hugely dedicated team and even when the Employer cancels or cuts short meeting dates, the FASBU CBC continues to prepare arguments, collect and analyze data. So, we are safe to place our confidence in them.

At this point there was a motion to receive all of the annual written reports of the Standing Committees. Rob thanked all of the Members on the committees for their work.

MOTION #5: Moved by Nancy Maynes, seconded by Susan Srigley, that the annual reports of the Standing Committees be received.

CARRIED

7.2 Scholarships Committee

The annual report of the Scholarships Committee was circulated to the Membership by e-mail and is appended to these minutes. Sarah Winters, as Chair, briefly spoke to the report, thanking the Executive for approving a number of motions, and mentioning that almost \$6,000 had been distributed in Textbook Bursaries. A meeting was held just that morning and over \$12,000 has been granted in Learning Opportunity Awards. The applications are up, two new deadlines have been added and she thanked the Membership for promoting the awards.

7.3 Grievance Committee

The Grievance Committee report for the Membership was provided through a PowerPoint presentation. Rob stated that the committee had been very busy in the last few months and he expressed his thanks to the members of the committee, for their day to day work and commitment. Formal meetings of the Committee are weekly during the fall/winter and from two to three hours in length.

The committee held 28 formal meetings this year and 18 since the report at the GMM on October 28, 2014. Of the 51 issues discussed/addressed by the Grievance Committee 39 were Member issues and 12 were Association issues. Six resulted in Stage 1 Grievances and the others were dealt with informally with 33 resolved. Two issues were moved to bargaining and the others are ongoing or on watch. Of the issues discussed, thirteen were in APS, eighteen were in AS, fifteen were in ED and the remaining pertained to all faculties.

We have one case going to arbitration on the non-conversion of LTA2s which is complicated as it is tied to faculty complement language in bargaining as well as the issue of severance packages for faculty who have taught here more than five years. Our lawyer has indicated that we have a good case going forward. The Employer has been informed and the lawyers are discussing a meeting date.

In the complete report, the Members were shown the list of issues and other topics discussed by the Grievance Committee. A question was asked as to how far back for the severances. Rob responded that this is a new one for us and we have no language in the CA. At Trent this has just happened, but it has not been standard in our sector. The Employment Standards Act covers the

requirement and we are currently in conversation with our lawyer to get the details. A question was asked as to whether it will be binding arbitration for the grievance and the answer is yes.

A question was asked as to the difference between resolved and closed in the Grievance Annual Report. The difference is that the resolved are those matters for which we have foundation in the CA and can move forward. Closed matters are those we discuss but find that we cannot necessarily move forward. Angela suggested in future the report can separate those resolved in our favour.

A question was asked as to whether the CBC is informed of the outcomes of the grievance process/issues. Rob responded that the Grievance Committee meets with the CBC prior to the preparation of proposals, to assess the issues and challenges with language in the CA. A question was asked about senior administrators teaching or “non-NUFA” teaching. How do they have time to do so and why are they taking work away from faculty. Rob responded that the academic administrators have the right to teach under the CA; however, if and when they teach, they are excluded from the bargaining unit per Appendix A.

7.4 Constitution Committee

The annual report of the Constitution Committee was circulated to the Membership by e-mail and is appended to these minutes. Two motions were addressed from the report.

MOTION #6: Moved by Amanda Burk, seconded by Nathan Colborne, that the Membership approve a change to the Constitution to reflect the addition of a question period to the agenda for the Meetings of the Association.

CARRIED

MOTION #7: Moved by Nancy Maynes, seconded by Susan Srigley, that the Membership approve a change to Article 18.2(h) of the Constitution, where “Association” will be replaced with “bargaining unit”.

CARRIED

7.5 Communications Committee

The annual report of the Communications Committee was circulated to the Membership by e-mail and is appended to these minutes.

7.6 Social Committee

The annual report of the Social Committee was circulated to the Membership by e-mail and is appended to these minutes.

7.7 Gender Equity and Diversity Committee

The annual report of the Gender Equity and Diversity Committee was circulated to the Membership by e-mail and is appended to these minutes.

8.0 *Reports from Special Committees*

Rob informed the Membership that with regard to NUFA donations, only 31 texts amounting to \$1,390 were purchased from our \$5,000 annual donation to the library. Although the balance would be transferred to 2015-2016, the last year of our donation, Members were encouraged as they prepare for their fall courses to submit purchase requests to the Executive Director of the Library. Angela will remind the Membership of the process.

9.0 *Reports from Non-Association Committees or Representatives*

9.1 CAUT Defense Fund

The annual report from the CAUT Defense Fund was circulated to the Membership by e-mail and is appended to these minutes.

9.2 CAUT Council

No report, as Rob will be attending the Council meeting later in the week. There had been two other meetings this year, where a number of model clauses were passed and information was exchanged from experiences on other campuses

9.3 OCUFA

No report, as Susan will be attending the Board meeting on May 9.

9.4 University Harassment and Discrimination Committee

No report, as Linda Piper indicated no meetings were held this year.

9.5 Joint Health and Safety Committee

The annual reports of the JHSC in Brantford and on the Main Campus were circulated to the Membership by e-mail and are appended to these minutes.

9.6 Pensions and Benefits Advisory Committee

No report, but Hilary had indicated there would shortly be a meeting.

10.0 *Information received from the Administration*

Information is being received, according to our Collective Agreements.

11.0 *Agenda Items remaining from the Last Meeting*

No items remaining.

12.0 *New Business*

Susan provided words of gratitude to Rob Breton as the Association President of the last two years. She was thankful for his “subtle ferocity” and his visioning for the future. She was grateful for his mentorship and the strong working relationship he had with the Executive, the Committees, and the Membership, which all worked to strengthening the collective.

13.0 *Next Meeting Date*

The Membership should pay particular attention to e-mails from the Association, with regard to updates on bargaining, and if any Membership meetings will be called before the October GMM.

14.0 *Adjournment*

Adjourned by consensus at 3:30 pm

President's Report for AGM

April 2015

The Executive met nine times this year, including three special meetings (June 27, 2014, March 2 and 9, 2015). The first special meeting was to approve the CASBU Collective Agreement so as to bring it to the Membership for ratification. The first meeting in March was held to discuss FASBU negotiation proposals and bargaining strategies and the last special meeting was to discuss the best response to the Employer's bargaining proposals.

Because of the extraordinary amount of activity taking place in the NUFA office this year, we have hired Matthew Campbell to help us with our day-to-day activities. We thank him for the wonderful work he has been doing keeping the office going as we make our way through bargaining and an unprecedented number of formal grievances.

The following describes some of the activities of the President and of Members of the Executive since the GMM in October.

Bargaining

The Executive approved the Collective Bargaining Committee's proposals for bargaining, and the overall negotiation strategy designed by the CBC. Co-chaired by Hilary Earl and Mark Crane, the FASBU CBC has met regularly since first semester to develop proposals and strategies. The President sits as an *ex officio* Member of this committee, and a number of Executive Members are on the CBC as well. Our proposals were presented to the Membership on March 11 and we presented the Employer's proposals to the Membership on March 25. At the first meeting the following motion was carried: *Be it resolved, that the Members of the Full-time Academic Staff Bargaining Unit (FASBU), support the package proposed to the Membership at the special meeting of Wednesday, March 11, 2015.* At the second meeting, we initiated a strike vote. 92% of FASBU Faculty voted over the next three days, approving the strike mandate by 97%.

We also hosted a workshop with OCUFA to develop a campaign around bargaining. Donna Gray and Andrea Calver, our guests from OCUFA, were instrumental not only in helping NUFA craft its message, but also in assisting us in the development of a bargaining strategy. Coming out of consultations with OCUFA are the NUFA Networks. We met three times with Network leaders to disseminate information.

The President and Vice-President have also met on occasion with the Strike Preparedness Committee and we thank Jeff Dech for his leadership on that committee.

Meetings with Senior Administration

Earlier in the year, the President and Vice-President would meet regularly with the University president, Provost, and Director of Human Resources. We discussed Nipissing's departure from Brantford; the security audit; the huge increase in applications and acceptances to the University; developments in the proposal for a jointly sponsored pension plan; the budget; and the LTA non-renewals and non-conversions. One unsurprising but still disappointing result of these meetings is that the University President officially rejected the recommendation of the Special Joint Committee on Pregnancy and Parental Leaves which would have significantly increased benefits to women at the University at a very small cost to the Employer. We have returned the matter to the bargaining table.

However, at a February 23 meeting with the University President, after discussing the University's expenditures and the cuts to LTS Faculty, as well as FASBU negotiations, the President suggested that it would not be appropriate to continue our monthly meetings. Since then, we have not met with the President and meetings with the Provost have only been related to grievances.

Though we were expecting a meeting with the auditors from Price Waterhouse Coopers, we were frustrated in our attempts to have a meeting and ask questions regarding the University's accounting practices. For more on this, please see the NUFA News Edition #23.

Meetings with NUSU

We continue to meet regularly with NUSU to talk about our mutual interests (keeping LTA Faculty here, increasing Faculty complement) and to work together in the months to come, especially as we bargain. The very successful Appreciation Day on April 1 was the result of meetings with NUSU, as was the Q and A with students on April 9. We also co-wrote an open letter to the Board of Governors addressing the cuts that resulted in a good deal of public awareness of the University's decisions. Neither NUSU nor NUFA have received a reply from the Board of Governors.

Meetings with OPSEU

We have met with OPSEU on several occasions to enhance our relationship with support staff as we go into bargaining. We share much in common and it has been very beneficial to hear of their struggles with the Employer.

Off-Campus Meetings and Activities

Gyllian Philips organized and hosted a tremendously successful "Forum on Precarious Labour" on April 14 at the Discovery North Bay Museum. The forum was jointly sponsored by NUFA and the North Bay and District Labour Council.

The NUFA VP, Susan Srigley, is a Director on OCUFA's Board of Directors and meets with other representatives from Ontario's Universities regularly. The President represents NUFA Faculty as a

Member of CAUT's Council. And past-President Gyllie Phillips is an Executive Member-at-large at OCUFA. We have also had representation at a number of provincial and national events, including CAUT Defense Fund Meetings, CAUT's Librarians' Conference, OCUFA's Finance Committee workshop, and regular OCUFA grievance and bargaining meetings. This representation keeps us well informed of issues and challenges in our sector.

We are also involved in OCUFA / COU discussions on the possibility of a Jointly Sponsored Pension Plan (JSPP). Larry Patriquin is NUFA's representative at these discussions and has presented an update in the latest NUFA News. We are still at an early stage of discussion, but OCUFA and COU are planning to create reports on the feasibility of a province-wide University Pension Plan and Universities (all stakeholders at Ontario's Universities – Faculty Associations, other unions, and Administrations) across the province will have an opportunity to sign on to a plan in November 2015. If enough universities agree to join a JSPP at that point, an implementation process will begin.

Save Jobs Campaign

In some ways, our involvement with the North Bay and District Labour Council, the LTA / staff Appreciation Day, the letter to the Board of Governors, numerous press releases and media interviews, and our participation in the National Walkout Day in support of Contract Academic Staff are part of a larger campaign to save jobs at the University and to create better jobs here. A poster campaign and video will be forthcoming as well. The NUFA Executive approved up to \$10,000 to be spent on various activities towards the campaign.

Donations

The Executive gave, on behalf of the Membership, a \$1000 donation to the Dr. Anne Clendinning Scholarship Fund, \$2000 to CAUT's Academic Freedom Fund, and \$1000 to the UNBC Strike Fund.

NUFA Financial Review and Budget Report

2014-15

Prepared by: Angela Fera and Dan Walters

The following report provides a review of the 2014-15 financial year and 2015-16 budget as approved by the NUFA Executive. Please note the Actual YTD totals for 2014-15 have not been reconciled yet.

2014-15 Financial Review

Revenues

The total revenues from May 1st 2014 to April 30th were ~\$259,000. The revenues were ~\$23,000 higher than anticipated. We underestimated the CASBU membership dues by nearly \$15,000 and FASBU by \$8,000. We anticipate that revenues will be lower next year as a result of fewer CASBU and FASBU positions.

Expenditures

The expenditures for the 2014-15 period were ~\$214,900, which was ~\$17,000 lower than anticipated. However, there are still some outstanding expenses from the past year to be claimed. For conferences/workshops we budgeted \$12,000, but only spent \$10,000. Our legal expenses are lower than anticipated at this time, even though we have been consulting with our lawyer regularly since December. We have not yet been billed for those consultations. We did not purchase any course releases. There was less travel among the campuses than was expected.

Overall, our revenues were ~\$23,000 above what we anticipated and expenses were ~\$20,000 below what we anticipated, resulting in a surplus of \$42,853. However, there are still some outstanding expenses to be claimed for the 2014-15 financial year.

Investments

We are continuing to transfer maturing Guaranteed Investment Certificates (GIC) from TD Canada Trust and account surplus to RBC Dominion Securities. There were no maturing GIC in the 2014-15 financial year. We have one GIC remaining at TC Canada Trust valued at ~\$80,000 that will mature August 2015. We transferred \$40,000 from the NUFA account in July 2014. This was added to our 5-year ladder of maturing GIC investments. NUFA has \$381,200 in our investment portfolio (\$301,200 RBC-DC + \$80,000 TD).

Start of Year Balance (May 1 2014)	\$ 76,851.91
Total Debits	\$ 214,892.88
Total Credits	\$ 257,746.11
Revenue over Expenses	\$ 42,853.23
Fund Transfer to RBC-DC	(\$ 40,000)
End of Year Balance (April 22, 2015)	\$ 79,705.14

2014-2015 Budget Details

The revenues and expenses presented in the budget still need be reconciled with our TD account credits and debits. This will explain the minor variances in revenues and expenses.

	2014-2015 Approved	Actual YTD (non-audited)	Variance
REVENUES			
Membership dues FASBU	\$191,000.00	\$198,423.54	\$(7,423.54)
Membership dues CASBU	\$45,000.00	\$60,631.34	\$(15,631.34)
Other			
TOTAL INCOME	\$236,000.00	\$259,054.88	\$(23,054.88)
EXPENSES			
Bargaining	\$5,000.00	\$3,658.73	\$1,341.27
Conferences/Workshops	\$12,000.00	\$9,042.64	\$2,957.36
Contingency	\$3,000.00	\$1,784.50	\$1,215.50
Course releases	\$10,600.00		\$10,600.00
Donations	\$8,000.00	\$4,470.00	\$3,530.00
Employee Benefits (Grp Health, RSP)	\$15,000.00	\$13,396.03	\$1,603.97
Employee Salaries	\$59,400.00	\$61,090.94	\$(1,690.94)
Fees - CAUT Defense Fund	\$16,000.00	\$15,246.00	\$754.00
Fees - CAUT	\$37,000.00	\$38,643.20	\$(1,643.20)
Fees - OCUFA	\$32,500.00	\$34,271.52	\$(1,771.52)
Fees - NBDLC	\$600.00	\$378.74	\$221.26
Food Services	\$1,000.00	\$313.54	\$686.46
Insurance	\$2,200.00	\$2,025.00	\$175.00
Legal Expenses	\$5,000.00	\$1,130.00	\$3,870.00
Office Expenses	\$4,000.00	\$2,880.65	\$1,119.35
Payroll Expenses (CPP, EI)	\$3,800.00	\$3,923.29	\$(123.29)
Socials	\$7,200.00	\$5,495.12	\$1,704.88
Stipends	\$3,300.00	\$3,100.00	\$200.00
Textbook Bursaries	\$8,400.00	\$6,000.25	\$2,399.75
Travel	\$2,000.00	\$172.19	\$1,827.81
TOTAL EXPENSES	\$236,000.00	\$207,022.34	\$28,977.66
INCOME Revenue - Expenses	\$-	\$52,032.54	

2015-16 Proposed Budget (Executive approved)

We anticipate lower revenues next year with fewer CASBU and FASBU positions, so we kept the anticipated revenues the same as last year.

We anticipate expenses will be similar to the 2014-15 year. We reduced conference expenses by \$2,000. Given the current climate of negotiations, we anticipate making donations to other striking faculty associations, so we've increased the donations to \$10,000, of which \$5000 is for our commitment to the library collections. Textbook bursaries were reduced to \$5000. The 2014-15 budget year included unspent funds from the previous year.

	2015-2016 Approved	Actual YTD (non- audited)
REVENUES		
Membership dues FASBU	\$191,000.00	\$-
Membership dues CASBU	\$45,000.00	\$-
Other		
TOTAL INCOME	\$236,000.00	\$-
EXPENSES		
Bargaining	\$5,000.00	\$-
Conferences/Workshops	\$10,000.00	\$-
Contingency	\$3,000.00	\$-
Course releases	\$10,600.00	
Donations	\$10,000.00	\$-
Employee Benefits (Grp Health, RSP)	\$15,000.00	\$-
Employee Salaries	\$62,800.00	\$-
Fees - CAUT Defense Fund	\$16,000.00	\$-
Fees - CAUT	\$37,000.00	\$-
Fees - OCUFA	\$32,500.00	\$-
Fees - NBDLC	\$600.00	\$-
Food Services	\$1,000.00	\$-
Insurance	\$2,200.00	\$-
Legal Expenses	\$5,000.00	\$-
Office Expenses	\$4,000.00	\$-
Payroll Expenses (CPP, EI)	\$3,800.00	\$-
Socials	\$7,200.00	\$-
Stipends	\$3,300.00	
Textbook Bursaries	\$5,000.00	
Travel	\$2,000.00	
TOTAL EXPENSES	\$236,000.00	\$-
INCOME Revenue - Expenses	\$-	\$-

NUFA Scholarship Committee Report

Prepared for the 2015 AGM

Submitted April 20, 2015

Committee Membership

Adam Adler, Darren Campbell, Nancy Maynes, Sarah Winters (Chair)

Meetings

The Committee met on September 23, October 28, January 6, March 5, and will be meeting again on April 28. Representatives from the committee also attended the NUFA Executive meetings of January 26 and April 13.

Textbook Bursaries

The Textbook Bursary was established to assist students in covering some of the costs of purchasing textbooks. The report from the 2013-2014 committee indicates that there were 31 applications that year and that the committee made an effort to increase the number of applications through advertising; these efforts were successful in that 86 applications were received this year. One applicant provided no receipts, five applicants asked for and were awarded less than \$70, and the remaining 80 applicants were awarded \$70 each.

The Committee approved two changes for next year: (1) that the amount of the award should be returned to \$50; and (2) that students should be allowed to apply for the Bursary in *both* semesters; with students applying the second time informed that they will go into a second-tier pool for the Bursary, to be awarded money only if funds are still available after being awarded to first-time applicants. These amendments were approved by the Executive.

Opening Balance:	\$8,400
Monies Distributed:	\$5,950.25
Balance:	\$2449.75

Learning Opportunity Awards

The Learning Opportunity Awards were established to assist undergraduate and graduate students participate in either attending or presenting at academic conferences or other learning opportunities outside the classroom, in Ontario or outside of Ontario.

As of the date of this report, 23 students have applied for and received awards; the Committee will review a further 15 applications on April 28.

The Committee added two extra application deadlines of June 15 and September 15.

The Committee presented three motions concerning changes to the application form to the Executive at the two meetings on 26 January and 13 April: (1) that the part of the form dealing with group applications be changed in order to make such applications easier for everyone involved; (2) that the requirement for transcripts be dropped; (3) that the requirement for the student to show how the learning opportunity is “beneficial . . . to the university community” be removed. As of the date of this report, the Executive have not communicated a decision regarding the motions.

Opening Balance:	\$18,365
Monies Distributed:	\$12,125
Balance:	\$ 6,240

Respectfully submitted,

Sarah Winters
Chair, NUFA Scholarship Committee
on behalf of Adam Adler, Darren Campbell, and Nancy Maynes

NUFA Constitution Committee, 2014-2015 Annual Report

Submitted by A. Adler, Committee Chair, 04-13-2015

PREVIOUS REPORT

The following report was sent to the NUFA Executive (nufaoffice@gmail.com) on 10-22-2014:

The NUFA Constitution Committee met on October 20, 2014, with all members present. We discussed the matters brought forward by the Executive, and the committee's responses are below, item #1. One additional matter was discussed, with a request to the Executive as below, item #2.

- 1) Response to of the questions referred by the NUFA Executive
 - a. Re Question Period and a prescribed format for the AGM and GMM: We consider Question Period to be an important component of membership meetings. While it is implied that questions can be asked at any time in a meeting, having Question Period as a formal component ensures that members have a formal structure in which to ask questions and encourage discussion, and thus should be included in the format for meetings specified in 7.8. We recommend that Question Period be listed as 7.8.a-5.0, with the present items numbered 5.0-13.0 renumbered appropriately.
 - b. Re Voting Procedures: We are unsure whether we can in fact legally accept email ballots for contract ratification or strike votes. We suggest this question be referred to CAUT or other knowledgeable source for advice. If email voting is permitted under present law(s), we recommend the following:
 - Electronic votes can be submitted at any time from the start of in-person ballots, to the close of the in-person ballot on the third day.
 - All in-person voting should be from 9:00 a.m. to 7:00 p.m. in order to ensure that all members have the opportunity of an in-person vote.
 - As per 14.2, "the Executive will provide balloting on the other campuses" should also appear in 9.2 following "the day of the AGM".
 - c. Re the language around "Bargaining Unit" vs. "Association" in 18.2.h: We agree that the language "bargaining unit" should replace "Association" in the two places in this article.
- 2) Other Business: The Constitution Committee requests that the Executive send out a call to the membership for any questions or concerns regarding the Constitution to be referred to the Constitution Committee, to be referred to the committee chair within a set period of time (e.g. 3 weeks, 1 month).

FINAL REPORT

The Constitution Committee did not meet again this year, as there was no further business brought forward by members or the executive, and no further issues emerged from our discussions.

Recent correspondence with the Executive indicates that they may not have received our report of 10-22-2014. A call to the membership for questions or concerns regarding the Constitutions as suggested in item #2 of our report may not therefore have gone out.

Respectfully Submitted, A. Adler, Chair

Approved

NUFA Communications Committee

Annual Report (2014-2015)

Wendy Peters (Co-chair)

Daniel Jarvis

Uldis Kundrats

Richard Wenghofer, (Co-chair)

The NUFA Communications Committee has met five times in the 2014-2015 academic year (September 26, January 15, January 20, March 17, and April 7). The purpose of these meetings was to plan issues of the NUFA News. Issue 21 (November 2014) focused on the issue of online learning and alternative delivery of courses in a digital environment. Issue 22 (March 2015) addressed the recent staffing cuts made by the administration and focused in particular on the elimination of twenty-two contract faculty positions and the consequences of those cuts for academic integrity of Nipissing University.

Issue 23 has since been completed and has been submitted for executive approval. Issue 23 focuses the current contract negotiations with the employer, with articles addressing the recent audit of the University's current financial position, possible reforms to the Faculty pension program, and the first piece dedicated to strike preparedness. The Communications Committee considered running an article on the sudden rise in senior administrative salaries at a time when faculty are being let go, but felt that more time was needed to sort through the rather complicated salary structures of senior administrators. The Committee will reconsider this article for the next issue (Issue 24), which should come out later in the Spring, and which will continue to focus on negotiations with the employer and strike preparedness.

Annual Report of the NUFA Social Committee

Chair: Natalya Brown

Members: Steven Arnocky, Liz Ashworth, Doug Gosse, Joanne Kmiec

Meetings held to date: 1 – September 12, 2015

Issues discussed/addressed:

- Number of events/activities for the year on all campuses
- Distribution of the budget across 3 campuses
- Changes to Terms of Reference

Total Costs incurred: \$5,495.12

- AGM Social in North Bay on May 8, 2014 -\$48
- Fall Social in North Bay on October 9, 2014 - \$1700.00
- Fall Social in Bracebridge on November 6, 2014 - \$492.10
- Holiday Social in North Bay on November 29, 2014 - \$1624.86
- Holiday Social in Bracebridge - \$891.10
- Appreciation Day Social in North Bay on April 1, 2015 – \$739.06
- AGM Social in North Bay April 28, 2015 – TBA.

Notes: We are anticipating an additional invoice for the Appreciation Day social. Receipts are still outstanding for Brantford but are expected to be less than \$200.

This report was prepared by Natalya Brown on April 21st, 2015.

ANNUAL REPORT
May 1, 2014 – April 17, 2015

Committee Name: Gender Equity and Diversity Committee

Co-Chairs:

Rosemary Nagy
Kathy Mantas

Members:

Roger Bernardes, Kathy Mantas, Rosemary Nagy, and Katrina Srigley

NUMBER OF MEETINGS HELD:

We had **four formal meetings and two informal meetings** over the year. Our meetings had **three foci:**

- Establishing daycare on campus
 - Facilities for breastfeeding and gender neutral bathrooms
 - Family Status Accommodation
1. **Formal meeting with NUFA on Sept 4, 2014** to go over the new Terms of Reference with all of the NUFA Standing Committees
 2. **Informal Meeting (via e-mail) on September 9, 2014** to choose chair of the committee
 3. **Formal meeting with Susan Srigley on October 9, 2014** to discuss issues/directions for the upcoming year:
 - To follow up with Bob Keech pursuant to last year's extensive report on campus daycare models
 - To join the Queer Caucus listserv
 - To investigate gender neutral bathrooms on campus
 - To continue the gender audit
 - To work with NUFA news if possible
 4. **Formal meeting on November 10, 2014** to discuss daycare and gender neutral washrooms
 - The locations of Gender Neutral Washroom locations on campus was obtained from the Office of the VP Admin
 - Athletic Centre - 2 gender neutral washrooms - Both on the 2nd Floor
 - A-wing 3rd Floor - 2 gender neutral washrooms
 - HLL 3rd Floor - 1 gender neutral washroom
 - See: <http://www.nipissingu.ca/departments/vpa/facilities/Pages/Maps.aspx>
 5. **Formal meeting with Bob Keech on January 26, 2015** to discuss on-campus daycare
 - Bob Keech indicated that Nipissing First Nation is very favourable toward establishing a daycare on campus

- There is still a need to secure operating costs
 - He intended to bring the issue informally to the Board of Governors (BoG) prior to seeking formal approval but was unable to do so because the BoG meeting was dominated by discussion of cuts
 - We also raised the need for a breastfeeding space(s) on campus
6. **Informal meeting with Bob Keech (via email) on February 26** to follow up on daycare
- He was unable to raise the daycare issue at the Board of Governors' meeting because the meeting was dominated by budget issues
 - He requested it as an agenda item for the March 16 meeting. The Committee has not followed up with the VPA, nor has he followed up with the Committee
7. **Formal meeting on April 15** (with guest Kristen Ferguson) to discuss family status and breastfeeding accommodation (for students and faculty), gender neutral bathrooms, on-campus daycare, and gender statistics of recent faculty lay-offs.
- Family status accommodation policies from other universities were examined as models for Nipissing University
 - Email exchange with the VP, Admin office (Melissa Buschaert-Daigle) requesting signage for existing neutral bathrooms. This request is currently sitting with Nipissing's Accessibility Coordinator
 - A quick assessment of the gender ratios of those whose LTA contracts were not renewed shows there is no significant gendered impact given ratio balances from last year. Males: 12; Females:

Events planned: none

Costs incurred: none.

Additional notes:

Members of the committee attended this year's events for International Women's Week. The theme was "Fifty Shades of No: Cultures of Sexual Violence"

Members of the committee discussed a possible mandate for 2015-2016

Membership for 2015 – 2016:

Katrina Srigley will be on sabbatical next year. Roger Bernardes is one of the 22 LTAs that was let go this winter. Rosemary Nagy is not able to serve on the committee in 2015-2016. Kathy Mantas has expressed an interest in serving in the 2015-2016 term.

Report Prepared by: Rosemary Nagy and Kathy Mantas (Co-Chairs)

Date: Friday, April 17, 2015

CAUT Defence Fund Trustee Report for 2014-15

As CAUT Defence Fund Trustee I attended the CAUT Defence Fund Annual Meeting in Montreal on Oct. 18-19, 2014 where the Trustees heard reports from all Defence Fund members. I have participated in four CAUT Defence Fund conference call meetings to approve benefits to Faculty Associations in negotiations and approve applications for membership in the CAUT Defence Fund. Meetings were held on June 4, 2014 (to approve benefits for Brock University Faculty Association and Windsor University Faculty Association), July 30, 2014 (to approve the application for the University of Northern British Columbia Faculty Association), Sept 2, 2014 (to approve benefits for Laurentian University Faculty Association), Jan 9, 2015 (to approve benefits for University of Northern British Columbia Faculty Association and St. Michael's College Faculty Association and to approve mediation/arbitration requests from the Association of the University of New Brunswick Teachers; the Mount Alison Faculty Association; the Laurentian University Faculty Association). Due to teaching duties I was unable to attend a conference call meeting on Sept 17, 2014 (to approve benefits for University of Guelph Faculty Association) and on Feb 10, 2015 (to approve an application for membership from University of Saskatchewan Faculty Association). Benefits and memberships were approved in all cases. Austerity continues to be invoked to justify small or no salary increases in contracts, performance evaluations appear to be used to stifle progress through the ranks and contain costs, and across the country a greater share of the burden of the university continues to fall on precarious positions.

\$1123.92 was incurred for travel to and accommodation in Montreal for the Annual Meeting.
Respectfully submitted,

Nathan Colborne
CAUT Defence Fund Trustee (Nipissing University)
April 7, 2015

Joint Health and Safety Committee – Brantford campus - AMENDED

Chair: Fred Lojko

Members: Darius Sookram, Jamie McGinnis, Kelly Hunter; Christine Cho, Natalka Petrella

Number of meetings: 4 (August 18, November 13, January 22, 2015, April 16, 2015)

Next meeting: TBD

Issues discussed/addressed:

- 1) Building inspections completed: no hazards;
- 2) Signage has been addressed (DO NOT ENTER sign erected in January) to correct flow of traffic that was causing safety concerns in the parking lot;
- 3) The front steps at the Wellington building are suffering a deterioration problem. Every spring, Fred Lojko patches the eroded parts. The patches are holding up better than the original concrete. It was determined that the cost to replace the steps was prohibitive. Non-slip strips were installed instead. There are some concerns that the stairs may pose a tripping hazard as they continue to erode.
- 4) Darius had been working with the City of Brantford to access a cost recovery grant (to cover 50% of repairs/safety initiatives up to \$5000). Proposed projects included: repainting the lines in the parking lot, repair of the stairs (mentioned in point #3); installing a one-card access system to the building and installing new PTZ safety cameras in the parking lot. We were also exploring the use of the women's safety grant to address some of these safety concerns. With the impending closure of the Brantford campus (when our last students graduate in 2020) the projects were not approved which meant Darius could not pursue the application for the cost recovery grant and the safety concerns have not been addressed.

Motions passed: none

Additional Comments:

Report Prepared by: _____ Christine Cho _____

Date: _____ April 16, 2015 _____

JHSC representatives report to NUFA (2014-15)

Kelly Morris, JHSC co-chair and CASBU representative

Kristin Lucas, FASBU representative

As NUFA representatives, we undertook the expected JHSC duties including inspections, reports, maintenance follow-ups, and committee meetings. TOR discussions continue. We highlight the following activities:

- ◆ We are involved in an ongoing assessment of the heating concerns in HLL.

- ◆ After consulting with faculty, we made some important inroads with emergency preparedness. Notably, window coverings are largely in place and classroom doors continue to be fitted with locks (about 95% complete).

- ◆ A new automated maintenance request system in place.

- ◆ We are engaged in rewriting the reporting form to reflect Bill 168.

- ◆ We received training on Bill 168.