

# Nipissing University Faculty Association

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## *Annual General Membership Meeting, May 3, 2016*

*1:00 pm  
F210 Main Campus  
Room 227 Bracebridge Campus  
Room 207 Brantford Campus*

**Executive Members Present:** Susan Srigley, President  
Amanda Burk, Vice-President  
Rob Breton, Past President  
Dan Walters, Treasurer  
Rhiannon Don, CASBU Officer  
Sal Renshaw, Grievance Officer  
Jeff Scott, Grievance Officer  
Manuel Litalien, Member-at-Large, Applied and Professional  
David Borman, Member-at-Large, Arts and Sciences  
Todd Horton, Member-at-Large, Education  
Joseph Boivin, Member-at-Large, CASBU

**Recording Secretary:** Angela Fera, Executive Assistant  
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Approximately 65 Members attended, with several on Skype, smart phone, and video-conference to the regional campuses, and representation from both CASBU and FASBU Members.

### ***1.0 Approval of the Agenda***

**MOTION #1:** Moved by Anahit Armenakyan, seconded by David Borman, that the agenda be approved.

**CARRIED**

### ***2.0 Approval of the Minutes***

**MOTION #2:** Moved by Amanda Burk, seconded by Sal Renshaw, that the minutes of the April 28, 2015 Annual General Membership Meeting be approved.

**CARRIED**

### ***3.0 Business arising from the Minutes***

No business arising from the minutes.

#### **4.0      *Correspondence to the President/Executive***

Susan reported that this had been a year of much correspondence before, during, and after the strike. In addition, the Executive had received many letters of thank you from students who have received any of our awards including the Academic Achievement Awards, the Learning Opportunity Awards, and the Textbook Bursaries, as well as thank you letters for all of our donations (e.g. UNIFOR, Dr. Doug Franks Award, cafeteria staff, student food bank, etc.).

#### **5.0      *Question Period***

Susan reminded the Membership of the addition to the AGM agenda of a question period and asked if anyone had any questions. Questions about the reports could be asked during the portion of the agenda dealing with the reports.

A question was asked regarding tenure and promotion, indicating that a discrepancy was found between the CA and the Standards document (although they did not specify which section). Hilary responded that the Standards document is separate from Article 25. If there are discrepancies they need to be reviewed by the JCAA. Members applying for tenure and promotion must follow the CA and that the Standards document is more for the committees. Sal also stated that it is only on the CA that we have a basis to grieve and that the Standards document needs to be revisited and is on our radar.

#### **6.0      *Reports from Executive Members***

##### **6.1      *President***

The President's written report was circulated by e-mail and is appended to these minutes. Susan began by thanking the past Members of the Executive.

Susan spoke to the deteriorating relationship with the Employer and that last year the NUFA President was having monthly meetings with the University President; however in spring of 2015, the University President stated that they [the meetings] were done. The meetings have not resumed since and Mike has made no effort in this regard. The relationship continues to be strained. Most meetings are now referred to Human Resources. This is a trend that was mentioned at CAUT Council. The VP at UNBC actually stated that they are too busy to deal with their faculty association and all issues are passed to HR. At UBC the faculty association is referred to as "just another labour group to be dealt with on campus".

Susan reported on the Memorandum of Understanding negotiated with the Employer regarding the transition of Members from the Bracebridge and Brantford campuses as those campuses prepare to close. A similar situation at Laurentian University was very helpful in this process. Our Employer had indicated two years ago that they had a plan; however, no transition plan materialized. Only at our insistence was a transition negotiated with Human Resources. There is nothing in our Collective Agreements to cover this, and we needed to get a fair deal for our Members.

Susan informed the Members that our BOG representatives had brought copies of the survey for the President's review. They were encouraging the Membership to complete the survey by May 5. The faculty board representatives and other Members stressed the importance of completing the survey both by Senate representatives as well as the faculty at large. The President's review is an annual BOG undertaking. Susan reminded faculty that the review processes of our senior administrators is extremely important and that faculty associations have been known to do their own. Some questions were asked of Nancy Maynes, one of the BOG representatives including: completing only part of the survey, confidentiality and keeping track of authenticity, abstract nature of the questions. Nancy mentioned that the BOG doesn't have any data and that this has been a key issue in the review. The BOG representatives plan to do an analysis and the Chair of the BOG wants all of the hard copies and not just a summary of the survey results. A question was asked as to whether the process of review of the President has changed. Nancy responded that it has not changed but that in recent years no process was being followed. Nancy had previously stated that the board executive edited/limited the survey questions brought by the faculty representatives to the board, and the question was asked as to how can the Board dictate how the survey of faculty be done when they have not made any effort to obtain data. Another question was asked as to how the BOG can assess the President when they do not have any of his objectives upon which to measure progress. The board executive argued that this survey idea is new and that there is no language to do a formal assessment. In the past it has been informal conversations with representatives. Jeff Scott mentioned that when he completed his BOG term, he had an exit interview.

Susan reported on her attendance at the Harry Crowe Conference whose theme this year was *Academic Freedom in the Managed University: Controversy, Conflict and Control*. Susan stated that unfortunately, the association has not stopped fighting with the Employer since the strike and that it is up to the faculty to speak up at Senate and at the Board and that she was encouraged by the good questions being asked by faculty at both those meetings. Faculty have academic freedom and if they are discriminated against because they speak out, we will be defended by all of our colleagues across the country. Susan referred to the Special Governance Commission that came out of bargaining and the strike and thanked David Tabachnick and Kurt Clausen for volunteering to serve on the SGC. One of the important roles of that committee will be to compare our university to others and to seek out best practices. We have to hold the administration to account but we also have to participate in all of the processes open to us. As faculty we have that right, and she encouraged faculty not to hesitate and to assert their academic freedom, to come out to meetings, and that we need strong voices and a powerful expression for not only the faculty but for staff and students as well. For instance, at Senate, it was important to point out that the VPAR had not been doing the job and essentially had ignored the IQAP reviews since 2012. It is important that these types of things are communicated, that there has been no implementation of the recommendations contained in those reports. For Senate, this was a powerful moment, for faculty to see that the VPAR had given no attention to the reports of the IQAP and the impact of this on the respective departments. These are causes for great concern and should be brought to the attention of Senate and the Board of Governors. Along with the IQAP concerns, the PWC financial review also shows evidence of problems and we need faculty

to speak to these concerns at the Planning and Priorities Committee of Senate, at the BOG, and at every opportunity. Susan stated that we are working on more open communication with our Membership on these issues, whether it be through the website, Facebook, blogs or Twitter.

Members expressed concern about accountability, and even though problems and concerns are identified in these documents, they can still do whatever they want. Others stated that the Employer is accountable through the law and although some of what they do may be difficult to prove, there are also obvious violations of the Nipissing Act, of policy and practice. Contraventions must be reported. Through the IQAP, the province can see what is happening and the administration “just got called out”, so we need to use these documents. Since the Ontario Ombuds Office now looks at universities, we can go to them if we can get no action through other avenues. The Ombuds Office can have access to a range of information including documents from closed meetings. This may be the right time to pursue this avenue. Others suggested the BOG is good at “scapegoating”, for example, the termination of the VPO. It was suggested NUFA Executive put forth motions, have more meetings, get legal advice, document when they refuse to meet. They are spending hundreds of thousands of dollars in getting legal advice. We should have more plebiscites.

Susan reminded the Membership that we are getting assistance through CAUT and OCUFA. It is clear however, that faculty are being diminished. For instance, they are being referred to as staff, as employees, faculty names have been removed from the academic calendar. This seems to have become a trend. Many are fearful of reprisals and have examples of when that has happened. They feel isolated which is why we need to speak to one another and to speak up. The Employer’s actions speak to how the university is currently being run. We may need to do more to get help from the outside, have gradual disclosure in the media.

A question was asked as to whether we are continuing to offer textbook bursaries. Although the Executive will be re-examining the funding for student awards, we are maintaining the \$5000 for textbook bursaries this year.

## 6.2 Treasurer

Dan then presented the financial report for end of year along with a proposed budget for 2016-2017. The complete report was presented to the Members and is appended to these minutes.

Dan stated that FASBU revenues were down this year due to the strike. CASBU revenues, however, were higher than anticipated. Dan commented on the \$114,000 in donations we received from faculty associations and labour groups across the country, in support of our strike and how important those donations were not just financially but also for morale and support of our membership.

Some expenses were higher than anticipated. [Not all expenses were accounted for by the date of the AGM.] There were no course releases this year paid for by the association. The donations were yet to account for the library donation. Salaries were higher than budgeted, as we had to

hire office assistance both before and after the strike. The legal fees this year were significantly higher than in past years and he anticipates we will need to increase the budget based on our current relationship with the Employer. Also, we've had additional travel costs as a result of the arbitration hearings. The cost of the strike has been accounted for in a separate sheet. The total costs were \$541,000 which includes strike pay and the payment of benefits premiums. With the support of the CAUT Defense Fund of \$394,000 (which does not include our top up from their \$84 per day) and donations of \$114,000, the cost of the strike to us was \$32,000.

Dan then presented a proposed budget for 2016-2017. The dues revenue has been increased slightly to reflect salary increases and increases in CASBU membership. Course releases have been increased to reflect the purchase of three for this coming year, due to increased workload for Executive Members, particularly Grievance Committee Members. There are a few other variances from this year's budget, but much is the same.

**MOTION #3:** Moved by Nancy Maynes, seconded by Todd Horton, that the proposed budget for 2016-2017 be approved.

**CARRIED**

6.3 CASBU Officer

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

6.4 Other Reports

No other reports.

**7.0 *Election of the Executive and Committee Members***

Todd Horton facilitated the elections. For the Executive:

President – Susan Srigley (acclaimed)

Vice-President – Amanda Burk (acclaimed)

Treasurer – Dianne Davis (acclaimed)

CASBU Officer – Rhiannon Don (acclaimed)

Grievance Officers – Jeff Scott and Sal Renshaw (acclaimed)

Member at Large for Applied and Professional Studies – Manuel Litalien (acclaimed)

Member at Large for Education – Liz Ashworth (acclaimed)

Member at Large for CASBU – Joseph Boivin (acclaimed)

For the position of Vice-President and Member at Large for Arts and Science, two nominations were received. No further nominations were received from the floor. Each candidate was asked to speak regarding their candidacy. We began with Jeff Dech, followed by David Borman.

Todd informed the Membership that per the Constitution, voting for the position of Vice-President would begin immediately after the presentations and continue for three consecutive days in the NUFA Office.

Nominations for the NUFA Standing Committees were received, as follows:

**Communications Committee**

Uldis Kundrats, Wendy Peters, Gyllie Phillips Steven Connor, Sarah Winters

**Constitution Committee**

Tim Sibbald, Leslie Thielen-Wilson, Adam Adler, Cameron McFarlane, Andrew Ackerman

**Scholarship Committee**

Rachel Norman, Linda Piper, Toivo Koivukoski, Carly Dokis

**Social Committee**

Tammie McParland, Ron Phillips, Steve Cook, Doug Gosse, Natalya Brown, April James, Laura Peturson

**Gender Equity and Diversity Committee**

Kathy Mantas, Lanyan Chen, Melissa Corrente, Nathan Kozuskanich

The Scholarship and Gender Equity and Diversity Members were acclaimed. Elections were conducted for the other three committees with the results underlined above.

Todd thanked everyone who put their name forward.

## **8.0 *Reports from Standing Committees***

### **8.1 Collective Bargaining**

Mark Crane, Chief Negotiator, reported on current CASBU negotiation. He mentioned that the bargaining committees had met six times so far. The financial package that was tabled by CASBU reflects the same increases achieved by FASBU. The Employer seems to be open to this but we'll see. A number of housekeeping items were agreed to, many of which were harmonizing the CASBU agreement with the FASBU agreement. The big sticking point in the negotiations is that the Employer wants the 16 full-time CASBU Members to work more hours for nothing in return. They initially proposed a 50% increase in workload to which they received a vehement "no"; however, other possibilities remain to be discussed.

Both sides have agreed to a letter of understanding regarding the potential merger of the FASBU and CASBU Collective Agreements. This provides the go ahead for the parties to explore the possibility, within a one year time frame. The outcome of those discussions will then be brought to both the CASBU and FASBU Members for discussion and feedback.



Three more meetings are scheduled this week. We hope to be able to finalize workload and financials and then to bring the package to the Membership.

**MOTION #4:** Moved by Susan Srigley, seconded by Todd Horton, that the NUFA Membership support the CASBU Collective Bargaining Committee.  
**UNANIMOUS**

8.2 Scholarships Committee

No annual report.

8.3 Grievance Committee

The Grievance Committee report for the Membership was presented.

The committee held 20 formal meetings this year, however, in addition to the formal meetings, the Grievance Committee worked throughout the summer months, as well as October and November through informal meetings and through e-mild discussions. Grievance Committee members were also in an arbitration hearing (July 2015) and a mediation in Toronto (March 2016), both relating to the LTA2 Formal Grievance.

In the complete report, the Members were shown the list of issues and other topics discussed by the Grievance Committee. In addition to those issues, the Grievance Committee discussed a number of related issues, including in no particular order: Bracebridge and Brantford regional campuses' Memorandum of Agreement regarding transition of faculty to North Bay, faculty/SAS protocol, sexual violence prevention policies, JCAA, and FIPPA requests. The Grievance Committee also addressed the issue of SOS for this year and the administration's reluctance to accept that they may be affected by the strike.

Sal then spoke to discussions that were had with regard to SOS at the OCUFA Grievance Meetings that she attended. Research presented showed how ineffective these tools are in measuring teaching effectiveness and that there is a consistent bias against female instructors. This is incredibly significant for CASBU Instructors whose SOS are used to determine whether they will be hired, and also significant in the tenure and promotion of FASBU Members. "We need to look at other ways of evaluating teaching that can be combined with student comments to produce a more reliable and meaningful composite."<sup>1</sup>

The consistent gender bias against women is well recognized but SOS also allow for indirect forms of harassment of women and people of colour. The CA is meant to protect us and so we cannot allow these SOS to violate the law.

**MOTION #5:** Moved by David Borman, seconded by Dean Hay, that the report of the Grievance Committee be received.  
**CARRIED**

Susan informed the Membership that although we have been consulting our lawyer, David Wright, more and more for the substantive grievance issues coming to the committee, he did not charge us for the legal consultations throughout the strike, and referred to them as his contributions to the cause. In gratitude we presented him with a gift (a bottle of Scotch) on behalf of the Membership.

She also stated that although it appears the number of issues has declined from the previous year, the nature of the issues are more serious and affect us all. This was followed by a discussion on the LTA2 Formal Grievance and the language of the Collective Agreement.

#### 8.4 Constitution Committee

No annual report; however, Amanda presented a document outlining some possible amendments to the Constitution that are forthcoming. The document is an advance notice and will be addressed at the General Membership Meeting in the fall. The document was circulated by e-mail and is appended to these minutes.

**MOTION #5:** Moved by Nancy Maynes, seconded by Laurie Kruk, that the annual reports of the Communications and Gender Equity and Diversity Committees be received.  
**CARRIED**

#### 8.5 Communications Committee

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

#### 8.6 Social Committee

The annual report of the Social Committee was presented and is appended to these minutes.

**MOTION #6:** Moved by Rosemary Nagy, seconded by Todd Horton, that the annual report of the Social Committee be received.  
**CARRIED**

#### 8.7 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. The report was accompanied by a summary of Family Status Accommodation policies at Ontario Universities. Out of twenty-two universities, six have clearly developed family status accommodation policies in place (Carleton, Laurentian, McMaster, Queen's, Hearst and York); fourteen refer to family status accommodations in their policies compliant with the Ontario Human Rights Code; two have specific accommodations for breastfeeding (Western and Waterloo); and two do not have any reference to family accommodation (Algoma and Royal Military).



## **9.0 Reports from Special Committees**

Angela informed the Membership that with regard to the NUFA library donation, in 2015-2016 almost 50 titles were purchased for a total of \$5,118.79. Although this was to be the last year, of the \$15,000 approved donation, \$3,600 remains. Therefore the remaining funds will be available to for faculty requests in 2016-2017.

Susan asked Larry Patriquin to speak to his work on the JSPP (Jointly Sponsored Pension Plan). Larry spoke to the discussions regarding this multi-university plan. He indicated that other sectors have a similar plan and we may be one of the last. He stated that this plan probably won't matter to those Members on the Teachers' Pension Plan. They have been working on this for three years. There are lots of players and it is incredibly complex. The players include the government, COU, MTCU, faculty associations, OCUFA, university administrators, etc. Many of the players have solvency issues in their plans (UofT, Guelph, Queen's, WLU, McMaster and Trent) and therefore lots of debt. Discussions have also included CUPE, OPSEU, UNIFOR, lawyers and mediators. The plan has been in the design stage since 2014. May 24 is the next meeting. Unfortunately the employers are hopelessly disorganized. The smaller working group is still working on what the plan will look like (e.g. pension, contributions, survivor benefits, etc.) and the legal side of things (e.g. administration). It will likely take another few years to have something to discuss. There are two issues right now: where non-unionized employees go, and how to split the votes between faculty and staff. A 2:4 is unacceptable to UofT; they want a 3:3. The group is looking towards solving some of these issues now. The first stage is the design and the second is the build, but in the build stage the universities have to commit. They don't have to be involved in the build stage to be in the plan. A consent vote is needed. In terms of timetable it's year by year but the next six months to a year will be important. December of 2018 will be the earliest. At Nipissing the issue will be whether the administration will all it. It will involve an increase in contributions by both the faculty and the employer. This can be negotiated and it may be easy, or not.

Larry mentioned that he planned to write a few articles for the faculty on the differences between defined contribution and defined benefit plans. He emphasized that there is no such thing as a defined contribution pension plan because in pension plans are inflation protected and guaranteed for life. What we actually have is a private account, so we desperately need something. Once we are in the building stage (maybe next April) we will have some specific information to share at a NUFA meeting.

Questions were asked about what happens if the administration ends up saying no; that would mean this could end up at the bargaining table in 2019. Larry mentioned that lots have backed out but this has not been a concern since many others are waiting to see what the plan will look like. About six universities have defined benefit plans that have them in debt. This plan would give them exemption from their solvency issues. It was suggested the JSPP committee look closely at the TPP. Members pay 11.5% currently. Larry mentioned that 20% may be required split between the Employer and the members.

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

**MOTION #7:** Moved by Dean Hay, seconded by Amanda Burk, that the annual reports of the CAUT Defense Fund, the Joint Health and Safety Committees and the Pensions and Benefits Committee be received.

**CARRIED**

### **10.1 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.

### **10.2 CAUT Council**

Susan reported on CAUT Council in her President's report.

### **10.3 OCUFA**

No report, as Amanda will be attending the Board of Directors Meeting on May 7.

### **10.4 University Harassment and Discrimination Committee**

No report, as the committee had not met in years even though they are governed by Board policy. Susan mentioned that this will be discussed at the Grievance Committee. According to our administration, we have no issues here.

### **10.5 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.

### **10.6 Pensions and Benefits Advisory Committee**

The annual report of the Pensions and Benefits Advisory Committee was circulated to the Membership by e-mail and is appended to these minutes. Dana Murphy and Laurie Kruk have been elected as Senators to the Committee for this coming year, and Hilary Earl and Darren Campbell have been appointed by NUFA.

## **11.0 *Information received from the Administration***

Information is being received, according to our Collective Agreements.

**12.0    *Agenda Items remaining from the Last Meeting***

No items remaining.

**13.0    *New Business***

Susan reminded everyone of the Board representatives' President's Review survey. She also mentioned that we are looking for a volunteer to assist with the NUFA website.

**14.0    *Next Meeting Date***

The Membership should pay particular attention to e-mails from the Association, with regard to the articles on pensions, and that we will be publishing a date for a special pensions meeting and the fall General Membership Meeting.

**15.0    *Adjournment***

**MOTION #8:** Moved by Dean Hay, seconded by Larry Patriquin, that the meeting be adjourned.

**CARRIED**

The meeting was adjourned at 3:20 pm.

# President's Report for NUFA AGM

## Tuesday, May 3<sup>rd</sup> 2016 @1pm

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I don't think I'd be exaggerating to say that this has been the most challenging year in the history of NUFA. Following the loss of 22 LTA positions, as if that wasn't bad enough, our Brantford and Bracebridge campuses were slated to close affecting many staff, FASBU and CASBU Members; we filed more formal grievances than we had ever done before; we filed a complaint with the Ontario Labour Relations Board during bargaining; we took a grievance to Arbitration and then mediation and we were on strike for over three weeks in the Fall.

I would not have been able to get through all of that in my first year as President without your support. In particular, I want to offer my sincere thanks to Angela Fera, our Executive, Hilary and Mark, both FASBU and CASBU Collective Bargaining Committees, Jane Barker and our Strike Preparedness Committee (SPC) and our Grievance Committee for their incredible commitment and the really hard work that this year has entailed for all of them. I would also like to thank all of you, our Membership, for your support and amazing resilience in a year that was difficult for everyone in different ways.

Since August 2015 we have had 10 Executive meetings. During the strike (Nov. 2-26, 2015) Executive and CBC met daily and on weekends. We also had 4 special Membership Meetings during the strike with over 100 Members in attendance at each one.

On Thursday, January 14<sup>th</sup> (2016), the CBC and Executive met to have a debrief meeting about the strike. While the advice of CAUT is that post-strike analyses are most effective after having allowed some time to pass, it was good for all of us to sit down together again and discuss the experience and what we need to do moving forward. At the meeting we decided to develop a survey to solicit feedback from the Membership. Natalya Brown offered to help us with this survey. Since she is on sabbatical this year we will begin the survey once she has returned and the intensity of this academic year has settled.

Another important matter underway since the strike has been to establish the various special committees that were negotiated during bargaining, including the Special Joint Committee (SJC) on Librarians/Archivists, and the Special Governance Commission (further details about both below).

### **GRIEVANCE/ARBITRATION**

The Grievance Committee has had 20 formal meetings this year, as well as throughout last summer, and informal meetings in October and November, not to mention countless additional meetings with Deans, HR, the VPAR and our Members.

Last year we had a record number of formal grievances as well as our first Arbitration hearing. Since the strike we've filed one formal grievance, however, the Grievance Committee continues to be extremely occupied with issues affecting our Members in both CASBU and FASBU and we continue to monitor a

number of larger and more serious Association issues. We have also finally resolved the grievance/arbitration case with regards to the LTA positions.

Arbitration Hearing with Bill Kaplan

Toronto: July 3, 2015

Angela Fera, Rob Breton, Susan Srigley, Sal Renshaw

Ontario Labour Relations Complaint (Unfair Labour Practice)

Toronto: July 23, 2015

Hilary Earl, Mark Crane, Susan Srigley

Mediation with Bill Kaplan (follow up on LTA Arbitration)

Toronto: March 8, 2015

Sal Renshaw, Susan Srigley

### **Arbitration/Grievance Negotiated Settlement Reached April 29, 2016**

In March 2015, NUFA filed a grievance alleging a violation of Article 20 regarding the termination of 7 LTA2 contracts. As a result of mediation, we have now reached an agreement with the University to settle that grievance.

As is the usual practice in labour relations, we are not able to discuss the full details of the settlement, or the negotiations leading up to it, but we can advise that the University has now agreed to create 5 new 36 month LTA2 appointments to be filled starting July 1, 2016. This agreement resolves disputes respecting the creation, renewal or termination of LTA2 appointments for the balance of the current collective agreement.

### **CASBU BARGAINING**

CASBU CBC had their first meeting with the Employer on April 11, 2016. They've met a total of five days, with a sixth booked for Monday, and three more this week (May 4, 5, & 6).

### **Special Joint Committee (SJC) on Librarians/Archivists**

Our special joint committee to bring our professional librarians/archivists into the Collective Agreement has been established and they have already had some preparatory meetings and discussions. We hope to begin meetings with the Employer sometime in early June. Thanks to Mark Crane, Nathan Kozuskanich, and Heather Saunders who will serve on this committee for the Association.

### **Special Governance Commission (SGC)**

According to our Memorandum of Agreement on Governance we have established a Special Governance Commission "to assess the collegial structures through consultation with all relevant stakeholders within the Nipissing University Community." The SGC will make its report to the Board (and

to all members of the Nipissing community) within 9 months of its appointment. The members of the SGC are David Tabachnick, Kurt Clausen, Tom Curry, Steve Portelli and Jordan Andrews.

### **Brantford/Bracebridge Transfers**

A good portion of this year I have been negotiating a Memorandum of Understanding (MOU) with the Employer to facilitate and support the transfer of our colleagues in Bracebridge and Brantford to the North Bay campus.

### **FIPPA**

We have filed 7 Freedom of Information requests for information relating to the PricewaterhouseCoopers financial audit, as well as fund disbursements connected to the Elizabeth Thorn Chair in the Schulich School of Education. We also requested the amount the Employer paid to hire the Toronto lawyer John Brooks (of Hicks Morley) as their Chief Negotiator but were denied because of a clause in FIPPA that excludes matters pertaining to bargaining. There is a considerable amount of information to wade through on these requests and so we will be working on that through the summer months.

### **Board of Governors**

There have been a number of interesting Board of Governors' meetings this year, with special guests from Muskoka seeking to be heard on the closure of the Bracebridge campus, and with a number of faculty attending the open sessions. I would urge all of you to consider coming to the open sessions of the Board. Certainly many administrators who are not members of the Board attend the open part of the meeting. With two recent votes of non-confidence in Boards of Governors (at UBC and Carleton), I think it is important for us to remain vigilant in our attention to how our Board is operating.

**There is a Board of Governors meeting this Thursday, May 5th at 5:30 pm in the Board Room. Anyone is welcome to attend the open sessions.**

Our faculty representatives on the Board of Governors (both Senate and non-Senate reps) have undertaken a survey of their constituents for the Annual Review of the President. It appears that this review has been done somewhat casually in the past and I would like to thank our Board Reps for working so diligently to consult with faculty and senators in this important process. The deadline for the survey is May 5<sup>th</sup> so if you haven't done so already please complete and return the survey to one of our representatives. (Robin or Matti if you are a Senator; Nancy if you are not). There will also be printed copies at the meeting if you would like to complete a paper copy.

### **Harry Crowe Conference on Academic Freedom**

Todd Horton and I attended an absolutely brilliant and fascinating Harry Crowe Conference in Toronto, February 26-27, 2016 with speakers from Canada, the US, the UK and New Zealand. The topic was *Academic Freedom in the Managed University: Controversy, Conflict and Control*. Here's a brief description about the conference:

*Today, new developments within campuses are limiting the ability of academic staff to exercise their right to speak, teach, and conduct research without constraint. The increasing concentration of power in the senior administration and the development of new managerial tools and policies to control and regulate faculty performance and behaviour point to the emergence of a new front in the struggle to defend academic freedom.*

Along with CAUT, NUFA “actively defends academic freedom as the right to teach, learn, study and publish free of orthodoxy or threat of reprisal or discrimination. Academic Freedom includes the right to criticize the University and the right to participate in its governance.”

### **OPSEU**

I have had a number of meetings throughout the year with OPSEU and we continue to strengthen our relationship and support of each other’s unions.

### **CAUT & OCUFA**

I have attended a number of CAUT meetings over the past year. We have had incredible support from both our provincial (OCUFA) and national (CAUT) colleagues and our meetings are crucial for staying informed about the trends across campuses in academic labour relations.

I attended the Meeting for New Presidents (May 2015); I missed CAUT Council in November because of the strike; I participated in the Forum for Presidents (Jan 2016); and I’ve been at CAUT Council this past weekend (April 28-May 1).

Our Vice-President Amanda Burk has been working diligently on OCUFA’s Board of Directors attending regular meetings in Toronto, including a Grievance Workshop in February.

Our Grievance Officers Sal Renshaw and Jeff Scott are regular participants and presenters at OCUFA’s Grievance Meetings, and the same is true for Hilary Earl and Mark Crane who attend and present at both OCUFA and CAUT’s collective bargaining meetings.

Gyllie Phillips served her first year in her role as the Vice President of OCUFA’s Executive, and Rhiannon Don has recently been elected to CAUT’s Contract Academic Staff Committee.

As a relatively small institution, the considerable involvement of NUFA Members in these provincial and national organizations is impressive. I am grateful and pleased that NUFA so actively participates in all of these meetings and I want to recognize the commitment of our Members who devote considerable time on behalf of all of us and make our Association stronger.



### **North Bay & District Labour Council:**

We have managed to ensure regular attendance by NUFA members at the NBDLC meetings with rotating volunteers and our connection with the local labour community is strengthening. If you are interested in becoming more involved with our local labour council please let us know. We had a great turnout at the \$15 and Fairness protest on April 15<sup>th</sup> and we had a group of local labour leaders meeting with Maude Barlow last week in the NUFA office to talk about the Energy East Pipeline.

### **BLOGGERS and WEBMASTERS: WE NEED YOUR HELP!!!**

It has become clear that the reporting for Board and Senate meetings has been uneven and not everyone is apprised of what is happening at these meetings if they are unable to attend. We thought it might be interesting to start up a blog on the meetings of these two important bodies but we need some volunteers!

Is anyone interested in running a blog on the open sessions of the Board of Governors meetings?

Is anyone interested in running a blog on Senate meetings?

We are also desperately in need of someone to help us with our NUFA website. We've had a number of challenges but we've been too busy with other matters to devote the necessary attention to it. If anyone has some experience/expertise and is willing to help we'd love to hear from you!

Susan Srigley  
President, NUFA

	2015-2016 Approved	Actual YTD (non-audited)	Variance	2014-2015 Actual YTD (non- audited)	2013-2014 Actual YTD (non-audited)	2012-2013 Actual YTD (non-audited)
<b>REVENUES</b>						
Membership dues FASBU	\$ 191,000.00	\$ 178,906.67	\$ (12,093.33)	\$ 198,423.54	\$ 192,171.48	\$ 182,262.52
Membership dues CASBU	\$ 45,000.00	\$ 64,723.21	\$ 19,723.21	\$ 60,629.18	\$ 44,850.04	\$ 43,089.50
Other						\$ 3,367.79
<b>TOTAL INCOME</b>	<b>\$ 236,000.00</b>	<b>\$ 243,629.88</b>	<b>\$ 7,629.88</b>	<b>\$ 259,052.72</b>	<b>\$ 237,021.52</b>	<b>\$ 228,719.81</b>
<b>EXPENSES</b>						
Bargaining	\$ 5,000.00	\$ 5,028.52	\$ (28.52)	\$ 3,844.71	\$ 1,308.71	\$ 4,171.14
Conferences/Workshops	\$ 10,000.00	\$ 11,555.80	\$ (1,555.80)	\$ 10,395.64	\$ 8,477.74	\$ 15,646.94
Contingency	\$ 3,000.00	\$ 3,269.50	\$ (269.50)	\$ 3,403.27	\$ 7,589.18	\$ 496.83
Course releases	\$ 10,600.00		\$ 10,600.00		\$ -	\$ 5,000.00
Donations	\$ 10,000.00	\$ 3,095.00	\$ 6,905.00	\$ 5,876.30	\$ 8,153.26	\$ 600.00
Employee Benefits (Grp Health, RSP)	\$ 15,000.00	\$ 13,647.91	\$ 1,352.09	\$ 13,396.03	\$ 13,746.15	\$ 16,807.45
Employee Salaries	\$ 62,800.00	\$ 79,199.16	\$ (16,399.16)	\$ 64,016.30	\$ 58,221.78	\$ 53,864.92
Fees - CAUT Defense Fund	\$ 16,000.00	\$ 13,016.53	\$ 2,983.47	\$ 15,246.00	\$ 15,057.00	\$ 12,613.50
Fees - CAUT	\$ 37,000.00	\$ 33,981.29	\$ 3,018.71	\$ 38,643.20	\$ 36,259.43	\$ 35,763.48
Fees - OCUFA	\$ 32,500.00	\$ 31,453.10	\$ 1,046.90	\$ 34,271.52	\$ 31,595.11	\$ 29,530.45
Fees - NBDLC	\$ 600.00	\$ 350.80	\$ 249.20	\$ 586.74	\$ 194.40	\$ -
Food Services	\$ 1,000.00	\$ 262.20	\$ 737.80	\$ 313.54	\$ 998.33	\$ 469.97
Insurance	\$ 2,200.00	\$ 2,025.00	\$ 175.00	\$ 2,025.00	\$ 2,025.00	\$ 2,025.00
Legal Expenses	\$ 5,000.00	\$ 21,353.36	\$ (16,353.36)	\$ 3,220.50	\$ 1,864.50	\$ 1,525.50
Office Expenses	\$ 4,000.00	\$ 3,769.21	\$ 230.79	\$ 3,276.57	\$ 3,556.53	\$ 2,838.61
Payroll Expenses (CPP, EI)	\$ 3,800.00	\$ 4,133.11	\$ (333.11)	\$ 4,184.65	\$ 4,117.14	\$ 3,711.39
Socials	\$ 7,200.00	\$ 4,090.29	\$ 3,109.71	\$ 5,495.12	\$ 6,251.06	\$ 5,650.96
Stipends	\$ 3,300.00	\$ 3,200.00	\$ 100.00	\$ 3,100.00	\$ 10,765.38	\$ -
Textbook Bursaries	\$ 5,000.00	\$ 4,331.17	\$ 668.83	\$ 6,000.25	\$ 1,592.26	\$ 6,100.00
Travel	\$ 2,000.00	\$ 5,744.37	\$ (3,744.37)	\$ 172.19		\$ 185.38
<b>TOTAL EXPENSES</b>	<b>\$ 236,000.00</b>	<b>\$ 243,506.32</b>	<b>\$ (7,506.32)</b>	<b>\$ 217,467.53</b>	<b>\$ 211,772.96</b>	<b>\$ 197,001.52</b>
<b>INCOME Revenue - Expenses</b>	<b>\$ -</b>	<b>\$ 123.56</b>		<b>\$ 41,585.19</b>	<b>\$ 25,248.56</b>	<b>\$ 31,718.29</b>

Bank Opening Balance -  
May 1, 2015 \$ 68,902.27  
Transfer of TD GIC to  
Operating - November 9,  
2015 \$ 82,291.83

	<b>2016-2017 Proposed Budget</b>	<b>2015-2016 Approved</b>
<b>REVENUES</b>		
Membership dues FASBU	\$ 195,000.00	\$191,000.00
Membership dues CASBU	\$ 58,746.00	\$45,000.00
Other		
<b>TOTAL INCOME</b>	<b>\$ 253,746.00</b>	<b>\$236,000.00</b>
<b>EXPENSES</b>		
Bargaining	\$ 2,000.00	\$5,000.00
Conferences/Workshops	\$ 10,000.00	\$10,000.00
Contingency	\$ 2,000.00	\$3,000.00
Course releases	\$ 15,900.00	\$10,600.00
Donations	\$ 8,000.00	\$10,000.00
Employee Benefits (Grp Health, RSP)	\$ 17,549.00	\$15,000.00
Employee Salaries	\$ 70,197.00	\$62,800.00
Fees - CAUT Defense Fund	\$ 16,000.00	\$16,000.00
Fees - CAUT	\$ 37,000.00	\$37,000.00
Fees - OCUFA	\$ 34,000.00	\$32,500.00
Fees - NBDLC	\$ 600.00	\$600.00
Food Services	\$ 500.00	\$1,000.00
Insurance	\$ 2,200.00	\$2,200.00
Legal Expenses	\$ 10,000.00	\$5,000.00
Office Expenses	\$ 4,000.00	\$4,000.00
Payroll Expenses (CPP, EI)	\$ 4,200.00	\$3,800.00
Socials	\$ 6,000.00	\$7,200.00
Stipends	\$ 6,600.00	\$3,300.00
Textbook Bursaries	\$ 5,000.00	\$5,000.00
Travel	\$ 2,000.00	\$2,000.00
<b>TOTAL EXPENSES</b>	<b>\$ 253,746.00</b>	<b>\$236,000.00</b>
<b>INCOME Revenue - Expenses</b>	<b>\$ -</b>	<b>\$-</b>

TD Account Activity (2015-16)

Monthly Statement	May	June	July	August	September	October	November	December	January	February	March	April
<b>Opening Balance</b>	<b>\$68,902</b>	<b>\$75,239</b>	<b>\$50,664</b>	<b>\$71,540</b>	<b>\$65,109</b>	<b>\$70,239</b>	<b>\$38,208</b>	<b>\$337,799</b>	<b>\$189,868</b>	<b>\$223,382</b>	<b>\$222,865</b>	<b>\$75,766</b>
Credit	\$24,047	\$4,741	\$39,349	\$19,615	\$21,058	\$16,124	\$719,346	\$40,773	\$61,500	\$24,694	\$16,463	\$25,652
Debit	\$17,710	\$29,216	\$18,474	\$26,045	\$15,929	\$49,155	\$419,755	\$188,703	\$27,986	\$25,210	\$163,562	\$28,049
<b>End Balance</b>	<b>\$75,239</b>	<b>\$50,664</b>	<b>\$71,540</b>	<b>\$65,109</b>	<b>\$70,239</b>	<b>\$38,208</b>	<b>\$337,799</b>	<b>\$189,868</b>	<b>\$223,382</b>	<b>\$222,865</b>	<b>\$75,766</b>	<b>\$75,369</b>
Monthly Cashflow	\$6,337	\$(24,575)	\$20,876	\$(6,430)	\$5,129	\$(32,031)	\$299,591	\$(147,930)	\$33,514	\$(517)	\$(147,099)	\$(2,397)

# CASBU Officer's Report, 2015-2016

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Rhiannon Don

I'd like to begin by thanking Corina Irwin, who stepped down in August 2015, for her service as CASBU Officer. She left some big shoes for me to fill. I would also like to thank Joe Boivin as Member-at-Large and Mark Crane as Chief Negotiator, as they have both gone above and beyond the call of duty over the course of this year.

This year was a particularly difficult year for CASBU. The FASBU strike created a lot of chaos for CASBU Members, and Joe and I spent a lot of time fielding phone calls and answering emails about what would happen to CASBU if the strike happened. We found ourselves in the unfortunate position of having to do the Employer's job here, as the Employer's communication with CASBU was minimal at best, which contributed greatly to the anxiety of our Members. This continued on during the strike.

After the strike was over, we successfully reminded the Employer of their obligation to pay CASBU Members for any hours worked outside of the dates of their original contracts. This sounds like a really simple thing, but it has not been; there are people who will be getting compensated in May for work they did in January because of how reluctant the Employer has been to deal with this in a fair and equitable way. Joe, Mark, and I have been dealing with this since the strike ended.

At grievance, we continue to see a rise in the number of issues pertaining to CASBU Members.

We held stakeholder meetings with the different categories of CASBU Members as part of our approach to bargaining. In doing so, we discovered a number of financial equity issues, as we also became aware of the need to figure out how RFR applies to the formerly anomalous positions. We have asked the Employer for a JCAA to discuss this, but they have refused. We anticipate following up on this via grievance.

As CASBU Officer, I was able to attend a number of different events this year. I presented at the Challenging Academic Precarity conference sponsored by CUPE 3908 at Trent University, as did Mark Crane. I attended OCUFA's Grievance Officer meeting in October. In March, I participated in OCUFA's Faculty Advocacy Day at Queen's Park, where I met with MPPs from across the north, including France Gelinas, Michael Mantha, Norm Miller, and Bill Mauro. I have also been asked to serve as the representative from a midsized institution (employing more than 50 CAS) on CAUT's Contract Academic Staff Committee.

The other major thing for CASBU this year is, of course, bargaining. Over the course of the last year, the CBC has held a series of meetings with our different stakeholder groups, and we have learned a lot about the different roles performed by people who teach as part of CASBU. Mark Crane, our Chief Negotiator, will speak to that later on.

## COMMUNICATION OF POSSIBLE AMENDMENTS TO CONSTITUTION AND BY-LAWS

This communication is to signal that the Executive anticipates bringing forward a number of amendments to the NUFA Constitution and By-Laws at the upcoming General Membership Meeting in Fall 2016. The proposed motions will be formally sent in advance of the GMM, but we wanted to provide a summary of what the Constitution Committee and the Executive have been working on.

### **Amendment to Article 6.3**

We are considering moving certain positions of the Executive to two year terms. We are also looking at setting up alternating years for elections for certain positions to ensure continuity.

### **Amendment to Article 6.5 Executive (in relation to the Grievance Officer positions)**

We would like to remove the language, “and should not manage grievances in their own faculty”.

#### *Rationale:*

*In both past and current practice this guideline has not proven necessary. Grievances are handled collectively by all members of the grievance committee and the individual committee members deemed best positioned to follow through with any necessary action for managing the grievance are chosen accordingly.*

### **Amendment to Article 12.3 Meetings of the Association**

We would like to add the following statement (**addition in bold**):

All meetings of the Association will be called by the President. Notice in writing of all meetings must be given to all members of the Association at least seven days prior to the day of a meeting, **except in the event of a contingency deemed urgent by the Executive, for which the period of notice may be reduced to no less than two days.**

*Rationale: The Executive would like to be able to call meetings with less notice when matters arise that are urgent. This ability to call meetings more expediently would have been useful leading up to and during our labour action in Fall 2015.*

### **Amendment to Article 14.2 Ratification of a Collective Agreement & 15.2 Strike Actions and Other Sanctions**

We would like to change the current voting times listed in these sections to 9:00 a.m. to 4:00 p.m.

#### *Rationale:*

*The current time frame allotted to voting has proven to be unnecessarily long. Members have not taken advantage of voting past 4:00 pm.*

### **Amendment to Article 14.3 Ratification of a Collective Agreement & 15.3 Strike Actions and Other Sanctions**

The Executive is investigating options for off-site voting and may propose changes to allow for off-site voting.

Rationale: Electronic voting, if possible and feasible, would allow members living and/or teaching at a distance easier access to voting.

### **Amendment to By-Laws – The addition of two new Articles 5.1 and 5.2**

We would like to add two new articles to the By-Laws that would enable us to compensate CASBU members of the Executive for their service – 5.1 and 5.2. There will also be a revision to Constitution Article 1.5 to allow for the exception for CASBU members to be remunerated

\*new\*

5.1 Compensation for the CASBU Officer will be determined by the CASBU Collective Agreement.

5.2 Compensation for the CASBU Member-at-Large will be determined by the Executive and based on the three credit course stipend.

*Rationale: CASBU members are not eligible for course release because they work on contract. The CASBU Officer is already remunerated for his/her service as articulated in Article 5.1 and 5.2 of the CASBU Collective Agreement. This revised article will bring the By-Law into alignment with the CASBU Collective Agreement and current practice. It will also allow the CASBU Member-at-large who is also a member of the grievance committee to be remunerated for their service.*



## **NUFA Communications Committee Report**

**Prepared for the 2016 AGM**

**Submitted April 13, 2016**

**Committee Membership:** Wendy Peters, Daniel Jarvis, Sarah Winters (Chair), Uldis Kundrats

The NUFA Communications Committee met four times in the 2015-2016 academic year: September 10, September 24, December 15, and March 3. The purpose of these meetings was to plan issues of *The NUFA News*. The meetings of September 24 and March 3 were full formal meetings; the meetings on September 10 and December 15 were not and the committee did not record minutes for those meetings.

The committee was supposed to meet on October 29 but cancelled that meeting in order to rush Issue 25 before the strike: the issue came out November 1 and the strike began on November 2. The committee was supposed to meet on April 7 to discuss best practices in journalism and establish a procedure for taking minutes but because of the snow day this meeting has been moved to April 20.

Issue 25 (November 2015) was focused on solidarity. Issue 26 (February 2016) was a special issue focusing on the strike. Issue 27 is at the time of writing being prepared for submission to the NUFA executive and focuses on governance.

The committee has established Roberts Rules for meetings, re-established the process of interviewing as an alternative for soliciting submissions, and has invited members to write letters or submit photographs for publication in any and all issues.

Respectfully submitted,

Sarah Winters  
Chair, NUFA Communications Committee  
on behalf of Dan Jarvis, Wendy Peters, and Uldis Kundrats

## ANNUAL REPORT

May 1, 2015 – April 13, 2016

**Committee Name:** Gender Equity and Diversity Committee

**Co-Chairs:**

Lanyan Chen

Kathy Mantas

**Members:**

Anahit Armenakyan, Melissa Corrente, Lanyan Chen, and Kathy Mantas

**Number of Meetings Held:**

We had three formal meetings and one informal meeting over the year. As well, members of our committee attended two meetings on women's safety. Our meetings had three foci:

- Women's Safety
- Gender Neutral Bathrooms
- Family Status Accommodation

**Formal Meetings:**

**1. Thursday, September 3, 2015 (10 am - 11 am; NUFA Office)**

All committee members met with Amanda Burk to set priorities for the committee and to elect a chair/chairs.

**2. Thursday, February 11, 2016 (9 am – 10 am; NUFA Office)**

The committee met to discuss the Women's Safety Committee meeting, gender neutral bathrooms, and the Family Status Accommodation policy (under the "Ontario Human Rights Act"). The committee members decided that they would gather comparative data from other universities in Ontario regarding the Family Status Accommodation policy. **Note: This data has been summarized and is included with this report.**

**3. Friday, April 8, 2016 (10:30 am – 11:00 am; NUFA Office)**

The committee members met to discuss the comparative data collected from other universities in Ontario regarding the Family Status Accommodation policy. As well, the committee members discussed the annual report and priorities for 2016-2017.

**Informal Meeting:****4. February 29 – March 4, 2016 (online meeting during the week)**

The committee shared and discussed online their findings regarding the Family Status Accommodation policy.

**Additional Meetings by membership:**

1. On December 8 the Women's Safety Committee met (was attended by Lanyan Chen of this committee) and discussed two proposals for the use of the grant for improving women's safety on campus: one from Jeff Landry on improving lighting and pathways on campus and the other from Jen Gordon on using a part of the grant towards #nuperspective education and prevention initiatives, including publicity, and training of self-defense, etc. A working group was identified at the meeting to improve these proposals and will keep us all informed. After the meeting some participants went on the campus walkabout and the premises of the residences as part of the women's safety audit and saw that many lights were out. It was noted that all the emergency phones were working properly but that the phone poles were not all properly lit. Apart from fixing the lights, a suggestion on emergency phones was made for NUFA to put forward (to raise awareness of the locations of these emergency phones in the parking lots). It was also decided that such information could be included in any announcements regarding parking and safety on campus.
2. January 20, 2016 (11 am -12 noon) Anahit Armenakyan of this committee attended the Women's Safety Committee meeting to discuss the importance of gender neutral bathrooms on campus with the committee members. The committee indicated that there are 5 gender neutral bathrooms on campus. Also, that all one-unit accessibility bathrooms are gender neutral. It became obvious that the biggest issue is the lack of awareness. Steps will be taken to identify the best approaches to raising awareness.

**Events Planned:** None

**Costs Incurred:** None

**Membership for 2016 – 2017:**

Kathy Mantas, Lanyan Chen, Melissa Corrente, and Anahit Armenakyan have agreed to serve on the committee next year.

**Attachments included with the NUFA Annual Report (May 2015 – April 2016):**

Family Status Accommodation Policy: Evidence in Ontario Universities

**Report Prepared by:** Lanyan Chen and Kathy Mantas (Co-Chairs)

**Date:** Wednesday, April 13, 2016

## NUFA Social Committee Annual Report 2015-16

James Murton, Anahit Armenakyan, Richard Wenghofer (Chair)

The NUFA Social Committee (North Bay Campus) organized three events for the membership over the 2015-2016 academic year. The first of these events was *the Welcome Back Social* held at The Wall on September 10<sup>th</sup>, 2015. The second event was a holiday/end of strike event held at the Voyager Inn on December 13<sup>th</sup>, 2015. The third event was the *Hello Spring 2016 Social* held at The White Water Gallery on March 11<sup>th</sup>, 2016. The breakdown of costs for each of these events is as follows:

Welcome Back Social (Sept. 10, 2016).....	\$737.89
Holiday/End of Strike (Dec. 13, 2015).....	\$2,555.40
Hello Spring 2016 (Mar. 11, 2016).....	<u>\$892.85</u>
<b>TOTAL (North Bay): \$4,186.14</b>	

Faculty at the Brantford Campus held two faculty social events (Sept. 29, 2015 and Dec 7, 2015) for a **total of \$153.54** for the purchase of coffee, donuts and pizza. ***The total amount spent for the 2015-16 academic year therefore amounts to \$4,339.68.*** For comparison purposes the total expenditures by the NUFA Social Committee for 2014-2015 amounted to \$5,382.19. Detailed invoicing for each of the events for 2015-16 is kept in the NUFA office and can be made available for review upon request.

# CAUT Defence Fund Trustee Report for 2015-16

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Since my report of April 2015 I have, as CAUT Defence Fund Trustee for NUFA, participated in conference call meetings on June 26 (request for benefits from Northern Ontario School of Medicine Faculty and Staff Association (NOSMFSA) Unit 1 (Academic and Professional Staff) and requests from University of Northern British Columbia Faculty Association (UNBCFA) University of Victoria Faculty Association (UVicFA) for mediation/arbitration benefits), September 9 (request for benefits from Nipissing University Faculty Association Full-Time Academic Staff Bargaining Unit (NUFA-FASBU)), and October 5, 2015 (request for benefits from *McMaster University Academic Librarians' Association (MUALA)* and the *University of Western Ontario Faculty Association – Librarians and Archivists (UWOFA)*), and February 10 (requests for benefits from University of Ontario Institute of Technology Faculty Association (UOITFA) and from York University Faculty Association (YUFA) and a request from University of Northern British Columbia Faculty Association (UNBCFA) for mediation/arbitration benefits). Benefits were approved in all cases.

During the labour action I helped organize flying and driving pickets from the CAUT Defence Fund to North Bay and Nipissing's regional campuses. NUFA received significant financial support and immeasurable moral support from the CAUT Defence Fund during the labour action. I was very proud to be a part of both organizations during that time. Without their support, it seems unlikely NUFA would have seen a successful end to the strike and a reasonable negotiated settlement.

I attended the CAUT Defence Fund Annual Meeting in Toronto on October 17, 2015.

\$930.44 was incurred for travel to and accommodation in Toronto for the Annual Meeting.

Respectfully submitted,

Nathan Colborne  
CAUT Defence Fund Trustee (Nipissing University)

April 13, 2016

## **JHSC annual report 2015-16**

### **Representatives Kristin Lucas, Laura Rossi, Timothy Sibbald**

The JHSC met quarterly, as per usual. At these meetings we review ongoing issues and identify resolved ones, which gives us a mandate for the following three months. Ongoing issues are addressed at each meeting but do not allow quick resolution. We also undertake monthly inspections, as required by law, and are notified when new incident reports are received by the JHSC.

We draw your attention to the following:

- Door locking and window covering initiative. Phase one, the main campus at the education centre, is largely complete. The JHSC was asked to identify priorities for this initiative. We flagged large classroom, lecture halls, and offices space near main entrances. There are some classrooms remaining (typically smaller rooms, per prioritization) and that list is currently with Operations.
- Terms of Reference remain in limbo. We await a draft from OPSEU to which we can respond.
- Two representatives, Tim Sibbald and Laura Rossi, received level one and two training. Level two is guided by the needs assessment for the workplace.
- Laura Rossi works on 10 month-contracts, so there will two representatives for the months of June and July. There are no regular meetings scheduled in those months, and it would be unusual for one to be called. However, should that occur we would have two voting members. We also have two members doing inspections during those months.

The following are interested in continuing to act as representatives:

Kristin Lucas

Laura Rossi

Timothy Sibbald

## Joint Health and Safety Committee – Brantford campus 2015-16

**Chair:** Fred Lojko

**Members:** Jamie McGinnis, Christine Cho, Deanne Osbourne; Kelly Hunter (on leave)

**Number of meetings:** 2 (August 26, 2015, February 8, 2016)

**Next meeting:** May 9, 2016

### Issues discussed/addressed:

- 1) Building inspections completed: no hazards;
- 2) **ACTION:** Deanne Osbourne to send list of new Faculty to WLU security as well for emergency notification updates. WLU security supervision information to be included in orientation.
  - Christine Cho to be added as prior information has not been retained on WLU security listing (as of writing this report, this has still not been rectified)
  - Include WLU Facility Services in security schedules for opening/closing (Darling)
- 3) Lockdown and Safety procedures have been reviewed and posted, with wallet cards shared with staff and faculty.
- 4) Due to the lack of a public announcement system within 50 Wellington/67 Darling St. buildings, it has been brought forth to the committee the need to have an internal notification system in place in case of an emergency situation.
  - There is a need for a method to notify all staff/faculty/students within the building of an emergency in a quick and safe manner (walking the halls is not a safe option)
  - Suggestions for internal alerts via an existing system (Owl Tech)
  - **ACTION:** Fred to investigate the doorbell system to see if there is an option to have a 2-bell/alert system with different access points (ex: main office, Practicum Office – hard wired or remote)
  - **RESULT: COMPLETED Despite numerous requests for an additional security support system to be installed, this item is being removed from further agendas as unresolvable due to an inability to cost-effectively address the issue/receive additional funding.**
- 5) Students in Crisis Procedures – Behaviour Intervention Team (BIT) COMPLETED – procedure established
- 6) 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.
  - **COMPLETED: Despite numerous requests for repairs to the front steps, this item is being removed from further agendas as unresolvable due to an inability to cost-effectively address the issue/receive additional funding. Fred will continue to patch the crumbling steps in an attempt to keep them safe and free from debris until the campus closure.**
- 7) First aid training and signage
  - **COMPLETED:** New First Aid signs posted in Wellington/Darling buildings to indicate trained staff including Chantal Hammond, Jenna Heffernan, Fred Lojko and Jamie McGinnis

Motions passed: none

Report Prepared by: \_\_\_\_\_Christine Cho\_\_\_\_\_

Date: \_\_\_\_\_February 24, 2016\_\_\_\_\_



**ANNUAL REPORT**  
**May 1, 2015 – April 30, 2016**

**Committee Name**

Nipissing University Pension & Benefits Advisory Committee

**Members**

Co-Chair	Bob Keech
Co-Chair	Cheryl Sutton
Senate	Empty
Senate	Empty
NUFA	Hilary Earl
NUFA	Mike Parr
Administration	Jamie Graham
Administration	Casey Phillips
Support Staff	Pauline Teal
Support Staff	Kevin Vibe

**Meetings Held**

1. May 5, 2015 10:00-13:00
2. November 23, 2015 (Cancelled)
3. January 11, 2016 13:00-16:00

**May 5, 2015 Issues Discussed**

- Cheryl Sutton updated the committee on the JSPP and reaffirmed the University's commitment to stay at the table for now. She stated the JSPP has been changed to the University Pension Plan. Cheryl Sutton has been to several meetings regarding the UPP and it was decided that smaller groups be created to make recommendations on the plan text. The next meeting is scheduled for May 22, 2015; therefore, there will be more information after that meeting.
- Jill Taylor-Smith from Eckler reported on NU's Pension Plan. In sum, she noted that NU employee engagement remains the same.
- The committee discussed GICs and Faculty understanding of investments
- JTS noted that the NUPP continues to grow and most of the growth is in returns
- JTS noted that Manulife wants to buy Standard Life – they put in an offer for \$4 billion dollars. The deal closes January 30, 2015. Standard Life is our provider. The transition is expected to take up to 2 years.
- JTS talked about fee reviews and recommended that Nipissing stay with Standard Life/Manulife as the fees are competitive with other small reduction options and servicing of the account remains unchanged.

- JTS provided a summary of Investments
- JTS discussed the Ontario Retirement Pension Plan (ORPP)
- JTS discussed the Federal/Ontario Budget and SIPPS as well as TFSA
- Cheryl explained we should go ahead with the cost savings with Standard Life and get back together in September to discuss the transfer to Manulife. We will hold off with the fund change until we make the transition to Manulife.
- Cheryl reported on the renewal with Great West Life

#### **January 11, 2016 Meeting Issues discussed**

- JTS reported on NUPP  
The committee reviewed the Manulife Statement of Investment  
JTS reported on Member engagement and NUPP declining investments the result of Member withdrawal
- George Duoma from Manulife reported on Manulife
- Cheryl Sutton reported on the Multi-Employer Pension Plan (University Pension plan)

Report Prepared by: Hilary Earl

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