

Nipissing University Faculty Association

General Membership Meeting, November 10, 2016

*11:30 am
F210 Main Campus
Room 207 Brantford Campus*

Executive Members Present: Susan Srigley, President
Todd Horton, Vice-President (Interim)
Rob Breton, Past President
Dianne Davis, Treasurer
Sal Renshaw, Grievance Officer
Jeff Scott, Grievance Officer
Jeff Dech, Member-at-Large, Arts and Sciences
Liz Ashworth, Member-at-Large, Education
Joseph Boivin, Member-at-Large, CASBU

Regrets: Rhiannon Don, CASBU Officer
Manuel Litalien, Member-at-Large, Applied and Professional

Recording Secretary: Angela Fera, Executive Assistant

Approximately 50 Members attended, with several on Skype and video-conference to the satellite campus, and representation from both CASBU and FASBU Members.

1.0 Approval of the Agenda

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

CARRIED

2.0 Approval of the Minutes

MOTION #2: Moved by Andrew Ackerman, seconded by Todd Horton, that the minutes of the May 3, 2016 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*

No correspondence.

5.0 *Question Period*

A question was asked about the strike of the University of Manitoba Faculty Association. Susan responded that they are in the second week of their strike, that David Borman, our CAUT Defence Fund Trustee was there as a flying picket this week, and that we have forwarded a donation on behalf of our Membership.

6.0 *Reports from Executive Members*

6.1 *President*

The President's written report was circulated by e-mail to the Membership and is appended to these minutes. Susan thanked the Members for attending, and that although she didn't miss the "well-attended membership meetings of a year ago during the strike", she did miss having the membership together. She then introduced the new director of Social Work, Mary Pat Sullivan. She also noted that "directors are our colleagues, not supervisors, and they are members of our bargaining unit". She also welcomed a new faculty member in nursing, Laurie Peachey, and Heather Saunders who we hope to have in the Bargaining Unit soon as a Librarian.

Susan began by remembering our colleague and friend, Dr. Ilse Mueller, "who we lost nearly two weeks ago on October 29. For those who didn't know Ilse, she was vital to the development of the Classical Studies program at Nipissing. She also served as the NUFA treasurer for several years." Susan spoke with Ilse's students at her memorial last Saturday. She said "they were absolutely devoted to her, and all of them described the different ways that they had been affected by her teaching, and by her as a teacher." One of them wrote in the guest book "she was just so indomitable I can't believe that she is gone." Susan said those words resonated powerfully with her, as she felt the same way about Ilse. (She was also impressed by the student's use of the word "indomitable".) Susan went on to say that "Many of us witnessed that spirit quite remarkably, through the 16 weeks between her diagnosis and death. All of Ilse's family are in Germany, and so a small band of colleagues, neighbours and friends rallied together around Ilse, and held her, and each other, to the end. It was a beautiful thing to witness in the midst of such sadness. It was a time of grief and wonder, and friendship. I think that Ilse's dying was transformed by the love she experienced around her. And I'd like to personally thank my very fine colleagues who were there with her, and who *became* her family. Whenever doctors or nurses would come into the room to discuss test results and treatments, they'd ask, "Where is your family?" and she'd point to us in the room with her and she'd say, in Ilse's fierce way, "**this is my family.**" Ilse's presence continues with us, through her students and through her indomitable spirit." Susan finished her remarks by saying that the care and support Ilse received from faculty is "what makes this a good place."

With regard to her President's Report, Susan indicated that reviewing the minutes of the AGM in May she was struck by the "a dizzying amount of things that were happening. Last year was a long and difficult year...outlining formal grievances, labour board mediations, and arbitrations" made that abundantly clear." She went on to say that "although we had a relatively quiet summer" this term "has not really let up yet".

MOTION #3: Moved by Nancy Maynes, seconded by Andrew Ackerman, that the report of the President be received.

CARRIED

Susan referred to a "challenging relationship with the Employer. A Member suggested that the implementation of recommendations from the SGC might help with the relationship. Initially the relationships within the SGC were not good but that the assistance of Justice Murray helped to improve the relationships substantially. The meetings of the SGC however did illustrate how little the Board members know and understand about the operation of the university; however this opportunity to share information was positive.

Another Member agreed and stated that the Board members believe they have the information they need. Unfortunately the information is coming from one source only and they take everything they're given by the President at face value and he clearly does not provide all of the facts and those issues he does bring are brought at a superficial level. She stated that as a board member, she and others say some irony in the President not wanting to release a report about transparency.

A former faculty representative on the Board indicated that the process of board members' orientation is a problem. They are told very little about their responsibilities, given a stack of paperwork but never really discuss the expectations of the role. She suggested they have a board orientation, without the presence of the President. He should not be running it.

Susan thanked the membership for the helpful conversation.

Gyllie stated that on behalf of the Membership, she wished to thank Susan for her leadership in this last year or so and that she felt exceptionally lucky to have Susan as NUFA President.

6.2 Treasurer

Dianne Davis provided a brief oral report. She reported on three things: the day to day operations, the Association investments, and her recent attendance at the OCUFA Finance Workshop.

Dianne stated that we need to see the Budget Advisory Committee reinstated and that this is one of the recommendations in the SGC. She is concerned that the BOG does not know what to do, and that they are industry people and do not understand universities.

6.3 CASBU Officer

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

MOTION #4: Moved by Tsvetalin Vassilev, seconded by Natalya Brown, that the report of the CASBU Officer be received.
CARRIED

In addition a report from Laura Rossi, who is the Association's representative on the OCUFA Contract Faculty and Faculty Complement Committee, is also appended to these minutes.

6.4 Other Reports

No other reports.

7.0 Reports from Standing Committees

Susan asked for an omnibus motion to receive the reports of the Standing Committees with the exception of the Grievance Committee report.

MOTION #4: Moved by Nancy Maynes, seconded by Dianne Davis that the reports of the Scholarships Committee, the Constitution Committee, the Communications Committee, the Social Committee and the Gender Equity and Diversity Committee be received.
CARRIED

7.1 Collective Bargaining

No report.

7.2 Scholarships Committee

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

7.3 Grievance Committee

The Grievance Committee report for the Membership was presented.

The committee held nine formal meetings since the report at the AGM in May; however, the nature of the issues has required significant time in preparation and in informal meetings both of the committee members and with the Employer. The committee has had six Member issues and twelve Association issues of which ten are ongoing. Of the total issues, four are in APS, one is in AS and five are in ED, with the others pertaining to all three faculties. Since May, \$3,741 has

been spent on legal fees including the March arbitration. The URAB is upcoming and will have costs associated with it.

In the complete report, the Members were shown the list of issues and other topics discussed by the Grievance Committee.

MOTION #5: Moved by Amanda Burk, seconded by Todd Horton, that the report of the Grievance Committee be received.

CARRIED

7.4 Constitution Committee

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

7.5 Communications Committee

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

7.6 Social Committee

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

7.7 Gender Equity and Diversity Committee

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

8.0 *Reports from Special Committees*

No reports.

9.0 *Reports from Non-Association Committees or Representatives*

9.1 CAUT Defense Fund

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

MOTION #6: Moved by Amanda Burk, seconded by Andrew Ackerman, that the report of the CAUT Defense Fund be received.

CARRIED

Susan stated that the UMFA is currently on strike. The NUFA Executive approved a strike donation policy last year that allows us to automatically send support to other Associations in the event of a strike, rather than have to go through an Executive vote each time. The support of our fellow associations was invaluable to us during our strike last year. (Our policy is outlined below.)

In the event that a fellow Member organization in the Canadian Association of University Teachers initiates a legal strike action, NUFA will normally donate \$500 per week to the striking faculty association.

9.2 CAUT Council

Susan will be attending the CAUT Council meeting on November 26th.

9.3 OCUFA

A report to the Executive from the October meeting of the OCUFA Board is on file.

9.4 University Harassment and Discrimination Committee

No report; however, Susan has spoken to Cheryl Sutton about this, since the issue of their not meeting, along with the numerous confusing policies/processes/committees dealing with respectful workplace, sexual harassment and violence issues have been discussed with the Employer for at least five years.

9.5 Joint Health and Safety Committee

A report from Laura Rossi was circulated to the Membership by e-mail and is appended to these minutes. Laura is one of the faculty representatives on the JHSC and she recently attended a conference sponsored by the Ontario Federation of Labour on Bill 132: Sexual Violence and Harassment Action Plan Act.

9.6 Pensions and Benefits Advisory Committee

No report; however, the Pensions and Benefits Advisory committee is scheduled to meet on November 21st. Susan thanked Larry Patriquin for all of the work he has done with the JSPP and with the CAAT. Larry prepared two pension information bulletins circulated to the Membership during the summer. In addition he held a presentation on the NUPP, the JSPP, and the CAAT plan, as well as organized the presentation for our Membership on the CAAT pension plan by Derek Dobbs, the CEO of that plan.

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 informed the Membership that we were contacted by a consultant who offered to do some analysis for us on the universities finances – budgets and audited financial statements; however Dianne discovered that this same information is available through OCUFA databases. As mentioned earlier in the Treasurer’s report, we are looking for Members to assist us in reviewing this information. Natalya, Dianne and Dan Walters have already done some work in this regard.

13.0 Next Meeting Date

Susan suggested that the Membership pay particular attention to e-mails from the Association as we will likely be having another meeting to discuss finances and pensions, before the May Annual Membership Meeting.

14.0 Adjournment

MOTION #7: Moved by Natalya Brown, seconded by Tsvetalin Vassilev, that the meeting be adjourned.

CARRIED

The meeting was adjourned at 1:10 pm.

Reports for the General Membership Meeting, November 10, 2016

1) President's report for NUFA GMM

Meeting with our Chancellor

On October 27, members of the NUFA Executive met with Chancellor Paul Cook in the NUFA office for an informal get together. We wanted to reach out and introduce ourselves as the Faculty Association representatives, but more importantly as faculty members. Paul was very gracious and attentive. He spoke of his experience with the Police force, including his familiarity with unions and the grievance process, about which he was quite candid. What was clear was his appreciation of the significance and importance of good labour relations. A number of us expressed our concern about the failure of the President to reach out to faculty and work towards bridge building since the strike. I told Paul the history of my monthly meetings with the President, Mike's choice to end those during bargaining, and the fact that he has not made any effort to try and re-connect with faculty and the Faculty Association in the year that has passed. Paul offered to have a meeting with the President to talk about this and he promised to get back to me.

Another important part of our talk with the Chancellor was about our shared interests in raising the profile of Nipissing and supporting faculty research and collaborative projects in the community. Paul was absolutely eager to help with this and he told me several times that if there is anything he can do to help faculty he would. He said that he would welcome the opportunity to speak with all of you, and that if you have research projects for which you need community support/engagement he will do everything he can to foster those relations.

Paul is in the process of acquainting himself with all aspects of the University and he is keen to learn and meet Nipissing's people. I would urge department Chairs/Directors to invite Paul to one of your department meetings over the course of this year and let him get to know more about each of you and your programs.

Fair Employment Week (FEW)

Thanks to Rhiannon Don, CASBU Officer and our CASBU members for a successful Fair Employment Week. We had lots of folks drop by our table during the week and for our mid-week reception. Thanks to all of you who came to support CAS. At the start of Fair Employment Week Rhiannon and I sent a joint letter to the President inviting him to our FEW reception. Mike, responding only to me in his reply and not even acknowledging Rhiannon, said that he had a prior commitment. Unfortunately, he seemed entirely uninterested in supporting even the idea of fairness for our contract faculty.

Special Governance Commission (SGC)

As you are all aware the SGC has released their report to the Board, Senate and the University community. I think that the report's recommendations are a victory for Nipissing faculty and for the collegial governance system members sought to protect during the strike. I'd like to thank our faculty representatives David Tabachnick and David Borman. Thanks also to Kurt Clausen who served on the committee earlier in the process.

Special Joint Committee on Librarians/Archivists (SJC)

The SJC has been working through the summer and this term to write language and integrate professional Librarians/Archivists into the CA. Talks have been stalled by the Employer at the moment but we are hoping that the SJC can get back to the table soon.

CASBU/FASBU

As you know, in the last round of CASBU bargaining, we signed a Letter of Understanding (Appendix J) to "enter into discussions regarding the possibility of integrating the Contract Academic Staff Bargaining Unit (CASBU) collective agreement into the Full Time Academic Staff Bargaining Unit (FASBU) collective agreement effective May 1, 2019."

The main impetus for these discussions is both to strengthen our members' position in bargaining, as well as to streamline the bargaining process. The committee responsible for initiating these discussions has been struck: Mark Crane, Rhiannon Don, Susan Srigley, Todd Horton, Rob Breton, Gyllie Phillips, Joe Boivin, Amanda Burk. We have been looking at other Faculty Associations that have both part time and full time academic staff covered in one collective agreement, as well as their constitutions. There are 19 Associations in Ontario and Canada that have merged full and part-time academic staff. What we have found is that there is no single model for doing this. We are consulting our labour lawyer in order to understand how this kind of process would work legally. We are aware that there are probably lots of questions that people will have and so the committee intends to set up a FAQ page on our website for our Members in order to discuss this more fully. The Committee hopes to bring some recommendations to Executive by January 2017. Our goal is to find a structure that is going to be as representative as possible of the whole Membership.

JCAA (Joint Committee on the Administration of the Agreement Article 9)

We've just completed one JCAA on tenure and promotion details (though we are waiting for the Employer to respond and finalize). Every year the committee works together to find solutions to issues arising in the T&P process.

Grievance/Arbitration

The grievance committee continues to meet nearly every week with regular visits to Deans and Senior Administrators. We are working on various issues, large and small, the details of which we'll discuss

during the grievance report. I'll also highlight some of the grievance trends across the province at our meeting. We will have our first URAB appeal in Toronto next week.

Pensions

There has been considerable discussion about Pensions lately and the possibility of getting our non-OTTP Members into a defined benefit plan. Larry Patriquin has been working diligently on both the UPP process (which has currently slowed to a near halt) and getting information/data/costs for moving into something like the CAAT plan, which seems a very good option for us. Larry has written two pension discussion papers, presented to the Membership in a special pension meeting and invited Derek Dobson from CAAT for a presentation. At our meeting last week, the Executive passed the following motion:

The Executive of the Nipissing University Faculty Association (NUFA) will make it a priority to ensure that all NUFA Members who are not in the Ontario Teachers' Pension Plan (OTPP) are given the opportunity to enter the Colleges of Applied Arts and Technology (CAAT) Pension Plan on a go-forward basis, either through agreement with the Board (via the Nipissing University Pension and Benefits Committee) or agreement with the Board through the collective bargaining process.

OCUFA/CAUT

Todd Horton and I attended the Board of Directors meeting on October 29-30 in Toronto. Gyllie Phillips was also there in her role as OCUFA Vice-President.

I will attend CAUT Council at the end of November in Ottawa.

Strike at University of Manitoba

Our CAUT Defence Fund Trustee David Borman is joining UMFA on the picket line this week. Thank you David, we all know how much those flying pickets meant to us on the line. After our strike and the incredible support that NUFA received from across the country, the Executive approved a policy for supporting other striking faculty associations with a weekly donation of \$500.

Intellectual Property

In our first meeting with department Chairs/Directors we discussed the issue of students recording and sharing lectures, power points, and snap chatting us and other students in class. Nipissing has no clear policy on this issue and we'd like to work towards getting one but in the meantime, we will provide faculty with some language that they can include in their syllabi, reminding students that they need permission to record lectures and that those lectures are your intellectual property. We will send something out in the near future. If you're interested, here is a link to Queen's policy:

<https://rehab.queensu.ca/programs/policies/recording>

2) CASBU Officer Report for NUFA GMM

Rhiannon Don

10 November 2016

At the end of August, I attended my first CAUT Contract Academic Staff Committee meeting in Ottawa. In addition to local updates from UBC, St. FX, Calgary, Alberta, FIPSE, and St. Mary's, the committee worked on policy documents for CAUT and on planning for CAUT's Precarious Academic Labour conference, which will take place next fall. We also shared strategies for Fair Employment Week. Since August, we have had one teleconferenced meeting and also have one scheduled for next week. I've also spoken at a CAUT Collective Bargaining town hall about the possible merger.

Laura Rossi is on OCUFA's Contract Academic Staff committee and has been representing NUFA at a variety of events in Toronto, including the 15 and Fairness rally.

Fair Employment Week was very successful. We had good turnout at our information table, and approximately 40 people came to our open house. Susan and I wrote an open letter to the President, inviting him to the open house, but he declined. The full-time CASBU members also met for lunch and to begin discussing the possible FASBU-CASBU merger and the 2019 round of negotiations.

I've had some good media opportunities to speak about precarious academic labour. I was interviewed for the CAUT Bulletin in August, and the article appears in the October issue. Mark Crane and I were interviewed for a documentary called "Contract Faculty: Injustice in the Academy" last fall, the premiere of which will be on 19 November in Toronto at the Royal Cinema on College St. I've also been asked to participate in another documentary made by a professor at the University of Lethbridge.

3) Report of the NUFA Scholarships Committee for the General Membership Meeting on Thursday November 10th, 2016.

Submitted November 3, 2016

Committee Membership (as of July 1st, 2016): Rachel Norman, Linda Piper, Toivo Koivukoski, and Carly Dokis (Chair). Since July 1, 2016 the committee has held three meetings: August 29th, September 9th, and October 4th.

The committee has received twenty-four applications for the Learning Opportunity Award (LOA) since April 2016. The committee has approved nineteen LOAs for a total of \$6,121. Four LOA applications have been denied, and one application decision has been deferred pending additional supporting documentation. The remaining budget for the LOAs for this budget year is \$6,379.

The committee has revised the frequency of application deadlines for the LOA. The new application deadlines are: September 15th, December 15th, April 15th, and June 15th, and the LOA application form has been modified to reflect the new deadlines.

The committee requested that the eligibility for the NUFA Textbook Bursary be changed to include part time students for the next academic year. A motion to this effect was presented to the NUFA Executive and has passed.

The committee discussed revising the textbook bursary award to be inclusive of materials that are required for class, but are not textbooks. This would include, for example, supplies for art classes. The committee agreed to consider a broader definition of textbooks for the award to include material that are not textbooks per se, but that are nonetheless required for class.

The committee has been working on marketing the NUFA Textbook Bursaries as students returned to classes and purchased their textbooks. The goal of the marketing strategy has been to raise awareness of the bursaries among students and faculty, and to encourage eligible students to save their textbook receipts. The committee redesigned the NUFA Textbook Bursary bookmark, and created slides that were circulated to faculty and put on the LCD screens on campus and in student residences.

Respectfully Submitted,

Carly Dokis

Chair, NUFA Scholarships Committee

on behalf of Rachel Norman, Linda Piper, and Toivo Koivukoski

4) Constitution Committee

Report to membership for GMM

This committee has met twice and is composed of (attendance in brackets)

Tim Sibbald (2), Leslie Thielen-Wilson (2), Cameron McFarlane (2), and Andrew Ackerman (1).

Todd Horton also attended the first meeting to charge the committee.

Feedback was provided to the executive regarding a variety of proposed changes to the constitution. The committee provided feedback, but, at this time, none are being brought forward.

No money has been spent.

Approved

5) NUFA Communications Committee Report

November 7th, 2016

Members Stephen Connor (Co-chair), Gyllie Phillips, Wendy Peters, Sarah Winters (Co-chair)

The Committee met with Susan Srigley on 21 September and elected Stephen Connor and Sarah Winters as co-chairs.

The Committee met on 4 October and moved to present the following motion to the Executive:

That the guideline “The NUFA News will be published twice per term according to a regular schedule established prior to the start of the fall term. This schedule will include the deadlines for submissions, the dates for submission to the Executive for approval, and the publication dates”

be changed to

“The NUFA News will be published **up to** twice per term according to a regular schedule established prior to the start of the fall term. This schedule will include the deadlines for submissions, the dates for submission to the Executive for approval, and the publication dates.”

The rationale for this change is to respond to the Executive's request that the Communications Committee explore new ways of communicating with the members through various social media platforms. Learning the ways of social media will take the members of this committee some time and therefore divert resources away from *The NUFA News*, at least temporarily.

The Committee chose the following dates for *The NUFA News* for the fall semester:

18 November	Deadline for submissions
25 November	Deadline to submit draft to the Executive
2 December	Deadline for publication

6) Report of NUFA Social Committee October 24th, 2016

Members: April James, Laura Peturson, Tammie McParland, Natalya Brown

Chair: Natalya Brown

Number of Meetings: 2

Welcome Back Faculty Social

- Thursday, September 29th, 2016 at Discovery North Bay Museum, 5:30pm – 8:30pm, catered by Cecil's Catering
- Attendance: 40+ persons (including partners and children)
- Expenses:

Rental – Discovery North Bay Museum upper room	\$226.00
DJ – Global Groove	\$300.00
Food & Beverages – Cecil's Catering	\$1,024.20
Total	\$1,550.20

Holiday Social

- Friday, December 2nd, 2016
- Location and Time - TBA

Note: Steve Cook resigned from the Social Committee due to other commitments

7) Gender Equity and Diversity Committee

NUFA GMM REPORT

Thursday, November 19, 2016, 11:30 a.m., in F210

Committee Name: Gender Equity and Diversity Committee

Co-Chairs:

Lanyan Chen

Kathy Mantas

Members:

Lanyan Chen, Melissa Corrente, Nathan Kozuskanich and Kathy Mantas

Number of Meetings Held to date:

1. August 31, 2016,

Committee members met with Todd Horton to set priorities for the committee and to elect a chair/chairs. As well, the committee reflected on past projects of the committee (e.g., childcare, Family Status Accommodation policy, gender neutral bathrooms, sex ratios in NUFA). Additionally, the committee discussed issues and opportunities such as Bill 132 Compliancy, raising awareness on gender wage gap issues, and communications.

2. Wednesday, November 2, 2016 (NUFA office, 9:30-10:30 a.m.)

Committee members met to discuss Nipissing's Funding Priorities memo and accessible daycare for NUFA membership and the university more broadly (students and staff). Committee members decided that they would revisit the "Canadian Anglophone University Day Care Models: Potential Prototypes for Nipissing University" report (to NUFA, Winter 2014), write a brief rationale, and gather signatures (to demonstrate support) and conduct a survey (to demonstrate need). Committee members also discussed the two "Executive Summary of Gender Ratios in NUFA, 2012-2013 & 2013-2014" reports. In an effort to keep this data current, the committee decided to complete one report for 2014-2015 (by February 2017) and another one for 2015-2016 (by the end of this academic year).

Events Planned: None

Costs Incurred: None

Attachments included with the NUFA GMM Report: None

Report Prepared by: Kathy Mantas (Co-Chair)

Date: Monday, November 7, 2016

8) Report on the Annual Meeting of the CAUT Defence Fund (October 2016, Montreal, QC) for NUFA General Membership Meeting (November 10, 2016) – David Borman (Trustee)

The most significant motions from the meeting were as follows:

- Tom Booth (Manitoba) was acclaimed to serve a second term as President of the Defence Fund.
- Jeff McKeil is taking over from Chantal Sundaram as Secretary of the fund.
- A motion was carried to increase the Daily Strike/Lockout Benefit from \$84 to \$88, with a corresponding \$0.25 increase in dues (from \$5.25 to \$5.50), effective February 2017. A proposal to make future increases automatic and tied to the CPI was withdrawn by the Planning and Policy Committee in light of some reasonable concerns expressed by member unions.
- Daily Benefit requests were approved for the University Manitoba and for Concordia University College of Alberta. As well, the following member unions have had benefit requests approved and have yet to reach settlement: Cape Breton University, Mount Allison University, and Wilfred Laurier University (contract academic staff).

Much of the meeting involved presentations required by statute concerning audited financial statements, investment, and expense reports, about which there were no concerns (full documentation is available in the NUFA office). The Defence Fund is generally agreed to be in good financial condition.

There were a number of motions or amendments to motions raised from the floor which were not included in the original package distributed to trustees in advance (this, despite there being a Defence Fund policy to ensure that notices of motion are distributed in advance to enable consultation among member unions).

- A motion to formulate a policy to provide small donations to, and to use Defence Fund communications to encourage picket support for, striking unions in the university sector that are not CAUT members (e.g., staff unions, etc.) was defeated after considerable discussion.
- A motion was carried to clarify the sorts of expenses associated with arbitration and mediation that would be reimbursed by the Defence Fund: specifically, that these expenses would include food/drink, dependent care, parking, telephone/fax/copying costs, and other incidentals associated with prolonged travel for participants.

Finally, I would mention as well that the President's annual report contained a very nice thanks and congratulations to "our NUFA brothers and sisters for their principled and determined stand."

9) OCUFA Contract Faculty and Faculty Complement Committee Report

Laura Rossi

I met with OCUFA representatives and other contract faculty from across Ontario for a bi-annual meeting to discuss issues around contract academic work in the province. In preparation for Fair Employment Week, much of the meeting focused on mobilizing the efforts of contract staff in awareness campaigns and drew attention of committee members to various resources available at the local, provincial and national levels. There is a strong desire by OCUFA to host more events for contract academics and to foster a province-wide feeling of inclusivity among members.

One important topic broached was how contract and tenure/tenure-track faculty function within one bargaining unit. In the interest of understanding potential roadblocks before they arise in the imminent discussions surrounding the potential merger of the FASBU and CASBU bargaining units, I had a wonderful opportunity to ask around about any shortcomings or benefits of such an arrangement.

The Positive

Every contract academic that was part of the same bargaining unit as tenured/tenure-track colleagues expressed feeling much more secure than they would in a separate bargaining unit. They felt protected from the whims of the administration and stressed that larger numbers are always better when it comes to solidarity on many issues, but especially in bargaining. Many expressed concern for the divisive optics of having two faculty bargaining units in the case of a strike.

The Negative

Some contract faculty expressed feeling a level of social exclusion and disconnectedness from tenured/tenure-track members. Some were made to feel inferior to their colleagues, i.e. deliberately being left off of the departmental website/faculty board displays, not being invited to meetings, not being acknowledged for their research efforts, etc. Many institution representatives expressed that contract academics were not permitted to sit on committees such as senate and felt like they had no voice in some instances despite being part of the greater collective. They felt that this was unfair and wished to see more inclusion of contract faculty in these areas.

The committee also had the privilege of taking part in the Rally for Decent Work at Queen's Park on October 1st.

10) Joint Health and Safety Committee Report – Bill 132 Conference

Laura Rossi

As a member of the Joint Health and Safety Committee, I recently attended a conference presented by the Ontario Federation of Labour in Toronto that was aimed at informing union representatives about how Bill 132 affects the workplace. Briefly, Bill 132 added the definition of sexual harassment to the Ontario Health and Safety Act, which has a powerful meaning for workers. The definition of sexual harassment is,

“engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression where the course of comment or conduct is known or out reasonably to be known to be unwelcome, or,

making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought to reasonably know that the solicitation or advance is unwelcome.”

How this impacts the workplace:

- Claims of sexual harassment in the workplace are now “recognized” by the provincial government through the Ontario Health and Safety Act.
 - Prior to this amendment, sexual harassment claims had to go to a Human Rights Commission, and workers had little protection against prejudice from the employer if they were unable to perform work as a result of sexual harassment.
 - Employees in all sectors have a right to refuse unsafe work if they are being sexually harassed.
 - Each incident or complaint of sexual harassment must be investigated by the employer.
- The new amendment covers harassment situations involving supervisors vs. faculty, faculty vs. faculty, and students vs. faculty.
 - This includes not only face to face sexual harassment, but also conduct via email or social media.
- The employer must develop and maintain a written program to implement their harassment policy, and must consult with the Joint Health and Safety Committee. This written program is obligated to set out procedures for the following:
 - alternatives for how workers report incidents of workplace sexual harassment to a person other than the employee or supervisor if the employer or supervisor is the alleged harasser
 - how incidents or complaints of workplace harassment will be investigated and dealt with
 - how information will be obtained about an incident or complaint of workplace harassment
 - how a worker who has allegedly experienced workplace harassment and the alleged harasser, if he or she is a worker of the employer, will be informed of the results of the

investigation and of any corrective action that has been taken or that will be taken as a result of the investigation

- The employer has obligations for the employer to provide training for workers on their workplace harassment and policy program.
- The Ministry of Labour now has the power to order an employer to hire an impartial third party investigator to conduct a workplace harassment investigation, performed at the expense of the employer (there are not clear guidelines as to when this should or can be imposed during an investigation).

In addition to this information, the conference also provided some invaluable materials on examples of collective agreement articles that directly address workplace harassment.

Of particular interest are new protections for employees suffering as a result of domestic violence in the home under collective bargaining agreements. Some examples of new language around this issue include some of the following:

- Domestic violence leave permits a person dealing with domestic violence in the home to be able to take unpaid time off if sick/vacation days have all been used up. This is to allow these individuals to attend medical or legal matters directly related to the domestic violence issues.
- Holding the employer accountable for helping affected employees transfer to other work sites if necessary and to be flexible with scheduling.
- During disciplinary measures surrounding work performance/attendance, if someone discloses to be involved in a situation with domestic violence and can provide supporting documentation, appropriate assistance should be offered and disciplinary action deferred.
- Any employee that engages in domestic violence during work hours on the employer's premises will be subject to disciplinary action.
- Employee assistance programs should include professionals specifically trained for domestic violence and its impact on workplace performance

I will forward the hard copy conference information along for further review if anyone is interested.