

Nipissing University Faculty Association

General Membership Meeting, October 24, 2017

*3:30 pm
F210 Main Campus*

Executive Members Present: Amanda Burk, President
Sal Renshaw, Vice-President
Rob Breton, Past President
Dianne Davis, Treasurer
Todd Horton, Grievance Officer
Nathan Kozuskanich, Grievance Officer
Jeff Dech, Member-at-Large, Arts and Sciences
Liz Ashworth, Member-at-Large, Education
Joseph Boivin, Member-at-Large, CASBU
Rhiannon Don, CASBU Officer

Regrets: Mary Pat Sullivan, Member-at-Large, Applied and Professional

Recording Secretary: Angela Fera, Executive Assistant

Approximately 60 Members attended, with several on Zoom, and representation from both CASBU and FASBU Members.

The meeting began with a visual of the new NUFA website. Amanda thanked Susan Srigley, Angela Fera, Rhiannon Don and Dianne Davis for their work on the website from the RFP to completion. She was expecting the official site to be launched shortly, with Members being provided a level of access higher than the public.

1.0 Approval of the Agenda

Amanda asked that the agenda be amended to move an update by Larry Patriquin on the Pensions and Benefits Advisory Committee from 9.6 to 6.4.

MOTION #1: Moved by Adam Adler, seconded by Lanyan Chen, that the agenda be approved, as amended.

CARRIED

2.0 *Approval of the Minutes*

MOTION #2: Moved by Larry Patriquin, seconded by Rob Breton, that the minutes of the May 3, 2017 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*

Amanda referred to a number of thank you cards and letters from students receiving NUFA awards, faculty receiving sponsorship and bereavement acknowledgements, as well as faculty associations receiving strike donations (LUFA, Canadore faculty OPSEU Local 657).

5.0 *Question Period*

No questions.

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. Amanda commented on the recently released NUFA News Issue #30 and that the faculty perspectives both from 25 years ago and more recently allowed her to reflect on what brought her to Nipissing eight years ago. Certainly, providing students with a more personalized learning experience was a big factor, but it is the faculty that keeps her here and inspired her to take on the role of President of the Faculty Association. She acknowledged the respect she has for the faculty's research, service and teaching and thanked them. She spoke to the strong executive and standing committees that work to uphold the CA, and the respect she has for those who had served before in bargaining, in grievance, in strike preparedness, etc. She stated that there is much for us to be concerned about. She spoke to the CAAT faculty strike and that their concerns are out concerns as well. She stated that we must remain vigilant and aware of the issues that send faculty out to walk the line including job security for ourselves and for our colleagues. Amanda made reference to a statement by JP Hornick, the chief negotiator for the college faculty, who said that the college faculty are "the canary in the coal mine", and that the severe reduction of full-time faculty positions at the colleges is not sustainable and not in the best interests of students and programs. This is also true of universities. Amanda invited the faculty to participate by walking the line with their college colleagues anytime Mondays to Thursdays from 7:30 am to 1:30 pm and then to join them at the Friday rally at 10 am at City Hall. Members can obtain signs/posters of support in the NUFA Office. She stated that students were being more visibly aggressive and that we should remind them that this is a legal strike and they need to be patient and respectful and that the issues of the faculty are important to them as well,

as they may be getting these jobs in the future and that improvements in faculty working conditions may lead to improvements in their future working conditions. Todd suggested that the faculty approve a motion in support of the striking Ontario College Faculty.

MOTION #3: Moved by Jeff Dech, seconded by Rhiannon Don, that NUFA affirms in strongest of terms its support for striking OPSEU CAAT academic staff and that it encourages faculty associations to stand in solidarity with faculty at their local colleges.

CARRIED

Amanda noted that she had sent letters in support on behalf of NUFA for the college faculty, as well as a donation to the local Canadore faculty OPSEU Local 657. She also reminded the faculty that this was Fair Employment Week where issues of precarity and job security were being highlighted in our own Membership. She encouraged faculty to participate in the range of activities planned which she outlined in her written report.

MOTION #4: Moved by Nathan Kozuskanich, seconded by Katrina Srigley, that the report of the President be received.

CARRIED

6.2 Treasurer

Dianne Davis provided the financial statement for 2016-2017. The statement showed a \$2600 surplus. She noted that the actual legal expenses for 2016-2017 totaled \$33,000. This is a significant increase from previous years. It's possible with new management we may see a resolution to grievances without going to arbitration. The risk factor is difficult to calculate.

Dianne then provided the Membership with a draft budget for 2017-2018 which had been approved by the Executive at their April 20th meeting. She then spoke to the discussions at the Executive and the need to create a sustainability piece, so that at the end of the year we can be adding to our reserves. Specifically, we are looking at reviewing our reserve policy which may have both a legal and a strike component. We are not looking to change our investment strategy. We maintain a conservative strategy but the US continues to give us cause for concern. Dianne stated that once the new website is launched, there will be a "member only section" where members will be able to see the details of our revenues and expenses.

A question was asked about the additional revenues listed on the 2016-2017 statement. These were hardship loans to Members from 2015-2016 that were still being recovered in 2016-2017 and that we wouldn't be seeing this again because they had been largely recouped. Another question was asked as to whether there was consideration to an increase in the mil rate? Dianne responded that there is no mil rate increase planned at this time; however, we are currently looking at mil rates.

MOTION #5: Moved by Tsvetalin Vassilev, seconded by Sal Renshaw, that the 2016-2017 Financial Statement be received.

CARRIED

6.3 CASBU Officer

Rhiannon provided an oral report. She reported that last week she attended CAUT's Contract Academic Staff Conference and was a member of the planning committee for that event. While attending the conference, she along with all of the conference participants walked the line with college faculty at Humber and Seneca Colleges. The OPSEU members were grateful for their support.

Rhiannon outlined the activities for this Fair Employment Week (FEW). Yesterday, she and Amanda sent a letter to the University President, Dr. Degagne, to the Chair of the Board of Governors, Gord Durnan, and to the Chancellor, Paul Cook, regarding Fair Employment Week and calling on them to make a "principled, honest, and sincere" commitment to contract faculty, and to invite them to meet with contract and all faculty at the NUFA Open House. Rhiannon reminded all faculty of the Open House on Wednesday. It is a come and go event from 11:30 am to 1:30 pm with refreshments being served. She also invited all faculty to participate in the postcard writing campaign on Thursday, outside of the campus shop. The postcards are addressed to our local MPP asking him to support Bill 148: The Fair Workplaces, Better Jobs Act. Our MPP has been a vocal critic of the bill. The bill includes the move to a \$15 per hour minimum wage and equal pay for work of equal value. Students and faculty are all invited to participate from 10 am to 2 pm.

6.4 Other Reports

Larry Patriquin reported on the activities of the Pensions and Benefits Advisory Committee. The committee has been looking closely at the CAAT Pension Plan. Since the last update he provided at the Annual General Membership Meeting in May, a full-time person has been hired by the CAAT plan to work on conversions of defined contribution plans into the CAAT plan. Currently, the Pensions and Benefits Committee is waiting on data. Larry would like to arrange for Derek Dobson of the CAAT plan to return and speak to us at a special meeting in April. At that point, there will be one more year until the expiration of both our collective agreements. At that time, we will look at what it will cost us and what it will cost the employer. As investors, Larry stated, we are not doing badly, but we could be doing significantly better in a defined benefit plan. Currently the stability contribution for the CAAT plan would be 3% by us and 3% by the employer. If we negotiate a three year Collective Agreement (2019-2022), the stability contributions will continue to go down and by the end it will be 2% by us and 1% by the employer which is half the cost of moving into that plan today. More and more, it comes within reach.

A question was asked about the meetings with the employer since it has been suggested that they are now less inclined than there were a year or so ago regarding moving to a defined benefit plan.

Larry responded that they were never “excited” but that they are waiting on the data around the cost. The other option is through negotiations.

7.0 Reports from Standing Committees

7.1 Collective Bargaining

For the bargaining report, Amanda indicated that she would provide some context to the bargaining preparations to date and that she would then speak to the merger discussions and process to date. This would be followed by a presentation by James Compton, President of the Canadian Association of University Teachers (CAUT), and by Gyllie Phillips as President of the Ontario Confederation of University Faculty Associations (OCUFA).

Amanda reported that bargaining would be taking a different approach this next round. Instead of a chief negotiator who would be responsible for all of the issues in bargaining, there would be four sub-committees. Each of the sub-committees would have a leader who would serve as the expert in their particular area and would assist the chief negotiator. The four subcommittees would be divided by issues that pertain to: the contract academic staff, the full-time academic staff, the financials, and the librarians/archivists.

Using a prepared PowerPoint presentation, Amanda reviewed Appendix J of the CASBU Collective Agreement where the employer and the Association had agreed “*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 parties further agreed “*that such discussions will commence no later than May 1, 2017, and a decision to merge the two collective agreements or to keep the two collective agreements separate will be made by April 30, 2018.*”

The Association struck a merger committee in the spring of 2016. The committee is made up of the five Association Presidents of the last seven years (all FASBU Members), along with representation of three CASBU members. At this time, Amanda stated that the committee wanted to bring even more information to the Membership and to give the context for the merger. Essentially, it would mean bargaining both agreements at one time and into one Collective Agreement.

Over many rounds of negotiations in the last 15 years, language in the CAs has been “mirrored”. Although she did not want to simplify, Amanda stated that a merger will not change a lot of what we are already doing. The Association is the designated bargaining agent for both FASBU (since 1994) and CASBU (since 2001) and the two units have never really functioned as separate units as exemplified by our Constitution. Although the faculty may have wanted the two units as one from the beginning of the Association, the employer has now indicated their receptiveness as evidenced by Appendix J in the recent CASBU negotiations. The employer now realizes that it is more practical for them to negotiate once, and the FASBU strike of 2015 showed them that

keeping the two units separate, really does not allow them to run the programs when one unit is on strike.

It is time for us to think about the future. The landscape is changing with the employer's greater reliance on contract academic staff. The merger is an opportunity for us to get ahead of that and look out for everyone's interests under one agreement. To date we have been actively researching, planning and discussing a potential merger. We have had two official meetings with the Employer. We have engaged the Constitution Committee to begin looking at the Constitution and By-Laws. We would like to hold a Special Membership Meeting in the winter term to continue the discussions with the Membership. In the meantime, we invite Member feedback at nufaoffice@gmail.com. We anticipate bringing a motion to the Membership at our Annual General Membership Meeting in the spring for a vote.

Amanda stressed that the Membership's voice is important throughout the process. From a legal standpoint, nothing has to change as NUFA is already the bargaining agent for both units. Amanda then provided the Membership with a list of 24 associations across Canada that have merged bargaining units, with eight of them in Ontario. She stated that we already have solidarity, but a merged unit will give more power and be able to look out for the interests of all.

A question was asked as to whether the associations presented included part-time Members. Amanda responded that we were actively researching to get more specifics from the Associations, and that we would provide that information at the next meeting. She indicated that WUFA includes part-time Members.

Amanda then presented some of the work done by the merger committee to date. This included looking at the 80 articles contained in both Collective Agreements. The guiding principles in the exercise was to see how the language from both agreements could be brought together. The spreadsheet presented showed how 50% of the articles are either identical or could be reconciled with small non-substantive changes. If merger is how we decide to proceed, this document could be used to create the merged language for one document, which could be signed off on the first day of negotiations as housekeeping.

A number of questions were asked including the employer's use of a lawyer as their Chief Negotiator and the costs associated with that, providing the membership with additional information in January, and when the other Associations merged. On the issue of the Associations, James Compton responded that Queen's merged 15 years ago, and other had been merged since the creation of their associations.

Gyllie then provided a perspective from the provincial level. She said that she remembered discussions of the Executive dating back to 1998 with regard to whether the Association should be one unit or two. There may have been some anxiety at that time and there were not a lot of CAS; however the landscape has completely changed. Culturally we are already very integrated as NUFA. There is a high level of Member solidarity. We have become an Association that represents everyone and this is a natural progression from wondering whether we should be one unit from the beginning to a merger now. We do so much together.

The advantages include that it is more practical for us with one Collective Agreement and one round of bargaining. This is really compelling for us, not just for the employer. Consolidation is even better, by fostering and strengthening solidarity and working together, we are looking out for each other. Sometimes CAS issues can fall off the radar, but with more people comes more power at the table.

It is up to the Membership, but we can consider the provincial context for this local decision. It is an exciting and difficult time now. This is an opportunity to take a position of leadership. Historically we have been considering this for quite a while. In 2014, we co-organized a forum on precarious labour with the NBDLC and other local unions, in which two of our speakers were from CASBU. The focus was on precarious labour in this community, but there has also been a groundswell around the province on this issue. With Bill 148 and the Better Workplaces Review, there have been across the province alliances. The points of emphasis for precarity in the academy include equal pay for work of equal value, the ending of sequential contracts, the scheduling of work, updating the Labour Relations Act, and consolidating units in the same union as a way of improving conditions for labour. Those that testified at the hearings in early November (including NUFA), provided compelling stories for CAS. This is a significant moment of change for precarious workers in universities. We need to protect what we all believe is important about universities. The legislation reflects that bargaining together makes us stronger.

The Laurentian University Faculty Association (LUFA) is a good example of what happens when you bargain together. They had a six day strike (versus our 22 day strike) and won significant gains for both full-time and part-time members. They established seniority in the per course rate and achieved workload improvements for master lecturers. They had a high strike vote and a high ratification vote. The University of Windsor Faculty Association (WUFA) averted a strike and conciliation and were able to get advances for all of their members including improvements in class scheduling and salary increases for sessional lecturers. The Ontario College of Art and Design University Faculty Association (OCADFA) was also able to get significant gains for all of its members. (LUFA, WUFA, and OCADFA all have merged associations.) Consolidation is an important issue for our changing landscape, and for CAS. It is an important moment, as a strong and consolidated membership at bargaining, can achieve improvements for everyone.

James Compton then provided a national context and specifically used his experience at the University of Western Ontario. He began by stating that as he travels across the country, not all faculty associations seem to be as healthy as we are here at NUFA. At the UWOFA, they have been a merged unit since 1995. In the 2014 bargaining cycle at UWO, there was a lot of discussion around CAS issues. Roughly 73% of faculty at UWO are RAS (“regular academic staff”). In 2014 they made CAS issues the focus of bargaining. Many said that the tenured and tenure-track faculty would not approve this focus, but they achieved a 90% strike vote and then things started moving at the bargaining table. Discussions regarding CAS are not just happening at NUFA but everywhere. The challenges facing faculty include privatization, “flexible” managerial control, “utilitarian managerialism”, and the corporatization of governance, which is leading to a pervasive anxiety among both CAS and RAS with 39% of academics (in a recent Times Higher Education survey) saying they want to quit, even though academics have more

control in their job than most jobs. At UWOFA, the decision to focus on CAS issues was not a charity decision but one that was in the interests of all in the academic community and in the union. The Past President of UWOFA was CAS. There they have a normalized integration with CAS in top leadership positions.

Questions were asked about the composition of the UWOFA membership. James responded that they don't have silos and that the power is in the numbers. At UWOFA they communicated to their Membership the core common interests and they highlighted the shared risks. They made the connection between the shared values and protection of quality education for students. The University of Manitoba Faculty Association (UMFA) used a similar approach in their most recent round of bargaining. At UWOFA they focused on many of their shared grievances that included: de-professionalization, erosion of collegial governance, increased workload, top-down management and an inequitable budget model. They spent less time focused on the numbers. Numbers are a shell game. People telling their own stories is always better. In their communication strategy they focused on the profane management model of the administration versus the sacred values of the university and the academy. Did they change the structural conditions for CAS – no – but they did make gains regarding appointments and compensation and the compensation was front-loaded.

James spoke to the narrative that the interests of RAS and CAS are opposed, but his experience has proved that this is just not true, using UWO, a big comprehensive university, as an example.

One Member stated that a merger scares him, and he asked if there were other universities where the CAS members outnumber the RAS members, with the possibility of being outvoted or part-time members wanting tenure, and giving up control with equal voting. He cited Thompson Rivers and asked if there were examples of where things went wrong. He stated that when 20% of courses are taught by full-time members, part-time members can shut down the university, and the strong core can be diluted. When he was a part-time member he was only concerned about money and he didn't see part-time members on the picket line.

Amanda stated that we will be providing more concrete examples from other associations. James stated that the situation for CAS remains dire and that this is clearly a political decision that we have to make for ourselves. There is evidence, context and real material conditions to support. There is also lots of evidence of changing managerial ways that are detrimental to everyone. That there are shared interests is the key point, regardless of percentages.

Gyllie stated that we need to make a rational decision with all of the evidence in front of us. Thompson Rivers was not typical. Together, mostly everyone makes some gains and gradually things change. Our two units in the one association are already integrated. She said she was not sure what the language of "dilution" refers to.

Another Member stated that there is a lack of logic in the ability for full-time members to be outvoted. Part-time members are less dedicated. The notion that CAS should be paid more is disturbing and dangerous. Faculty meetings should be restricted to full-time members but we have to involve our part-time members.

Another Member stated that as a matter of principle, he was philosophically in support of a merger and that we all care about the institution. He was concerned however, that the information provided so far may be one sided. He also stated that all employers try to divide unions and that we should look closely on which articles could be considered “wedge” articles. We have to safeguard from being split along those lines.

Lastly, a Member stated that he has been a CAS Member for ten years in the School of Business and that they are always talking about quality. He finds that the comments he heard regarding part-time are personally insulting. As a part-time Member, he was affected by decisions made in the last round of negotiations for FASBU (e.g. the cut in compensation for individualized supervision).

Amanda stated that we will continue to ask for Member feedback and that the discussions will continue.

Amanda then asked for an omnibus motion to receive all of the Standing Committee Reports.

MOTION #6: Moved by David Borman, seconded by Rob Breton, that the Membership approve an omnibus motion to receive all of the Standing Committee Reports.

CARRIED

MOTION #7: Moved by Todd Horton, seconded by Dianne Davis that the reports of the Standing Committees be received.

CARRIED

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 twelve formal meetings since the report at the AGM in May; however, the nature of the issues has required significant time in preparation and in meetings with Members and with the Employer. The committee has had six Member issues and fourteen Association issues and received one grievance from the employer. Of the Member issues, three were formal grievances set for arbitration in October; however, two were resolved. The third was held in abeyance and may yet be resolved without arbitration. Of the fourteen Association issues, nine were resolved or closed and five are ongoing. The employer grievance was resolved.

Since May, \$2,572 has been spent on legal fees.

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

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 Communication 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

MOTION #8: *Moved by Mike Parr, seconded by David Borman, that the reports of the CAUT Defence Fund and the Joint Health and Safety Committees be received.*

CARRIED

9.1 CAUT Defense Fund

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

9.2 CAUT Council

Amanda will be attending the CAUT Council meeting on November 24th.

9.3 OCUFA

Amanda will provide a report on the OCUFA Board Meeting at the next membership meeting.

9.4 University Harassment and Discrimination Committee

No report.

9.5 Joint Health and Safety Committee

A report the JHSC on the main campus and a report for the Brantford campus was circulated to the Membership by e-mail and are appended to these minutes.

9.6 Pensions and Benefits Advisory Committee

Larry Patriquin provided a brief oral report. Since he last spoke at the AGM, the CAAT Pension Plan has hired a full-time person for conversions from defined contribution plans to the CAAT Pension Plan. The Pensions and Benefits Committee is still waiting on data from the employer. Larry would like to suggest a Special Membership Meeting in April to discuss moving to a defined benefit plan. At that time, we will be one year away from the expiration of both Collective Agreements, and should have the numbers on what it would cost both the employer and the Members. Although some Members are not doing badly as investors, we could all be doing significantly better in a defined benefit plan. Currently a stability contribution could cost the employer and the Membership 3% each; however that could go down by 1% in 2019 and then by half by the end of a new agreement. This makes a DB plan within reach. Although the employer was never excited about a move, they are waiting on confirmation of costs. If a change is not made through the Pensions and Benefits Committee, it could still be made through bargaining.

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*

No new business.

13.0 Next Meeting Date

We anticipate a Special Membership Meeting in the winter semester.

14.0 Adjournment

Prior to adjournment, a Member wished to ask a question of clarification regarding the merger discussion. He asked what Gyllie thought was the leadership issue for NUFA and/or OCUFA around a merger of FASBU and CASBU. She responded that it was taking a leadership role in the improvement of working conditions for everyone including CAS Members and that merging would be a significant contribution at this time regarding fair workplaces and better jobs, considering Bill 148 currently in the legislature.

The meeting was adjourned at 5:40 pm.

Approved

Reports for the GMM October 2017

President's Report

Amanda Burk

General Membership Meeting

October 2017

Dear Members,

I hope that you have all enjoyed a good start to your term and I hope that I will see you at our General Membership Meeting on Tuesday. We will be focusing our attention on the potential merger of our CASBU/FASBU bargaining units and we will be giving you a sneak peek at our new website, among other things.

In the interest of trying to be as succinct as possible and given the number of items I am reporting on, I have broken down my report into small sections. I will highlight some of these sections at our GMM, but I wanted to make sure that you have a full overview and an opportunity to learn about the many items that NUFA has on the go.

Professional Academic Librarians and Archivists

Our Special Joint Committee is on the cusp of having the Letter of Agreement signed that confirms the commitment of both NUFA and the Employer to bargain the Professional Academic Librarians and Archivists into the Association in 2019. We have a significant number of new articles for the Academic Librarians fully drafted and ready to go and we have identified articles from the FASBU agreement that would apply to the Academic Librarians. The Academic Librarians are strongly in support of being brought into our bargaining unit and would have gone the route of unionizing themselves if there had not been movement. It is very common across Canada that Professional Academic Librarians are considered faculty and are included in faculty bargaining units, so we are in very good company in bringing the Academic Librarians into NUFA.

Members of this committee: Amanda Burk, Nathan Kozuskanich, Todd Horton *Many thanks to Mark Crane, Heather Saunders and Susan Srigley who have also been significantly involved in the work of this committee*.

Merger

In the last round of Collective Bargaining for our Contractual Faculty (CASBU) there was a Letter of Understanding created that initiated discussions regarding the possibility of integrating the Contract Academic Staff Bargaining Unit into the Full-time Academic Staff Bargaining Unit collective agreement effective May 2019. (Both agreements are set to expire in 2019). As set forth in the LOU, a decision to merge the two collective agreements or to keep them separate must be made by April 30, 2018.

The Employer has been supportive of the idea so far, one might even say keen, so we are working diligently and optimistically that as we continue down this path that there may indeed be the possibility of a merger in our future. We met with the Employer, including our new Provost and Vice-President Academic and Research, just a few days ago and they remain consistent in their position- there is a willingness and openness to seeing the merger happen. We anticipate meeting with the Employer again in November.

Our Merger Committee has been hard at work since the summer examining the structure of both CASBU and FASBU Collective Agreements and envisioning what a single CA might look like. Their approach has been one of “knitting” the agreements together in clean and logical way without disrupting the language of either agreement.

We will be presenting a chart at our GMM which will map the proposed structure for a merged CA and will speak to what it means to merge, and guest speakers James Compton, President of CAUT and Gyllie Phillips, President of OCUFA will provide a broader perspective on the merger. We hope that this special presentation at the GMM will open up a good opportunity for discussion about the merger.

Many thanks to Joe, Rhiannon and Angela for all the work they put into this project Members of this committee: Joe Boivin, Rhiannon Don, Corina Irwin, Susan Srigley, Rob Breton, Gyllie Phillips, Todd Horton, Amanda Burk, Angela Fera

Joint Committee on the Administration of the Agreement

Our JCAA Team has resumed meetings with the Employer the first week of September. We continue to work towards clarifying RFR for Clinical Instructors and other anomalous positions listed in Article 16. 1 (a) of the CASBU CA. We have also been having discussions around low enrollment courses, as we have no language in our CA to address this, and we have noticed inconsistencies in how they are being handled across faculties. We also anticipate that this year we will return to speaking about team-teaching and experiential learning. There are a range of courses offered at Nipissing that involve an experiential learning component or a team-teaching situation, however there are inconsistencies and inequities in how these kinds of activities are compensated and/or counted as workload. Members on this committee: Amanda Burk, Sal Renshaw, Todd Horton, Rhiannon Don, and Joe Boivin.

Website

For number of months our Website Team has been actively working with Sofa Communications to create our new NUFA website. This website will be more attractive, more comprehensive and more user friendly. We will be providing a sneak peek at our GMM and the full launch will be announced shortly. Since we have been focusing our attentions on getting the new website up and running, we have not been updating our old website regularly. We apologize for any inconvenience. Thanks for bearing with us.

Many thanks to Angela Fera and Rhiannon Don for all the work they have put into this enormous project* Website Team: Susan Srigley, Rhiannon Don, Todd Horton, Gyllie Philips, Amanda Burk, Angela Fera, and Marc Plamondon. We have also had help from Dave DesRoches (an external, knowledgeable, web guru) who has been most generous with his time, commitment and expertise.

Intellectual Property and Academic Freedom

It is clear to us that we are in a moment in time where we need to re-examine and clarify academic freedom and intellectual property for work related to teaching. There is a slow but visible creep of threats to academic freedom and intellectual property given the following: the rise and accessibility of digital technologies in our classrooms; an increase in external websites that incentivize uploading course content; the increase of courses delivered online; the increase of delivery through pre-packaged courses; shifts in the pressures that students put on administrators to standardize course offerings; the shift in some faculties to attempt to standardize course outlines; and the way in which administrators understand accountability to outside bodies with regard to ensuring learning outcomes. There are many factors at play and NUFA will continue to discuss, research and seek out opportunities that will help us all clarify our rights around academic freedom and intellectual property. That said, this should not just rest with NUFA to pursue. I would like to encourage all of you to turn your attention to these matters and to consider where policies and practices on campus need to be revised to support academic freedom and protect the intellectual property rights of faculty. We have had one meeting with the Deans so far to initiate discussion around Academic Freedom and IP and we hope to continue this discussion.

As you know, in August we sent out a statement about intellectual property that faculty could choose to include in their course syllabi. We will be sending you a revised statement in the near future, which better acknowledges accessibility and makes space for student accommodations. Stay tuned.

Academic Administrators Promotion Process

Last spring in resolution to a University grievance against NUFA we agreed that we will work with the Employer to develop language for a process that will allow Academic Administrators to apply for Academic Promotion. We have begun our research into looking at what processes other institutions have in place.

Territorial Acknowledgement

Before the end of her term, Susan Srigley initiated a drafting of a Territorial Acknowledgement for NUFA. We have been working with the Office of Indigenous Initiatives and NUACE (Nipissing University Aboriginal Council on Education) to develop it further. Angela and I attended the NUACE meeting in August and have been invited to attend the next NUACE meeting where the NUACE has agreed to bring us their input and further suggestions. We are taking our time in developing our statement to ensure that our acknowledgement will be meaningful.

Other Miscellaneous Activities:

Meetings with the Provost and Vice-President Academic, Dr. Arja Vainio-Mattila

In her first two weeks on the job, I have already been in three meetings with Arja: the Tenure and Promotion Workshop for T&P Committee Members, a meeting with the Employer to discuss the potential CASBU/FASBU merger, and a one-on-one meeting with her. I am feeling very positive about the interactions that I have had with Arja and I am exceptionally pleased that she has indicated her interest in having regular meeting with us. Open lines of communication will benefit all of us and I think this is something we can feel hopeful about.

CAUT Forum for New Presidents

I attended the CAUT Forum for New Presidents in the Spring. It was a useful and intense series of workshops ranging from legal responsibilities, fiscal responsibilities, budgeting, grievances, media training and building stronger associations. I also had the opportunity to connect with other Association Presidents from across the country and learn more about the particular challenges they have faced at their institutions.

Bill 148: Fair Workplace, Better Jobs

This summer, I gave a presentation at the Bill 148 hearing advocating for changes to the labour laws that would improve the working conditions for our contract academic faculty. We were one of ten Associations across the province who presented. If you would like to read the highlights of these presentations you can find them here: <https://ocufa.on.ca/blog-posts/faculty-voices-heard-bill-148-hearings/> The voices who presented made very compelling cases for why equal pay for equal work, fair scheduling, and more secure and stable jobs are crucial for our contractual members.

NUSU

A number of our Executive Members met with NUSU in the middle of August to discuss ways that we can support one another's activities and help to strengthen our relationship. I have met with the NUSU President a number of times since then and anticipate that we will continue to meet on a semi-regular basis.

Labour Day Picnic

NUFA participated once again in the Annual Labour Day Picnic put on by the North Bay and District Labour Council. This year we gave out Freezies, which would have really fantastic if the weather had not been rainy and windy. We did give out a surprising number of Freezies at the picnic, but had a substantial number of left overs. The Labour Day Picnic offers us such a great way to connect with the public and with local labour groups. I believe it is a valuable way to give back and to have a visible presence in our North Bay community.

In September, we invited students to come to the NUFA Office and help themselves to the remaining Freezies. This proved to be a great way for students to learn about NUFA and about our Textbook

Bursary and Learning Opportunity Awards. Strategically, a campaign like this every year, that encourages students seek us out might be worth considering. I would like to thank Nathan Kozuskanich, Angela Fera, Gyllie Phillips, Rhiannon Don, Sal Renshaw and Kristen Lucas for their time and assistance on the day of the Picnic.

Labour Action

In recent weeks, have been active sending letters of support and preparing to picket with the recent labour action at Laurentian University and the Ontario College Teachers strike. It is important for all of us to be active when these moments arise and stand in solidarity. Many of the issues faced by Laurentian Faculty and the Ontario College Teachers resonate with us - precarious academic labour, governance and fair pay have all been front and centre. We sent Laurentian a donation of \$500 in support from NUFA.

Tenure and Promotion Committee Workshop

We have just assisted our new Provost and Vice-President Academic and Research with the workshops for T&P Committee members. The PVPAR hosts the training for the T&P Committees every year in the Fall and we hold the workshop for the T&P Candidates each Spring.

Fair Employment Week (FEW), October 23-27, 2017

Welcome to Fair Employment Week! I encourage you to join us on Wednesday, October 25th at 11:30 - 1:30 pm for the NUFA Open House in A244 in support of contract faculty. All full-time and part-time faculty are welcome. Light refreshments will be provided.

On Thursday, October 26th, we will be holding a postcard writing campaign from 10 am to 2 pm in front of the bookstore. Come out and sign a postcard addressed to our Nipissing MPP Vic Fedeli asking him to support Bill 148.

Thank you!

Constitution Committee

Report to Membership for GMM

The constitution committee is composed of Tim Sibbald, Leslie Thielen-Wilson, Nathan Colborne, and Steve Hansen.

We have met once to receive our direction from Amanda Burk. Rhiannon Don was also in attendance to provide some advice on the electronic voting issue. Two additional meetings have been scheduled.

The focus this year will be on two objectives one is how electronic voting might be turned into a reality. The other is what would need to be done with the constitution if FASBU and CASBU were to amalgamate.

No money has been spent.

Tim Sibbald (Chair)

Report of NUFA Social Committee October 19th, 2017

Members: April James, Tammie McParland, Ali Hatef, Ron Phillips

Chair: April James

Number of Meetings: 2

Welcome Back Faculty Social

- Thursday, September 28th, 2017 at the Raven and Republic, 5:30pm – 8:30pm, food purchased through the Raven & Republic.
- Attendance: 45+ persons (including partners and children) (estimate from average drink costs)
- Expenses:

Room rental – no charge	\$0.00
Food– Raven & Republic	\$359.34
Beverages– Raven & Republic	\$447.72
Total	\$1,129.66

Holiday Social

- Date, Location and Time - TBA

Gender Equity and Diversity Committee (GED) Report to GMM

Co-Chairs:

Lanyan Chen, Kathy Mantas

Members:

Adam Adler, Lanyan Chen, Melissa Corrente and Kathy Mantas

Number of Meetings Held to date:

1. Tuesday, September 19, 2017

The first meeting of the Gender Equity and Diversity Committee was held on Tuesday, September 19, 2017 (11:30 a.m. - 12:30 p.m., in A233). Committee members reflected on past projects of the committee (e.g., Accessible Daycare Survey, Family Status Accommodation Policy, gender neutral bathrooms, sex ratios in NUFA). As well, committee members met to discuss and set priorities for the committee for 2017-2018.

Additionally, they agreed to follow up with the *Equity Centre* to see if there were opportunities for collaboration between the Equity Centre and the GED. Furthermore, GED members discussed some of the following potential priorities for the committee for 2017-2018 (a brief overview): Conduct a more in-depth executive summary of gender ratio in NUFA (focused on hiring practices, recruitment, and retention); Explore what policies are in place for faculty who require accommodations (for both visible and invisible needs); Bring in a speaker(s) for this academic year.

2. Upcoming Meeting (Wed. Nov. 8, 2017)

A lunch meeting between the Equity Centre and GED has been scheduled for Wednesday, November 8, 2017. In this initial meeting all members are hoping to meet, chat and explore possibilities for collaboration (with respect to equity initiatives).

Additional Meetings attended by GED Members:

Lanyan Chen, Co-Chair of GED, attended the *Bill 132: Navigating New Ground in University Polices on Sexual Misconduct Workshop* (organised by the OCUFA Grievance Committee) on October 12, 2017.

Kathy Mantas, Co-Chair of GED, attended the *OCUFA Status of Women and Equity Committee* meeting on Sept. 29, 2017.

Costs Incurred: None to date

Report Prepared by: Kathy Mantas (Co-Chair)

Date: Tuesday, October 17, 2017

Report from the CAUT Defence Fund Trustee

David Borman

16 October 2017

The CAUT Defence Fund held seven conference calls concerning the approval of strike support requests for member unions over the course of the 2016-17 year; I was able to participate in six of those seven calls. In each case, the requests were approved. Thus far, only LUFA has in fact ended up on strike, although there are several associations still without agreements for whom benefits have been approved.

I attended the annual meeting of the CAUT Defence Fund on October 14, 2017, in Toronto. As a result of changes to provincial legislation in Alberta, the Defence Fund has welcomed new member unions from the province: the University of Lethbridge and the University of Calgary have joined already; a vote is expected soon at the University of Alberta and at Mount Royal University. The membership of Alberta faculty associations is important for a few reasons: in general, increased membership increases the strength of the fund; in addition, however, there was discussion of the expressed interest on the part of the Alberta government to initiate sector-wide bargaining in the province which, in principle, raises the prospect of the entire Alberta university system being on strike simultaneously, which could considerably stress the fund. The Planning and Priorities Committee of the CAUT Defence Fund will be pursuing the advice of an actuary to assist in developing planning strategies for such scenarios.

JHSC Report Fall 2017

Representatives Kristin Lucas, Laura Rossi, Timothy Sibbald

The Joint Health and Safety Committee (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.

This year, Tim Sibbald, has taken a co-chairing role. This typically alternates between an OPSEU representative and a NUFA representative.

It should also be noted that, as reported at the end of last year, Kristin will be on a 12 month sabbatical as of January and a sabbatical replacement is needed. She has indicated her willingness to return to the role after her sabbatical.

No money has been spent.

Tim Sibbald

Joint Health and Safety Committee – Brantford campus

Report prepared by Christine Cho

Chair: Jenna Overzet

Members: Deanne Osborne (on leave); Christine Cho; Carole Richardson (absent); Fred Loijko (on leave); Jeff Landry (North Bay); Andrew Good (WLU, absent)

Number of meetings: 1 (August 14)

Next meeting: November 6th

Events planned: Fire drill: Upon Fred's return (TBD). Staff responsibilities (building evacuation coordinator, wardens) to be re-assigned following the start of new academic year.

Deanne and Jenna will be meeting regularly with the Wellness Centre at Laurier to discuss students in crisis with the Behavioural Intervention Team (BIT). Faculty to be reminded about the SafeHawk Application (WLU app)

Issues discussed/addressed:

- 1) Building inspections completed:
Hazard observed on Main Level- Chair Mats (cracked and broken). New mats have been ordered, and received. Old mats have been disposed of
- 2) Emergency Management Plans and PA System

Recent lockdown at the Main Campus has generated questions surrounding email blasts and lockdown notifications. Jeff to connect with IT and provide updates regarding messaging and potential procedure changes.

Motions passed: none

Report of the NUFA Scholarships Committee for the General Membership Meeting on Tuesday, October 24th, 2017

Committee Membership (as of July 1st, 2017): Logan Hoehn, Toivo Koivukoski, Benjamin Kelly, and Rachel Norman (Chair). Since July 1, 2017 the committee has held one meeting on September 25th.

The committee has received six applications for the Learning Opportunity Award (LOA) since June 2017. Three applications were pre-approved for \$1187.50 in total for upcoming learning opportunities. These students were asked to provide receipts for travel expenses or proof of certificate completion after the event takes place. The other three applications were approved for amounts totaling \$1312.50 because they met our criteria and included receipts for learning opportunities that had already taken place. We will review textbook bursaries at our next meeting in late November.

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.

Respectfully Submitted,

Rachel Norman

Chair, NUFA Scholarships Committee

on behalf of Logan Hoehn, Toivo Koivukoski, and Benjamin Kelly

Communications Committee

Report for NUFA GMM Oct 24, 2017

Membership: Jane Barker, Stephen Connor, Geoff Hartley, Gyllie Phillips (Chair)

Number of meetings: 2

Activities: publishing NUFA News #30; planning for other communication activities (e.g. info bulletins); anticipating a NUFA News #31 in the Winter semester.

Respectfully submitted,

Gyllie Phillips (on behalf of the CC)