

Nipissing University Faculty Association

Annual General Membership Meeting, May 9, 2018

*1:00 pm
F210 Main Campus*

Executive Members Present: Amanda Burk, President
Rob Breton, Past President
Dianne Davis, Treasurer
Rhiannon Don, CASBU Officer
Todd Horton, Grievance Officer (Zoom)
Nathan Kozuskanich, Grievance Officer
Jeff Dech, Member-at-Large, Arts and Sciences
Liz Ashworth, Member-at-Large, Education
Mary Pat Sullivan, Member-at-Large, Applied and Professional

Recording Secretary: Angela Fera, Executive Assistant

Regrets: Sal Renshaw, Vice-President
Joseph Boivin, Member-at-Large, CASBU

Approximately 70 Members attended, with six members attending via Zoom.

1.0 Approval of the Agenda

Amanda asked that Correspondence (Item 4.0) and Question Period (Item 5.0) be moved to the beginning of the agenda.

MOTION #1: Moved by Darren Campbell, seconded by Blaine Hatt, that the agenda be approved as amended.
CARRIED

2.0 Approval of the Minutes

MOTION #2: Moved by David Borman, seconded by Rhiannon Don, that the minutes of the October 24, 2017 General Membership Meeting be approved.
CARRIED

MOTION #3: Moved by David Borman, seconded by Rhiannon Don, that the minutes of the March 8, 2018 Special 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 commented that over the course of the year, we have received a number of letters of thanks from students who received awards or bursaries from the Faculty Association, as well as from those to whom we had made donations.

Amanda then presented two pieces of correspondence. Both were in relation to the merger. The first correspondence was from Dan Walters and was distributed to the Membership via e-mail on May 7, 2018. Dan questioned the legality of the vote on the merger basing his position on the vote being a constitutional change. The second correspondence was from David Tabachnick. David questioned the framing of the motion for the merger and stating that there had been no formal meeting of the membership to discuss and debate the motion itself.

Amanda then presented a response to the correspondence regarding the merger. In response to the first question, she clarified that the vote was not for a constitutional change at this time. No constitutional change will take place until after the Ontario Labour Relations Board signs off on the merger. She also reminded the Membership that the Executive had tasked the Constitution Committee in the fall to review the document and to highlight where changes would have to be made, should the merger be approved. The Constitution Committee's response was that the changes would be primarily nomenclature along with the need to reevaluate the structure of the bargaining committees, since there would only be one committee in the case of a merger, not two.

After having received the approval of the Membership through the merger vote in April, the next steps would require a letter of agreement signed between the Employer and the Association, both parties continuing to work on the mapping of one Collective Agreement, sending a joint application to the OLRB regarding the consolidation of the bargaining units, and then returning to the Membership for a vote on proposed constitutional changes.

As for the legality of the vote, Amanda stated that aside from specific voting requirements in our Constitution with regard to ratification and strike votes, as well as for changes to the Constitution and By-laws, the Constitution does not impose any terms on how to vote to consolidate bargaining units. In light of this, the Executive took the highest thresholds set out in our Constitution and By-laws for other votes (2/3 majority of votes cast) and set the additional threshold that it must be met in both units. The blind vote was held it over three days voting and allowed for advanced voting. She stated that technically, the Executive could legally have made the decision to merge the bargaining units as part of the Executive's power to manage the affairs of the Association under Article 6.1 and 3.6 of the Constitution. Rather, the Executive chose to be governed by the will of the Membership as tested in a specially called and designed vote.

Amanda then produced the Teller's Report signed by the scrutineers from OPSEU, outlining the results by votes cast in each unit with the percentage of votes in favour and against in the units. Of votes cast, 70.5% of FASBU and 96.3% of CASBU were in favour. She then went on to

compare our results with a similar process held by the Queen's University Faculty Association when they consolidated their units in 2007. The results were remarkably similar by percentages. Voting results are always based on ballots cast.

Amanda also reminded the Membership, that the Executive had consulted with the Association's legal counsel, David Wright, and the response was "In having reviewed NUFA's Constitution and By-Laws, it is my conclusion that the vote conducted by NUFA regarding the consolidation of bargaining units is proper and is legally valid." While she appreciated all questions both formal and informal, the motion has passed.

In response to the question regarding the motion itself and the statement that there had been no opportunity for the Membership to discuss and debate the motion, Amanda referred to Robert's Rules of Order (page 37) which essentially says that when a motion is not seconded but voted upon, it is then too late to object the motion. She also said that while there was no intention of underhandedness or transgression, the motion came from the Executive reflecting more than one voice in bringing it forward to the Membership. Therefore, the process taken does not affect the validity of the vote. Amanda referred to the March 8, 2018 Special Membership Meeting where many of Members' concerns were addressed, along with the March 15, 2018 e-mail, where in both cases, the process around the vote was outlined. Additionally, she provided a summary of all of the meetings, e-mails, surveys, discussion groups, etc. where a vote on a merger of the two units was being discussed. David then stated that while he had made his point about a debate, he was not asking to turn back time and appreciated that "you've gone out of your way."

Amanda stated that the Executive had been as up front as possible with the Membership over the last year and a half or so, with regard to a potential merger. While it is true not all Members can attend all meetings, there was ample opportunity, notice and follow-up regarding the merger process provided to the entire Membership. Once the actual motion was presented, there were no issues raised. While there can always be improvement on processes, with the vote completed, we now have to continue to move forward.

5.0 Question Period

During Question Period, the Membership continued to ask questions concerning the merger, which from here on would be referred to as a "consolidation" (others have referred to this process as a "merger" or "amalgamation"). Included were questions around a consolidated collective agreement and that the Members would have to see it and vote on it. Amanda clarified that a consolidating of the collective agreements and bargaining were in fact two separate processes. In a consolidated agreement, the two existing documents would be brought together with no gains or losses. The consolidated document then would be used in bargaining.

Others on the Merger Committee offered that in this consolidated document, the "mirrored language" would be removed. ("Mirrored language refers to language in each document that is exactly the same and pertains to all faculty.) There is other language in both documents that except for a few words could be reconciled, but the change would again be neutral. This process is simply to remove redundancies and have one document that would be used during bargaining. The alternative would be to simply staple the two CAs together. To wait until negotiations to produce a consolidated document would likely add hundreds of hours to that process.

With regard to the voting process, one Member spoke to a few members' concerns about voter turnout stating that the Association "cannot be held hostage to people who do not access their rights". He also stated that until the ratification of the next collective agreement, every word of the current agreement still stands. The consolidated document is a concept only and that both the CASBU and FASBU CAs stand until that moment of ratification of a new agreement. Others suggested abstentions do not mean a "no" votes. Those who abstained from voting, may have done so for other reasons.

Another Member stated the questions she was hearing showed that a few Members were confusing the procedures taken by the Executive for the vote with the future changes to the Constitution, and the negotiation of a collective agreement. She reiterated that the vote was taken so that an application could go forward to the OLRB, which had to happen first. This would be followed by any necessary changes to the Constitution, and then to be followed by the negotiation of the Collective Agreement. One CA would then represent all of the faculty who teach. Another Member stated that even if there are differences, that those differences between CASBU and FASBU are not reasons for the two units not to merge.

A question was asked regarding the vote on the Constitution to which Amanda responded that we have only ever had one Constitution with one set of By-Laws for everyone in NUFA. Everything about the function of our Association is already integrated and we have been one organization since 2001 (when contract staff were certified as a bargaining unit in NUFA). Therefore when it comes time to vote on the Constitution, we vote as always, as one Membership.

The Membership then discussed whether question period should come to a close, since it had gone on for close to an hour.

MOTION #4: Moved by Amanda Burk, seconded by Laurie Kruk, that Question Period continue for another 10 minutes.

CARRIED

A part-time instructor stated that as a CASBU Member (for over 15 years), he was thankful to the Executive for the depth, sensitivity and rigour in this process. He hoped that there would be a deeper discourse to look at the experiences of others and to learn from them. In other places where he has been involved in consolidation, it has worked with varying degrees of success. The success was contingent on a deep solidarity of the groups involved. It is often the employer that is in need of serious remediation. With what he has seen here in the last few years, Nipissing is crying out for solidarity.

Another Member agreed that the vote was legal and that there was no need to specify a percentage voter turnout. While we could have debated the merits of the motion as worded at the Special Membership Meeting, the question was always clear and he respected the majority that voted. Another stated that we've had over eight months to consider this decision - with the special meeting, the e-mails, the discussion sessions, etc. She was happy to see right now, representatives from all of the faculties, new faces as well, and how much we are all invested. She believes that we are heading in the right direction but cautions on the next steps, particularly

in dealing with the employer.

Amanda wrapped up the Question Period by stating that we are only as strong as our weakest member. Undoubtedly there are systemic problems affecting our contract faculty but also for our tenured and tenure-track faculty. It is all of our responsibility to ensure the future of the academy and that it looks the way we would want it to look.

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. Amanda welcomed the librarians as new Members of NUFA and she highlighted a number of items in the report. She also mentioned that the Executive Compensation Framework is also an item that the Executive is reviewing. Amanda expressed her heartfelt gratitude to the committees for the hours, thought and care brought to their work.

MOTION #5: Moved by Doug Gosse, seconded by Laurie Kruk, that the President's annual report for 2017-2018 be received.

CARRIED

6.2 Treasurer

Dianne presented a preliminary financial statement for 2017-18 and a proposed budget for 2018-2019. She reported that we had a surplus for this year of \$14,800, and that although our dues revenue was greater than anticipated, we need to keep up with the increasing fee structures set by CAUT and OCUFA. A Member suggested cutting the social budget, but Amanda suggested socials should be considered as membership engagement. A Member asked how a deficit shows up and what it means. Dianne responded that it shows up in the annual operating budget when expenses exceed revenues and that ultimately should we have a deficit it will reduce what we have as reserves. Dianne also mentioned that we are currently working on a reserve policy to ensure our sustainability. A question was asked as to why we would not use up our reserves before coming to the Membership for a possible increase in fees. Amanda responded that our reserves are necessary in case of labour action, arbitrations, etc. We need to have reserves to ensure our sustainability and while we look for alternatives to raising mil rates, there may come a time when it may be necessary.

MOTION #6: Moved by Laurie Kruk, seconded by Anahit Armenakyan, that the proposed budget for 2017-2018 be approved.

CARRIED

6.3 CASBU Officer

No report.

6.4 Other Reports

No other reports.

7.0 Election of the Executive and Committee Members

Amanda thanked out outgoing Members of the Executive including Liz Ashworth who is retiring, Jeff Dech, Rob Breton, and Todd Horton.

The slate of nominations for the Executive was presented. No further nominations came from the floor. Nominations closed, so the existing nominees were acclaimed. The Executive for 2018-2019 are:

President – Amanda Burk
Vice-President – Nathan Kozuskanich
Treasurer – Dianne Davis
CASBU Officer – Rhiannon Don
Grievance Officers – Sal Renshaw, Nathan Colborne
Member-at-Large, AS – Sarah Winters
Member-at-Large, APS – Mary Pat Sullivan
Member-at-Large, CASBU – Joseph Boivin
Member-at-Large, ED – Christine Cho
Susan Srigley is Past-President

The slate of nominations for the Standing Committees was presented. A number of nominations came from the floor. Nominations closed, and the following 2018-2019 Standing Committee Members were acclaimed.

Communication Committee – Geoff Hartley, Nancy Maynes, Jamie Murton (one vacancy)
Constitution Committee – Steve Hansen, Hilary Earl, Gillian McCann (one vacancy)
Scholarship Committee – Toivo Koivukoski, Rachel Norman, Christopher Greco, Rosemary Nagy
Social Committee – April James, Ali Hatef, Ron Phillips (two vacancies)
Gender Equity and Diversity Committee – Kathy Mantas, Lanyan Chen, Melissa Corrente, Doug Gosse

8.0 Reports from Standing Committees

Amanda asked for an omnibus motion to receive the annual reports of the Standing Committees (Collective Bargaining, Grievance, Scholarship, Constitution, Communication, Social, Gender Equity and Diversity). The committee reports were circulated to the Membership by e-mail with the exception of the Grievance Committee Report which was presented by Amanda.

MOTION #7: Moved by Darren Campbell, seconded by Doug Gosse, that the annual reports be received via an omnibus motion.
CARRIED

MOTION #8: Moved by Laurie Kruk, seconded by Susan Srigley, that the annual reports of be received.
CARRIED

Amanda spoke briefly to the Grievance Committee Report. She stated that although the number

of issues is not as many as in previous years, the complexity of the issues requires a considerable amount of time for the Grievance Committee members. With the new VPAR has come a change in the tone of the administration with a greater interest in solving issues informally, and an interest in meeting more regularly to discuss issues.

From the report, the committee held 28 formal committee meetings to date this year. The nature of the issues has required significant time in preparation and in informal meetings both of the committee members and with the Employer. Legal fees were significantly less than budgeted for this year. The report also included the 30 issues the committee dealt with this year.

A Member mentioned that she saw no grievance listed regarding the restructuring in the Applied and Professional Studies Faculty. Nathan responded that we see issues in that faculty and in particular with nursing and business, which are not going away. Much of the work we are doing is to get the employer to get their records in order and that a new Dean may help.

A Member asked about the “leads” on the bargaining committee, as there is no reference to “leads” in the Constitution. Amanda responded that this structure overlaps with the existing structure outlined in the Constitution. Members on the CBC are simply being given specific portfolios on which to work. These “leads” can then create their own units for support in their research and preparation. Rhiannon as Chief Negotiator for CASBU is a co-chair of the CBC, and should the consolidation not be approved by the OLRB, the CBC can easily revert back to two sub-committees. Todd stated that this approach is good for distribution of labour but also renewal in getting a wider group of faculty involved with bargaining.

9.0 *Reports from Special Committees*

No reports.

10.0 *Reports from Non-Association Committees or Representatives*

10.1 CAUT Defence Fund

MOTION #9: Moved by Laurie Kruk, seconded by Rob Breton, that the annual report of the CAUT Defence Fund be received.

CARRIED

Of particular note in the report was the change in Alberta legislation enabling Faculty Associations to strike, and therefore opening up the possibility of those Associations joining the CAUT Defence Fund.

10.2 CAUT Council

Amanda reported that she had attended the 84th and 85th meetings of CAUT Council. We also participated in Parliament Hill Day in November 2017 which provides an opportunity to meet with MPPs. This year AUT focused on advocating for increased research funding with their Get Science right campaign. Amanda also attended the Orientation Session for New Delegates, the

Strike Preparation Information Session, the New President's Forum and the forum for Presidents. CAUT priorities for 2017-2018 have been academic freedom, science research funding, copyright, Indigenous education, and advocating for increases in PSE funding.

Amanda stated that she found the meetings of both CAUT Council and the OCUFA Board of Directors as incredibly valuable for the Association, and that they provide our Members with training and information on a range of matters. This training and information from across the province and the nation is extremely important in how the Executive and Committees do their work for the Membership.

10.3 OCUFA

Amanda provided a brief report outlining the various meetings/workshops held by OCUFA and the Members attending. These were:

OCUFA Grievance Committee Meetings – Sal Renshaw (Chair), Todd Horton, Lanyan Chen
OCUFA Contract Academic Staff Meeting – Laura Rossi
OCUFA Finance Workshop – Dianne Davis
OCUFA Faculty Association Staff Workshop – Angela Fera
OCUFA Collective Bargaining Committee Meetings – Todd Horton, Jane Barker, Rhiannon Don
OCUFA Queen's Park Lobby Day – Todd Horton
OCUFA Contract Faculty and Faculty Complement Committee – Rhiannon Don

10.4 University Harassment and Discrimination Committee

No report.

10.5 Joint Health and Safety Committee

MOTION #10: Moved by Tim Sibbald, seconded by Mary Pat Sullivan, that the annual report of the Joint Health and Safety Committee be received.

CARRIED

10.6 Pensions and Benefits Advisory Committee

MOTION #11: Moved by Susan Srigley, seconded by Darren Campbell, that the annual report of the Pensions and Benefits Advisory Committee be received.

CARRIED

11.0 Information received from the Administration

Information from the administration continues to be received, per the collective agreements, and reviewed.

12.0 *Agenda Items remaining from the Last Meeting*

No items remaining.

13.0 *New Business*

No new business.

14.0 *Next Meeting Date*

To be announced.

15.0 *Adjournment*

MOTION #12: Moved by Rob Breton, seconded by Laurie Kruk, that the meeting be adjourned.
CARRIED

The meeting was adjourned at 3:15 pm.

AGM President's Report - May 2018

Amanda Burk

This report comes as a good opportunity to reflect on the activity of the Association over this past academic year, but it is also a good opportunity to give thought to where we are headed next. One of the most important places we are headed next is to the bargaining table. Our Collective Agreements are set to expire one year from now (April 2019) and in a few short months we will be giving notice to the Employer, signaling that it is time to begin bargaining. As an Association and as a Membership, we need, now more than ever, to work together and to move forward with new found unity, strength and solidarity.

This year, NUFA has accomplished a great many things, and we are certainly not done yet! In reflecting on what we have accomplished since I began my role as President in July 2017, I am struck by the diversity of activities, but also the substantial work by all those involved with our NUFA Executive, Standing Committees and our appointees to non-Association Committees.

Here is a my attempt to capture what we've been doing: we presented at the Bill 148 *Fair Workplace, Better Jobs Act* committee hearings; ran a booth at the Labour Council's Labour Day Picnic; we wrote letters of support for striking colleagues at LUFA, York and OPSEU CAAT; we walked the line with our Canadore College colleagues; participated in both CAUT's and OCUFA's days of action lobbying our provincial and municipal representatives; we have participated in

Equity, Grievance, Contractual Faculty, Bargaining, and President's workshops offered through OCUFA and CAUT; we have attended OCUFA Board of Director's meetings, CAUT Council meetings, and CAUT Defense Fund meetings; we held Fair Employment Week activities; we developed a statement on Academic Freedom and Intellectual Property; we have met with the Deans about Academic Freedom; we analyzed the Constitution and By-Laws for potential changes resulting from the merger; we participated in the Tenure & Promotion workshop for committee members; held three Joint Committee of the Administration of the Agreement meetings; we held 28 Grievance Meetings and worked on numerous grievance cases; we have followed up on the implementation of vacation pay under Bill 148 and are now investigating other aspects as they apply to our membership; we negotiated and signed an agreement to bring the Academic Librarians into our Collective Agreement; we developed and signed an agreement on the process for Promotion of Academic Administrators; developed a new website; we conducted many health and safety checks, we awarded 30 Learning Opportunity Awards and 55 Textbook Bursaries to students; conducted a survey on the Merger; we held a Special Membership Meeting on the Merger; hosted four discussion sessions about the Merger; held a Special Meeting on Pensions; conducted a vote on Merger; held three NUFA Socials, conducted a bargaining survey for both CASBU and FASBU, and well... you get the idea.

Below you will find details on some of the key items, but I would first like to extend my sincerest thanks to all of the individuals who dedicated their time and energy to the Association this year. The list above is a clear indication of a tremendous team effort and countless dedicated hours which have resulted

these accomplishments. Thank you all so much. NUFA is only as strong, effective and productive as you are.

I also want to thank Angela for keeping our office on track. She has the herding skills of the sheepdog, the watchful eye of a hawk, and the memory of an elephant. We are grateful for her relentless and passionate dedication to the work of the Association. Thank you!

Merger

Further to the activities of the Merger Committee as documented in my October 2017, report to the GMM. In December 2017, the Merger Committee conducted a survey of the

Membership. In general, the survey was intended to give us a sense of what more information the Membership might want to have before being asked to make a decision on the merger. In March 2018, we held a Special Membership Meeting on the Merger to address the questions raised in the survey and at our GMM in the fall. This presentation was the result of many months of work, research and discussion of the Merger Committee. We also hosted four subsequent discussion sessions to ensure that any remaining questions or concerns could be addressed. All of these meetings were accessible both in person and online. In April 2018, we conducted the vote on the merger. The results of the vote confirmed the support of the membership to move ahead with the merger. The next steps are to confirm the mapping of the two Collective Agreements into one document with the Employer and to move ahead with a joint application with the Employer to the Ontario Labour Relations Board for the consolidation of our bargaining units. Once we have the approval of the OLRB, we can then take the necessary steps to make the minor revisions identified by the Constitution Committee and will seek the support of the Membership. We will keep the membership informed as we navigate these next steps. I would like to extend a sincere thank you to Merger Committee for their work and support. Members on the Merger Committee are: Amanda Burk, Todd Horton, Rob Breton, Joe Boivin, Corina Irwin, Rhiannon Don, Gyllie Phillips, Susan Srigley.

Librarians

In March we officially signed the agreement to bring the Academic Librarians and Archivists into our FASBU Collective Agreement. Many years of work have gone into this and it is wonderful to finally see this agreement signed. In total, we will have three Academic Librarians joining us (Laura Sinclair, Rebecca Kasperaivicius and a forthcoming hire). We held a joint meeting with Jenny Mackie, Director of Human Resources to welcome the Librarians and to provide them with more information about NUFA. The next step will be to connect the Academic Librarians with the work of the bargaining committee. Members of this committee this year: Amanda Burk, Nathan Kozuskanich, Todd Horton

Mediation/Arbitration

I am pleased to report that the two grievances (contractual issues for CASBU members) that were originally scheduled to go to mediation/arbitration in the Fall have been resolved. The third grievance

will come back to the JCAA and we will try to resolve it there. Grievance

Members working directly on this item: Rhiannon Don, Joe Boivin, Sal Renshaw and Amanda Burk

The Joint Committee on the Administration of the Agreement (JCAA)

There have been **four** meetings of the JCAA since July 2017. There was a small gap in the meetings while our new Provost and Vice-President Academic settled in. The JCAA, has been working on MOU that NUFA developed for clarifying RFR for all part-time positions listed under Article 16. 1

(a) of the CASBU CA. We have also just signed off on an MOA for Promotion of Academic

Administrators. JCAA members are: Amanda Burk, Sal Renshaw, Todd Horton, Rhiannon Don, Joe Boivin

Meetings with the Provost and Vice President Academic & Research

Since the arrival of our PVPAR, we have established ongoing regular meetings with Arja and we have met a number of times. We use these opportunities to speak about issues and pressing matters as they arise. This kind of informal meeting, without a formal agenda, have been incredibly productive and important in setting the stage for future meetings and decisions. These establishment of these meetings are a good sign that the Employer is willing to work with us, which is a tangible sign of a positive shift in our relationship with the Employer.

Website

After many months of work we are thrilled to launch NUFA's new website. We apologize for the delay. The NUFA Office has been busy balancing the many activities we are involved in. There will continue to be updates to the site on an ongoing basis and we will be getting back to you about how you can connect into the Member's Only area. NUFA worked with SOFA

Communications for the design and development of the website. Angela Fera will continue as the lead on the website.

Looking Ahead

This year, the activity in our office has demonstrated the need for additional support staff. At our last Executive meeting, the Executive established a Staffing Committee and supported a proposal for the creation of a part-time, contract position for another staff member. Over the summer we will be working on posting and hiring for the position and we will look forward to introducing you to our new team member in September.

Thank you! See you Wednesday.

Annual Reports from NUFA Standing Committees and from Representatives on Non-Association Committees 2017-2018

NUFA Scholarships Committee

NUFA Constitution Committee

NUFA Social Committee

NUFA Gender Equity and Diversity Committee

CAUT Defense Fund

Joint Health and Safety Committee

Pension and Benefits Advisory Committee

NUFA Collective Bargaining Committee

NUFA Communications Committee

Report of the NUFA Scholarships Committee for the Annual General Membership Meeting

Submitted on May 1st, 2018

Committee membership (as of July 1st, 2017) included: Rachel Norman (Chair), Logan Hoehn, Toivo Koivukoski, and Benjamin Kelly. Since July 1st, 2017 the committee has held five meetings: September 25th, November 20th, January 26th, March 27th, and April 24th.

The committee received 58 applications for the NUFA Textbook Bursaries for the 2017-2018 year (26 applications received in the fall term, and 32 applications received in the winter term). The committee approved 55 NUFA Textbook Bursaries, and 3 applications were denied because the three students had received the award in the previous semester. In total, the committee awarded \$4,655.73 in NUFA Textbook Bursaries out of the \$5000 budgeted for this purpose (\$1963.02 in the fall term, and \$2692.71 for the winter term).

The committee also worked to raise awareness about the NUFA Textbook Bursaries by placing the NUFA Textbook Bursary bookmark around campus.

The committee received 33 applications for the NUFA Learning Opportunity Awards for the 2017-2018 year. The committee approved 30 NUFA Learning Opportunity Awards, and 3 applications were denied either because they did not meet the eligibility criteria or because they did not have appropriate documentation. In total, the committee awarded \$11,448.15 of the \$12,563 budgeted for this purpose. The committee would like to acknowledge and congratulate the recipients of these awards; many of whom are presenting at national or international conferences or pursuing valuable and interesting learning opportunities that will enhance the knowledge that they gain in the classroom.

On the whole, the committee has seen a decrease in the number of Learning Opportunity Award applications since 2016-2017 when 62 applications were received. The 33 received this academic year is approximately average for other years since in 2013-2014 there were 36 LOA applications, in 2014-2015 there were 39 LOA applications, in 2015-2016 there were 30. If this number were to increase again next year, this would constrain the LOA budget (as was the case last year) and we will find it difficult to provide students with the maximum award amount. Because the Learning Opportunity Awards provide support for important learning opportunities for our students, it is again suggested that NUFA seek additional funding for the Learning Opportunity Award budget.

Finally, the committee would like to acknowledge and thank Angela Fera for her work in maintaining the records and coordinating the administrative functions of this committee.

Respectfully Submitted,

Rachel Norman
Chair, NUFA Scholarships Committee
on behalf of Logan Hoehn, Toivo Koivukoski, and Benjamin Kelly

Constitution Committee Report to AGM for May 2017

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

We have met three times over the course of the year

- to receive directions for the year,
- to consider the task of e-voting and what implications it might have, and
- to consider alterations of the constitution if a merger between CASBU and FASBU is to take place.

Conclusions:

E-Voting –

- Recommend that e-voting be adopted
- Recommend that the Executive decide if they will elect one or two people to serve as Chief and Deputy returning officers
- Ask the Executive for direction on whether they want proposed language for e-voting developed

This issue is on hold pending further direction from NUFA.

Merger

A draft constitution has been provided and has identified some details that the merger committee will need to work on. The current status of the Constitution Committee will await further instructions and that this might well entail meeting with the merger committee.

No money has been spent.

Tim Sibbald

Chair, NUFA Constitution Committee

Report of NUFA Social Committee
1 May, 2018

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

Chair: April James

Number of Meetings: ~6

This past year the social committee held 4 events for the membership. Below is a summary of all events. As brief comments, there were a few new experiences we tried out:

- The holiday social was held for the first time at gd2go in downtown North Bay. This was the first time this new venue accommodated a party event and they were eager to work with us. They were great to work with and we got a deal on the pricing as this was a first for them. Note that pricing would likely be a higher for a future event. We reserved the entire restaurant shutting down to others, although they kept the drive through open. This worked well – the extra space at the front of the venue was important to have. Those who attended were pleasantly surprised and had positive feedback. An alcohol license made it feasible to enjoy a beer/drink with the evening.
- We thought the ‘hockey hang out’ event held in February was a real hit with many families and kids attending the 4:30pm Women’s Lakers game. The time of the event (4:30pm), the hotdogs and popcorn and the fun of the hockey arena on a Saturday in January seems to be a great mix for this part of our membership. The later game (7:30pm Men’s Lakers) did not attract many members, so surprisingly this was poorly attended in comparison. Note that we reserved the upstairs VIP lounge through Nipissing Athletics for free – a great deal!

Summary of Events

Event 1: Thursday, Sept 28, 2017 – “Welcome Back” Faculty Social

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

Expenses	
Room rental – no charge	\$0.00
Food– Raven & Republic	\$460.18
Beverages– Raven & Republic	\$685.06
Total	\$1,145.24

Event 2: Tuesday, December 5, 2017 - Holiday Social

- The holiday social was held at gd2go, 375 Foran St, North Bay, 5:30pm – 8:30pm, food & drinks purchased through gd2go.
- Attendance: 50+ persons (including partners and children)
- Coloring table provided for kids.

<u>Expenses</u>	
Special occasion permit – private event	\$75.00
Food + exclusive restaurant booking – gd2go	\$800.00
Beverages– gd2go	\$400.00
HST	\$156.00
Gratuity (18%)	\$216.00
Total	\$1647.00

Event 3: Saturday, January 27th - Lakers “Hockey Hang Out” Night

- Memorial Gardens, 2nd floor club lounge overlooking the ice, Double header, Women’s Lakers versus Laurentian 4:30pm puck drop and Men’s Lakers versus RMC, 7:30pm puck drop.
- 2nd floor club lounge reserved through Vito Castioligone (Athletics Centre Director) – free.
- Tickets covered at the door for faculty and family.
- Hotdogs, popcorn and pop in club lounge (planned for 40 people).
- Full bartender service provided in club lounge (alcohol purchased by individual members).
- Attendance: 50+ persons (including partners and children).

<u>Expenses</u>	
Tickets (invoice 85039) Quantity: 31	\$192.04
Buffet (hotdogs + popcorn + pop) \$12/person x 40 people	\$480.00
Dedicated hostess Fee (Bartender service)	\$75.00
Gratuity charge	\$99.90
Tax (exclude gratuity)	\$97.12
Total	\$944.06

Comments: Faculty and families came out for the 4:30 Laker’s game – it seemed like a very family friendly event (lots of little kids that seemed to thoroughly enjoy themselves – see attached photos). I believe attendance was ~ 35-40 people (I think the ticket count is slightly lower – a few folks came in through a side door by mistake). Food was split between the two puck drop times. Few additional faculty came in for the 7:30 puck drop, so this was (maybe surprisingly), not the big draw for the evening. Mike Degagne dropped in for a chat. This event corresponded with Military appreciation night and he was attending. The club lounge is a nice space and we could reserve this with Vito in the future for a standing date at no cost. Informal discussion with NUFA exec members who attended that this could be an event where NUFA hosts a larger ‘NUFA + Admin’ social event (maybe this would be a draw for the second puck drop). (see attached photos)

Event 4: Tuesday, April 24th - 2018 Spring Social

- The final event of the year was held upstairs at the Raven & Republic.
- Coloring table provided for the kids
- Additional food added to the pre-ordered menu, but it still seemed a little short.

<u>Expenses</u>	
Drink Tickets (93)	\$514.29

Food	\$421.00
Catering (kitchen)	\$95.14
Gratuity (server)	\$116.23
Tax\$133.96	\$133.96
Total	\$1280.62

Final budget:

Event 1: "Welcome Back Faculty Social", 28 Sept 2017:	\$ 1,145.24
Event 2: "Your NUFA Holiday Social", December 6, 2017:	\$ 1,647.00
Event 3: "NUFA Hockey Night Hangout", January 27, 2018:	\$ 944.06
Event 4: "NUFA Spring Social", April 24, 2018:	<u>\$ 1,280.62</u>
Total budget:	\$ 5,016.92

Final Note: Making payments to the Raven & Republic

- The invoice form required by NUFA is a challenge for them to work with so next year, if an event is held there, this should be reviewed with them and NUFA to find a version that works prior to an event (their management requirements or organization seemed to have changed this year from fall to spring). It is also easier for them if someone pays with a credit card the night of the event.

NUFA ANNUAL GENERAL MEMBERSHIP MEETING

Wednesday, May 9, 2018

1:00 p.m., in F210

Committee Name: *Gender Equity and Diversity Committee (GED)*

2-page report

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. Wednesday, November 8, 2017

The second meeting of the Gender Equity and Diversity Committee was held on Wednesday, November 8, 2017 (11:30 a.m. - 1:00 p.m., in the NUFA office). This was a special lunch meeting between the Equity Centre (all six members attended) and GED members (all four members attended). As well, Amanda Burk (NUFA President) and Gyllian Phillips (OCUFA President) attended this special lunch meeting. During this initial joint meeting, and after introductions were made, members shared updates on current, ongoing and upcoming activities. Additionally, members explored possibilities for collaboration (with respect to equity initiatives on campus) and opportunities/ways to support the Equity Centre members with some of their upcoming initiatives and events. GED and Equity Centre members hope to meet again in January 2018 to continue this discussion.

3. Tuesday, February 6, 2018

The third meeting was convened on Feb. 6, 2018 at (1:30 – 2:30 p.m., in the NUFA office), specifically on a review of NU policies on sexual violence, and was attended by a representative from the Equity Centre in addition to GED members. These policies include the "Sexual Violence Prevention, Support and Response Policy" that was developed and is being implemented by the Student Development and Services, on the one hand, and on the other, the "Workplace Violence Prevention Policy" and "Respectful Workplace & Harassment Prevention Policy" which were adopted and are implemented by Human Resources. The former policy was prepared with the participation of students and the Equity Centre and has a strong focus on the protection of the rights of students. It is under review by the new officer who has replaced Jen Gordon. Here, the issue of discrimination may be raised as a point to be added to this policy.

Our meeting today was centred on the latter policies as these policies are directly concerned with the faculty and university employees. Compared to the former policy, it is not clear whether these latter policies were

adopted with the participation of faculty or NUFA and passed by the academic senate. Moreover, these policies do not include an appeal process and have no language on academic freedom and the process of adjudication if it is challenged in a conflict. Furthermore, these policies do not address the issue of discrimination based on gender, class, race, ethnicity, sexual orientation and ability. The GED Committee decided to bring these above points to the attention of the NUFA executives so that these issues are raised in time for the review of these policies, which is coming later this year, and so that appropriate language on academic freedom and discrimination can be worked out before the next round of collective bargaining.

As the Equity Centre informed, since September of this academic year, there have been several cases where the Equity Centre members heard a complaint from a student about inappropriate language being used in classrooms involving a faculty member. When this occurs, the Equity Centre members usually follow up by sending an email on behalf of the complainant or making other arrangements (that are comfortable for the student) to address the issue (and with student permission).

This discussion led to the proposal of organizing a training workshop on Equity among NUFA members for the 2018-2019 academic year. The Student Development and Services and Equity Centre have developed three training workshops: Gender 101; Consent Plus; and Bringing in the By Standard (that they offer throughout the year to students, classes, and faculty, if requested).

4. Tuesday, April 10, 2018

At this final meeting of this academic year, the committee reviewed its involvement in two initiatives. One was the discussion with the Equity Centre on the NU policies that are related to sexual misconduct. This discussion led to a decision at Senate in March to request that Human Resources update their policies in consultation with the faculty and staff. The second initiative was working together with the Equity Centre and the Office of Indigenous Initiatives to organize a workshop on the development of an Indigenous-based anti-racism strategy in Ontario involving Harmony Redsky, the Senior Public Engagement and Education Advisor at the Anti-Racism Directorate under the Ontario Cabinet Office. This workshop, as requested by Redsky, was held at NU on April 10th with attendance from students, faculty, student development and recruitment staff, and Indigenous and non-Indigenous organizations and communities including the UOI, NBIFC, local school board and correction office. The GED committee is also planning to update sex-disaggregated data for FASBU as well as CASBU members and follow through on an analysis of the findings of the survey conducted by GED members on daycare at NU in the coming year.

Additional Meetings attended by GED Co-Chairs:

Lanyan Chen, Co-Chair of GED, attended the *Bill 132: Navigating New Ground in University Policies 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 (SWEC)* meeting on Sept. 29, 2017, and both co-chairs attended follow-up SWEC meetings on Jan. 19, 2018 and April 19, 2018.

Costs Incurred: \$60.00 (for the joint lunch meeting held on Wed. Nov. 8, 2017)

Attachments included with the NUFA GMM Report: None

Membership for 2018-2019

Lanyan Chen, Melissa Corrente, and Kathy Mantas are interested in serving on this committee for the 2018-2019 academic year.

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

Date: Wednesday, April 25, 2018

ANNUAL REPORT FOR CAUT DEFENCE FUND TRUSTEE, 2017-18

Submitted: 3 April 2018

Trustee: David Borman (Philosophy and Political Science)

The CAUT Defence Fund has held five conference calls over the course of the year to approve strike support or other benefits for member associations, as well as its Annual Meeting in October. Details are as follows:

- 14 September 2017: I participated in a conference call to approve strike benefits for the Laurentian University Faculty Association
- 27 September 2017: I participated in a conference call regarding the approval of a number of resolutions to be presented at the Annual Meeting of the Defence Fund, and which concerned bylaw changes necessary to accommodate possible new members (see below)
- 14 October 2017: I attended the Annual Meeting of the Fund in Toronto. The bulk of the actual discussion at the meeting, apart from legally-required *pro forma* motions, etc., concerned the legal changes in Alberta that enabled its provincial faculty associations to strike (and their employers to lock them out), and which therefore opened up the possibility of Alberta Associations joining the Fund (in fact, Calgary, Lethbridge, Concordia-Edmonton, and Athabasca had already joined by October). Because this represents a very large increase in members, and because the Alberta government has additionally expressed an interest in sector-wide bargaining, the membership of these new Associations presents the prospect of new sorts of stresses on the fund (like a province-wide strike). In connection with this, a resolution was passed directing the Executive of the Fund to seek some expert, actuarial assistance in developing criteria for assessing the health of the Fund given various risk-scenarios. Finally, strike benefits for the University of Guelph Faculty Association were also approved during the Annual Meeting.
- 7 December 2018: I participated in a conference call during which membership in the Fund was approved for both the Mount Royal University Faculty Association, and the Association for Academic Staff – University of Alberta. On the same call, mediation/arbitration benefits were approved for the University of Guelph Faculty Association
- 11 January 2018: I was unable to participate in a call, chiefly devoted to the approval of strike benefits for the University of Toronto Faculty Association – St. Michael's
- 29 March 2018: I participated in a conference call to approve membership in the Defence Fund for Grant MacEwan University Faculty Association. I believe that all Alberta faculty associations are now members of the Fund.

As the Defence Fund provides reimbursement for Trustees to attend the Annual Meeting, I incurred no additional expenses. I would be pleased to continue in my role as CAUT Defence Fund representative for 2018-19, should my doing so suit the Executive.

JHSC report for NUFA AGM
May 1, 2018

JHSC members: Tim Sibbald (Co-Chair), Laura Rossi, Kristin Lucas (Sept. – Jan.), Kelly Morris (Jan. – Apr.)

The JHSC has met on an ongoing quarterly basis and NUFA has been represented at these meeting. The members have also been actively engaged in inspections within the Nipissing University facilities.

The NUFA component of the JHSC has had two meetings to respond to specific requests from the NUFA executive. Work is continuing toward providing a resolution.

Note that a key issue at the moment is the need for additional people to take a role in the JHSC. Kristin is on sabbatical until Jan. 2019, Kelly has stepped away for the moment, and Tim has a sabbatical beginning July 1.

Sincerely,

Tim Sibbald

Report to NUFA

Pensions and Benefits Committee (2017-2018)

May 2, 2018

2017 – 2018 Committee Members

Cheryl Sutton

Jenny Mackie

Pauline Teal

Paul Courville

Casey Phillips

Christine Dowdall

Darren Campbell (NUFA representative)

Mark Wachowiak (NUFA representative)

Larry Patriquin (faculty representative)

Dana Murphy (faculty representative)

Total Number of Meetings (not including meeting scheduled for May 7): 4

Issues Discussed in the Meetings and Motions

2017 Meetings

November 27

Minutes from the last meeting on May 1, 2017, were discussed.

Jill Taylor-Smith, a consultant from Eckler Ltd. (an actuarial firm that was hired to provide advice for Nipissing's Group Benefits provider selection) gave a presentation.

The committee was apprised of the selection process for a new carrier to begin in 2018.

2018 Meetings

January 22

Mercer (accounts management firm) presented and discussed the selection process.

February 1

Proposals were presented from Great West Life (Incumbent), Manulife, and Sun Life.

February 2

The Committee convened to discuss the proposals.

After a discussion, the committee, including the faculty/NUFA representatives, tended toward Sun Life, if certain specific adjustments and clarifications to their proposals (e.g. STD for employees over 70) could be made to the Committee's satisfaction. These adjustments were strongly insisted upon by the faculty/NUFA representatives.

A motion was put forward to select Sun Life, contingent upon a satisfactory response to the Committee's concerns. The motion, which was approved, is as follows:

MOTION: *Moved by Larry Patriquin, seconded by Darren Campbell that the Pension and Benefits*

Advisory Committee recommends to the Board of Governors to accept the proposal from Sunlife for the coverage of group benefits pending the reconciliation of the deviations to the satisfaction of the Vice-President, Finance & Administration and our consultant Mercer effective date to be determined.

February 8

Stacie Thompson informed Committee members that Sun Life had modified and clarified their proposals to address concerns regarding outstanding issues. Specifically,

1. Life Insurance:

Sun Life agreed to replicate non-evidence and overall maximums as per existing contract.

2. STD Coverage:

Sun Life agreed to replicate termination date “at retirement” instead of at age 70.

3. Dependent Coverage:

Sun Life agreed to increase dependent coverage up to age 27 instead of age 25 when eligibility criteria is met.

4. Out-of-Country Coverage:

Sun Life agreed to enhance up to \$5 million lifetime maximum for active members (\$1 million maximum for retirees). NOTE: there is a premium increase of approximately \$5,700 over the first two years.

5. Out-of-Country Referrals:

Will be maintained at 80% coinsurance level and standard policy provisions

The Committee members were given until February 16, 2018, to advise as to whether they are still in agreement with the motion to recommend Sun Life.

Other Issues

February 27

Stacie Thompson informed the Committee that on February 26, the Nipissing University Board of Governors approved the motion to award the group benefit plan to Sun Life. Mercer was advised to proceed with notifying the finalists and to initiate the transition process.

April 19

Stacie Thompson informed all Nipissing faculty and staff about the change in Group Benefit Provider to Sun Life.

May 7

The next Committee meeting is scheduled for this date.

In the 2017 - 2018 P&B Committee meetings to date, there were no substantial discussions of pension plans, e.g. NUPP vs. CAAT. However, the issue will be raised in the next meeting on May 7.

REPORT FROM THE COLLECTIVE BARGAINING COMMITTEE (CBC)

Jane Barker, Chief Negotiator

The NUFA Collective Bargaining Committee (CBC) is in a period of transition and renewal. The most significant change is in the structural approach to bargaining. In the past, we have followed a typical pyramid model with the Chief Negotiator(s) at the top and a body of supporting Members below. After some research, as well as consultation with OCUFA and other Associations, CBC is taking a more participative leadership approach with a Chief Negotiator overseeing/coordinating a team of four Lead Negotiators assigned to specific “portfolios”. These Lead Negotiators are responsible not only for their designated area(s) of the Collective Agreement but also for developing their own teams in preparation for bargaining. It is believed, that this approach will permit the training of possible future chief negotiators as well as ensure the workload on each Member remains manageable.

Currently, the Members of the CBC appointed by the NUFA Executive are Jane Barker (Chief Negotiator) and Lead Negotiators: Natalya Brown (Financials), Rhiannon Don (CASBU, Non-Financial), Dean Hay (FASBU-Non-Financial), and Nathan Kozuskanich (Librarians). Todd Horton has been appointed to serve as an advisor/support to the Chief Negotiator. The President sits on CBC to ensure appropriate coordination with the NUFA Executive.

The CBC has met five times since October, 2017 with each meeting designed to advance preparations for bargaining in Spring, 2019. Thus far, the CBC has been researching the Collective Agreement, developing individual negotiating teams for NUFA Executive approval, and developing, approving, and analyzing data gathered in the bargaining survey (February 13-28, 2018). In addition, the Chief Negotiator has been attending Collective Bargaining meetings with CAUT, participating on the OCUFA Collective Bargaining Committee, and liaising with other Association chief negotiators.

In the upcoming weeks and months, the CBC will meet with the NUFA Grievance Committee to discuss areas of the Collective Agreement that continue to be problematic. Moreover, the team will engage in a bargaining training workshop, establish the theme for the next round of bargaining and begin to finalize bargaining priorities. Following this, individual negotiating teams, under the coordination of the Chief Negotiator, will develop language to reflect desired changes.

It is anticipated that the bargaining package will be completed and submitted to the NUFA Executive for approval by December, 2018 and released to the general membership in January, 2019.

NUFA Communications Committee

Annual Report

May 9, 2018

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

Number of meetings: 2

Budget: \$0

Activities:

In the fall 2017, the communications committee published an edition of the NUFA News (#30). Unfortunately, due to the unexpected resignation of the committee chair in February and the NUFA executive's focus on communications regarding the merger, a second spring NUFA News has not been produced.

Respectfully submitted,
Gyllie Phillips (former Chair)