

Minutes

237th Executive Committee Meeting

May 2-3, 2017

CAUT Executive Committee Meeting

Tuesday, May 2 — Westin Hotel, Ottawa, Ontario

Wednesday, May 3 — Westin Hotel, Ottawa, Ontario

Present

James Compton, President (UWOFA), Chairperson

Brenda Austin-Smith, Vice-President (UMFA)

Yalla Sangaré, Treasurer (APPBUSA)

Robin Vose, Past President (FAUST)

Marie Battiste, Representative-at-large (Aboriginal) (USFA)

John G. Kingma, Representative-at-large (Quebec) (SPUL)

Kevin Kane, Representative-at-large (General) (AASUA)

Kelly Meckling, Representative-at-large (General) (UGFA)

Linda Lequin, Representative-at-large (Francophone) (ABPPUM)

Peter McInnis, Chair, Academic Freedom & Tenure Committee (ST.FXAUT)

Terri Van Steinburg, Chair, Collective Bargaining & Economic Benefits Committee (KWANTLEN-FPSE)

Carla Graebner, Chair, Librarians' and Archivists' Committee (SFUFA)

Wesley Crichlow, Co-Chair, Equity Committee (UOITFA)

Jacqueline Holler, Co-Chair, Equity Committee (UNBCFA)

Absent

James Gerlach, Chair, Contract Academic Staff Committee (WLUFA)

Staff

David Robinson, Executive Director
Chantal Vallerand, Director of Operations
Valérie Dufour, Director of Communications
Pam Foster, Director of Research and Political Action
Margaret McGovern-Potité, Executive Assistant to the Executive Director

Opening Remarks

The President welcomed members and highlighted the special events that would take place over the course of the meeting.

01. Approval of Agenda

MECKLING/KANE: THAT the agenda be approved.

02. Approval of Minutes

a. Executive Committee Meeting of February 17-18, 2017

VOSE/KINGMA: THAT the minutes of the Executive Committee Meeting of February 17-18, 2017 be approved.

CARRIED

03. Business Arising

a. Review of Action List

The action list was reviewed.

04. Report of the President

The President reported that since the last Executive Committee meeting held in February most of his time was spent in discussions related to negotiations with the CAUT staff union. He noted that there had been a number of communications with member association presidents to keep them informed on the status of bargaining and to get their feedback on key decisions that needed to be made with respect to CAUT events and activities. He noted that this has been a very difficult round of bargaining and acknowledged the extensive work and dedication of the bargaining team and the management group. He noted that the tentative agreement reached is a good settlement.

He reported on his attendance at the CUFA-BC Conference on University Governance, which was held in Vancouver, March 3-4, noting that this was an excellent conference. He attended the 44th Annual Conference on Collective Bargaining in Higher Education and the Professions, which was held March 26-28 in New York. He also spoke at the Parliament Hill March for Science rally which was held April 22.

Finally, he advised that he will be speaking at the annual meeting of the Canadian Industrial Relations Association in Toronto as part of events related to the Congress of Social Sciences and Humanities.

05. Report of the Executive Director

The Executive Director reported that the past months have been challenging due to the difficult round of bargaining. He noted that the issues he wants to address would be covered on the agenda.

06. Political Action

a. Lobbying Report

P. Foster, Director of Research and Political Action, reported that CAUT has met with senior staff from the Ministries of Labour and Science. Furthermore, CAUT staff has met with senior departmental officials in the Department of Heritage regarding the upcoming copyright review; with the Status of Women and Privy Council Office concerning employment equity; and with Global Affairs Canada on the loss of academic freedom for teachers in Turkey. Upcoming engagement outreach is planned with Ministers, departmental officials and key MPs on copyright and the implementation of the recommendations of the Fundamental Science Review.

b. Federal Budget 2017

P. Foster, Director of Research and Political Action, reported that CAUT prepared an analysis of the Federal Budget 2017-18. The CAUT analysis reports that there is no new funding for basic research. On a positive note the budget provides for increased access for Indigenous and part-time students, and makes important investments in child care, home care, and programs to increase women's participation in STEM fields. The CAUT Budget Analysis was provided in the Council meeting materials under *Council Item 14. (b)*.

c. Fundamental Science Review

P. Foster, Director of Research and Political Action, reported that CAUT will continue to press the Minister of Science to advance the recommendations of the Federal government's Fundamental Science Review. A copy of the final report and recommendations of the Advisory Panel on Federal Support for Fundamental Science was included in the Council meeting materials under *Council Item 14. (c)*.

d. Equity in Federal Research Programs

P. Foster, Director of Research and Political Action, advised that the report of the Fundamental Science Review made a series of recommendations on equity issues, including the establishment of hard targets and quotas where persistent disparities exist. CAUT will continue to press the Minister of Science to move forward on implementing these recommendations. The final report of the NSERC/SSHRC Evaluation of the Canada Research Chairs Program was included in the meeting materials under *Council Item 14. (d)*.

- e. Submission to the Standing Committee on the Status of Women for its Study on the Economic Security of Women in Canada

P. Foster, Director of Research and Political Action, reported that CAUT prepared a submission for the Standing Committee on the Status of Women for its Study on the Economic Security of Women in Canada. The CAUT brief calls for the federal government to increase protections for precarious workers; improve the Employment Insurance Program; introduce pay equity legislation; and restore federal funding levels for basic research to 2007 levels. CAUT's submission was included in the Council meeting materials under *Council Item 14.(d)*.

- f. Civil Liberties

- i. Bill C-51

The Executive Director reported that CAUT continues to monitor the Liberal government's plans with respect to amending Bill C-51 as promised in their election platform.

- ii. Bill C-23

The Executive Director pointed to materials in the meeting kit in relation to *Bill C-23, The Preclearance Act*. He noted that the legislation contains new descriptions of the powers border officials will have, including the right to carry firearms. Also, individuals wanting to leave a preclearance area would be required to identify themselves and provide their reason for withdrawing from the screening process. CAUT will continue to monitor the legislation and will be updating its U.S. Travel Advisory accordingly.

- g. Intellectual Property

- i. Review of Copyright Act

Pam Foster, Director of Research and Political Action, reported that the Parliamentary Review of the Copyright Act is expected to commence in the fall session, with the scope of the review being established later this spring. CAUT will be participating in this review arguing that the strong fair dealing provisions that exist in the current legislation be retained.

- h. Trade in Education Services

The Executive Director reported that the Canada European Union Comprehensive Economic and Trade Agreement (CETA) is still in the process of ratification.

- i. International Matters

- i. Education International

There was nothing new to report.

ii. Solidarity Partnerships

A. Palestinian Federation of Unions of University Professors and Employees

The Executive Director reported that CAUT has been working with the Palestinian Federation of Unions of University Professors and Employees (PFUUPE) to organize a training workshop which was held in March. They are planning a follow-up for later in the year.

B. National Association of Graduate Teachers (Ghana)

The Executive Director reported that the National Association of Graduate Teachers in Ghana opened its new secretariat in April.

C. College Lecturers' Association of Zimbabwe

The Executive Director advised that CAUT continues to support the College Lecturers' Association of Zimbabwe (COLAZ) in organizing a membership drive.

D. Syndicat unitaire et démocratique des enseignants du Sénégal

The Executive Director provided an overview of a funding request received from the Syndicat unitaire et démocratique des enseignants du Sénégal for a research project studying the lack of teaching personnel and infrastructure and its impact on public post-secondary education in Senegal.

VOSE/LEQUIN: THAT CAUT donate \$7500 to the Syndicat unitaire et démocratique des enseignants du Sénégal.

CARRIED

iii. Central European University

The Executive Director reported that CAUT wrote to the Hungarian government to express concern regarding proposed legislation that would threaten the academic freedom and institutional autonomy of Central European University (CEU). The Hungarian Government's Ministry of Human Capacities' response to CAUT was included in the meeting materials. A copy of CAUT's letter to the Hungarian Government was included in the Council meeting materials under *Council Item 16. (e)*.

iv. 1997 UNESCO Recommendation Concerning the Status of Higher Education Teaching Personnel

The Executive Director advised that this November will mark the 20th anniversary of the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel. He advised that this achievement will be commemorated at the November 2017 Council meeting. A copy of the 1997 recommendation was included in the Council meeting materials under *Council Item 16. (f)*.

j. Research Ethics Boards

The Executive Director advised that there is a new proposal in the U.S. that would allow 'low risk' research to be exempt from Research Ethics Boards (REBs). He noted a number

of problems were being raised about REBs in Canada. It was recommended that the matter be further discussed at the Executive Committee retreat in June.

07. Membership

a. Membership Matters

i. Alberta Colleges and Institutes Faculty Association

The Executive Director reported on recent developments with the Alberta Colleges and Institutes Faculty Association (ACIFA). He noted that he would be attending their AGM in May and would report on this at the next Executive Committee meeting.

ii. Alberta, Bill 7

The Executive Director reported on in the passage of *Bill 7*, new legislation in Alberta dealing with amendments to the Post-Secondary Learning Act.

iii. OPSEU

The Executive Director provided an update on discussions he had with the OPSEU (CAAT) division.

08. Organizational Priorities and Reports

a. Financial Matters

i. Draft 2017-18 Budget

C. Vallerand, Director of Operations, presented the draft budget for the 2017-18 fiscal year.

CRICHLAW/KINGMA: THAT the Executive Committee recommends to Council the adoption of the 2017-18 draft budget as presented.

CARRIED

ii. Quarterly Report – ending March 31, 2017

Y. Sangaré, Treasurer, presented the quarterly report for the third quarter ending March 31 2017.

iii. Release Time Requests

There was nothing new to report.

iv. Financial Requests

A. Strike! The Movie as a Catalyst for Labour Education in Canada

The financial request from the organizers of a video project/musical, *Strike! The Movie as a Catalyst for Labour Education in Canada*, was considered by the Committee.

B. International Civil Liberties Monitoring Group

The financial request from the International Civil Liberties Monitoring Group (ICLMG) was considered by the Committee.

b. Executive Director's Report on Academic Freedom

i. Investigations

A. Rancourt (Ottawa)

The Executive Director reported on the status of the Independent Committee looking into the Rancourt case at the University of Ottawa. He reported that the Committee has reached the conclusion that their terms of reference are no longer relevant, and they have resigned.

AUSTIN-SMITH/VAN STEINBURG: THAT Vic Catano be appointed to chair an independent investigation to determine whether the University of Ottawa was justified in its termination of Dr. Rancourt.

CARRIED

B. Horne, Goodyear, Nassar (Dalhousie)

The Executive Director reported that there has been no real progress at Dalhousie University since the Independent Committee of Inquiry released its report in January 2016. He reported that the President of Dalhousie sent a letter to CAUT in July 2016 advising that the Dean of Medicine would report back in January 2017 on the report's recommendations. A copy of the letter was included in the meeting materials.

C. Enbridge/Calgary

The Executive Director reported that the final report of the Ad Hoc Investigatory Committee (AHIC) looking into the University of Calgary's Enbridge Centre for Corporate Sustainability has been completed. He noted that letters were sent to individuals who could be adversely affected by the findings of the report.

ii. Cases

A. Laurentian

An update was provided on the Michael Persinger case at Laurentian.

B. Lethbridge

The Executive Director reported on the suspension of Tony Hall from the University of Lethbridge for allegedly violating the *Alberta Human Rights Act*.

C. Ottawa

The Executive Director informed members of a case at the University of Ottawa involving the Dean of Medicine writing to members of the Faculty of Medicine warning academic staff not to say controversial things on social media. A copy of the email from the Dean of Medicine to faculty was provided in the Council Meeting materials under *Council Item 22. (a)(ii)(C)*.

D. McGill

The Executive Director informed members of the case of Professor Andrew Potter at McGill. After a controversy erupted over a blog posting he wrote, he resigned as Director of the Institute for the Study of Canada. A copy of the CAUT correspondence to the Principal of McGill on the matter was included in the Council Meeting materials under *Council Item 22. (a)(ii)(D)*.

iii. Censure

A. Carleton

The Executive Director discussed the status of the censure case involving Carleton University. The exchange of correspondence between CAUT and the Administration of Carleton was included in the Council meeting materials under *Council Item 22. (a)(iii)(A)*.

CRICHLAW-KINGMA: THAT the Executive Committee recommends to Council that the motion regarding the consideration of censure of the administration of Carleton University be deferred until the next meeting of Council in November 2017.

CARRIED

B. Niagara College

The Executive Director discussed the status of the censure case involving Niagara College. The exchange of correspondence between CAUT and the Administration of Niagara College was included in the Council meeting materials under Council Item 22. *(a)(iii)(B)*.

MECKLING-GRAEBNER: THAT the Executive Committee recommends to Council that the motion regarding the consideration of censure of the administration of Niagara College be deferred until the next meeting of Council in November 2017.

CARRIED

c. Litigation Report

The Executive Director reported on cases in which CAUT is involved.

d. Collective Bargaining Report

A written report on collective bargaining was provided in the Council meeting materials under *Council Item 18. (a)*.

e. Education Report

A written report on education offerings by CAUT was provided in the Council meeting materials under *Council Item 18. (b)*.

f. Health & Safety Report

A written report on occupational health and safety was provided in the Council meeting materials under Council Item 18. (c).

g. Organizing Report

The Executive Director reported on organizing efforts at Dalhousie with the school of medicine.

h. Membership Engagement Report

V. Dufour, Director of Communications, reported that the CAUT website is being redesigned and would be launched in the next few weeks. P. Foster, Director of Research and Political Action, reported that CAUT staff continues to work on uploading data into the new membership database.

i. Standing Committee Reports

i. Academic Freedom and Tenure

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported on the work of the Committee. He noted that the Committee did not hold its regular March Committee meeting due to bargaining issues with the CAUT staff union. He reported that the Committee held a conference call on March 15. The Committee will hold a subsequent conference call to review the Report of the Ad Hoc Investigatory Committee looking into the Enbridge Centre for Corporate Sustainability (University of Calgary) as soon as it has been reviewed by legal counsel. A written report was included in the Council meeting materials under *Council Item 26. (a)*.

ii. Collective Bargaining and Economic Benefits

T. Van Steinburg, Chair of the Collective Bargaining and Economic Benefits Committee, reported on the work of the Committee. She advised that the Committee held a conference call March 24. They have reviewed the nominations received for the Donald C. Savage Award and will be bringing a recommendation to Council for consideration. The Committee is working on a policy statement and model clause on performance metrics which will be reviewed at the August Committee meeting. A written report was included in the Council meeting materials under *Council Item 26. (b)*.

iii. Contract Academic Staff

As J. Gerlach, Chair of the Contract Academic Staff Committee, was not present at the meeting, there was no Chair report. The Executive Director informed members that preparations are underway for the Contract Academic Staff Conference scheduled to take place October 20-21 in Toronto. The official notice of meeting will be sent in early

May. A written report was included in the Council meeting materials under *Council Item 26. (c)*.

iv. Equity

W. Crichlow, Co-Chair of the Equity Committee, reported on the work of the Committee. He noted that the Committee eagerly awaits a decision on new dates for the Equity Conference due to the postponement of the March conference due to the labour dispute. He reported on the results of the equity survey distributed at last Council. The Committee will be bringing forward a recommendation for the Equity Award at this November Council for consideration. A written report was included in the Council meeting materials under *Council Item 26. (d)*.

v. Librarians' and Archivists'

C. Graebner, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. The Committee held a conference call on March 16 due to their regular meeting being postponed. They continue work on developing a bargaining advisory on collective bargaining issues for librarians and archivists, and are in the early planning stages for their next conference.

She advised that the Committee has made a request that the Collective Bargaining database be made publicly available. The Executive Director reported that there were certain proprietary limitations at this time.

A written report was included in the Council materials under *Council Item 26. (e)*.

j. Committees of the Executive Reports

i. Francophones'

L. Lequin, Chair of the Francophones' Committee, reported on the work of the Committee. They are in the preliminary planning stages of the Francophone conference scheduled for February 2018. She expressed some frustrations with the process to-date in finalizing the agenda and budget for the Francophones' conference.

She reported the Committee's Policy Statement on French-Language Teaching-Intensive Academic Staff will be addressed in this meeting's agenda.

A written report was included in the Council materials under Council Item 28. (a).

ii. Clinical Faculty

There was nothing new to report. The committee will meet August 28.

k. Working Group Reports

i. Aboriginal Post-Secondary Education Working Group

M. Battiste, Chair of the Aboriginal Post-Secondary Education Working Group, advised that there was nothing new to report. She noted that this would be her last Executive Committee as Representative-at-large (Aboriginal).

I. Publications and Communications

i. Report of Bulletin Editorial Board

There was nothing new to report.

ii. CAUT Book Series

There was nothing new to report.

m. Bernice Schrank Award

GREABNER/AUSTIN-SMITH: THAT the Executive Committee recommends to Council that Tess Hooks of the University of Western Ontario be awarded the Bernice Schrank Award.

CARRIED

09. Policy and Model Clauses

a. Policy Statements

i. Allocation of Strike Pay

The Executive Committee reviewed the comments received by Committees regarding the revised Policy Statement on the Allocation of Strike Pay and recommended the following changes:

- Revise sentence 4 of paragraph 3 be revised as follows: ‘... members who are unable to fulfil picketing duties for medical, **accommodation-related**, or family reasons.’;
- Revise final sentence of paragraph 3 as follows: ‘...or falls below a **predetermined** level.’;
- Remove the first sentence of paragraph 1.

CRICHLOW/BATTISTE: THAT the revised Policy Statement on the Allocation of Strike Pay be amended with the recommended changes and sent to Council for consideration.

CARRIED

ii. French-Language Teaching-Intensive Academic Staff

The sub-committee of the Executive comprised of L. Lequin, J. Kingma, and R. Vose, reported on the status of its review of the draft Policy Statement on French-Language Teaching-Intensive Academic Staff. The sub-committee recommended that the policy be referred back to the Francophone committee for further review.

iii. Sexual Violence on Campus

This item was covered on the review of the action list at item 3. (a).

iv. Discrimination Against Staff Living with Communicable Diseases

CRICHLAW/KINGMA: THAT the new Policy Statement on Discrimination Against Staff Living with Communicable Diseases be approved and sent to Council for consideration.

CARRIED

b. Model Clauses

There were no model clauses to review.

**10. ORDER OF THE DAY
Staff Matters**

a. Report of the Personnel Committee

R. Vose, Chair of the Personnel Committee, reported that CAUT has one new staff member: Lisa Keller assumed the position of Communications Officer on March 6. He noted that there was also one anticipated maternity leave and two staff members on leave. The two members on leave are being replaced with temporary replacements. There are currently no grievances.

b. Staff and Related Administrative Issues

The Executive Director advised that most of the issues had been covered in the previous item. A primary focus over the past months has been bargaining with the staff union.

c. Update on CAUT Staff Bargaining

The President advised that the CAUT Chief negotiator, Brenda Austin-Smith, would provide an update on CAUT/staff bargaining.

GRAEBNER/CRICHLAW: THAT the meeting move in-camera.

CARRIED

GRAEBNER/KANE: THAT the meeting move ex-camera.

CARRIED

HOLLER/SANGARÉ: THAT the Executive Committee recommends to Council ratification of the collective agreement.

CARRIED

IN CAMERA

d. Management Relations

MCINNIS/LEQUIN: THAT the meeting move in-camera.

CARRIED

KANE/MECKLING: THAT the meeting move ex-camera.

CARRIED

11. Meetings and Conferences

a. Meetings and Conferences Attended

i. CUFA-BC Governance Conference

The President reported on his attendance at the CUFA-BC Governance Conference, March 3-4, in Vancouver.

ii. National Center for the Study of Collective Bargaining in Higher Education and the Professions, 44th Annual National Conference

The President reported on his attendance at the 44th Annual National Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions which took place March 26-28 in New York.

iii. FQPPU Council

Linda Lequin reported on her attendance at the FQPPU Council meeting which was held April 27-28, in Montreal. She reported that the Université de Montréal has joined FQPPU.

b. Upcoming Meetings and Conferences

i. NUCAUT Convention

The Executive Director reported that the triennial convention of the National Union of the Canadian Association of University Teachers (NUCAUT) will take place in Toronto on May 7th in conjunction with the Canadian Labour Congress (CLC) Convention.

ii. Workshop for New Presidents

The Executive Director reported that the Workshop for New Presidents would take place June 2-3 in Ottawa.

iii. Executive Retreat

The Executive Director reported that the Executive Retreat would take place June 15-17 in Montebello, Quebec.

iv. Committee meetings

The Executive Director reported that the CAUT Committee Meetings would take place August 25-26 in Ottawa.

v. Clinical Faculty Committee

The Executive Director reported that the Clinical Faculty Committee Meeting would take place August 28 in Ottawa.

12. Associated Organizations and Funds

a. Harry Crowe Foundation

The Executive Director reported that the Harry Crowe Foundation Board of Directors is currently organizing the annual Olivieri Lectureship. Details will be circulated as soon as they are available.

b. NUCAUT

This item was previously reported under 11.(b)(i).

c. J.H. Stewart Reid Trust

C. Vallerand, Director of Operations, reported that the Trust has two vacancies for Trustees and nominations will be reviewed in June.

d. CAUT Refugee Foundation

C. Vallerand, Director of Operations, reported that she was pursuing different options for another appeal for funds.

13. Other Business

The Council agenda was reviewed and members were informed which items they would be responsible for speaking to at the upcoming Council meeting.

14. Review of Meeting**15. Items for Information**

There were no items to be addressed.