

✓ Draft Final

85th CAUT Council Meeting 23-25 November 2018 Westin Ottawa Hotel

Speaker

Ted Montgomery OPSEU

Deputy Speaker

Cindy Oliver

Executive Committee

James Compton	President – (UWOFA)
Robin Vose	Past President – (FAUST)
Brenda Austin-Smith	Vice-President (UMFA)
Yalla Sangaré	Treasurer – (APBUSA)
Marc Schroeder	Representative-at-large (General) – (MRFA)
Kelly Meckling	Representative-at-large (General) – (UGFA)
Blanca Navarro Pardiñas	Representative-at-large (Francophone) – (APPUMCE)
John G. Kingma	Representative-at-large (Quebec) - (SPUL)
Peter McInnis	Chair, Academic Freedom and Tenure Committee – (StFXAUT)
Terri Van Steinburg	Chair, Collective Bargaining and Economic Benefits Committee – (Kwantlen - FPSE)
Pat Armstrong	Co-chair, Equity Committee (YUFA)
Tim Ribaric	Chair, Librarians' and Archivists' Committee – (BUFA)
Sarika Bose	Chair, Contract Academic Staff Committee – (UBC)

Ex-Officio Member

David Robinson CAUT Executive Director

Local Associations – Delegates

Anthony Pash	Acadia (AUFA)	Karen Harper	CUPE 3912 (DU-CUPE 3912)
Rachel Milner	Alberta (AASUA)	Chris Hancock	Grant MacEwan (GMUFA)
Alyda Faber	Atlantic (ASTFA)	Susan Hubers	Guelph (UGFA)
Peter Fenrich	BCIT (BCITFA)	Neil Brooks	Huron (HUCFA)
Jon-Tomas Godin	Brandon (BUFA)	Benjamin Muller	King's University College (KUCFA)
Melissa Jean	Brescia (BFA)	Gautam Das	Lakehead (LUFA)
Deena Rubuliak	British Columbia (UBCFA)	Fabrice Colin	Laurentian (LUFAPPUL)
Michelle Webber	Brock (BUFA)	Margot Kaszap	Laval (SPUL)
Don Kozak	Calgary (TUCFA)	Jon Doan	Lethbridge (ULFA)
Sylvain Leblanc	Canadian Military Colleges (CMCFA)	Janet Morrill	Manitoba (UMFA)
Dawn White	Cape Breton (CBUFA)	Janine Mauzeroll	McGill (MAUT)
Root Gorelick	Carleton (CUASA)	Michel Grignon	McMaster (MUFA)
Ted Stathopoulos	Concordia (CUFA)	Ken Snelgrove	Memorial (MUNFA)
Tolly Bradford	Concordia U-C (CUEFA)	Mathieu Lang	Moncton (ABPPUM)
Kristin Cavoukian	CUPE 3902 (UT-CUPE 3902)	Justin Maalouf	Moncton à Edmunston (APPUMCE)
David Westwood	Dalhousie (DFA)		

Jules de Tibeiro	Moncton à Shippagan (APPUMCS)	Jean Valenti	Saint-Boniface (APCUSB)
Jeff Lilburn	Mount Allison (MAFA)	Kamel Khiari	Sainte-Anne (APPBUSA)
Melanie Peacock	Mount Royal (MRFA)	Marie Battiste	Saskatchewan (USFA)
Robert Farmer	Mount Saint Vincent (MSVUFA)	Michael Sjoerdmsa	Simon Fraser (SFUFA)
Sue Blair	New Brunswick (AUNBT)	Mary Oxner	St. Francis Xavier (StFXAUT)
Amanda Burk	Nipissing (NUFA)	Veronica Austen	St. Jerome's (SJU-ASA)
Stephen Rader	Northern BC (UNBC-FA)	Jonathon Wilcke	St. Mary's (StMUFA)
Nicole Bessette	Northern Ontario School of Medicine (NOSMFSA)	Bryan Wiebe	St. Thomas More (STMFU)
Mathew Reichertz	NSCAD (FUNSCAD)	Cynthia Messenger	Toronto (UTFA)
Susan Spronk	Ottawa (APUO)	Dirk Wallschlaeger	Trent (TUFA)
Nola Etkin	PEI (UPEIFA)	Kimberly Nugent	UOIT (UOITFA)
Kayll Lake	Queen's (QUFA)	Esme Friesen	Victoria (UVicFA)
Sylvain Rheault	Regina (URFA)	Bryan Tolson	Waterloo (FAUW)
Kristina Llewellyn	Renison (RAAS)	Daniel Belliveau	Western (UWOFA)
Kenneth Christie	Royal Roads (RRUFA)	Sheila McKee-Protopapas	Wilfrid Laurier (WLUFA)
Dave Mason	Ryerson (RFA)	Peter Zimmerman	Windsor (WUFA)
Marc Lamoureux	Saint Mary's (SMUFU)	Jacqueline Romanow	Winnipeg (UWFA)
		Terry Maley	York (YUFA)

Local Associations – Absent

Bishop's (APBU)
Carleton Postdoc (CUPA)
CUPE 3909 (Manitoba)
Hearst (APUH)
King's College (UKCTA)
McMaster Librarians (MUALA)
OCAD (OCADFA)
OPESU 685 (AU-OPSEU 685)
Osgoode Hall (OHFA)
Saint Paul (PASPU/APPUSP)
St. John's (SJCFA)
St. Thomas (FAUST)

Federated Associations

Ken Heather ACIFA
George Davison FPSE-BC
Martin Devitt OPSEU

Provincial Associations – Delegates

John Nicholls CAFA
Jacqueline Holler CUFA BC
Orvie Dingwall MOFA
Mary Lou Babineau FNBFA
Scott Stewart ANSUT
Gyllian Phillips OCUFA

Provincial Associations – Absent

Saskatchewan – SAUT

CAUT Staff Representative

Andrea Stuart
Robert Johnson

Provincial Associations Having Special Arrangements with CAUT

Jean-Marie Lafortune FQPPU

Local, Provincial and Federated Associations - Alternates and Observers

Cynthia Bruce	Acadia (AUFA)	Edie Snook	New Brunswick (AUNBT)
Jane Longley	Acadia (AUFA)	Michael Arfken	PEI (UPEIFA)
Kevin Kane	Alberta (AASUA)	Leslie Jermyn	Queen's (QUFA)
Jude Morrison	BCIT (BCITFSA)	Dennis Fitzpatrick	Regina (URFA)
Bronwen Sprout	British Columbia (UBCFA)	Kevin Siebert	Regina (URFA)
Dawn Good	Brock (BUFA)	Kathy Hogarth	Renison (RAAS)
Paul Rogers	Calgary (TUCFA)	Susan Fowler-Kerry	Saskatchewan (USFA)
Angelo Mingarelli	Carleton (CUASA)	Brian Green	Simon Fraser (SFUFA)
Christal Côté	Carleton (CUASA)	Jennifer Scott	Simon Fraser (SFUFA)
Geneviève Robichaud	Concordia (CUFA)	Joseph Roy Gilles	Toronto (UTFA)
Ian Rakita	Concordia (CUFA)	Marcus Harvey	Trent (TUFA)
Glenna Kramer	CUPE 3902 (UT-CUPE 3902)	Lynne Marks	Victoria (UVicFA)
Kim Robinson	CUPE 3912 (DU-CUPE 3912)	John Ciriello	Victoria (UVicFA)
Jasmine French	Grant MacEwan (GMUFA)	David Monod	Wilfrid Laurier (WLUFA)
Jonathan Ferris	Guelph (UGFA)	Debbie Noble	Windsor (WUFA)
Glenn Colton	Lakehead (LUFA)	Lisa McGifford	Winnipeg (UWFA)
Alain A. Viau	Laval (SPUL)	Erin Black	York (YUFA)
Annbree Fairweather	Lethbridge (ULFA)	Brian McCulloch	ACIFA
Greg Flemming	Manitoba (UMFA)	Tom Friedman	FPSE-BC
Joseph Varga	McGill (MAUT)	Bob Davis	FPSE-BC
Nate Quitoriano	McGill (MAUT)	Kevin MacKay	OPSEU
Natalie Waters	McGill (MAUT)	Lori Morinville	CAFA
Alison Coffin	Memorial (MUNFA)	Lise Robichaud	FNBSFA
Céline Surette	Moncton (ABPPUM)	Mark Rosenfeld	OCUFA
Kimberly Williams	Mount Royal (MRFA)	Mina Rajabi Paak	OCUFA
Vlad Tasic	New Brunswick (AUNBT)	Michael Conlon	OCUFA

Guests, Speakers and Observers

Alexandre Beaupré-Lavallée	Université de Montréal
Ted Binnema	President, CAUT Defence Fund
Richard Bousquet	FNEEQ-CSN
Robert Chernomas	CAUT Donald C. Savage Award Recipient
Len Findlay	University of Saskatchewan
Annette Henry	CAUT Equity Award Recipient
Audrey Laplante	Syndicat général des professeurs et professeures de l'Université de Montréal
Guylaine Le Dorze	Syndicat général des professeurs et professeures de l'Université de Montréal
Grahame McCulloch	National Tertiary Education Union (Australia)
Nick Papatheodorakos	Concordia University Part-time Faculty Association
Jean Portugais	Syndicat général des professeurs et professeures de l'Université de Montréal
Caroline Quesnel	FNEEQ-CSN
Gordon Shrimpton	CAUT Elections and Resolutions Committee
Robert Soroka	Concordia University Part-time Faculty Association
Louise Stephens	Association of Part-time Professors of the University of Ottawa
Terri Van Steinburg	President, NUCAUT
Julia M. Wright	Dalhousie University

CAUT Staff

Chantal Vallerand	Director, Operations
Pam Foster	Director, Research and Political Action
Valérie Dufour	Director, Communications

Marcel Roy	Meeting and Event Planner
Monique Cooke	Administrative Assistant
Constance Hewitt	Administrative Assistant
Margaret McGovern-Potie	Executive Assistant to the Executive Director
Immanuel Lanzaderas	Legal Officer
Jeff McKeil	Collective Bargaining Officer
Chantal Sundaram	Collective Bargaining Officer
Andrea Harrington	Collective Bargaining Officer
Mona Chevalier	Collective Bargaining Officer
Kevin Albert	Graphic Designer
Lisa Keller	Communications Officer
Laura Lozanski	Health and Safety Officer
Karl Bélanger	Conseiller politique
Paul Jones	Education Officer

01. Call to order and Announcements by Speaker

The Speaker, Ted Montgomery, called the meeting to order and acknowledged that we are meeting on unceded Algonquin territory.

He made several announcements with respect to the operation of the meeting.

He spoke about the importance of speaking out against neo-fascism, racism, and dictatorships.

02. Adoption of Agenda

OPSEU/GRANT MACEWAN: THAT the agenda be adopted, as circulated.

CARRIED

03. Adoption of Minutes of Meeting of April 26-29, 2018

a) **RYERSON/LETHBRIDGE: THAT** the minutes of April 26-29, 2018 Council meeting be approved, as circulated.

CARRIED

04. President's Remarks

The President welcomed delegates to the 86th CAUT Council meeting. He highlighted some of the recent changes in the political landscape that will require us to work hard in the next months to surmount. CAUT will need to remain vigilant in our efforts to counter the attacks on the post-secondary education sector. He reviewed the recent bargaining difficulties at the University of Western Ontario. He reported on his attendance at a recent meeting of Education International in Taipei (November 12-14) and noted the high regard that CAUT has at the international level.

05. Report of the Elections and Resolutions Committee

a) Rules of Order

The Speaker drew delegates' attention to the Rules of Order, which were included in the online meeting documentation.

- b) CAUT By-law Number 1

The Speaker drew delegates' attention to the CAUT By-law, which was included in the online meeting documentation.

- c) Primer on the Use of Parliamentary Procedure to Ensure Democratic and Efficient Meetings

The Speaker drew delegates' attention to the Primer, which was included in the online and printed meeting documentation.

06. Recommendations for CAUT Awards

- a) Lee Lorch Award

PRESIDENT/SAINT MARY'S: THAT the Lee Lorch Award be presented to Dr. David Este of the University of Calgary.

CARRIED

- b) Sarah Shorten Award

CO-CHAIR-EQUITY ARMSTRONG/CHAIR-CBEBEC: THAT the Sarah Shorten Award be presented to Michelle Dion from McMaster University.

CARRIED

- c) Librarians' and Archivists' Distinguished Service Award

CHAIR-LIBRARIANS' AND ARCHIVISTS'/MCGILL: THAT the Librarians' and Archivists' Distinguished Service Award be presented to Marc Richard of McGill University.

CARRIED

07. Membership Applications

- a) Concordia University Part-Time Faculty Association

PRESIDENT/NORTHERN BC: THAT the application of Concordia University Part-Time Faculty Association for membership in CAUT be approved.

CARRIED UNANIMOUSLY

- b) Syndicat général des professeurs et professeures de l'Université de Montréal

PRESIDENT/TREASURER: THAT the application of the Syndicat général des professeurs et professeures de l'Université de Montréal for membership in CAUT be approved.

CARRIED UNANIMOUSLY

Jean Portugais, the delegate for the Syndicat général des professeurs et professeures de l'Université de Montréal, thanked CAUT for its support over the past year with respect to challenging proposed changes to the Charter of the Université de Montréal.

**08. ORDER OF THE DAY
Panel Discussion
University and College Governance: Where have we been, where are we going?**

Julia M. Wright, Research Professor with the Department of English at Dalhousie University, and Alexandre Beaupré-Lavallée, Professor of Higher Education Administration at the University of Montreal, addressed delegates on the issue of governance at Canadian universities.

**09. ORDER OF THE DAY
Address**

Grahame McCulloch, former General Secretary of the National Tertiary Education Union (NTEU) in Australia provided an overview of the structure and activities of the NTEU, highlighting the NTEU's collective bargaining strategy and challenges facing the post-secondary sector.

10. CAUT Public Opinion Poll

The Executive Director presented on an Environics Opinion Poll commissioned by CAUT on public perceptions of free speech on campus.

11. CAUT Policy

a) Policy Statements

- i) Guidelines for the Appointment and Review of University Chief Librarians and Other Library Administrators Outside the Bargaining Unit

CHAIR-L&A/RAL-FRANCOPHONE: THAT the revised Policy Statement on Guidelines for the Appointment and Review of University Chief Librarians and Other Library Administrators Outside the Bargaining Unit be approved.

CARRIED

- ii) Academic Freedom and Respectful Workplace Policies

CHAIR-AF&T/CO-CHAIR-EQUITY ARMSTRONG: THAT the new Policy Statement on Academic Freedom and Respectful Workplace Policies be approved.

CARRIED

- iii) Academic Status and Governance for Librarians at Canadian Universities and Colleges (renamed Academic Status and Governance for Librarians)

CO-CHAIR-EQUITY ARMSTRONG/MOFA: THAT the revised Policy Statement on Academic Status and Governance for Librarians at Canadian Universities and Colleges (renamed Academic Status and Governance for Librarians) be approved.

CARRIED

- iv) Advancing Women's Human Rights (renamed Women's Human Right to Equity)

CO-CHAIR-EQUITY ARMSTRONG/WESTERN ONTARIO: THAT the revised Policy Statement on Advancing Women's Human Rights (renamed Women's Human Right to Equity) be approved.

CARRIED

- v) Distance (including Online) Education

TREASURER/MONCTON: THAT the revised Policy Statement on Distance (including Online) Education be approved.

CARRIED

- vi) Employment Status of Graduate Students as Academic Staff

CHAIR-AF&T/CO-CHAIR-EQUITY ARMSTRONG: THAT the revised Policy Statement on Employment Status of Graduate Students as Academic Staff be approved.

CARRIED

- vii) Equity

CO-CHAIR-EQUITY ARMSTRONG/VICE-PRESIDENT: THAT the revised Policy Statement on Equity be approved.

CARRIED

- viii) Freedom from Harassment

CHAIR-AF&T/CALGARY: THAT the revised Policy Statement on Freedom from Harassment be approved.

AMENDMENT

REGINA/SASKATCHEWAN: THAT in paragraph 4 a new second sentence be added: "**It means acting immediately.**"

AMENDMENT TO THE AMENDMENT

UPEI/VICE-PRESIDENT: THAT the proposed new sentence be changed to read: "**This requires a timely response to any complaints or issues brought to the attention of the employer.**"

ANSUT/TREASURER: THAT the discussion of the Policy be tabled until later in the meeting agenda.

CARRIED

CHAIR-CBEB/CHAIR-AF&T: THAT the Policy Statement on Freedom from Harassment be referred back to the Academic Freedom & Tenure Committee for further review.

CARRIED

- ix) Performance Metrics

CHAIR-AF&T/CHAIR-CBEB: THAT the new Policy Statement on Performance Metrics be approved.

CHAIR-CBEBBC / BROCK: THAT the new Policy Statement on Performance Metrics be approved as amended.

CARRIED

- x) Sexual Violence in Post-Secondary Institutions

CHAIR-AF&T/ANSUT: THAT the new Policy Statement on Sexual Violence in Post-Secondary Institutions be approved.

CARRIED

- xi) Team Teaching

CHAIR-AF&T / CHAIR-COLLECTIVE BARGAINING AND ECONOMIC BENEFITS: THAT the revised Policy Statement on Team Teaching be approved.

CARRIED

- xii) Rights of Graduate Student Employees (recommend deletion)

CHAIR-AF&T / TREASURER: THAT the Policy Statement on Rights of Graduate Student Employees be deleted.

CARRIED

- xiii) Rights of Graduate Students (recommend deletion)

CHAIR-AF&T/RAL-FRANCOPHONE: THAT the Policy Statement on Rights of Graduate Students be deleted.

CARRIED

- b) Model Clauses

- i) Academic Freedom

CHAIR-CBEBBC/WESTERN: THAT the revised Model Clause on Academic Freedom be approved.

CARRIED

- ii) Compassionate Care Leave (renamed Care Provider Leave)

CHAIR-CBEBBC/LAVAL: THAT the revised Model Clause on Compassionate Care Leave (renamed Care Provider Leave) be approved.

CARRIED

- iii) Openness and Transparency

CHAIR-CBEBBC/TREASURER: THAT the revised Model Clause on Openness and Transparency be approved.

MOTION TO REFER

PEI/MOUNT ALISON: THAT the Policy Statement on Openness and Transparency be referred to the Aboriginal Post-Secondary Education Working Group for further review.

CARRIED

- iv) Pay Equity (renamed the Human Right to Equitable Compensation)

CHAIR-CBEBBC/REPRESENTATIVE-AT-LARGE FRANCOPHONE:

THAT the revised Model Clause on Pay Equity (renamed Model Clause on the Human Right to Equitable Compensation) be approved.

CARRIED

- v) Privacy and Personal Health Information (renamed Confidentiality of Personal and Medical Information)

CHAIR-CBEBBC/GRANT MACEWAN: THAT the revised Model Clause on Privacy and Personal Health Information (renamed Confidentiality of Personal and Medical Information) be approved.

CARRIED

- vi) Whistleblower Protection

CHAIR-CBEBBC/DALOUSIE: THAT the new Model Clause on Whistleblower Protection be approved.

CARRIED

- vii) Performance Metrics

CHAIR-CBEBBC/OPSEU: THAT the new Model Clause on Performance Metrics be approved.

CARRIED

- c) Administrative Procedures

- i) Reimbursement of Certification Costs

PRESIDENT/WESTERN ONTARIO: THAT the revised Administrative Procedure on Reimbursement of Certification Costs be approved.

CARRIED

12. Report of Executive Director on Academic Freedom

- a) Issues

- i) Free Speech on Campus

The Executive Director raised the issue of the increased politicization of free speech on campus. He advised that the Government of Ontario has introduced a "free speech" requirement mandating the province's universities and colleges to adopt 'free speech' policies by Jan 1 2019.

- b) Investigations

- i) Potter (McGill)

The Executive Director provided an update on the Ad Hoc Investigation into the case of Andrew Potter at McGill University. The report is complete and has just been released.

ii) Mehta (Acadia)

The Executive Director provided an update on the Ad Hoc Investigation into the case of Rick Mehta at Acadia University. The Committee's report is currently being reviewed by CAUT legal counsel.

iii) Pyne (Thompson Rivers)

The Executive Director reported on the Derek Pyne case at Thompson Rivers University. CAUT has set up an Ad Hoc Investigatory Committee to review the case. The two members of the Committee are: Mark Mac Lean, chair (UBC); and Carla Graebner (Simon Fraser University).

c) Cases

i) Persinger (Laurentian)

The Executive Director provided an update on the Michael Persinger case at Laurentian University. The member from Laurentian thanked Council for its support in the case.

ii) UNBC

The Executive Director reported that CAUT is intervening in a case involving several suspensions at the University of Northern British Columbia. Two of the cases have been resolved. The member from Northern British Columbia thanked Council for its support in this ongoing case.

iii) Durham College

The Executive Director reported on ongoing concerns with the College's revised Policy on Community Elections and Political Activity. The member from OPSEU provided an update on the evolution of the development of this policy.

d) Litigation Report

i) Access Copyright/York University

The Executive Director reported that CAUT has been granted intervener status in the appeal of the *Access Copyright v. York University* case. Dates for the case to be heard are yet to be established.

ii) Canada Research Chairs

The Executive Director reported that the Canada Research Chairs (CRC) case is currently in mediation.

iii) Arbitration Decisions

A. Ryerson University

The Executive Director reported on an arbitration decision at Ryerson regarding the use of student opinion surveys for promotion and tenure decisions. He noted that the Ryerson collective agreement is to be

amended to ensure that the FCS results are not used to measure teaching effectiveness for promotion or tenure.

B. Université du Québec en Outaouais

The Executive Director reported on an arbitration decision at the Université de Québec en Outaouais.

C. CUPE Local 3287, University of Saskatchewan

The Executive Director reported on a case at the University of Saskatchewan involving a lecturer dismissed due to an alleged racist remark.

13. Reports

a) Collective Bargaining

A written report on collective bargaining was circulated for information and discussion.

i) Bargaining Advisory on Market Differentials

A copy of the CAUT Bargaining Advisory on Market Differentials, released October 2018, was included in the Council meeting materials.

b) Education

A written report on education was circulated for information and discussion.

c) Organizing

The Executive Director reported on current organizing activities.

d) Occupational Health and Safety

A written report on occupational health and safety was circulated for information and discussion.

14. Advocacy and Political Action

a) Federal Budget 2019

P. Foster, Director of Research and Political Action, reported that CAUT participated in the 2019 Federal Budget consultations. CAUT is asking the government to develop and fund a national strategy for post-secondary education; fully implement the Advisory Panel on Fundamental Science recommendations; and invest in Indigenous Education. A copy of CAUT's submission was included in the Council meeting materials.

b) Federal Election

P. Foster, Director of Research and Political Action, highlighted CAUT's key messaging for the October 2019 Federal election. These include more core funding for the post-secondary education sector, increased funding for basic

research, and greater investment in Indigenous education and languages.

c) Federal Research Funding

i) Canada Research Coordinating Committee Report on Strengthening Science

P. Foster, Director of Research and Political Action, reported that the Canada Research Coordinating Committee (CRCC) held a summer consultation to solicit feedback on three key areas: the creation of a new tri-Council fund for international, interdisciplinary, fast-breaking and high-risk research; advancing equity, diversity and inclusion in Canadian research programs; and improving support for early career researchers. A copy of the Canada Research Coordinating Committee's report was included in the Council meeting materials.

ii) Equity in Research Funding

P. Foster, Director of Research and Political Action, highlighted changes to the Canada Research Chairs (CRC) program concerning the collection of equity data, new annual progress reports, and an Indigenous national research program.

d) Council of Ministers of Education Canada

P. Foster, Director of Research and Political Action, reported that CAUT met this fall with the Council of Ministers of Education Canada regarding their work on post-secondary accountability and sustainability.

e) Contract Academic Staff Survey

P. Foster, Director of Research and Political Action, reported that in September 2018 CAUT released a report on the findings from a national survey of contract academic staff working at Canadian post-secondary institutions. A copy of the report titled, *Out of the Shadows: Experiences of Contract Academic Staff*, was included in the Council meeting materials.

f) Civil Liberties and Human Rights

i) Bill C-59

P. Foster, Director of Research and Political Action, provided an update on Bill C-59, *An Act Respecting National Security Matters*. The Bill is at second reading in the Senate.

ii) Dr. Hassan Diab

P. Foster, Director of Research and Political Action, provided an update on the Diab case. CAUT has joined calls for an independent public inquiry into Diab's case and a review of the *Extradition Act*. A copy of CAUT's letter to the Prime Minister was included in the Council meeting materials.

g) Trade in Educational Services

i) United States-Mexico-Canada Agreement

P. Foster reported that the new United States-Mexico-Canada Agreement (USMCA) extends copyright term and opens the door for different approaches to Crown copyright as well. CAUT will be re-focusing its copyright campaign as a result of the new trade deal. A copy of the October 5 CAUT news release on the USMCA was included in the Council meeting materials.

h) Review of the Copyright Act

P. Foster reported that CAUT is participating in the statutory review of the *Copyright Act*. CAUT is arguing to retain the fair dealing provisions that are contained in the current *Act*. A copy of CAUT's submission to the Standing Committee on Industry, Science and Technology was included in the Council meeting materials.

i) Report on Fair Employment Week

P. Foster reported that Fair Employment Week (FEW) took place October 22-26. Over 35 associations organized on-the-ground activities, a significant increase over previous years. A flyer highlighting some of the events organized for this edition of FEW was included in the Council meeting materials.

j) Report on Parliament Hill Day

P. Foster thanked Council delegates who participated in this year's Parliament Hill Day, held Thursday, November 22nd. She noted that approximately 50 meetings had been organized with Members of Parliament, Ministers, and other senior government officials.

k) Submission to Immigration, Refugees & Citizenship Canada: Responding to the Academic Sector's Use of TFWPs

A copy of CAUT's Submission to Immigration, Refugees & Citizenship Canada regarding the academic sector's use of temporary foreign worker programs (TFWP) was included in the Council meeting materials.

15. Resolutions from Member Associations**Resolution #1****CUPE 3912/CUPE 3902:**

WHEREAS the CUPE Post-Secondary Education Sector has initiated a campaign 'Our Time to Act', which corresponds with the objectives of CAUT and its members;

AND WHEREAS their demands to the federal government include: to adopt a Post-Secondary Education Act with clear conditions and accountability measures for federal funding, to create a dedicated Post-Secondary Transfer, to increase transfer funding by 40 per cent to restore the level of per-student PSE funding that was provided in 1993, and to work with the provinces to reduce and eventually eliminate tuition fees for post-secondary education;

AND WHEREAS CUPE's 'Our Time to Act' campaign encourages people to contact their Member of Parliament, sign their petition and send a postcard to the Prime Minister;

BE IT RESOLVED THAT the CAUT Council support and promote the CUPE 'Our Time to Act' Post-Secondary Education Campaign.

CARRIED

Resolution #2

UNBC/NUFA:

THAT the President of CAUT write to Prime Minister Trudeau to strenuously protest the back-to-work legislation for the postal workers.

CARRIED

Resolution #3

CARLETON/NIPISSING:

THAT CAUT Council expresses its condemnation of the University of Montreal's currently proposed sexual violence policy and its disciplinary measures against SGPUM members, a policy that can only be achieved through collective bargaining.

CARRIED

Resolution #4

MONCTON/LAURENTIEN:

WHEREAS the establishment of a university is of fundamental importance to minority development, fulfillment and vitality;

WHEREAS the establishment of the Université de l'Ontario français is intended to bring to Ontario French-language university courses and opportunities for learning, research and development and enable "the contributions and linguistic, cultural, economic and social well-being of its graduates and French-speaking communities to flourish at a provincial, national and international level" (our translation of the vision stated on the UOF website as at November 24, 2018);

WHEREAS the Government of Ontario's decision infringes on the personal and collective development of the francophone minority in Ontario;

NOW THEREFORE the CAUT Council must express its concern and condemn the Government of Ontario's unilateral decision to cancel the establishment of the Université de l'Ontario français without consulting with the French-speaking community and francophone universities, and hereby mandates the CAUT executive to take the necessary action to respond to this situation.

CARRIED

16. International Matters

- a) CAUT International Solidarity Work
 - i) National Association of Graduate Teachers (NAGRAT)
There was no report.
 - ii) University Teachers Association of Ghana (UTAG)
There was no report.
 - iii) Palestinian Federation of Unions of University Professors and Employees (PFUUPE)
There was no report.
 - iv) College Lecturers Association of Zimbabwe (COLAZ)
There was no report.
 - v) Syndicat Unitaire et Démocratique des Enseignants du Sénégal (SUDES)
Nothing new
There was no report.
 - vi) Pakistan
There was no report.
- b) Appeals and Campaigns
 - i) India
There was no report. A copy of the CAUT letter to the Minister of Human Resource Development of India regarding concerns of human rights violations was included in the Council meeting materials.
 - ii) Hungary
There was no report. A copy of the CAUT letter to the Prime Minister of Hungary regarding its decision to stop accrediting and financing gender studies programs in its post-secondary institutions was included in the Council meeting materials.
 - iii) Turkey
There was no report.
 - iv) Slovak Republic
There was no report. A copy of the CAUT letter to the Minister of Foreign Affairs regarding the case of Dr. David Scheffel, a Thompson Rivers University professor currently detained in Slovakia, was included in the Council meeting materials.

- c) Organization for Economic Cooperation and Development (OECD)
There was no report.
- d) UNESCO
There was no report.
- e) International Labour Organization
 - i) Global Dialogue Forum on Terms and Conditions of Employment in Tertiary Education

A copy of the consensus points/recommendations from the International Labour Organization (ILO) Global Dialogue Forum on Employment Terms and Conditions in Tertiary Education, held in Geneva, September 18-20, 2018, was included in the Council meeting materials.

- f) Education International
There was no report.

ORDER OF THE DAY

17. Presentation of CAUT Awards

The CAUT Equity Award was presented to Annette Henry of the University of British Columbia.

The Donald C. Savage Award was presented to Robert Chernomas of the University of Manitoba.

The Bernice Schrank Award was awarded to Marc Patry of Saint Mary's University. The Vice-President of the Saint Mary's University Faculty Union (SMUFU), Marc Lamoureux, accepted the Award on his behalf.

18. Report on Administration and Finances

- a) Financial Statements
 - i) Financial Report (year ending June 30, 2018)

The treasurer presented the financial report for the year ending June 30, 2018.

- ii) Auditors' Report

A. Report of the Audit Committee

TREASURER/NORTHERN BRITISH COLUMBIA: THAT the 2018-2019 audited financial statements be accepted as presented.

CARRIED

- iii) Financial Report 1st Quarter (ending September 30, 2018)

The Treasurer presented the financial report for the first quarter ending September 30, 2018.

b) Staffing

The Executive Director reported on staffing matters. The Personnel Committee will be reassessing internal staffing needs in light of the increasing membership numbers and needs. Any new staffing proposal would be brought before Council for its consideration.

19. Reports of Standing Committees

a) Academic Freedom & Tenure Committee

P. McInnis, Chair of the Academic Freedom and Tenure Committee, reported on the work of the Committee. He reported that the Committee continues to follow several academic freedom cases: the Potter Report (McGill University) has been finalized; the Ad Hoc Investigatory Committee's report on the Mehta case (Acadia University) is currently being reviewed by CAUT's legal counsel; and the Ad Hoc Investigatory Committee looking into the case of Derek Pyne of Thompson Rivers University is underway. The Committee discussed a number of issues including free-speech on campus and mobbing on social media.

b) Collective Bargaining & Economic Benefits Committee

T. Van Steinburg, Chair of the Collective Bargaining & Economic Benefits Committee, reported on the work of the Committee. The Committee has reviewed a significant number of model clauses and policies. They will be holding their next regular meeting on March 28, in conjunction with the Forum for Chief Negotiators scheduled for March 29-30.

c) Contract Academic Staff Committee

S. Bose, Chair of the Contract Academic Staff Committee, reported on the work of the Committee. The Committee met in August and held a joint meeting with the Collective Bargaining and Economic Benefits Committee. She highlighted the release in September of the Report on working conditions of Contract Academic Staff and a very successful Fair Employment Week in October.

d) Equity Committee

The Co-Chair of the Equity Committee, P. Armstrong, reported on the work of the Committee. The Committee continues to work on developing an equity tool-kit and plans to have the resource finalized for the November 2019 Council. The Committee held a joint meeting with the Academic Freedom and Tenure Committee and have been working on drafting policies on mental health and social justice.

e) Librarians' and Archivists' Committee

T. Ribaric, Chair of the Librarians' and Archivists' Committee, reported on the work of the Committee. The Committee met in December via teleconference. They are in the early planning stages of the Librarians' and Archivists' Conference which will be held October 25-26, 2019. They are also in the process of reviewing the Policy Statement on Academic Freedom, Social Media and Electronic Communications.

20. Reports of Working Groups and Committees of the Executive

- a) Aboriginal Post-Secondary Education Working Group
 - i) CAUT Conference for Aboriginal Academic Staff

The Executive Director reported on the activities of the Aboriginal Post-Secondary Education Working Group. The Aboriginal Academic Staff Conference on Advancing Indigenization was held October 19-20 in Ottawa. It was a very successful event with over 100 delegates in attendance.

- b) Clinical Faculty Committee

The Executive Director reported that the Clinical Faculty Committee met on August 27.

- c) Francophones' Committee

B. Navarro Pardiñas, Chair of the Francophones' Committee, reported on the work of the Committee. She highlighted that Francophone and Francophile members are pleased with the growing presence of the French language in CAUT meetings and events.

- d) Advisory Group on Distance and On-line Education

There was nothing new to report.

21. Report of Executive Committee

- a) Minutes
 - i) Meeting of February 9-10, 2018

The minutes of the meeting of February 9-10, 2018 were circulated for information.

- ii) Meeting of April 24-25, 2018

The minutes of the meeting of April 24-25, 2018 were circulated for information.

- iii) Meeting of April 28, 2018

The minutes of the meeting of April 28, 2018 were circulated for information.

- iv) Meeting of June 14-16, 2018

The minutes of the meeting of June 14-16, 2018 were circulated for information.

22. Report from the Fédération québécoise des professeures et professeurs d'université (FQPPU)

The representative from the FQPPU, Jean-Marie Lafortune, reported on the activities of the FQPPU.

23. Report from Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN)

The representative from FNEEQ, Caroline Quesnel, reported on the activities of the FNEEQ-CSN.

24. Report from the National Union of the Canadian Association of University Teachers (NUCAUT)

The President of NUCAUT, Terri Van Steinburg, reported on the work of NUCAUT. She advised that the Canadian Council of the CLC met on November 19-20. She encouraged members to sign an on-line petition in solidarity with CUPW members further to back-to-work legislation tabled by the Liberal government.

25. Report of the Harry Crowe Foundation

a) Olivieri Lectureship

The Executive Director reported that the annual Olivieri Lectureship will be held in conjunction with the upcoming Council meeting featuring Dr. Christine Overall of Queen's University.

b) Harry Crowe Foundation Conference

The Executive Director reported that the planning is underway for the Harry Crowe Foundation (HCF) Conference scheduled for February 22-23, 2019, in Toronto. A copy of the draft agenda was included in the Council materials.

26. Annual Report of the CAUT Defence Fund

The President of the Defence Fund, Ted Binnema, reported on behalf of the Fund. He thanked the Past President of the Defence Fund for his service as President for the past 4 years. A written report was provided in the meeting materials.

27. Report of the J.H. Stewart Reid Memorial Fellowship Trust

C. Vallerand reported that the Trustees of the J.H. Stewart Reid Trust have selected Claire Thomson, Ph.D. candidate in the Department of History at the University of Alberta, as the winner of the 2018-19 J.H. Stewart Reid Memorial Fellowship.

Having reached the end of the scheduled time, the meeting was adjourned.