



# Minutes

## 255<sup>th</sup> Executive Committee Teleconference

### April 21 & April 24, 2020

#### Present

Brenda Austin-Smith, President (UMFA)  
 Peter McInnis, Vice-President (ST.FXAUT)  
 Yalla Sangaré, Treasurer (APPBUSA)  
 James Compton, Past President (UWOFA)  
 David Newhouse, Representative-at-large (Aboriginal)(TUFA)  
 Serge Jolicoeur, Representative-at-large (Francophone)(ABPPUM) (\*April 21 only)  
 Robin Whitaker, Representative-at-large (General)(MUNFA)  
 Marc Schroeder, Representative-at-large (General)(MRFA)  
 Laurence McFalls, Representative-at-large (Quebec)(SGPUM)  
 Alison Hearn, Chair, Academic Freedom and Tenure Committee (UWOFA)  
 Sue Blair, Chair, Collective Bargaining and Economic Benefits Committee (AUNBT) (\*April 21 only)  
 Sarika Bose, Chair, Contract Academic Staff Committee (UBCFA)  
 Tim Ribaric, Chair, Librarians' and Archivists' Committee (BUFA)  
 Pat Armstrong, Co-Chair, Equity Committee (YUFA)  
 Momin Rahman, Co-Chair, Equity Committee (TUFA)

David Robinson, Executive Director  
 Tony Cantin, Director of Finance, Operations and Human Resources  
 Pam Foster, Director, Research & Political Action  
 Valérie Dufour, Director, Communications  
 Margaret McGovern-Poté, Executive Assistant to the Executive Director

#### Opening Remarks

*The President welcomed members and provided instructions on some of the conference call protocols for participating in the conference call.*

**01. Approval of Agenda**

**RIBARIC/HEARN: THAT** the agenda be approved as circulated.

**CARRIED**

**02. Approval of Minutes**

- a. Executive Committee Meeting of February 7-8, 2020

**MCINNIS/SCHROEDER: THAT** the minutes of the Executive Committee meeting of February 7-8, 2020 be approved as circulated.

**CARRIED**

**03. Business Arising**

- a. Review of Action List

The action list was reviewed.

**04. Report of the President**

The President reported on meetings she attended since the last Executive Committee meeting of February 7-8, 2020. She attended the CAUT Committee meetings March 7-8 in Ottawa. She reported that these were very productive meetings and an opportunity to connect with association activists from across the country. She participated in interviews for the new management position by teleconference. She also met with the Minister of Labour, the Honourable Filomena Tassi, where CAUT highlighted issues of significance to the post-secondary education sector, in particular in relation to precarious work and pay equity. She noted that since mid-March she has attended weekly conference call meetings with the collective bargaining and legal staff. She reported that CAUT has produced a 'Frequently Asked Questions' section on the CAUT website to inform members on issues raised by the COVID-19 situation. CAUT has also developed a new town hall series, with the first being delivered last week and several additional ones being planned. She has also been working with the Executive Director to convene meetings with member associations in Manitoba to prepare opposition to new funding cuts to post-secondary education announced by the Pallister government in Manitoba.

**05. Report of the Executive Director**

The Executive Director reported that the staff at CAUT has been especially busy since the beginning of the pandemic answering questions and helping member associations with different urgent matters. He explained that there is an urgent need to provide leadership to our member associations during this crisis. We will need to shift from more 'short-term' and urgent responses to longer term needs. CAUT will need to press the federal government to ensure it supports the post-secondary sector through this crisis.

**06. Political Action and Campaigns**

- a. COVID-19 Emergency Support Measures

P. Foster, Director of Research and Political Action, reported that the research and political action department has been actively building its advocacy lists through the highly successful participation in the new town hall series on COVID-19. The research

and advocacy team is also looking at developing surveys of members and students on issues they are experiencing.

The Executive Committee held a discussion on actions that CAUT could pursue to assist member associations responding to the COVID-19 crisis, and the need for CAUT to take a leadership role in helping associations navigate through a variety of challenges and issues.

## 07. Membership Matters

### a. Impact of COVID-19

#### i) FAQ: COVID-19 and the Academic Workplace

The Executive Director reported that CAUT has prepared a 'Frequently Asked Questions' page on its website to provide guidance for associations on issues raised as a result of the COVID-19 pandemic, noting that the site is being updated as more information is available. CAUT has also been working with member associations to draft letters of understanding (LOU) with their institutions. He noted that membership engagement has been heightened in response to the pandemic and that CAUT will need to find ways to maintain this level of engagement.

### b. Manitoba

The President reported that the Manitoba government is demanding that universities in the province cut their budgets by as much as 30 per cent, either by cutting their workforces or by reducing other expenditures. She noted that administrations were advised of this announcement only one week ago. She reported that CAUT has been mobilizing member associations across the province to fight the proposed cuts.

## **MOTION TO RECESS TO MOVE TO THE ACADEMIC FREEDOM FUND MEETING: 3:00 PM, APRIL 21, 2020**

**RAHMAN/SANGARÉ: THAT** the Executive Committee meeting move to the Academic Freedom Fund Meeting.

**CARRIED**

**COMPTON/WHITAKER: THAT** the Executive Committee reconvene to the regular Executive Committee meeting agenda.

**CARRIED**

## 08. Committee and Working Group Reports

### a. Standing Committee Reports

#### i. Academic Freedom and Tenure

A. Hearn, Chair of the Academic Freedom and Tenure Committee, reported on the work of the Committee. She reported that the March Committee meeting was very productive and dealt with the following matters: development of an academic freedom workshop – a sub-committee has been established for follow-up; (2) consideration of a national campaign to “save higher education” in light of provincial budget cuts, performance-based funding etc.; establishment of a sub-

committee to review the issue of prohibitive security costs imposed by institutions on faculty associations holding speaker events on campus; establishment of a sub-committee to look into privately owned edtech platforms and services; and discussion of the use of the International Holocaust Remembrance Alliance's definition of anti-Semitism.

ii. Collective Bargaining and Economic Benefits

S. Blair, Chair of the Collective Bargaining and Economic Benefits Committee, reported on the work of the Committee. She noted that the regular Committee meeting, scheduled for March 19, and the Forum for Chief Negotiators, scheduled for March 20-21, were cancelled due to travel restrictions as a result of the pandemic. In lieu of the regular Committee meeting, an on-line meeting was scheduled to discuss collective bargaining issues arising due to the impact of COVID-19 on campuses across the country. The Committee experienced several technical issues with the meeting software that made it difficult to hold the meeting. In the end, several members held a teleconference to talk about Q&A ideas for the COVID-19 page of the CAUT website.

iii. Contract Academic Staff

S. Bose, Chair of the Contract Academic Staff Committee, reported on the work of the Committee. At its March meeting, the Committee worked on the CAS Conference scheduled for October. She reported on various issues raised by CAS members due to the pandemic, including: concerns about increased workload and possible layoffs for CAS members; intellectual property concerns due to move to online teaching; establishment of emergency funds (as at Nipissing - with tenured faculty stepping up to contribute to help their CAS colleagues); need to provide extra support for members with disabilities, implications for maintaining health benefits; and reimbursement for investment into tech tools and tax implications for setting up home offices. The committee has asked that she bring forward a proposal to the Executive to include a seat for a CAS member on all CAUT committees.

A. Contract Academic Staff Conference

This item was reported under **Executive item 08. (a)(iii)**.

iv. Equity

M. Rahman and P. Armstrong, Co-Chairs of the Equity Committee, reported on the work of the Committee. They reported that the feedback for the Equity Conference, held February 20-21 in Ottawa, was very positive. Due to the 'hands-on' workshop approach to the conference, participants were able to work on developing their skills through the various sessions. It was recommended that future editions of the conference include more open sessions for the discussion of broad issues.

The Committee continues to work on developing the Equity tool-kit. The aim is to have some of the materials completed by the end of the summer with an anticipated launch for the November Council. The Committee worked on model clauses and provided advice to the Executive Director on equity-related issues including equitable compensation.

## A. Equity Conference

This item was reported under ***Executive item 08. (a)(iv).***

### v. Librarians' and Archivists'

T. Ribaric, Chair of the Librarian's' and Archivists' Committee, reported on the work of the Committee. He noted that the Committee's March meeting included a joint session with the Francophones' Committee to finalize two policy statements. He noted that they have used their listserv since the beginning of the COVID pandemic to share information and survey members on a various issues such as working conditions and health and safety issues.

## b. Committees of the Executive Reports

### i. Francophones'

S. Jolicoeur, Chair of the Francophones' Committee, reported on the work of the Committee. He noted that the Committee worked on finalizing two joint policy statements with the Librarians' and Archivists' Committee. They also worked on the outline of the agenda for the upcoming Francophones' conference to be held in 2021. The theme will focus on how to ensure the future of programs in French across the country through mobilizing. He gave a brief overview of the sessions which are being planned.

### ii. Clinical Faculty

The Executive Director advised there was nothing new to report. The next scheduled meeting is for August.

### iii. College and Institute Academic Staff

The Executive Director advised there was nothing new to report. The next scheduled meeting is for August.

## c. Working Group Reports

### i. Aboriginal Post-Secondary Education Working Group

D. Newhouse, Chair of the Aboriginal Post-Secondary Education Working Group (APSEWG) reported on the work of the Working Group. He noted that they are in the early planning stages of the next Aboriginal academic staff conference scheduled for October 1-2, 2021. The working group has also spent time discussing the findings from a survey conducted in Ontario for the Joint Working Group of the Ontario Council of Academic Vice Presidents (OCAV) and the Reference Group on Aboriginal Education (RGAE).

### ii. Ad Hoc Working Group on Governance

M. Schroeder, Chair of the Ad Hoc Working Group on Governance, reported that the he and Robin Whitaker will be serving as presenters for an upcoming town hall on governance issues, noting they are still looking for a 3<sup>rd</sup> panellist. The working group also assisted with developing a FAQ entry on governance issues for the

frequently asked questions on COVID-19 page on the CAUT website. Their initial question dealt with governance issues related to immediate issues that academic staff associations would want to consider. They may be developing a subsequent follow-up question to deal with the more long-term issues. The working group will have a teleconference in May to develop a work-plan for upcoming year.

## 09. Organizational Matters

### a. Financial Matters

#### i. Quarterly Report – ending March 31, 2020

Y. Sangaré, Treasurer, presented the Financial Report for the quarter ended March 31, 2020.

#### ii. Release Time Requests

T. Cantin, Director of Finance, Human Resources and Operations, provided a status on release time requests received to-date.

#### iii. Revised 2020-2021 Budget

Y. Sangaré, Treasurer, presented the revised budget for 2020-2021.

**SANGARÉ/MCFALLS: THAT** the Executive Committee approve and recommend to Council the revised budget for 2020-2021, as circulated.

**CARRIED**

#### iv. Financial Requests

##### A. Solidarity Basket Fund for EI's 12th International Further and Higher Education and Research Conference

The Executive Director reported that CAUT has receive a financial request for a Solidarity Basket Fund for EI's 12th International Further and Higher Education and Research Conference. He noted that this conference is scheduled to be held in December, and recommended that the Executive Committee defer this financial request, due to the current COVID-19 crisis. He recommended that we advise Education International that the Executive Committee will consider a financial contribution, at a later time, if the event is not cancelled.

##### B. EI URGENT ACTION APPEAL - Establishment of a COVID-19 Response Fund

The Executive Committee considered a request from Education International for a financial contribution towards its new COVID-19 Response Fund.

**BOSE/ARMSTRONG: THAT** CAUT donate the equivalent of €5,000 to Education International's COVID-19 Response Fund.

**CARRIED**

b. Council

i. Contingency Planning

The Executive Committee held a discussion on the status of the Spring Council meeting that was postponed due to the COVID-19 pandemic. The Executive Director presented various scenarios that could be considered. The Executive Committee agreed to defer making a decision on the matter until a future meeting. He recommended that CAUT offer virtual meeting options for the Forum for New Presidents and the Executive Committee Retreat, both upcoming events scheduled to be held in June.

c. Report of the Executive Director on Academic Freedom

i. Investigations

A. Peter Wall Institute for Advanced Studies (UBC)

The Executive Director provided an update on the Peter Wall Institute (University of Northern British Columbia) investigation. The AD Hoc Investigatory Committee is in the process of finalizing its report.

ii. Cases

The Executive Director, reported on a new case at Laurentian University involving collegial governance for librarians and archivists. The Laurentian University Faculty Association (LUFA) has made a request for financial assistance through the CAUT Arbitration Service.

d. Legal Report

The Executive Director provided an update on the York University v. Access Copyright case. The court ruled that the tariff is not mandatory. On the flip side, the Court found that York University's guidelines for the use of copyrighted material did not constitute fair dealing.

e. Collective Bargaining Report

The Executive Director reported CAUT is encouraging member associations to negotiate letters of understanding (LOU) with their institutions to cover the exceptional circumstances of the COVID-19 pandemic. CAUT will be adding a new page on the members' area of the CAUT website with examples of negotiated language to assist members in developing agreements at their own institutions.

f. Education Report

The Executive Director reported that due to the COVID-19 crisis, CAUT's regular workshop offerings have been suspended. CAUT has launched a series of webinars to address issues our members are facing due to COVID-19 crisis. Several webinar topics have been developed to-date.

g. Health & Safety Report

The Executive Director reported that CAUT has been providing support and advice to member associations as the crisis has been unfolding. The focus over the next few weeks will be on the development of return to work protocols.

h. Organizing Report

The Executive Director advised there was nothing new to report.

i. Communications Report

V. Dufour, Director of Communications, reported that the Communications team has launched a new COVID-19 weekly newsletter with news related to the pandemic. They are also using various communications tools to promote the new town hall webinar series. The last two issues of the CAUT *Bulletin* have been moved to an on-line format. The May-June issue of the *Bulletin* will be a double issue focussing on COVID-19 issues. She reported that a new communications workshop, incorporating a train-the-trainer approach, will be ready to launch in the fall.

j. Publications

i. Report of Bulletin Editorial Board

P. McInnis, Chair of the Bulletin Editorial Board, reported that in response to the current COVID-19 crisis, the CAUT *Bulletin* has been moved to an online format.

ii. CAUT On-line Journal

P. McInnis reported that the editorial board of the new CAUT On-Line Journal has received three submissions to review. The editorial board has consulted with the American Association of University Professors (AAUP) on their processes for managing their online journal.

k. New Associate Members

The Executive Director reported that there were no requests for new associate members to be considered.

**10. Staff Matters**

a. Report of the Personnel Committee

J. Compton, Chair of the Personnel Committee provided a report on a meeting of the Personnel Committee. CAUT has completed the hiring process for the new management position of Director of Organizing and Collective Bargaining. The candidate will commence in October. There are no outstanding grievances

b. Staff and Related Administrative Issues

The Executive Director provided an update on staffing matters. He noted that the COVID-19 pandemic has affected the office operations with staff now working from home.



c. In Camera

**MCINNIS/COMPTON: THAT** the meeting move in camera.

**CARRIED**

**BOSE/SANGARÉ: THAT** the meeting move out of camera.

**CARRIED**

**11. Other Business**

There was no other business to be addressed.

**12. Review of Meeting**

The meeting was reviewed.

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There being no further business, the meeting was adjourned.