

General Meeting

Tuesday, March 27, 2007 12:30 – 2:30 pm
Council Chambers, UCC 315

Speaker: Jeffrey Stokes

President: Kim Clark

The Speaker called the meeting to order at 12:40 p.m. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

1. Approval of the Agenda:

MOVED: B. Frohmann/M. Dawes

THAT the agenda be approved. **CARRIED**

2. Minutes of the General Meeting of 9 November 2006

MOVED: M.J. Toswell/A. Katz

THAT the minutes of the General Meeting of 9 November 2006 be approved. **CARRIED**

3. Business Arising: None

4. Nominating Committee's Report: *M. J. Toswell*

The Speaker requested that J. Toswell chair nominations for Speaker because the Speaker is being nominated to serve again as Speaker.

On behalf of the Committee, Toswell nominated Jeffrey Stokes for Speaker (one-year term: July 1, 2007 to June 30, 2008).

Toswell invited nominations from the floor. Seeing no other nominations, Toswell declared nominations closed for Speaker and declared Jeffrey Stokes acclaimed as Speaker.

The Speaker moved back into the chair.

On behalf of the Committee, Toswell nominated Peggy Ellis as Speaker (one-year term: July 1, 2007 to June 30, 2008) and Cheryl Woods as Secretary (one-year term: July 1, 2007 to June 30, 2008) for the UWOFA Librarians and Archivists bargaining unit.

The Speaker invited nominations from the floor. Seeing no other nominations, Stokes declared nominations closed for Speaker and Secretary of UWOFA Librarians and Archivists bargaining unit and declared Peggy Ellis acclaimed as Speaker and Cheryl Woods acclaimed as Secretary.

On behalf of the Committee, Toswell nominated Mike Carroll (Sociology) for Vice-President.

A member requested that the following motion be presented:

THAT nominations for Vice-President be kept open for at least a week, during which time the Nominating Committee shall attempt to secure an undertaking from the candidate that, if elected, he will withdraw from the competition for Chair of Sociology;

And THAT, in the absence of such an undertaking, the Nominating Committee shall, after soliciting input from the membership, nominate at least one additional candidate and submit the revised slate to the membership for approval at another General Meeting or by mail ballot.

The Speaker ruled that the motion would be in order as it was merely the opposite side of the standard motion "to close nominations," which would be in order.

The presented motion was moved by G. MacGregor and seconded by S. Trosow.

The meeting discussed the presented motion. The presented motion was voted on and **FAILED**.

The Speaker invited nominations from the floor. Seeing no other nominations, the following motion was presented:

MOVED: A. Gedalof/C. Seligman
 THAT nominations for Vice-President be closed. **CARRIED**

The Speaker declared Mike Carroll acclaimed as Vice-President.

Toswell left the meeting to attend to another commitment. The Speaker presented the rest of the nominations.

The Nominating Committee nominated Bev Brereton for Secretary (two-year term: July 1, 2007 to June 30, 2009).

The Speaker invited nominations from the floor. Seeing no other nominations, the Speaker declared nominations closed for Secretary and declared Bev Brereton acclaimed as Secretary.

The Nominating Committee nominated the following slate for Board Members – Designated Faculty and Librarian/Archivist Seats (two-year term: July 1, 2007 to June 30, 2009).

Arts & Humanities (elect 1)	Marjorie Ratcliffe (Modern Languages)
FIMS (elect 1)	Lynne McKechnie
Health Sciences (elect 1)	Randi Fisher (Communication Sciences & Disorders)
Librarians & Archivists (elect 1)	Kristin Hoffmann (Taylor Library)
Science (elect 1)	Robert Webber (Computer Science)
Social Science (elect 1)	Graham Smith (Geography)

The Speaker invited nominations from the floor. Seeing no other nominations, the Speaker declared nominations closed for Board Members - Designated Faculty and Librarians/Archivists Seats, and declared the following candidates acclaimed for Designated Faculty and Librarian/Archivists Seats (two-year terms):

Arts & Humanities	Marjorie Ratcliffe (Modern Languages)
FIMS	Lynne McKechnie
Health Sciences	Randi Fisher (Communication Sciences & Disorders)
Librarians & Archivists	Kristin Hoffmann (Taylor Library)
Science	Robert Webber (Computer Science)
Social Science	Graham Smith (Geography)

The Nominating Committee nominated the following slate for Board Members – At-Large Seats (elect 3, one must be a part-time member, for two-year term: July 1, 2007 to June 30, 2009)

Virginia Barron	Music (part-time)
Elizabeth Riddell-Dixon	Political Science
Clive Seligman	Psychology

The Speaker invited nominations from the floor.

A member asked if the Nominating Committee had followed the By-law in providing a slate sufficient to fill all vacancies plus two additional names.

The chair of the Nominating Committee, Toswell, had left the meeting so Gopal, a Nominating Committee member, answered the question. Gopal stated that the Nominating Committee chair had indicated to the committee that past precedent had been set where two additional names were not presented. Gopal went on

to say that the Nominating Committee had attempted to find two more names than there were vacancies but had been unable to do so.

MOVED: J. Davies/G. Smith

THAT nominations for At-large Seats be closed. **CARRIED**

The Speaker declared the following candidates acclaimed for At-Large Seats (two-year terms):

Virginia Barron	Music (part-time)
Elizabeth Riddell-Dixon	Political Science
Clive Seligman	Psychology

The Speaker asked if there were any objections to changing the Agenda by bringing the Treasurer's Report forward and placing the President's Report after the Treasurer's Report. Seeing no objections, the Treasurer's Report was moved forward.

6. Treasurer's Report: *A. Bigelow*

Bigelow reviewed the financial statements (Exhibit III).

Bigelow presented a summary of UWOFA's investments (Appendix I). By the end of fiscal 2006-2007 the Collective Bargaining Grievance Reserve Fund (CBGRF) will have a balance of \$1,000,000, as a result of a Board decision to transfer some funds from the unrestricted reserves into the CBGRF. This balance will continue to grow and UWOFA should be in an even better financial position for the next round of bargaining.

MOVED: P. Handford/M. Carroll

THAT effective May 1, 2007 when the special levy is discontinued, the general levy mil rate be increased from 7.4 to 8.4 and the proceeds of this increase be transferred to the Collective Bargaining and Grievance Reserve Fund annually.

In response to comments from the floor, Bigelow explained that this motion would reduce the operating fund reserves and would limit UWOFA's ability to respond to emerging issues and its flexibility in funding such things as an increased UWOFA staff complement, if that becomes desirable.

Clark agreed that this motion would limit the Association's flexibility in dealing with emergent operating issues.

Katz, who represents UWOFA on the CAUT Defence Fund, explained that the Defence Fund's general rule is to have \$1000.00 per member in reserves.

Bigelow assured the membership that money would still be transferred annually to the CBGRF. A line would be added to the Budget for that purpose.

The following was proposed as an amendment to the main motion:

MOVED: D. Jones/P. Ellis

THAT the following be deleted from the main motion:

and the proceeds of this increase be transferred to the Collective Bargaining and Grievance Reserve Fund annually.

The amendment was voted on and **CARRIED**.

The amended motion now reads:

THAT effective May 1, 2007, when the special levy is discontinued, the general levy mil rate be increased from 7.4 to 8.4.

The amended motion was voted on and **CARRIED**.

5. President's Report: K. Clark

The President reported on the following:

- The electronic version of the Librarians' and Archivists' Collective Agreement has been posted to the UWOFA website;
- Librarians and Archivists Annual Report format: According to the UWOFA-LA Collective Agreement, the Annual Report format is to be proposed by the Members and approved by the Association and the Administration. The Librarians and Archivists membership has voted to approve the Annual Report format developed by the Members in the Annual Report Working Group. The vote ended March 19, 2007 at 12:00 noon. The results were: 20 in favour, 1 opposed. The Annual Report format now goes on to the Joint Committee for approval by the Parties to the Collective Agreement;
- UWOFA held two Retirement/Phased Retirement information sessions on February 22 and March 1, 2007. A Frequently Asked Questions sheet, jointly written by UWOFA and Faculty Relations, has been posted to the UWOFA website;
- Clark thanked the faculty negotiating team for all their hard work.
- Clark reviewed events since the last General Meeting. In December 2006, UWOFA and UWO entered into Conciliation. At the same time, UWOFA was taking the necessary steps to prepare for a potential strike. UWOFA set up meetings with the local Fire Department, the local and campus Police Departments, UWO Physical Plant, London Transit and negotiated a rental agreement for a strike headquarters. UWOFA received strong support from other local unions during strike preparations. Clark feels that UWOFA's strong strike preparation assisted in getting an acceptable Collective Agreement. Clark thanked A. Bigelow and R. Coulter, Co-Chairs of both the Bargaining Support Committee and then the Strike Action Coordinating Committee, for their leadership in this area.
- Abhijit Gopal and Kim Clark met with Alan Weedon, Vice-Provost (Policy, Planning and Faculty), and Michele Parkin, Director, Faculty Relations, to discuss a possible model for how Robarts Scientists may be moved into UWOFA's Bargaining Unit. Clark met with the Basic Science Chairs on March 16, 2007. A Robarts Scientist attended the Senate meeting on Friday, March 16, 2007 to answer Senators' questions, but there was no discussion. A formal proposal will be going to Senate on April 20 regarding the incorporation of the Robarts Research Institute into UWO;
- At the January 19, 2007 Senate meeting the Senate approved the establishment of an *ad hoc* Committee to Review the Faculty of Graduate Studies and report, with recommendations to the Provost, by April 30, 2007. The Committee will examine the role and operations currently provided by the Faculty of Graduate Studies and provide suggestions for alternate approaches and consideration of the level of academic leadership. The Committee will consult widely with the university community. Clark encouraged Members to attend the Faculty Council meeting of FGS on April 13, 2007 and to express their concerns or suggestions there or via written comments to the Committee.

7. Chief Negotiator's Report: M. Dawes

Dawes reported that the implementation of the Librarians/Archivist Collective Agreement is well underway. The Libraries Workload Committee has begun its work. The Transition Committee continues to work very hard. The Editing Committee (Elizabeth Bruton and Linda Dunn) has completed its work. Implementation of the Faculty Collective Agreement is also underway. Dawes provided a list of the joint subcommittees that have been populated or are in the process of being populated under the new Faculty Collective Agreement.

- Joint Subcommittee on Post-doctoral Fellows & Research Assistant Guidelines.
- Career Trajectory Adjustment Committee.
- Salary Anomalies (plus Pay Equity) Committee.
- Joint Subcommittee on Distance Education
- Joint Subcommittee on Student Evaluations of Teaching.
- The Workload Study Group

UWOFA's two representatives on the Editing Committee are Kathleen Fraser and Paul Handford. The Editing Committee's first task was to complete the articles that were joint with the Librarians and Archivists Collective Agreement. Since then the Committee has completed several articles that are now in the hands of the Administration's editing team. The next group of articles being edited include the *Compensation and Benefits* Article.

Dawes expressed thanks to the Grievance Committee who provided valuable behind the scenes support and feedback to the negotiating team.

8. **New Business:** None
9. **Time of the Annual General meeting:** Wednesday, 25, April 2007, 12-2 pm., University College room 142

MOVED: P. Ellis/M. Carroll
THAT the meeting adjourn. **CARRIED**

The meeting adjourned at 2:05 pm.