

**General Meeting**

Thursday, November 9, 2006 3:00 – 5:00 pm  
McKellar Room, UCC

Speaker: Jeffrey Stokes

President: Kim Clark

The Speaker called the meeting to order at 3:07 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:** Carroll/Bartlett

THAT the agenda be approved. **CARRIED**

**2. Minutes of the General Meeting of 26 September 2006**

**MOVED:** Morton/Handford

A member noted her name was misspelt in the minutes. The correction was made.

THAT the minutes of the General Meeting of 26 September 2006 be approved as correct. **CARRIED**

**3. Business Arising:** None

**4. President's Report:** *K. Clark*

The President reported on the following:

- The Librarians and Archivists Collective Agreement was ratified in September 2006. Work on the implementation of the Collective Agreement is under way;
- It appears that there will be a reorganization of Graduate Studies. The President encouraged faculty to provide feedback and to watch for an opportunity for consultation;
- There is a proposal to amend the Constitution of the Business Council at Ivey (similar to a Faculty Council elsewhere on campus). The amendment proposes that the number of voting staff members be increased to twenty-two; eighteen of those voting staff members would be appointees of the Dean as opposed to being elected;
- The London District Labour Council (LDLC), on which UWOFAs has Observer status, has made available cards indicating which municipal election candidates have been endorsed by the LDLC;
- Clark introduced the recipient of the CAUT Dedicated Service Award, Aniko Varpalotai and presented her with a framed certificate. Aniko Varpalotai has been serving the Association for at least 10 years. She has served as President and as Deputy Chief Negotiator for our first, second and third Collective Agreements as well as on the UWOFAs-LA Negotiating Team. She was chair and co-chair of the last two Contract Committees. The Faculty Association is deeply indebted to Aniko for her dedication and hard work.

**7. Chief Negotiator's Report:** *M. Dawes*

Dawes provided information on the progress of negotiations. Dawes commented that UWOFAs has made some gains but the following are examples of areas where the Administration and UWOFAs are far apart:

- *Faculty Renewal:* Dawes presented the Administration's counter-proposal on our *Faculty Renewal* Article proposal. It was handed back to UWOFAs with all the language struck out;
- *Compensation and Benefits* Article: He explained that both sides are far apart not only on how much faculty will be compensated, but also on the structure of the compensation package;

- Benefits Proposal: The Administration remains intent on instituting an 85%-15% co-payment for dental and extended health (including drugs), up to a yearly cap for members of \$900 (family coverage) and \$450 (single). The Administration is proposing a Personal Wellness Account that the Administration claims will partially cover the cost of the co-payment, but Dawes commented that the money offered for such Accounts is insufficient; and
- Contract Academic Staff: The Administration continues to reject improvements in employment for this group.

Dawes explained that the two negotiating teams are coming to the end of articles that can be resolved and sooner or later the teams will get to a point where external help is needed and that is when a Conciliator may be requested.

Dawes went on to explain the role of a Conciliator. He explained that at any time either side can call for Conciliation. During Conciliation if either side feels that progress is not being made then either side can call for a “no board report”, and seventeen days after a “no board report” the sides will be in a strike/lock-out position. During the first round of negotiations the Administration called for a Conciliator; during the second round UWOFA called for a Conciliator.

There are eight planned negotiation dates in November with a possible two additional dates towards the end of November.

6. **MOVED:** Clark/Coulter  
THAT a strike mandate vote be held as soon as practicable.

Clark explained that the above motion was approved unanimously by the Board. The above motion was discussed.

**MOVED:** Semmens/Bartlett  
THAT the motion be amended by adding the words “but no later than December 15, 2006” and by removing the word “mandate.”

The amendment was discussed.

**MOVED:** Murphy/Bartlett  
THAT the amendment be amended to read “but no later than December 1, 2006.”

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

The main motion as amended:

THAT a strike vote be held as soon as practicable, but no later than December 1, 2006. **CARRIED UNANIMOUSLY**

7. **Treasurer’s Report:** *A. Bigelow*  
a) **MOVED:** Bigelow/Davies  
THAT the Membership receive the audited statements for 2005-2006.

Bigelow reviewed the audited statement (Exhibit II). Bigelow explained that the format has been changed to better reflect the different funds that UWOFA has as an organization. The operating fund, the Grievances and Collective Bargaining Fund, and the Scholarship Fund. Bigelow also explained that a previous error in the statements has been corrected. The interest earned on the Grievances and Collective Bargaining Fund has been correctly allocated to that fund, for all years since the Fund was established.

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

b) **MOVED:** Bigelow/Dickinson

THAT the Special Levy of 0.1 percent of salary be continued from January 1, 2007 until April 30, 2007. Monies from this fund may be used only for expenses associated with collective bargaining or with expenses associated with legal advice and arbitration arising from grievances and rights cases. Withdrawal of monies from this fund shall require approval of the Board. Any interest that accrues to this fund will be added to its total.

The motion was discussed, voted on and **CARRIED**.

**8. New Business:**

Coulter (Co-Chair, Bargaining Support Committee) asked anyone who wished to volunteer for work on the strike vote to fill out a form located at the front of the room.

**MOVED:** Katz

THAT the meeting adjourn. **CARRIED**

The meeting adjourned at 4:55 pm.