

General Meeting
Thursday, April 23, 2009 12:00 noon – 2:00 pm
Room 105, Middlesex College

Speaker: Jeffrey Stokes

President: Mike Carroll

The Speaker called the meeting to order at 12:05 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:

The following amendments to the Agenda were proposed:

- Move Item 6. Treasurer's Report, to after Item 1. Approval of the Agenda;
- Add after Item 8. Annual Committee Reports, Item 8a) M. Parkin Letter and 8b) New Business;
- Under Item 8b) New Business, a motion proposed by G. McGregor will be presented.

It was moved by G. McGregor that the motion she will be proposing be considered after the President's report as Item 4a). The motion was voted on and **DEFEATED**.

The motion proposed by G. McGregor will be considered under Item 8b) New Business.

MOVED: Frohmann/Olds

THAT the Agenda be approved as amended. **CARRIED**

6. Treasurer's Report: H. Sendov

H. Sendov presented the proposed budget for the 2009-2010 fiscal.

MOVED: H. Sendov/M. Norman

THAT the proposed budget ([Exhibit II](#)) for the 2009-2010 fiscal year be adopted. **CARRIED**

3. Minutes of the General Meeting of 6 March 2009

Grammatical errors were noted and the minutes were declared correct as circulated.

3. Business Arising: None

4. President's Report: M. Carroll

M. Carroll reported on the following:

- A review of the last year: M. Carroll's presidency began six weeks earlier than scheduled due to the resignation of the previous UWOFA President. Some things were running well, other things were not. A meeting of the Executive had not been called in months. Much effort was expended over the Summer of 2008 to re-establish and maintain the network of committees that allows UWOFA to function. M. Carroll thanked, the previous Board, and the Board that took office on July 1, 2008, for their support. M. Carroll also thanked Tess Hooks (Grievance Officer), and the Members of the Grievance Committee, for their dedication and effort. M. Carroll explained that the Grievance Committee probably flies beneath the radar of most members, but the fact is that they put in long hours in difficult situations, to defend the rights of Members.
- UWO Budget issues: M. Carroll pointed out that since the last UWOFA General Meeting UWOFA has distributed several analyses of the UWO budget issues. It is UWOFA's contention that those analyses show that the economic situation is not as bad as is being construed; that there are alternatives to staff layoffs and reduction in Limited-Duties and Limited-Term appointments. The last two months have seen some good news:
 - Provincial budget was announced in late March and it contained \$150 million in year end funding for colleges and universities. This should bring in about 5 million to UWO;
 - Overall operating transfers to universities will increase by 5% as anticipated, though the particular envelopes associated with the money might be different;

- \$780 million in Post Secondary Education infrastructure funding over 2 years. This is valuable because it means that Universities will have the matching funds for the federal infrastructure funds announced a few weeks ago.
- Senate - UWO Budget: Announced that overall budget decrease will be 4.5%, not 5.5%. The budget proposal discussed at Senate on Friday, April 17, 2009, contained an addendum \$2,050,000 in a "one time allocation" will be distributed to 4 faculties to allow them to "maintain teaching capacity and program delivery." The same document says (p. 5) that "It is anticipated that these funds will be directed in large part at supporting part-time and limited-term faculty positions." The particular distribution of that amount is as follows:

Arts and Humanities	\$400,000
Education	\$200,000
Science	\$600,000
Social Science	\$850,000
- UWO Retirement Packages: In the Professional Managerial Association 131 people were eligible and about 300 people from UWO Staff Association were eligible. A total of 40 people applied, 35 were approved and 31 people accepted the UWO Retirement Package.
- Second Town Hall meeting (March 30, 2009): Attended by the same Administrative people as the first Town Hall meeting. Administration continues to reject any of UWOFA's suggestions. The message seems to be moving in the direction that UWO is facing a structural problem, revenues falling short of expenditures, which is independent of current investment issues.
- Administration's proposals: UWOFA received a letter from Michele Parkin, Director, Faculty Relations, which UWOFA forwarded, by email, to the Membership on April 20, 2009. The letter asked if UWOFA had any interest in discussing a number of proposals related to faculty salaries; this letter will be discussed at this meeting under Item 8a).
- Librarians and Archivists (L/A): L/A contract committee has formulated all its negotiating goals and these have all been approved by the Board and the L/A Membership and negotiations are about to begin. L/A have also approved extra out of country coverage, similar to faculty.
- Scholar's At Risk Network: Western is moving closer to joining. The working group, which includes Ted Hewitt, Mike Carroll, Rebecca Coulter, Michael Lynk, Donna Penne and Shiva Singh, held a conference call with the person at Massey College, University of Toronto who manages the program there. Ted Hewitt has presented the idea to Deans at UWO and the reception was positive but muted. There was uncertainty on what sort of support might need to be provided – will be assessed on a case by case basis – is clear that some sponsored relationships work better than others.

5. Motion from the Board of Directors:

MOVED: A. Bigelow/E. Goehring

THAT effective June 1, 2009, the general levy mil rate be increased from 8.4 to 10.0. (Note: a mil rate of 10.0 equals 1.0% of salary)

The intention for the increase in mil rate is to deposit additional funds into the Collective Bargaining and Grievance Fund. With this mil rate increase it is estimated that in three and a-half years the Collective Bargaining and Grievance Fund will reach a balance of 2 million dollars.

The Membership discussed the above motion.

The following motion was presented:

MOVED: E. Skarakis-Doyle, J. Leonard

THAT the discussion regarding the increase in the mil rate go to the Membership by a mail ballot.

FAILED (21 in favour, 47 opposed)

The main motion was voted on and **CARRIED** (54 in favour, 9 opposed).

7. **New UWOFA By-Law 22**

MOVED: M. Carroll/E. Goehring

THAT the Membership approve the following new By-Law

22. Removal and Resignation Procedure

For purposes of this clause, the term "officers of the Association" includes any member of the Board of Directors.

The grounds for removal of an officer of the Association shall be any one of the grounds given in Sturgis under "Removal of Officers." For example, grounds might include, gross neglect of duties, inability to perform duties due to illness, breach of confidentiality, failure to conform to the Collective Agreement, Constitution or instructions of the Board or a General Meeting, or a pattern of abusive or threatening behaviour. Simply holding a minority view on some particular issue shall not be grounds for removal.

Removal procedures shall be initiated when either (1) 5 members of the Board or (2) 50 members of the Association have presented the President (or Vice-President if the President is the subject of the removal petition) with a petition calling for the removal of an officer. Such a petition shall include the grounds for removal and present substantiating evidence.

Once the President (or Vice-President if the President is the subject of the removal petition) receives such a petition, or a letter of resignation, she or he will call a Board Meeting within 30 days. If a quorum is not met at that meeting, additional meetings will be set until quorum is met.

The officer who is the subject of the petition may elect to attend the Board meeting at which her or his removal is being discussed and may be accompanied by an Academic Colleague of her or his choosing. An officer who resigns may also elect to address the Board, accompanied by an Academic Colleague if desired.

The Board may authorize an Independent Investigation using a professional investigator. In the case of an investigation, the Board will be obligated to await and consider the report before taking further action.

The Board can remove an officer with a two-thirds majority of those voting, given that there is a quorum. Such removal is effective immediately. Acceptance of a resignation by the Board is also effective immediately and will sever all further obligations and rights attached to that office.

In a case where there is an Investigator's Report, an officer who is removed by the Board may request that the report be considered at the next General Meeting. Once the report has been presented and discussed during a General Meeting, any Member may propose a motion to overturn the decision of the Board. If the motion passes by majority vote (with the presumption of a quorum) then the officer who was removed is reinstated immediately.

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

8. **Annual Committee Reports.** [Exhibit IV](#) was pre-circulated. Members were welcome to ask questions on any of the annual reports.

Policy and Governance Committee

Chair: Regna Darnell;

Members: Mike Carroll (ex-officio), Albert Katz, Gaile McGregor, Tom Murphy, Vicki Olds, Clive Seligman

The committee proposed by-laws on removal/resignation of officers and on recusal. These were duly approved by the Board. Although various other issues were discussed, the previous year's extensive overhaul of our procedures and policies meant that little urgent business came before us.

Salary Committee

Chair: Jim Davies

Members: Greta Bauer, Ann Bigelow, Mike Carroll, Regna Darnell, Mike Dawes, Kathleen Fraser, Vince Gray, Grand Huscroft, Albert Katz, Melanie Mills, Marilyn Norman, Terry Sicular

The Salary Committee had one formal meeting in November 2008. At that meeting trends in University salaries and benefits were reviewed. A. Bigelow provided a detailed analysis of salary trends. The Committee also provided UWOFA with detailed analysis of the Universities budgetary and accounting practices.

8 a) Letter from Michele Parkin, Director, Faculty Relations:

The letter from Michele Parkin, dated April 7, 2009, was distributed to the Membership, by email, April 20, 2009. (For a copy of the letter [click here](#))

M. Carroll explained that the Board considered each option outlined in the letter. After considerable discussion the Board declined the invitation to discuss any participation in any of the options outlined.

8 b) **MOVED:** G. McGregor/S. Trosow

THAT the Association officially adopt, and take all necessary steps to defend, the principle that increasing class size perforce increases the workload of the affected instructors, particularly, though not solely, in courses requiring a significant amount of individual mentoring, and is therefore subject to the procedures, limitations, and conditions set out in the Workload Article of the Collective Agreement.

G. McGregor explained that the above motion was approved by the Committee for Contract Faculty. The motion was then forwarded to the UWOFA President s with a request that the motion be put to the Board at its April 16, 2009 meeting. Due to time constraints the motion was not fully discussed at the April 16, 2009 Board Meeting and was put over to the May 13, 2009 Board Meeting.

G. McGregor explained that she felt that this motion is too critical to be delayed and therefore put the motion before the Membership at this meeting.

G. McGregor explained that to Limited-Duties contract faculty this is an urgent matter. G. McGregor went on to say that UWOFA is doing all that it can, on a broad political level, to fight the plans that the Administration is trying to put forward but things are happening on the front lines that need some concrete actions to tackle them. The critical issue is creeping enrolment

G. McGregor explained that what the Committee for Contract Faculty is asking for UWOFA to adopt and defend the principle that enrolment and workload are linked. By increasing enrollment you are in fact increasing the workload.

MOVED: Olds/Seligman

THAT the meeting be extended. **CARRIED**

The following amendment was proposed:

MOVED: M. Dawes/E. Goehring

THAT the Membership approve the following amendments (added words are; underlined, deleted words are strikethroughs)

THAT the Association officially adopt, and ~~take all necessary steps to~~ defend, the principle that

increasing class size perforce increases the workload of the affected instructors, particularly, though not solely, in courses requiring a significant amount of individual mentoring, and is therefore subject to the procedures, limitations, and conditions set out in the Workload Article of the Collective Agreement.

The motion to amend the main motion was voted on and **CARRIED**.

The discussion of the amended motion continued.

The amended motion was voted on and **CARRIED** (23 in favour, 13 opposed).

9. New Business:

UWOFA received a request to co-sponsor a talk by Denis Rancourt on Academic Freedom. Denis Rancourt is the tenured faculty member who has recently been fired by the University of Ottawa.

MOVED: M.Carroll/M. Norman

THAT UWOFA co-sponsor the event as requested and contribute up to \$300. **FAILED** (15 in favour, 15 opposed)

The meeting adjourned at 2:45 pm.