

General Meeting  
 Tuesday, March 22, 2011 3:30 – 5:30 pm  
 McKellar Room, University Community Centre

Speaker: Jeffrey Stokes

President: James Compton

The Speaker called the meeting to order at 3:35 pm. 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. Traister/R. Millard

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

**2. Minutes of the September 16, 2010 General Meeting:**

The minutes were declared correct as circulated.

**3. Business Arising:** None

**4. President's Report:** *J. Compton*

J. Compton reported on the following:

**Editing the Faculty Collective Agreement:** Members of UWOFA's editing committee are Kathleen Fraser and Bernd Frohmann (UWOFA negotiating team members). The editing of the Faculty Collective Agreement is progressing but no date was given as to when the Collective Agreement will be ready. UWOFA has been waiting, sometimes months, for the Administration to respond on a number of articles.

**Librarians and Archivists (LA) Collective Agreement:** The LA Collective Agreement expires June 30, 2011. The LA Contract Committee has been meeting regularly and has prepared their contract goals. These goals will be presented the UWOFA Board for approval later this week. There is a UWOFA-LA General Meeting scheduled for March 28, 2011.

**UWOFA Events:**

- Steward training was held on March 9, 2011. Several issues were discussed, including the category of Standing Appointments and significant changes to the Discrimination and Harassment article brought about as a result of Bill 168;
- UWOFA's Equity Committee organized a panel on the regulation of social relationships on campus, "Too Close for Comfort?". Compton thanked the Committee and its co-chairs, Rebecca Coulter and Alison Hearn;
- Worldviews international conference on media and higher education in the 21<sup>st</sup> century is being organized by OCUFA, OISE/University of Toronto, the Washington-based *Inside Higher Ed*, the London and South Africa-based *University of World News*. Information can be found on the UWOFA web site under *News & Events*.

**Donations made on behalf of UWOFA:**

- \$500 to the Santa Sacks Appeal - Unity Project for Relief of Homelessness in London (Approved by the Board on December 10, 2010);
- \$500 to Scholars at Risk Network – to help fund the 10<sup>th</sup> Anniversary Campaign of a year-long celebration of academic freedom and rededication to their work protecting threatened scholars. (Approved by the Board on January 25, 2011) and;
- \$500 to the UWO Graduate Teaching Assistant's Food Bank (Approved by the Board on January 25, 2011).

**5. Treasurer's Report:** *H. Sendov*

a) Audited Financial Statements for 2009-2010

**MOVED:** H. Sendov/J. Davies

THAT the Membership receive the audited statements for 2009-2010.

H. Sendov reviewed the audited statements (Appendix I).

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

b) Income Statement as of February 28, 2011  
 H. Sendov reviewed the income statement.

**6. Nominating Committee Report:**

R. Darnell was unable to attend the meeting. Speaker, J. Stokes, presented the nominations.

**MOVED:** B. Traister

THAT Don Ableson be nominated for Vice-President.

Seeing no other nominations, the Speaker declared nominations closed for Vice-President and declared Don Ableson acclaimed as Vice-President.

**MOVED:** B. Traister

THAT the following slate for Treasurer be nominated (one year term – July 1, 2011 to June 30, 2012):

Rick Robertson (Ivey School of Business)

Clive Seligman (Psychology)

Seeing no other nominations, the Speaker declared nominations closed for Treasurer (one year term – July 1, 2011 to June 30, 2012) and announced that as there are two nominees for one position, there will be an electronic ballot.

**MOVED:** B. Traister

THAT Graham Smith be nominated for Secretary (two year term: July 1, 2011 to June 30, 2013).

Seeing no other nominations, the Speaker declared nominations closed for Secretary and declared Graham Smith acclaimed as Secretary.

**MOVED:** B. Traister

THAT the following slate for Board Member - Designated Faculty Seat (one-year term: July 1, 2011 to June 20, 2012, replacing current Board Member who will begin his sabbatical leave on July 1, 2011) be nominated.

Ivey School of Business John Wilson

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seat, Ivey School of Business (one-year term: July 1, 2011 to June 20, 2012) and declared John Wilson acclaimed as Designated Faculty Seat, Ivey School of Business.

**Designated Faculty Seats**

**MOVED:** B. Traister

THAT the following slate for Designated Faculty Seats (two-year term: July 1, 2011 to June 30, 2013) be nominated.

Arts & Humanities Bonnie MacLachlan

Health Sciences Deb Lucy

Information and Media Studies Alison Hearn

Librarians and Archivists Kim McPhee

Science Ben Rubin

Social Science Anne Skoczylas

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seats (two-year term: July 1, 2011 to June 30, 2013) and declared the following acclaimed for Designated Faculty Seats (two-year term).

Arts & Humanities Bonnie MacLachlan

Health Sciences Deb Lucy

Information and Media Studies Alison Hearn

Librarians and Archivists Kim McPhee

Science Ben Rubin

Social Science Anne Skoczylas

**MOVED:** B. Traister

THAT the following slate for Board Member (Part-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) be nominated.

Gaile McGregor (Sociology)

**MOVED:** P. Kennedy

THAT Jamie Johnston (Writing Program) be nominated for (Part-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013).

Seeing no other nominations, the Speaker declared nominations closed for Board Member (Part-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) and announced that as there are two nominees for one position, there will be an electronic ballot.

**MOVED:** B. Traister

THAT the following slate for Board Member (Full-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) be nominated.

Kim Baines (Chemistry)

Tom Murphy (Sociology)

Jacques LaMarche (French)

Seeing no other nominations, the Speaker declared nominations closed for Board Member (Full-Time Member) — At-Large Seat (two year term: July 1, 2011to June 30, 2013) and announced that as there are three nominees for two position, there will be an electronic ballot.

**MOVED:** B. Traister

THAT Jeff Tennant (French) be nominated for UWOFA Speaker.

Seeing no other nominations, the Speaker declared the nominations closed for UWOFA Speaker and declared Jeff Tennant acclaimed as UWOFA Speaker.

**MOVED:** B. Traister

THAT Kristin Hoffmann (Western Libraries) be nominated for UWOFA-LA Speaker.

Seeing no other nominations, the Speaker declared the nominations closed for UWOFA-LA Speaker and declared Kristin Hoffman acclaimed as UWOFA-LA Speaker.

**MOVED:** B. Traister

THAT Melanie Mills (Western Libraries) be nominated for UWOFA-LA Secretary.

Seeing no other nominations, the Speaker declared the nominations closed for UWOFA-LA Secretary and declared Melanie Mills acclaimed as UWOFA-LA Secretary.

**7. Chief Negotiator's Report (Faculty): M. Dawes**

M. Dawes provided an overview on some of the changes in the new Collective Agreement. He provided detailed information on how conversions to Limited-Term appointments will occur. He also provided information on the implementation of Standing Appointments. M. Dawes explained that he has developed a Standing Appointment Calculator for Part-Time Members. This Calculator will be posted to the UWOFA website. M. Dawes reviewed a chart that explains where articles are in the editing process. The chart showed that almost all articles have been edited by UWOFA and are now in the hands of the Employer.

**Joint Committee Report:** M. Dawes

The main work of the Joint Committee has been helping with the implementation of the new Faculty Collective Agreement.

**8. Chief Negotiator's Report (Librarians and Archivists):** A. Varpalotai

A. Varpalotai reported on the following:

- The Members of the UWOFA-LA negotiating team are: Aniko Varpalotai (Chief Negotiator), Linda Dunn (Deputy Chief Negotiator), Ann Bigelow, Bev Brereton, Jim Davies, Mike Dawes (Advisor), Vince Gray and Marisa Surmacz.
- The Contract Committee, co-chaired by L. Dunn and E. Bruton, has completed its work. At least fifty percent of the UWOFA-LA Bargaining Unit participated in the work of the Contract Committee.
- At the last Board Meeting the Board approved appointing Marni Harrington as Chair and Albert Katz as Co-Chair of the UWOFA-LA Strike Action Committee.
- The goal of the UWOFA-LA bargaining unit is to give notice of intent to bargain on April 1, 2011, and to finish negotiations by June 30, 2011.

**9. New Business:** None

**10. Announcement:** Annual General Meeting set for Wednesday, April 27, 2011, 12:00 noon to 2:00 pm, Social Science Centre, room 3026.

The meeting adjourned at 5:00 pm

**The Faculty Association,  
The University of Western Ontario**

**Financial Statements**

**Year ended April 30, 2010**

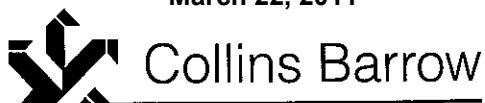
# The Faculty Association, The University of Western Ontario

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Chartered Accountants

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## Auditors' Report

To the Directors of The Faculty Association, The University of Western Ontario

We have audited the statement of financial position of The Faculty Association, The University of Western Ontario as at April 30, 2010 and the statements of operations, changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Association as at April 30, 2010 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

*Collins Barrow KMD LLP*

Licensed Public Accountants

London, Canada  
July 20, 2010

**The Faculty Association, The University of Western Ontario**  
**Statement of Operations**  
**Year ended April 30, 2010**

|   | Operating Fund    | Grievances and Collective Bargaining Fund | Scholarship Fund | 2010              | 2009              |
|---|-------------------|---|------------------|-------------------|-------------------|
| <b>Revenues</b>                             |                   |   |                  |                   |                   |
| Membership dues                             | \$ 1,466,821      | \$ -                                      | \$ 30,600        | \$ 1,497,421      | \$ 1,217,312      |
| Dues for Canadian and Ontario Associations  | (471,498)         | -   | -                | (471,498)         | (448,436)         |
| Net membership dues                         | 995,323           | -   | 30,600           | 1,025,923         | 768,876           |
| Interest income                             | 3,784             | 3,684                                     | -                | 7,468             | 35,478            |
|   | 999,107           | 3,684                                     | 30,600           | 1,033,391         | 804,354           |
| <b>Expenditures</b>                         |                   |   |                  |                   |                   |
| Employee wages                              | 266,819           | -   | -                | 266,819           | 223,219           |
| Legal fees                                  | 214,531           | -   | -                | 214,531           | 226,400           |
| Release time                                | 80,319            | -   | -                | 80,319            | 51,431            |
| Administration and general                  | 39,123            | -   | -                | 39,123            | 36,815            |
| Scholarships paid                           | -                 | -   | 30,600           | 30,600            | 30,600            |
| Travel                                      | 19,855            | -   | -                | 19,855            | 18,187            |
| Donations                                   | 11,350            | -   | -                | 11,350            | 14,450            |
| Amortization                                | 8,526             | -   | -                | 8,526             | 7,200             |
| Other dues and memberships                  | 6,968             | -   | -                | 6,968             | 6,644             |
| Occupancy Costs                             | 6,680             | -   | -                | 6,680             | 4,428             |
| Negotiations                                | 6,640             | -   | -                | 6,640             | 236               |
| Audit fees                                  | 4,725             | -   | -                | 4,725             | 4,043             |
| Reception                                   | 4,335             | -   | -                | 4,335             | 5,308             |
|   | 669,871           | -   | 30,600           | 700,471           | 628,961           |
| <b>Excess of revenues over expenditures</b> | <b>\$ 329,236</b> | <b>\$ 3,684</b>                           | <b>\$ -</b>      | <b>\$ 332,920</b> | <b>\$ 175,393</b> |

See accompanying notes

**The Faculty Association, The University of Western Ontario**  
**Statement of Changes in Fund Balances**  
**Year ended April 30, 2010**

|   | Operating<br>Fund | Grievances<br>and<br>Collective<br>Bargaining<br>Fund | Scholarship<br>Fund | 2010         | 2009         |
|---|-------------------|---|---------------------|--------------|--------------|
| <b>Balance, beginning<br/>of year</b>   | \$ 626,757        | \$ 1,370,759  | \$ 6,939            | \$ 2,004,455 | \$ 1,829,062 |
| Excess of revenues<br>over expenditures | 329,236           | 3,684   | -                   | 332,920      | 175,393      |
| Interfund transfers                     | (250,689)         | 250,689   | -                   | -            | -            |
| <b>Balance, end of<br/>year</b>         | \$ 705,304        | \$ 1,625,132  | \$ 6,939            | \$ 2,337,375 | \$ 2,004,455 |

See accompanying notes

**The Faculty Association, The University of Western Ontario**  
(Incorporated under the laws of Ontario)  
**Statement of Financial Position**  
As at April 30, 2010

|  | Operating Fund    | Grievances and Collective Bargaining Fund | Scholarship Fund | 2010                | 2009                |
|--|-------------------|---|------------------|---------------------|---------------------|
| <b>ASSETS</b>                                      |                   |   |                  |                     |                     |
| <b>Current assets</b>                              |                   |   |                  |                     |                     |
| Cash   | \$ 759,599        | \$ 1,625,132                              | \$ -             | \$ 2,384,731        | \$ 2,068,218        |
| Membership dues receivable                         | 758               | -   | -                | 758                 | 315                 |
| Prepaid expenses                                   | 970               | -   | -                | 970                 | 1,061               |
| Interfund balances                                 | (6,939)           | -   | 6,939            | -                   | -                   |
|  | 754,388           | 1,625,132                                 | 6,939            | 2,386,459           | 2,069,594           |
| <b>Property, plant and equipment (note 5)</b>      | 22,642            | -   | -                | 22,642              | 24,721              |
|  | <b>\$ 777,030</b> | <b>\$ 1,625,132</b>                       | <b>\$ 6,939</b>  | <b>\$ 2,409,101</b> | <b>\$ 2,094,315</b> |
| <b>LIABILITIES</b>                                 |                   |   |                  |                     |                     |
| <b>Current liabilities</b>                         |                   |   |                  |                     |                     |
| Accounts payable                                   | \$ 71,726         | \$ -                                      | \$ -             | \$ 71,726           | \$ 89,680           |
| Unearned revenue                                   | -                 | -   | -                | -                   | 180                 |
|  | 71,726            | -   | -                | 71,726              | 89,860              |
| <b>FUND BALANCES</b>                               |                   |   |                  |                     |                     |
| Operating fund                                     | 705,304           | -   | -                | 705,304             | 626,757             |
| Grievances and collective bargaining fund (note 7) | -                 | 1,625,132                                 | -                | 1,625,132           | 1,370,759           |
| Scholarship fund (note 6)                          | -                 | -   | 6,939            | 6,939               | 6,939               |
|  | 705,304           | 1,625,132                                 | 6,939            | 2,337,375           | 2,004,455           |
|  | <b>\$ 777,030</b> | <b>\$ 1,625,132</b>                       | <b>\$ 6,939</b>  | <b>\$ 2,409,101</b> | <b>\$ 2,094,315</b> |

See accompanying notes

On behalf of the Board

\_\_\_\_\_  
Directors

**The Faculty Association, The University of Western Ontario**  
**Statement of Cash Flows**  
**Year ended April 30, 2010**

|   | 2010         | 2009         |
|---|--------------|--------------|
| <b>Operating activities</b>                       |              |              |
| Excess of revenues over expenditures              | \$ 332,920   | \$ 175,393   |
| Item not affecting cash                           |              |              |
| Amortization                                      | 8,526        | 7,200        |
|   | 341,446      | 182,593      |
| Change in non-cash working capital items          |              |              |
| (Increase) decrease in membership dues receivable | (443)        | 102,496      |
| Decrease in prepaid expenses                      | 91           | 340          |
| (Decrease) increase in accounts payable           | (17,953)     | 26,841       |
| Decrease in unearned revenue                      | (180)        | (1,079)      |
|   | 322,961      | 311,191      |
| <b>Investing activity</b>                         |              |              |
| Purchase of property, plant and equipment         | (6,448)      | (13,269)     |
| <b>Change in cash position</b>                    | 316,513      | 297,922      |
| <b>Cash, beginning of year</b>                    | 2,068,218    | 1,770,296    |
| <b>Cash, end of year</b>                          | \$ 2,384,731 | \$ 2,068,218 |
| <b>Cash consists of:</b>                          |              |              |
| Cash  | \$ 2,384,731 | \$ 2,068,218 |
|   | \$ 2,384,731 | \$ 2,068,218 |

See accompanying notes

**The Faculty Association, The University of Western Ontario****Notes to the Financial Statements****April 30, 2010**

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**1. Nature of operations**

The Faculty Association, The University of Western Ontario is the certified bargaining agent for faculty teaching at least 1.0 courses per year (excluding clinical faculty) and for librarians and archivists at The University of Western Ontario. As a non-profit organization, The Faculty Association, The University of Western Ontario is not subject to income taxes on any earned income.

**2. Future changes in accounting policy**

Effective May 1, 2010, The Association will be adopting recent changes to the CICA Handbook with respect to financial instruments. CICA Handbook Section 3855 has been amended to include clarification on the effective interest method calculation. CICA Handbook Section 3861 has been amended to include clarification on the non-publicly accountable enterprises requirements. It has been determined that there will be no material impact on the financial statements with the future adoption of these standards.

The CICA will be issuing a new accounting framework applicable to not-for-profit organizations. Effective for fiscal years beginning on or after January 1, 2011, not-for-profit organizations will have to choose between International Financial Reporting Standards (IFRSs) and accounting standards for not-for-profit organizations, whichever suits them best. The framework to be adopted as well as the impact of the transition have not yet been determined.

**3. Change in accounting policy**

The Association adopted the provisions of CICA Sections 4400 "Financial Statement Presentation", 4430 "Capital Assets Held by Not-for-Profit Organizations", 4460 "Disclosure of Related Party Transactions", and 4470 "Disclosure of Allocated Expenses" on May 1, 2009. There has been no material impact on the financial statements with the adoption of these sections.

**The Faculty Association, The University of Western Ontario**  
**Notes to the Financial Statements**  
**April 30, 2010**

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**4. Significant accounting policies**

These financial statements are prepared in accordance with Canadian generally accepted accounting principles. The significant policies are detailed as follows:

**(a) Revenue Recognition**

The Association follows the deferral method of accounting for contributions. All membership fee revenue is recorded as revenue in the period to which it relates. Where a portion of revenue is related to a future period, it is deferred and recognized in the subsequent period.

Interest income is recognized as revenue when earned.

**(b) Property, plant and equipment**

Property, plant and equipment are recorded at cost. The Association provides for amortization using the following methods at rates designed to amortize the cost of the property, plant and equipment over their estimated useful lives. The annual amortization rates and methods are as follows:

|                           |                       |
|---------------------------|-----------------------|
| Furniture and fixtures    | 20% Declining balance |
| Computer equipment        | 30% Declining balance |
| Computer software         | 30% Declining balance |
| Website development costs | 3 years Straight-line |

**(c) Use of estimates**

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported in the financial statements and the accompanying notes. By their nature, these estimates are subject to measurement uncertainty. These estimates are reviewed periodically and adjustments are made to income in the year in which they become known. The account specifically affected by estimates in these financial statements is the useful life of property, plant and equipment.

**The Faculty Association, The University of Western Ontario**  
**Notes to the Financial Statements**  
**April 30, 2010**

4. **Significant accounting policies, continued**

(d) **Financial instruments**

All financial instruments are initially recorded at fair value or amortized cost, depending on the classification selected for the financial instrument. Financial assets are classified as either "held-for-trading", "held-to-maturity", "available-for-sale" or "loans and receivables" and financial liabilities are classified as either "held-for-trading" or "other liabilities". Financial assets and liabilities classified as held-for-trading are measured at fair value with change in fair value recorded in the statement of operations. Financial assets classified as held-to-maturity or loans and receivables and financial liabilities classified as other liabilities are subsequently measured at amortized cost using the effective interest method. Available-for-sale financial assets that have a quoted price in an active market are measured at fair value with change in fair value recorded in fund balances. Such gains or losses are reclassified to the statement of operations when the related financial asset is disposed of or when the decline in value is considered to be other-than-temporary.

The Association has classified its financial instruments as follows:

- Cash and cash equivalents are classified as held-for-trading
- Membership dues receivable are classified as loans and receivables
- Accounts payable are classified as other liabilities

Unless otherwise noted, it is management's opinion that the Association is not exposed to significant market, interest or credit risks arising from these financial instruments.

5. **Property, plant and equipment**

|                           | 2010      |                             | 2009      |           |
|---------------------------|-----------|-----------------------------|-----------|-----------|
|                           | Cost      | Accumulated<br>amortization | Net       | Net       |
| Furniture and fixtures    | \$ 17,561 | \$ 9,276                    | \$ 8,285  | \$ 4,849  |
| Computer equipment        | 33,940    | 25,168                      | 8,772     | 10,647    |
| Computer software         | 3,478     | 3,130                       | 348       | 497       |
| Website development costs | 10,474    | 5,237                       | 5,237     | 8,728     |
|                           | \$ 65,453 | \$ 42,811                   | \$ 22,642 | \$ 24,721 |

**The Faculty Association, The University of Western Ontario**  
**Notes to the Financial Statements**  
**April 30, 2010**

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**6. Scholarship Fund**

This amount is restricted by the Membership of The Faculty Association, The University of Western Ontario for the payment of scholarships. These internally restricted amounts are not available for other purposes without approval of the Membership.

**7. Grievances and Collective Bargaining Fund**

This amount is internally restricted by the Membership of The Faculty Association, The University of Western Ontario for contingencies, for the payment of expenses associated with legal advice and arbitration arising from grievances and rights cases and/or expenses associated with collective bargaining in excess of budget and as a means of providing funds in the event of a strike.

**8. Capital disclosure**

The Association's capital consists of its net assets. The Association's primary objective when managing capital is to safeguard its ability to continue as a going concern so that it can continue to act as the certified bargaining agent for faculty teaching and for the librarians and archivists at The University of Western Ontario.

In order to manage the capital, the Association regularly monitors its income and expenditure and considers its cash flow projections. The Association is not subject to any externally imposed capital requirements.