

**MINUTES OF THE FACULTY ASSOCIATION
MEETING OF THE BOARD OF DIRECTORS**

Tuesday, October 25, 2011

3:00 to 5:00 pm

Elborn College, room 2014 (UWOFA Conference Room)

Present: B. Traister (Chair), D. Abelson, E. Chamberlain, J. Ciriello, J. Compton, A. Hearn, J. Johnston, A. Katz, P. Kennedy, D. Lucy, B. MacLachlan, C. McKillop, M. Naish, M. Norman, R. Robertson, A. Skoczylas, G. Smith, J. Wilson, T. Hooks (Ex-Officio),

Regrets: E. Ansari, K. Baines, T. Murphy, B. Rubin, A. Varpalotai (Ex-Officio)

Recording Secretary: J. Laforge

The meeting was called to order at 3:07 pm.

B. Traister introduced new Board member Christena McKillop. C. McKillop replaced K. McPhee. K. McPhee will begin her maternity leave at the end of October 2011. C. McKillop's term will run from October 1, 2011 to June 30, 2013.

1. Approval of the Agenda:

MOVED: M. Naish/J. Ciriello

THAT the agenda be approved. **CARRIED**

2. Minutes from the September 6, 2011 and September 15, 2011 Board Meetings:

MOVED: J. Compton/B. MacLachlan

THAT the Minutes from the September 6, 2011 and September 15, 2011 Board Meetings be approved.

CARRIED

3. Business Arising: None

4. President's Report:

B. Traister reported the following:

- **Strike Donation:** At its October 13, 2011 meeting the Executive approved a donation of \$2000 to Brandon University Faculty Association (BUFA). The strike began on October 12, 2011. BUFA represents 240 academic staff, including regular faculty, contract faculty, librarians, instructors and professional staff.
- **Administrative Assistant (full-time):** Micki Izzard has accepted the full-time Administrative Assistant position. Micki began her new position on September 26, 2011. B. Traister explained that in addition to the duties she was responsible for as the part-time Administrative Assistant, Micki will be responsible for booking UWOFA meeting and organizing travel arrangements. She will also be the first contact of UWOFA.
- **Librarian Symposium:** The University of Toronto is sponsoring a one day Symposium – Academic Librarianship – A Crisis Or An Opportunity? The Symposium is organized around three main themes: library education and curriculum, the role of professional associations and the value of professional accreditation, and labour issues. UWOFA arranged for a bus to transport all Librarians & Archivists to attend if they wish to attend.

MOVED: J. Ciriello/G. Smith

THAT the Board approve sending all Librarians & Archivists who wish to attend the University of Toronto Librarian Symposium pay the necessary expenses. **CARRIED**

B. Traister will ask the Administration to match the funds that UWOFA will spend sending the Librarians & Archivists to the Librarians Symposium.

- **Donation Request:** B. Traister distributed a letter (**Appendix I**) UWOFA received requesting financial support from Kings University College School of the Americas Watch (SOAW) Delegation 2011. The SOAW represents a group of about 100 students concerned with social justice issues whom are travelling to Fort Benning, Georgia (USA) between November 18 and 21, 2011 to join the over 20,000 students, activists, and union members, who are demanding the immediate close down of the School of Americas.

After some discussion of whether UWOFA should provide financial support to this or other political issues the following motion was presented:

MOVED: M. Norman/M. Naish

THAT the issue of political donations be referred to the Policy and Governance Committee. **CARRIED**

- **CAUT Dedicated Service Award:** B. Traister announced that Tess Hooks, Grievance Officer, has received the CAUT Dedicated Service Award. UWOFA nominated Tess Hooks for the Dedicated Service Award based on her selfless, dedicated, and consistent service, in a variety of important roles – negotiations, grievance, and others for over fifteen years. A framed certificate will be presented to Tess Hooks at the next Board Meeting.

5. Treasurer's Report: R. Robertson

- a) Income Statement as of September 30, 2011: R. Robertson distributed and reviewed the Income Statement as of September 30, 2011 (**Appendix II**). R. Robertson explained that monthly transfers to the Collective Bargaining and Grievance fund will be set up in order to hit the budget target for that fund.
- b) Audited Statements for fiscal 2010-2011. The statements have not been finalized. R. Robertson is waiting for information on the liability to UWOFA for funding post retirement benefits for the UWOFA staff.
- c) Financial reporting for the Librarians & Archivists Strike: R. Robertson distributed and reviewed the net cost of the Librarians and Archivists strike, as of October 19, 2011 (**Appendix III**).

MOVED: R. Robertson/G. Smith

THAT the UWOFA Board approve a transfer from the Collective Bargaining and Grievance Fund to the Operations Fund to offset the net cost of the Librarians and Archivists strike of 2011. **CARRIED**

R. Robertson also explained that the a similar transfer from the Collective Bargaining and Grievance Fund to the Operations Fund should occur to offset the net cost of the Faculty collective bargaining in 2010.

MOVED: R. Robertson/G. Smith

THAT the UWOFA Board approve a transfer from the Collective Bargaining and Grievance Fund to the Operations Fund to offset the net cost of the Faculty collective bargaining in 2010. **CARRIED**

6. Grievance Committee Report: T. Hooks (order of the day at 3:30 pm)

T. Hooks provided a summary of some of the cases before the Grievance Committee. There were twenty cases on the Grievance Committee agenda. Two arbitrations from the Librarians & Archivists unit are moving forward because they were not resolved during the Librarians & Archivists negotiations.

7. Committees mandated under the UWOFA-LA Collective Agreement:

- a) Joint Pay Equity Committee as outlined in the Letter of Understanding - Pay Equity Review
B. Traister explained that this committee will require some expertise especially in statistical regression and UWOFA has retained the services of Jan Filman a pay equity consultant.
MOVED: Executive Committee/M. Norman
THAT the UWOFA Board approve the following appointees to the Joint Pay Equity Committee: Liz Mantz (co-chair), Ann Bigelow (BMOS), Laura Stephenson (Political Science), Cheryl Woods (Map & Data Centre). **CARRIED**
- b) Joint Committee on Workplace Climate as outlined in the Letter of Understanding - Workplace Climate.
At its meeting on October 13, 2011, the Executive Committee approved a motion to recommend to the Board a list of names that was a combination of names recommended by the Librarians & Archivists negotiating team, input from other areas in the Libraries and from the Executive.

After the Executive Committee meeting B. Traister and C. McKillop (Chair, Librarians & Archivist Committee and member of the Librarians & Archivists Nominating Committee) discussed the population of this Committee: given 1) that this committee is mandated under the Librarians & Archivists Collective Agreement (CA); 2) that the Librarians & Archivists CA has a provision for populating CA committees that we would need to set aside in order to appoint rather than elect; and 3) that given ongoing concerns over representation and buy-in, this would be an opportunity for the Bargaining Unit.

C. McKillop gathered feedback on this issue from UWOFA-LA Members, UWOFA-LA Stewards and the Librarians & Archivists Committee (LAC). C. McKillop reported that Members have commented, questioned and expressed concerns about how these Joint Committees are populated. She went on to explain that there seems to be a perception with the Membership that there is a barrier to getting onto these Joint Committees, and that their voices are not being heard.

B. Traister explained that there are two ways to proceed with the issue of populating the Joint Committee on Workplace Climate; the Board appoint the members, or an election be set up following the procedures outlined in the Librarians & Archivists CA.

B. Traister went on to explain that he has heard from UWOFA-LA Members who feel UWOFA should not proceed with an election because the Committee needs specific kinds of people with negotiating experience and a certain kind of perspective, and an election may not speak to that. The other argument is that there was a clear indication from the Bargaining Unit that they want to have an election, for this committee if not both, and that UWOFA should respect that.

After discussing both options, electing or appointing committee members, the following motion was presented:

MOVED: R. Robertson/P. Kennedy

THAT the Board call a General Meeting of the Librarians & Archivists bargaining unit to discuss the terms of reference for the composition of the Joint Committee on Workplace Climate. **CARRIED** (one abstention)

The Board also agreed by general consensus that that a Workplace Climate Committee member "job description" be prepared and distributed to the Membership before the General Meeting.

8. Proposed Membership of UWOFAs internal Committees (2011-2012)

MOVED: Executive Committee/A. Skoczylas

THAT the Board approved the proposed Membership of UWOFAs internal Committees (2011-2012)

Committee for Contract Faculty

Patrick Kennedy (co-Chair), Tom Murphy (co-Chair)

Members: Alex Timoshenko, Peter Krats, Anne Skoczylas

Communications Committee

Mandy Grzyb (Chair)

Members: James Compton, Alison Hearn, Nicole Nolan, Bryce Traister

Equity Committee

Wendy Pearson (Chair)

Members: Henri Boyi, Randa Farah, Denise Horoky, Roger Khayat, Debbie Meert-Williston, Paulette Rothbauer

Faculty Dependent Scholarship Plan Committee

Clive Seligman (Chair)

Members: Vaughan Radcliffe, Jagath Samarabandu, John Wilson

Grievance Committee

Tess Hooks (Chair)

Members: Don Abelson (non-voting), James Compton (non-voting), Ed Goehring, Steve Lupker, Lynne McKechnie, Don Morrow, John Sadler, Rick Semmens, Sandi Spaulding, Marisa Surmacz, Bryce Traister (non-voting), Sam Trosow, Aniko Varpalotai, Graham Wagner, Liana Zanette

Librarians & Archivists Committee

Christena McKillop (Chair)

Members: Tom Adam, Bruce Fyfe, Denise Horoky, Deb Meert-Williston, Leanne Olson, Marisa Surmacz

Nominating Committee

James Compton (Chair)

Members: Don Abelson, Mari Harrington, Albert Katz, Laura Stephenson, Liana Zanette

Pension & Benefits Committee

Dan Belliveau (Chair)

Members: Ann Bigelow, Peggy Ellis, Vicki Olds, Hiran Perinpanayagam, Sohrab Rohani, Christy Sich

PIPEDA Officer

Sam Trosow

Policy & Governance Committee

Don Abelson (Chair)

Members: Bruce Fyfe, Roger Khayat, Gaile McGregor, Tom Murphy, Vicki Olds, Anne Skoczylas, Graham Smith, Bryce Traister, John Wilson

Salary Committee

Ann Bigelow (Chair)

Members: Jim Davies (on sabbatical), Mike Dawes, Kathleen Fraser, Vince Gray, Albert Katz, Marilyn Norman Terry Sicular (on sabbatical), Graham Smith

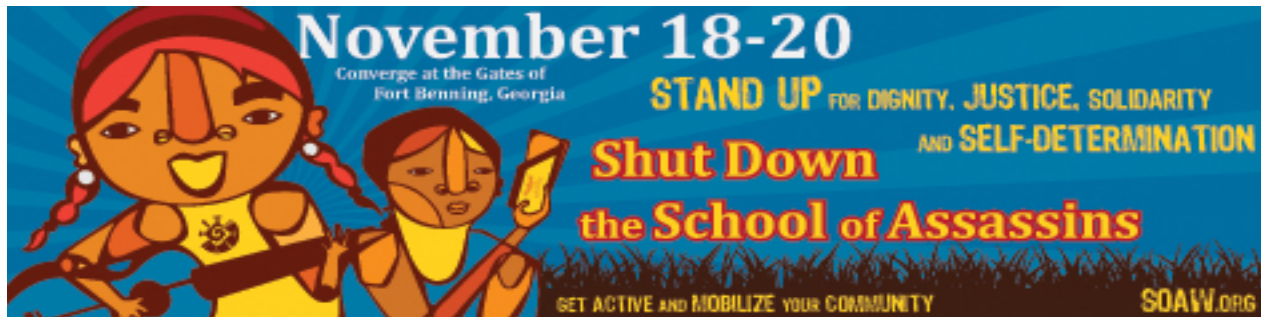
The main motion was voted on and **CARRIED**.

9. New Business:

A. Katz (UWOFA Trustee) provided a report on the CAUT Defence Fund Annual General Meeting. The CAUT Defence Fund is considering a fee increase from \$5.00 per member per month to \$5.25 per member per month.

G. Smith (OCUFA Director) provided a report on the October 21-22, 2011 meeting of the OCUFA Board of Directors.

Adjournment: Meeting adjourned at 5:05 pm



October 13th, 2011
London, Ontario

UWOFA
Bryce Traister

My name is Juan Diego Castro, I am a graduate student at the University of Western Ontario, and I am writing to you on behalf of the Kings University College School of the Americas Watch (SOAW) Delegation 2011. We represent a group of about 100 students concerned with social justice issues, whom are travelling to Fort Benning, Georgia in the United States between November 18th and November 21nd to join the over 20,000 students, activists, and union members, who demand the immediate close down of the School of the Americas.

The School of the Americas (SOA) is a military facility at Fort Benning that has recruited and trained approximately 70, 000 Latin American soldiers to undermine democratic changes in their countries and maintain the neo liberal agenda of the United States. The Latin American soldiers that are trained at this facility are then sent back to their home countries, where they use their training to perpetrate abuses, torture and rape upon their countries men, women, and children.

As a response to this barbaric reality a group of concerned citizens led by an organization called School of the Americas Watch (SOAW) have organized a peaceful demonstration outside the gates of the base, this year, for the 20th consecutive year, to demonstrate our refusal to this type of practice and furthermore show our solidarity with the victims of the people trained at the SOA.

The peaceful demonstration is filled with three days of activities like seminars on different contemporary social justice issues, workshops, public speakers, artists, musicians and a vigil on the last day in which we remember the victims.

We are looking for economic support from UWOFA which will help us cover some of the costs of this delegation such as the transportation, and accommodations for the group during our time in Georgia, as well as it will help us sponsor a number of students who for financial reasons cannot afford to come to the delegation. We feel very strongly that UWOFA should support our delegation on the following basis:

- The training provided at the School of the Americas targets labour unions as a main threat (SOA training manual)
- We are supporting a peace movement which has traditionally worked with universities and unions across the hemisphere
- SOAW is at the forefront of the labour struggle in Latin America, especially in countries like Colombia where it is said that the battle for the survival of unions is being fought
- University delegations from across North America taking part of this initiative
- Many unions like the Steel Workers Union from the United States and SINALTRAINAL from Colombia support the SOAW Movement and send delegations to the demonstration every year
- We going in solidarity with the many intellectuals and student leaders who were killed defending free speech and academic freedom
- This is a peaceful demonstration in which students get exposed to the reality of a social movement
- We believe it is important for the Canadian labour movement to have a presence at events that defend the right to organize
- The victims from the South need the solidarity from the North
- SOAW has a full section in their website dedicated at labour struggle:
<http://www.soaw.org/about-the-soawhinsec/soa-labor-a-globalization>

As a sign of solidarity and as a way to show our appreciation for your support, the Kings University College 2011 Delegation would like to carry a UWOFA banner at the demonstration and on the day of the vigil where we will gather with more than 20,000.

Suggested Donation: \$2000.00 CN

We know that you may have already completed your donation budget for this year but your donation is very much appreciated as the funds will benefit many students who want to get involved in activities for social justice and the protection of human rights.

Thank you for your support

In solidarity

Juan Diego Castro
Coordinator
Kings University College SOAW Delegation 2011

*If you have any question please contact me at 519-317-2001 or by email at jdcastroleon@gmail.com

*We have a community account with TD Canada Trust with the name " SOAW Kings College" where we are handling all the funds.

*For more information on the SOAW please visit: www.soaw.org

UWOFA Income Statement vs Budget

	Actual to Sept. 30, 2011	Budget to date Sept. 30, 2011	Annual Budget 2011-2012
REVENUE			
Membership Dues	652,324	657,769	1,578,645
Insurance (ETFS)	20,771	20,833	50,000
Interest Income - Operating Funds	2,047	1,250	3,000
Interest Income - CB and G Reserve Fund	8,414	4,167	10,000
Total Revenue	683,556	684,019	1,641,645
Set Asides			
UWOFA Scholarship	0	12,750	30,600
ETFS	20,771	20,833	50,000
Transfer to CB and G Reserve Fund	0	101,250	243,000
Interest earned on CB and G Res Fund	8,414	4,167	10,000
Total Set Asides	29,185	139,000	333,600
EXPENDITURES			
Dues Expense			
CAUT	88,718	95,188	228,451
OCUFA	75,666	76,828	184,388
CAUT Defence Fund	36,700	37,325	89,580
Total Dues Expense	201,084	209,341	502,420
Net Local Revenues	453,287	335,678	805,625
OPERATING EXPENSES			
Payroll Expense			
Wages & Salaries	76,115	88,904	213,369
Employee Benefits	19,347	24,449	58,677
Release Time	13,524	59,489	142,773
Honoraria	0	417	1,000
Total Payroll Expense	108,985	173,258	415,819
General & Administrative Expenses			
Audit	0	2,042	4,900
Legal & Arbitration	32,341	104,167	250,000
Printing & Postage	1,529	2,500	6,000
Meetings	2,482	3,333	8,000
Insurance	2,573	1,146	2,750
Bank Charges	35	33	80
Office Supplies	3,087	3,333	8,000
Office Equipment	4,339	2,500	6,000
Sunshine Fund	2,941	833	2,000
Computer Disk Rental	229	250	600
Volunteer Parking	0	417	1,000
Computer Software Maintenance Fee	335	195	469
Web Hosting	170	1,458	3,500
Repair & Maintenance	113	1,667	4,000
Telephone	1,457	1,542	3,700
Receptions	857	2,708	6,500
Travel	8,309	8,125	19,500
Advertising	0	625	1,500
Negotiations	2,754	4,167	10,000
Rental & Cleaning	4,149	4,188	10,052
External Solidarity and Donations	500	5,833	14,000
Grad Club Membership	9,328 (100%)	3,542	8,500
Donation to A. Heinicke Service Award	7,756 (100%)	3,232	7,756
Staff Development	0	417	1,000
Strike Preparation - LA	0	4,167	10,000
Total General & Admin. Expenses	85,282	158,252	389,807
TOTAL OPERATING EXPENSES	194,267	331,510	805,626
SURPLUS/DEFICIT	259,020	4,167	0

UWOFA Income Statement - LA Strike

	Actual to October 19, 2011
REVENUE	
CAUT DF	54,880
Donations from other Faculty Associations	34,400
TOTAL REVENUE	89,280
EXPENDITURES	
Benefit charge from UWO	7,163
Food for HQ	2,116
Food for support rallies	4,131
Insurance for support rallies	259
Office Equipment	1,238
Office Supplies	1,581
Printing	10,671
Rental of HQ	9,040
Rental of PC for support rallies	2,335
Rental tables and chairs	3,097
Restaurant for NT and Flying Pickets & LA celebration	3,739
Strike Pay	71,775
Van Gas	298
Van Rental	4,335
Wireless & Internet at HQ	2,533
TOTAL OPERATING EXPENSES	124,311
SURPLUS/DEFICIT	-35,031