

General Meeting

Wednesday, January 30, 2008 12:30 – 1:30 pm
Room 3102, Social Science Centre

Speaker: Jeffrey Stokes

President: Abhijit Gopal

The Speaker called the meeting to order at 12:36 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: M. Radcliffe/M. Carroll

THAT the agenda be approved. **CARRIED**

2. Minutes of the General Meeting of 11 October 2007 were approved under the consent agenda.

Treasurer's Report: Financial Statement as of December 31, 2007 was approved under the consent agenda.

3. Business Arising: None**4. Joint Committee Report: M. Dawes (Co-Chair)**

Dawes reported on some of the issues that are before the Joint Committee:

- Asset Backed Commercial Paper: The UWO Faculty Pension fund has been affected. The Asset Backed Commercial Paper is connected to the sub-prime mortgage failure. Most UWO pension plan members have been exposed. UWOFA interest is to protect Members' interests and some aspects of the pension plan are in the UWO/UWOFA Collective Agreement. UWOFA is having the relevant documents examined by our legal representatives at Sack Goldblatt Mitchell. UWOFA needs to determine appropriate course of action: grievance or complaint to regulator;
- Library Council: Currently there is no Library Council that is similar to Faculty Councils. The Library Council would give a home for Librarians and Archivists to participate in governance such as nominations to Collective Agreement committees. The Administration has approved in principle the concept of a Library Council but the Joint Committee is still working on how the Library Council will work;
- Amalgamation of Bargaining Units: This is proceeding slowly. The Administration is asking for details before committing to even beginning discussing this issue. UWOFA has proposed a couple of ways to proceed looking at this issue, but there has been no response from the Administration;
- Distance Studies: The Joint Subcommittee on Distance Studies reported to the UWOFA Board and the Administration last fall (2007). The UWOFA Board accepted the negotiated report but the Administration wanted changes. The Joint Committee is working on resolving the differences;
- Course Outlines and Copyright: The Collective Agreement states that Members have copyright for course outline. The Senate regulation states that course outlines must be posted on the UWO web site. UWOFA has asked the Administration how the Senate regulation is consistent with the UWO/UWOFA Collective Agreement. The Administration has not responded;
- Centre for Environment and Sustainability: Notice has been provided in advance to UWOFA per the Collective Agreement. UWOFA will have an opportunity to comment and raise concerns about rights and status of Members.

4. President's Report:

The President reported on the following:

- May 26, 2008 will be UWOFA's 10th anniversary since certification. UWOFA will be setting up an ad hoc committee to plan several events to celebrate this anniversary. If Members have suggestions on what UWOFA should do please email the President (agopal@uwo.ca);
- Gopal explained that the Board is gathering information on what would be involved with setting up an endowed scholarship named for Allan Heinicke. The endowed scholarship will need \$25,000 to generate enough income to pay out a \$900 dollar scholarship;

- The Legal and Arbitration account is over budget (refer to Exhibit II, Financial Statement – as of December 31, 2007). The President explained that UWOFA has very little control over the expenses for Legal and Arbitration. The amount of money spent on Legal and Arbitration depends on what grievance cases UWOFA is working on. It is important to note that UWOFA should not make a decision on accepting a grievance based solely on potential legal costs;
- UWOFA is currently talking to three web site design companies on redesigning the UWOFA web site. These three companies will be submitting quotes. The President also explained that once the web site has been redesigned UWOFA will need to look at another half-time position to provide ongoing maintenance of the web site. To explain that UWOFA can afford this increase to its labour cost the President reviewed UWOFA's Salary and Benefits account and how that account functions as a percentage of gross revenues. For the 2006-2007 fiscal UWOFA's Wages and Benefits represented twenty percent of gross revenues. The President reviewed information from other Faculty Associations regarding their Wages and Benefits as a percentage of gross revenues. University of Toronto Faculty Association Wages and Benefits (fiscal 2004-2005) were thirty percent of gross revenues; York University Faculty Association (fiscal 2005-2006) Wages and Benefits were twenty-seven percent of gross revenues; and University of Calgary Faculty Association (fiscal 2004-2005) Wages and Benefits were forty-six percent of gross revenues;
- Gopal provided an update on the lock-out at St. Thomas University in Fredericton. The Administration at St. Thomas University presented its final offer to the Membership. The Membership voted and rejected the Administration's final offer. The two negotiating teams will return to the bargaining table. UWOFA has provided financial support to St. Thomas University.

The following motion of support was presented:

MOVED: R. Millard/D. Heap

THAT the Membership offers support to its colleagues at St. Thomas University in Fredericton. **CARRIED**

6. Policy and Governance Committee: M. Carroll

MOVED: M. Carroll/A. Singh

THAT the Membership approve the following Donation Guidelines:

All donations made by UWOFA shall be consistent with the goals and purposes of UWOFA as defined by its Constitution. Further, UWOFA may through its donations engage in social activism. This policy serves to clarify the responsibilities of the Association President, Executive, and Board of Directors for spending on donations.

1. Donations of \$100 or less may be spent at the discretion of the President, who shall provide an account of this expenditure to the Executive.
2. Donations of between \$100 and \$500 may be disbursed by majority vote of the Executive, which shall provide an account of this expenditure to the Board.
3. Donations of any sum between \$500 and \$2500 may be disbursed by majority vote of the Board. The President shall provide an account of the expenditure to the next General Meeting of UWOFA.
4. Donations in excess of \$2500 must be approved by the Membership.
5. Notwithstanding the above, the President is authorized to donate up to \$2500 to another Faculty Association if the Bargaining Unit(s) associated with that Faculty Association have gone on strike or been locked out. Such donations must be reported to the Board at the next meeting of the Board and to the membership at the next General Meeting.

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

7. Board By-Elections:

a) Designated Faculty Seat: Ivey School of Business (to June 30, 2008)

MOVED by the UWOFA Board:

THAT Derrick Neufeld be nominated for Designated Faculty Seat: Ivey School of Business (to June 30, 2008).

Seeing no other nominations, the Speaker declared nominations closed for Designated Faculty Seat: Ivey School of Business and declared Derrick Neufeld acclaimed as Designated Faculty Seat: Ivey School of Business.

b) Part-time Faculty Seat: at large (to June 30, 2009)

MOVED by the UWOFA Board:

THAT Gord Nickerson (FIMS) be nominated from Part-time Faculty Seat: at large (to June 30, 2009).

Seeing no other nominations, the Speaker declared nominations closed for Part-time Faculty Seat: at large and declared Gord Nickerson acclaimed as Part-time Faculty Seat: at large (to June 30, 2008).

8. a) Steward System: M. Carroll handed out a list of UWOFA Stewards. Carroll pointed out that some areas do not have a Steward. Carroll asked the Members to contact him (mc Carroll@uwo.ca) if they know of anyone who wishes to serve as a Steward.

b) Nominations for Board Members: An advertisement will be in the Western News outlining the available Board Positions. As well an email will be sent to all Members requesting nominations for available Board Positions. Such an email has been sent to all Librarians and Archivists.

9. Adjournment

The meeting adjourned at 1:30 pm.