



## UWOFA Meeting of Members Agenda

**Tuesday, November 23, 2021**

**1:30 to 3:30 p.m.**

**Teleconference**

To connect to the meeting:

Zoom link: <https://westernuniversity.zoom.us/j/92438169469>

Meeting ID: **913 9334 6560**

Meeting Passcode: **480586**

**OR**

Dial: **1-647-558-0588**

Press pound (#) when prompted for the participant ID

1. Approval of the Agenda
2. Approval of Minutes of the Annual Meeting of Members March 30, 2021 – **EXHIBIT I**
3. Business Arising
4. President's Report: *N. Narain*
5. Treasurer's Report: *B. Hawn*  
Presentation of UWOFA's budget for the new fiscal year, November 1, 2021 to October 31, 2022 – **EXHIBIT II**.
6. Nomination of Secretary: *B. MacDougall-Shackleton & H. Perinpanayagam*  
*Under clause 5.08 (2) of by-law 1 a new secretary is to be chosen by the members for the remainder of the current term (November 23, 2021 to June 30, 2023)*  
  
Nominee: Kristin Hoffmann
7. Update on Preparations for Negotiations: *J. Tennant & J. Weststar*
8. New Business
9. Adjournment

Minutes  
UWOFA Annual Meeting of Members  
March 30, 2021

Speaker: Kelly Olson

President: Beth MacDougall-Shackleton

The meeting was held remotely by conference call starting at 1:30 p.m. Attendance was recorded (and quorum established) based on Members participating in Zoom video conference and e-mailing the Administrative Assistant to indicate their attendance. The Speaker explained the unique circumstances necessitating meeting by conference call rather than in person.

J. Tennant read the Land Acknowledgement statement.

**1. Approval of the Agenda:**

**MOVED:** N. Zitani/D. Heap

That the agenda be adopted.

The Speaker requested that the agenda be amended by adding the CAUT President before New Business.

**The motion carried unanimously as amended.**

**2. Approval of Minutes of the Meeting of Members of November 24, 2020:**

**MOVED:** A. Puvirajah/B. MacDougall-Shackleton

That the minutes from the November 24, 2020 meeting of Members be approved.

**The motion carried unanimously.**

**3. Business Arising:**

There was no business arising from the November 24, 2020 meeting.

**4. President's Report:** *B. MacDougall-Shackleton*

**Covid-19 Update:** UWOFA's highest priority is making sure members have safe working conditions in and out of the classroom. Western announced plans to resume in-person classes in the fall of 2021. There still remains huge uncertainty about the speed of the vaccine roll out for faculty, staff and students and what the public health requirements will be by the fall of 2021. UWOFA has met with the employer to discuss what to expect for the 2021-22 academic year and will resume discussions by the end of April. Members with medical documentation needing accommodation for teaching in-person are encouraged to address these accommodations as soon as possible. UWOFA told the employer at Joint Committee that if faculty want to continue to teach remotely, they should be allowed to do so and the employer cannot ask faculty to commit to in-person teaching before knowing what measures will be in place for health and safety. UWOFA will continue to update members on Covid-19 related issues.

**Navitas:** A for-profit education provider was in talks with Western about establishing an international school within the university in 2019. The role of Navitas would be to recruit international students that Western would not otherwise admit. UWOFA was concerned about academic freedom and standards, privatization of public education, working conditions of non-unionized faculty hired to teach for Navitas and the commodification of international students. Six out of eleven faculties at Western passed motions of opposition to Navitas at their faculty council meetings. At the January Senate meeting the administration announced that they are no longer pursuing talks with Navitas because of the opposition of the academic community.

**Lecturers and Senate Elections:** Under the University of Western Ontario Act, faculty cannot vote in senate elections unless they hold the rank of Assistant Professor or above. Western University is unusual in having this rule. UWOFA raised this at Senate and is

currently pressuring Western's legal counsel to fix this. UWOFA is exploring options, without opening the UWO Act.

**Covid Relief Fund:** UWOFA is providing one-time funding of \$100,000 for UWOFA contract faculty Members (those holding a Limited-Duties Appointment or a Standing Appointment). Members may apply for amounts up to \$500 in total. The deadline to apply is May 14, 2021. So far, 78 members have received funds.

**Teaching Scholar Positions:** The employer informed UWOFA that most of the Teaching Scholar Positions are being created through the 2020-21 budget cycle and that Western is on track to have created the 12 required positions by the end of the current faculty collective agreement in June 2022.

**Strategic Planning Process:** Western is putting together a new Strategic Plan. There have been many consultation sessions including town halls and faculty council meetings. One of the consultation sessions was held with UWOFA's Board of Directors in February 2021. The Board of Directors raised issues including principles of Equity, Diversity & Inclusion (EDI), precarious employment, faculty workload and faculty renewal, research, teaching, and sustainability on and off campus. The Board also submitted a strong recommendation that climate action needs to be at the forefront of the new strategic plan.

**Bargaining:** The faculty collective agreement expires June 30, 2022. UWOFA's Board of Directors have appointed Jeff Tennant as the Chief Negotiator and Johanna Weststar as the Deputy Chief Negotiator.

**Bill 124:** It remains very likely that the next round of bargaining will be happening under the provincial Bill 124, the public sector wage restraint legislation. Last spring UWOFA joined a coalition of unions in the joint Charter challenge against Bill 124, Protecting a Sustainable Public Sector for Future Generations Act. The joint Charter challenge is coordinated by the Ontario Federation of Labour. The challenge is still in process but it is encouraging that similar legislation in Manitoba was struck down last summer.

**Laurentian University:** In February, Laurentian University filed for protection under the Companies' Creditors Arrangement Act (CCAA), an act meant to guide private-sector companies through insolvency. Laurentian University is not the first public university to experience financial distress but it is the first public university to not receive financial aid from the Ontario government. UWOFA's Board of Directors approved a letter of support and solidarity to Laurentian University Faculty Association (LUFA). B. MacDougall-Shackleton also wrote on behalf of UWOFA to members of the provincial and federal governments to advocate for government support to Laurentian University. Many UWOFA members have done the same through the links and widgets UWOFA has distributed. LUFA is working closely with OCUFA and CAUT, receiving legal support and advice and communications help getting out the message. Right now the best thing UWOFA can do is to keep the story alive. UWOFA will keep members updated. Stay tuned for more ways that you can get involved to support LUFA.

**Thank you:** B. MacDougall-Shackleton thanked everyone who has contributed to the work of UWOFA, including UWOFA staff, Board of Directors, Faculty Representations, Librarians and Archivists Steward, and members on Committees and Working Groups.

## 5. **Audited Financial Statements:** *B. Hawn*

**MOVED:** B. Hawn/ H. Perinpanayagam

That the membership approve the audited financial statements for the fiscal year ended October 31, 2020.

B. Hawn reviewed the audited financial statements for the fiscal year, November 1, 2019 to October 31, 2020. He highlighted the following:

- There was a shift in the amount in Guaranteed Investment Certificates (GICs) from long term to short term (maturing in one year or less). Several GICs matured over the last year and because of the extremely low interest rates those investments were moved into short term GICs with the hope that interest rates will be higher when they mature in one year.

- There was a slight decrease in membership dues when compared to the previous year due to the number of members who elected to take the buy-out package.
- There was an increase in employee wages and benefits when compared to the previous year due to an overlap in the Communications Officer position and a resolution to the issue of increasing employees negotiated flex benefits with a lump sum payment.
- There was an increase in legal fees. Legal fees fluctuate depending on what issues arise.
- There was an increase in scholarships paid compared to the previous year due to a \$250 increase of in the value of each scholarship and an increase in the number of scholarships from 34 to 36.
- There was an increase in donations compared to the previous year. A donation of \$4,000 was given to the Ontario Teachers' Unions in support of in support of its rotating strikes and \$2,000 to the London Foodbank.
- There was a slight increase in Audit fees because the Auditors provided tax advice for the Covid Relief Fund.

B. Hawn pointed out that UWOFa has a modest surplus allowing room for unexpected expenses without going into a deficit.

**The motion carried unanimously.**

**6. Appointment of the Public Accountant: B. Hawn**

**MOVED:** B. Hawn/J. Weststar

That the membership approve appointing MNP LLP (London) as the Public Accountant.

**The motion carried unanimously.**

**7. Nominations of Directors and Speakers: J. Tennant and N. Narain**

On behalf of the Nominating Committee, J. Tennant made the following nominations:

- i. Hiran Perinpanayagam for Vice-President

Hiran Perinpanayagam declared to the UWOFa membership in the interest of full transparency that he and his family as United States citizens and permanent residents of Canada travel to the United States to support an elderly parent. This travel is essential and is compliant with the public health restrictions and guidelines. All necessary precautions are taken.

Seeing no other nominations, the Speaker declared nominations closed and declared Hiran Perinpanayagam acclaimed as Vice-President.

Hiran Perinpanayagam will resign from his Designated Faculty Seat as of June 30, 2021.

- ii. Vicki Olds for Secretary

Seeing no other nominations, the Speaker declared nominations closed and declared Vicki Olds acclaimed as Secretary.

- iii. The following nominees for Designated Faculty Seats (two year terms: July 1, 2021 to June 30, 2023):

Arts & Humanities  
Information & Media Studies  
Health Science

Laura Cayen  
John Reed  
Harry Prapavessis

Science  
Social Science

Greg Kelly  
Tony Weis

Seeing no other nominations, the Speaker declared nominations closed and declared the following acclaimed for Designated Faculty Seats:

Arts & Humanities  
Information & Media Studies  
Health Science  
Science  
Social Science

Laura Cayen  
John Reed  
Harry Prapavessis  
Greg Kelly  
Tony Weis

- iv. The following nominees for Designated Faculty Seat (one year term: July 1, 2021 to June 30, 2022):

Education

Melody Viczko

The Nominating Committee nominated Steven Laviolette to replace Hiran Perinpanayagam as the Schulich Medicine & Dentistry Faculty Seat.

Schulich Medicine & Dentistry

Steven Laviolette

Seeing no other nominations, the Speaker declared nominations closed and declared the following acclaimed for Designated Faculty Seats:

Education  
Schulich Medicine & Dentistry

Melody Viczko  
Steven Laviolette

- v. The following nominee for Designated Membership Seat (two year term: July 1, 2021 to June 30, 2023):

Librarians & Archivists

Shawn Hendrixx

Seeing no other nominations, the Speaker declared nominations closed and declared Shawn Hendrixx acclaimed for Designated Membership Seat.

- vi. The following nominees for At-large Seats (two year terms: July 1, 2021 to June 30, 2023, one seat must be filled by a Part-time Member):

Part-time Member  
Full-time Member  
Full-time Member

Nina Zitani  
Gus Riveros  
Ben Rubin

Seeing no other nominations, the Speaker declared nominations closed and declared the following acclaimed for At-large Seats:

Part-time Member  
Full-time Member  
Full-time Member

Nina Zitani  
Gus Riveros  
Ben Rubin

Due to being nominated as UWOFA Speaker, Kelly Olson stepped out of the role of Chair. Jeff Tennant assumed the role of Chair.

- vii. Kelly Olson for UWOFA Speaker (one year term)

Seeing no other nominations, the Chair declared nominations closed and declared Kelly Olson acclaimed as UWOFA Speaker.

Kelly Olson stepped back into the role of Chair.

viii. Erin Johnston for UWOFA-LA Speaker (one year term)

Seeing no other nominations, the Speaker declared nominations closed and declared Erin Johnston acclaimed as UWOFA-LA Speaker.

ix. Liz Hill for UWOFA-LA Secretary (one year term)

Seeing no other nominations, the Speaker declared nominations closed and declared Liz Hill acclaimed as UWOFA-LA Secretary.

For information only:

Continuing Officers and Directors in 2021-22:

President	Nigmendra Narain
Past President	Beth MacDougall-Shackleton
Treasurer	Barry Hawn

Designated Faculty Seats:

Engineering	Abouzar Sadrekarimi
Ivey Business School	John Wilson
Law	Jason Neyers
Music	Ed Goehring

Designated Membership Seats:

Limited Term	Jamie Johnston
Part-time	Luke Arnott

At-Large Seats:

Full-time Members	John Paul Minda
Librarians & Archivists	Brian McMillan

**8. Presentation of the Allan Heinicke Memorial Service Award: *B. MacDougall-Shackleton***  
Presentation to the 2021 recipient, Stephen Pitel.

The Allan Heinicke Memorial Service Award was established in honour of the late Allan Heinicke, a former Chair and President of UWOFA. Later in his time with UWOFA he became a financial, technical and policy analyst. This award was developed to honour and recognize outstanding service and achievement in financial, technical and policy development or analysis supporting UWOFA's aims.

The award this year is being presented to Professor Stephen Pitel of the Faculty of Law.

Stephen has taken on a variety of roles within the structure of UWOFA and has completed them with an unerring attention to detail and calm professionalism. He showed incredible attention to detail and commitment in leading the incorporation of UWOFA under the Canada Not-for-profit Corporations Act in 2017. The process of becoming a federal not-for-profit corporation was complex. As a Professor in the Faculty of Law, Stephen had the technical and professional expertise to take on this project. His diligent leadership and clear explanation to the UWOFA Board of Directors and Members aided the completion of this monumental project in a timely manner. The additions to the bylaws addressed the job descriptions for officers (something UWOFA did not previously have), terms of reference for

committees (also not previously set out), the Librarian and Archivist Stewards Council, the Representatives Council, particular aspects of the two bargaining units, negotiations, and the distinction between bylaws and policies. In all of these documents, Stephen took the opportunity to modernize various aspects of corporate governance while retaining UWOFA's fundamental structure. In addition, the corporate name was changed to "The University of Western Ontario Faculty Association" and the financial year-end was moved to October 31 to comply with statutory requirements for the timing of the annual meeting of members.

Stephen was Vice-President of UWOFA in 2016-17, President in 2017-18 and Past President in 2018-19 and also for the first six months of 2020. He was a member of the Collective Bargaining Committee, Joint Committee where he was very active in developing UWOFA's positions to the many issues raised by the pandemic in the spring of 2020. He represented UWOFA on the Provost's Ad Hoc Committee on Freedom of Expression in 2018. Stephen was the Speaker for meetings of members from 2012 to 2016 and ran well-organized meetings with just the right level of humour and good cheer. He has served on many UWOFA committees including the Policy and Governance Committee, having been the driving force in reforming and revising more than a dozen of UWOFA's policies. He received the Dedicated Service Award from CAUT in 2020.

Stephen has been selfless in his contributions to UWOFA. He epitomizes the values that underpin the Allan Heinicke Memorial Service Award.

B. MacDougall-Shackleton presented the award to S. Pitel.

S. Pitel thanked the nominators and UWOFA Members.

**9. Presentation of a special Tom Murphy Memorial Award for Outstanding Service to UWOFA: B. MacDougall-Shackleton**  
Presentation to the recipient, Tess Hooks.

The Tom Murphy Memorial Award for Outstanding Service to UWOFA was established in honour of the late Tom Murphy. Tom was a long-standing contract faculty member in the Department of Sociology who was involved in UWOFA since certification in 1998, serving as a director for four terms, as a member of the executive committee, and as a member of the Policy and Governance Committee. Tom also served UWOFA in other ways, notably as UWOFA's representative on the Parking Appeals Committee. Perhaps most importantly, Tom was a long-standing member and co-chair of the Committee for Contract Faculty. This award recognizes the exemplary hard work and commitment of a contract faculty member to the work of UWOFA. The Tom Murphy Memorial Award is awarded every two years and was last awarded in 2020. This year UWOFA is pleased to present a special award to contract faculty member Tess Hooks who was married to Tom and would otherwise be a deserving candidate.

Tess has been involved with UWOFA since 1998. She served on UWOFA's Executive Committee from 1998 to 2001. She served on the Negotiating Committee for the 2002-06 faculty collective agreement and as the Chief Negotiator for the Distance Studies Letter of Understanding for the 2006-10 collective agreement. She was UWOFA's long time Grievance Officer (2008 to 2016) and served afterwards on the Grievance Committee. She served as a member of UWOFA's Status of Women Committee, Salary Committee and the Pension and Benefits Committee. In addition to her national service with the CAUT Defence Fund, Tess at various times has been a member of the CAUT Collective Bargaining and Economic Benefits Committee and the Contract Academic Staff Committee. In 2017 Tess received the CAUT Bernice Schrank Award for outstanding contributions to the enforcement of academic staff workplace rights through grievance/arbitration. During the period 2009-14, Tess served as chair and co-chair of the OCUFA grievance committee. More recently she served as co-chair of UWOFA's Strike Action Committee. Tess's commitment to insuring the

fair treatment of UWOFA members runs deep. Countless UWOFA members benefitted from her tireless work and service on the Grievance Committee and her continued advocacy for contract faculty. Tess exemplifies the values of UWOFA and is a most worthy recipient of this prestigious honour.

B. MacDougall-Shackleton presented the award to Tess Hooks.

T. Hooks thanked UWOFA.

**10. Presentation of the CAUT Dedicated Service Award: *B. MacDougall-Shackleton***  
Presentation to the 2021 recipients.

The Executive Committee voted unanimously to nominate the following members for the reason set out:

Christy Sich: Christy Sich served as co-chair of the Strike Action Committee for Librarians and Archivists in 2019. The unit came extremely close to striking; without Sich the preparations for the almost-strike would not have been successful. In her role as co-chair of Strike Action Committee she also served as a member on several subcommittees, and helped to negotiate a new Labour Disruption Protocol that made important gains over the previous agreement.

Marianne Larsen: Marianne Larsen was instrumental in mobilizing UWOFA's members against an agreement that would outsource international education to the private, for-profit pathway provider Navitas. As an expert in the education of international students, Larsen compiled research that showed clearly how the proposed deal would undermine many of UWOFA's core values. She shared her expertise at five faculty councils, leading all five to robust rejection of the deal. Other important service includes four years on UWOFA's Board of Directors plus another six months as official observer on the Board; and service and training as Picket Captain in preparation for the narrowly averted strike in 2018.

Sam Trosow: Sam Trosow has been an active member of UWOFA since 2002. He served for four years on the Board of Directors and for an additional year on the Executive as Secretary. He also served for years as UWOFA's Privacy Officer, on the Grievance Committee, on the Policy and Governance Committee, the 2018 Faculty Strike Action committee, and a time on the Librarians and Archivists Negotiating Committee. Trosow served on the Joint Committee on the Implications of Technology and continues to advise on copyright and fair-use dealing, and freedom of expression. Through his work for UWOFA, Western's Senate and the Board of Governors he has been a strong voice for transparent, inclusive and collegial self-governance.

**11. Annual Committee and Representative Reports**

Questions were welcomed on any of the annual reports. There were no questions.

**12. CAUT President: *Brenda Austin-Smith***

Brenda Austin-Smith presented on behalf of the Canadian Association of University Teachers (CAUT) a report on CAUT's national challenges and efforts. She highlighted the following national challenges:

- Attacks on collegial government from within the institution
- Interventionist provincial governments
- Increased precarity, inequity, systemic injustice

Brenda Austin-Smith highlighted the following efforts:

- Organizing Model (collective bargaining, equity, solidarity)
- Advocacy, including lobbying and political campaigns
- Providing support and resources



**13. New Business:**

There was no new business.

**14. Adjournment:**

**MOVED:** H. Perinpanayagam/J. Weststar

That the meeting adjourn. In the absence of any objection, **motion carried** (3:20p.m.)

## UWOFA Budget for the fiscal year November 1, 2021 to October 31, 2022

### Revenue

Membership Dues	2,010,569
Supplementary Out-of-Country Medical Insurance	46,479
Interest Revenue Operating Funds	1,700
Interest Revenue Collective Bargaining & Grievance Fund	40,000
<b>Total Revenue</b>	<b>\$ 2,098,748</b>

### Set Asides

UWOFA Scholarship	46,250
Supplementary Out-of-Country Medical Insurance	46,569
Transfer to Collective Bargaining & Grievance Fund	-
Transfer to Post Employment Benefit Fund	25,000
Interest Revenue on Collective Bargaining & Grievance Fund	40,000
<b>Total Set Asides</b>	<b>\$ 157,819</b>

### Dues Expense

CAUT	261,032
OCUFA	255,613
CAUT Defence Fund	91,278
<b>Total Dues</b>	<b>\$ 607,923</b>

### Net Revenue

<b>\$ 1,333,006</b>
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### Operating Expenses

#### Payroll & Release Time Expense

Wages and Salaries	500,000
Employee Benefits	138,000
Job Evaluation Review	20,000
UWO Administration Service Fee	1,000
Release Time - Regular	128,601
Release Time - Negotiating	52,629
Honoraria	1,000
<b>Total Payroll &amp; Release Time Expense</b>	<b>\$ 841,229</b>

#### General and Administrative Expenses

Audit	11,000
Legal and Arbitration	325,000
Printing and Postage	6,200
Meetings	3,000
Insurance	5,000
Bank Charges	230
Office Supplies	8,000
Office Equipment	7,000
Appreciation Fund	3,300
Cloud Storage - Western	420
Parking	3,364

**UWOFA Budget for the fiscal year November 1, 2021 to October 31, 2022**

Computer Software Maintenance Fee	4,000
Website Hosting	4,200
Website Design and Maintenance	5,000
Database Server	1,272
Repair and Maintenance	500
Telephone	3,400
Receptions	-
Travel	5,000
Advertising	3,200
Negotiations	12,000
Strike Preparations	12,000
Rental and Cleaning	15,000
External Solidarity and Donations	10,000
CCF Fund for Research and Professional Development	5,000
Grad Club Membership	20,500
Donation to Scholars at Risk program	10,000
Donation to D. Belliveau Memorial Service Award	5,000
Staff Development	1,000
<b>Total General and Administrative Expenses</b>	<b>\$ 489,586</b>
<b>Total Operating Expenses</b>	<b>\$ 1,330,815</b>
<b>Surplus</b>	<b>\$ 2,190</b>