



UWOFA Annual Meeting of Members Agenda

Monday, March 25, 2019
12:00 noon to 2:00 p.m.
room 204, Talbot College
(pizza will be available)

Call to order and land acknowledgement statement.

1. Approval of the Agenda
2. Approval of Minutes of the Meeting of Members of October 30, 2018 – **EXHIBIT I**
3. Business Arising
4. President's Report: *D. Belliveau*
5. Audited Financial Statements: *M. Loveland*
Motion: That the membership approve the audited financial statements for the fiscal year ended October 31, 2018 as presented in **EXHIBIT II**.
6. Appointment of the Public Accountant: *M. Loveland*
Motion: That the membership approve appointing MNP LLP (London) as the Public Accountant.
7. Nominations of Directors and Speakers – **EXHIBIT III**: *S. Pitel and J. Ciriello*
8. Revisions to By-law No. 5 (Faculty Representatives Council): *S. Pitel*
Motion: That By-law No. 5 be amended as presented in **EXHIBIT IV**.
9. Discussion: UWOFA's continued involvement in the Scholars at Risk program: *S. Pitel*
10. Presentation of the Allan Heinicke Memorial Service Award: *J. Ciriello*
The recipient for 2019 is Dan Belliveau – biography in **EXHIBIT V**.
11. Presentation of the CAUT Dedicated Service Award: *D. Belliveau*
Recipients for 2019 are Alison Hearn, Kristin Hoffmann, James Compton and John Costella – biographies in **EXHIBIT VI**.
12. Update on Faculty Negotiations: *J. Tennant and J. Weststar*
13. Update on Librarian and Archivist Negotiations: *J. Weststar and K. Hoffmann*
14. Annual Committee and Representative Reports
Questions are welcome on any of the annual reports presented in **EXHIBIT VII**.
15. New Business
16. Adjournment

Minutes
Meeting of Members of UWOFA
Tuesday, October 30, 2018

Speaker: Kim Clark

President: Dan Belliveau

The meeting was held at 10:00 a.m. in Room 3110, Conron Hall, University College. Attendance was according to the Nominal Roll. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

Before the meeting, Western's United Way gave a presentation to the membership about its campaign.

D. Belliveau read the Land Acknowledgement statement.

1. Approval of the Agenda

MOVED: V. Nolte/J. Davies

The following change to the Agenda was accepted as a friendly amendment:
Item 5 move to item 4, and item 7 move to item 5.

That the agenda be approved as amended. **The motion carried unanimously.**

2. Approval of Minutes of the Annual Meeting of Members March 21, 2018

MOVED: J. Ciriello/A. Bigelow

The motion carried unanimously.

3. Business Arising

There was no new business arising from the March 21, 2018 meeting.

4. Treasurer's Report: M. Loveland

Presentation of UWOFA's budget for the new fiscal year, November 1, 2018 to October 31, 2019.

M. Loveland reviewed the budget for the fiscal year November 1, 2018 to October 31, 2019. She highlighted the following:

- The interest revenue may change but because it is a negotiating year, we may not have as many funds to invest compared to previous years.
- The Honoraria budget line is \$3,750 for part-time members who are providing service to the Strike Action Committee.

5. Update on Faculty Negotiations: J. Tennant & J. Weststar

D. Belliveau acknowledged the hard work of multiple groups of individuals who are working to ensure that UWOFA achieves the best agreement possible, that UWOFA communicates effectively with members and that, should the need arise, UWOFA is ready to mobilize to defend the right to a fair and equitable agreement. Namely, these are the Negotiating Committee, led by chief negotiator Jeff Tennant and Deputy chief negotiator Johanna Weststar; the Communications Committee, chaired by Alison Hearn; and the Strike Action Committee, co-chaired by David Heap and Tess Hooks. The UWOFA Executive Committee in consultation with the negotiating team and SAC set Friday, November 9 at 12:01 AM as our strike deadline. This announcement will be going out to the entire membership in moments and will include a FAQ section about what a strike means to you.

J. Tennant presented an update on negotiations. The employer has yet to provide improvements to compensation and benefits and job security to contract faculty. The Negotiating Committee will be back at the table today with the employer. The Strike Protocol will be negotiated on October 31 with members of UWOFA, the employer, and the campus police.

David Heap and Tess Hooks discussed the sub-committees of the Strike Action Committee. The presentation was followed by a question and answer session and general discussion.

6. Update on Preparations for Librarian and Archivist Negotiations: J. Weststar & K. Hoffmann

The Librarian and Archivists Collective Agreement expires June 2019. The Collective Bargaining Committee for Librarians and Archivists is holding two focus groups on November 5 and 9. The feedback from the focus groups will help with the development of bargaining goals.

7. President's Report: D. Belliveau

The President reported the following:

Provost's Ad Hoc Committee on Freedom of Expression: UWOFA appointed four representatives on the Provost's Ad Hoc Committee. The committee had organizational meetings and offered three dates for round-table public consultations that took place October 3 and 5 and two town hall meetings were held on October 18. In addition, members of the university community were able to offer comments at freedom-of-expression@uwo.ca. UWOFA also invited its members to share any comments directly with the UWOFA-appointed committee members. A draft freedom of expression policy was posted for public review and presented at Senate for discussion at its October 19 meeting. The committee has taken into consideration all of the comments offered by the community, the results of the discussion from the October 19 Senate meeting, and has further refined the policy which was released on October 23rd and will be presented to Senate for review on November 16. The final draft will be presented to the Board of Governors for their November 29 meeting. D. Belliveau thanked members Alison Hearn, Treena Orchard, Stephen Pitel and Samuel Trosow for their significant contributions to the work of this ad hoc committee.

15 and Fairness: On October 15, the Committee for Contract Faculty hosted an event at the kiosk in SSC lobby highlighting the issues of precarious work, job security and other employment issues that impact contract faculty. This is a critical issue for contract faculty because on October 23, 2018, the provincial government introduced Bill 47, *Making Ontario Open for Business* Act which aims to repeal much of Bill 148 introduced by the Liberal government last year. Some of the provisions that are being repealed include (1) equal pay for equal work by part-time or contract workers and (2) elimination of the scheduled increase to the minimum wage to \$15 per hour. We are working with our provincial association, OCUFA, on a response to this direction by the provincial government.

This event coincided with our last day of conciliation with the Employer before calling for the "no board" report.

Twentieth Anniversary Event: UWOFA hosted a casual social event on April 12, 2018 at the Wave. Approximately 60 people attended, including many who had been involved in certification in 1998. Thanks go to Jane Laforge, Vanessa Brown and Conan Masterson for their work organizing the event.

External Contributions by UWOFA Members: Several of our members have been elected to key roles in provincial or national bodies representing faculty associations:

- Congratulations to Ann Bigelow on being elected as Treasurer of OCUFA,
- James Compton remains President of CAUT,
- Jeff Tennant continues as chair of OCUFA's Collective Bargaining Committee,
- Alison Hearn is on CAUT's Academic Freedom and Tenure Committee, and
- Ann Bigelow is on CAUT's Collective Bargaining and Economic Benefits Committee.

8. New Business: There was no new business.

9. Adjournment:

MOVED: J. Davies/K. Olson

That the meeting adjourn. In the absence of any objection, the motion carried (11:50 a.m.)

**The University of Western Ontario
Faculty Association**

Financial Statements

Year ended October 31, 2018

Draft

The University of Western Ontario Faculty Association

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Draft

Independent Auditor's Report

To the Members of The University of Western Ontario Faculty Association

We have audited the accompanying financial statements of The University of Western Ontario Faculty Association, which comprise the statement of financial position as at October 31, 2018, and the statement of operations, statement of changes in net assets and statement of cash flows for the period then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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 comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audit is sufficient and appropriate to provide a basis for our audit opinion.

Independent Auditor's Report , continued

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of The University of Western Ontario Faculty Association as at October 31, 2018, and the results of its operations and its cash flows for the period then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Report on Other Legal and Regulatory Requirements

As required by the Corporations Act of Canada, we report that, in our opinion, the accounting principles in Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding period.

Chartered Professional Accountants
Licensed Public Accountants

London, Canada
DATE

The University of Western Ontario Faculty Association
Statement of Financial Position
As at October 31, 2018

| | Operating Fund | Grievances & Collective Bargaining Fund | 2018 (12 months) | 2017 (6 months) |
|---|----------------|---|---------------------|--------------------|
| ASSETS | | | | |
| Current assets | | | | |
| Cash | \$ 510,846 | \$ 138,190 | \$ 649,036 | \$ 386,783 |
| Marketable securities (Note 4) | - | 3,563,627 | 3,563,627 | 2,093,904 |
| Accounts receivable | 6,095 | - | 6,095 | - |
| Interest receivable | - | 57,547 | 57,547 | 80,765 |
| Prepaid expenses | 17,532 | - | 17,532 | 16,245 |
| | 534,473 | 3,759,364 | 4,293,837 | 2,577,697 |
| Marketable securities (Note 4) | - | 1,443,000 | 1,443,000 | 2,794,947 |
| Capital assets (Note 3) | 48,330 | - | 48,330 | 60,346 |
| | \$ 582,803 | \$ 5,202,364 | \$ 5,785,167 | \$ 5,432,990 |
| LIABILITIES | | | | |
| Current liabilities | | | | |
| Accounts payable and accrued liabilities | \$ 165,518 | \$ - | \$ 165,518 | \$ 212,915 |
| Post retirement benefit obligation | 223,700 | - | 223,700 | 201,300 |
| | 389,218 | - | 389,218 | 414,215 |
| FUND BALANCES | | | | |
| Fund Balances (Page 5) | 193,585 | 5,202,364 | 5,395,949 | 5,018,775 |
| | \$ 582,803 | \$ 5,202,364 | \$ 5,785,167 | \$ 5,432,990 |

See accompanying Notes

Approved on behalf of the Board of Directors:

Director, _____

Director, _____

The University of Western Ontario Faculty Association
Statement of Operations
Year ended October 31, 2018

| | Operating Fund | Grievance & Collective Bargaining Fund | 2018 (12 months) | 2017 (6 months) |
|--|-------------------|---|-------------------------|------------------------|
| Revenue | | | | |
| Membership dues | \$ 1,842,021 | \$ - | \$ 1,842,021 | \$ 917,492 |
| Dues for Canadian and Ontario Associations | (568,580) | - | (568,580) | (281,886) |
| Net membership dues | 1,273,441 | - | 1,273,441 | 635,606 |
| Interest income | 1,354 | 96,136 | 97,490 | 53,624 |
| | 1,274,795 | 96,136 | 1,370,931 | 689,230 |
| Expenses | | | | |
| Employee wages | 440,353 | - | 440,353 | 214,744 |
| Legal fees | 228,517 | - | 228,517 | 196,785 |
| Release time | 86,488 | - | 86,488 | 6,486 |
| Administration and general | 52,249 | - | 52,249 | 23,549 |
| Scholarships paid | 34,000 | - | 34,000 | - |
| Post retirement benefit expense (Note 5) | 22,400 | - | 22,400 | - |
| Negotiations | 21,593 | - | 21,593 | 2,773 |
| Amortization | 21,219 | - | 21,219 | 18,557 |
| Grad club membership dues | 18,859 | - | 18,859 | 5,929 |
| Travel | 16,825 | - | 16,825 | 17,259 |
| Occupancy costs | 13,196 | - | 13,196 | 6,607 |
| Tom Murphy award | 10,000 | - | 10,000 | - |
| Audit fees | 9,319 | - | 9,319 | 7,373 |
| Reception | 5,211 | - | 5,211 | - |
| Research and professional fund | 4,999 | - | 4,999 | 2,453 |
| Consulting fees - pay equity | 4,269 | - | 4,269 | 11,397 |
| Donations | 4,260 | - | 4,260 | 4,173 |
| SAR Program Donation | - | - | - | 10,000 |
| Academic Freedom Fund CAUT | - | - | - | 15,000 |
| | 993,757 | - | 993,757 | 543,085 |
| Excess of revenues over expenditures for the year | \$ 281,038 | \$ 96,136 | \$ 377,174 | \$ 146,145 |

See accompanying Notes

The University of Western Ontario Faculty Association
Statement of Changes in Net Assets
Year ended October 31, 2018

| | Operating Fund | Grievances & Collective Bargaining Fund | 2018 (12 months) | 2017 (6 months) |
|---|-------------------|--|-------------------------|------------------------|
| Fund Balances, beginning of year | \$ (20,133) | \$ 5,038,908 | \$ 5,018,775 | \$ 4,872,630 |
| Excess of revenues over expenditures | 281,038 | 96,136 | 377,174 | 146,145 |
| Interfund transfers (Note 8) | (67,320) | 67,320 | - | - |
| Fund Balances, end of year | \$ 193,585 | \$ 5,202,364 | \$ 5,395,949 | \$ 5,018,775 |

See accompanying Notes

Draft

The University of Western Ontario Faculty Association
Statement of Cash Flows
Year ended October 31, 2018

| | 2018 (12 months) | 2017 (6 months) |
|---|---------------------|--------------------|
| Operating activities | | |
| Excess of revenues over expenditures for the year | \$ 377,174 | \$ 146,145 |
| Adjustments for | | |
| Amortization | 21,219 | 18,557 |
| | <u>398,393</u> | <u>164,702</u> |
| Change in non-cash working capital items | | |
| Accounts receivable | (6,095) | 6,732 |
| Prepaid expenses | (1,287) | (9,015) |
| Interest receivable | 23,218 | (43,292) |
| Accounts payable and accrued liabilities | (47,398) | (66,921) |
| Post retirement benefit obligation | 22,400 | - |
| | <u>389,231</u> | <u>52,206</u> |
| Investing activities | | |
| Purchase of property, plant and equipment | (9,203) | (35,388) |
| Purchase of marketable securities | (117,775) | (9,739) |
| | <u>(126,978)</u> | <u>(45,127)</u> |
| Increase in cash | 262,253 | 7,079 |
| Cash, beginning of year | <u>386,783</u> | <u>379,704</u> |
| Cash, end of year | <u>\$ 649,036</u> | <u>\$ 386,783</u> |
| Cash consists of: | | |
| Operating Fund | \$ 510,846 | \$ 317,491 |
| Collective Bargaining and Grievance Fund | <u>138,190</u> | <u>69,292</u> |
| | <u>\$ 649,036</u> | <u>\$ 386,783</u> |

See accompanying Notes

The University of Western Ontario Faculty Association

Notes to the Financial Statements

October 31, 2018

1. Nature of operations

The University of Western Ontario Faculty Association ("the Association") is the certified bargaining agent for faculty teaching at least a half University degree credit course in each of two of the last three fiscal years and for librarians and archivists at The University of Western Ontario ("the University"). As a non-profit organization, the Association is not subject to income taxes on any earned income.

2. Significant accounting policies

The company follows accounting principles generally accepted in Canada in preparing its financial statements. The significant accounting policies used are as follows:

(a) Revenue recognition

The Association follows the deferral method of accounting for contributions and operating revenues. 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 company 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 | Declining balance | 20% |
| Computer equipment | Straight-line | 3 years |
| Computer software | Straight-line | 3 years |
| Website development costs | Straight-line | 3 years |

Capital assets are amortized using the half-year rule in the year of addition.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
October 31, 2018

2. Significant accounting policies, continued

(c) Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations 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 accounts specifically affected by estimates in these financial statements are the useful life of property, plant and equipment and employee future benefits. Actual results may differ from these estimates.

(d) Employee future benefits

The Association provides medical, dental and life insurance benefits to eligible employees. This plan is managed by The University of Western Ontario. The Association accrues post retirement benefits for the eligible administrative staff, with the cost of these benefits being actuarially determined using the projected benefit method. Differences arising from plan amendments, changes in assumptions and actuarial gains and losses are recognized in income as they are incurred.

The Association sponsors pension plans for its administrative staff. The benefits provided under the plans are defined contribution.

(e) Financial instruments

(i) Measurement of financial instruments

The Association initially measures its financial assets and financial liabilities at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument.

The Association subsequently measures its financial assets and financial liabilities at amortized cost, except for equity securities quoted in an active market, which are subsequently measured at fair value.

Financial assets measured at amortized cost include cash, accounts receivable and interest receivable. Financial assets measured at fair value include marketable securities.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
October 31, 2018

2. Significant accounting policies, continued

(e) Financial instruments, continued

(ii) Impairment

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in the statement of operations. The write down reflects the difference between the carrying amount and the higher of:

- the present value of the cash flows expected to be generated by the asset or group of assets;
- the amount that could be realized by selling the assets or group of assets;
- the net realizable value of any collateral held to secure repayment of the assets or group of assets.

When the event occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in the statement of operations up to the amount of the previously recognized impairment.

3. Property, plant and equipment

| | 2018 | | |
|---------------------------|-------------------|-----------------------------|------------------|
| | Cost | Accumulated Amortization | Net |
| Furniture and fixtures | \$ 41,394 | \$ 31,923 | \$ 9,471 |
| Computer equipment | 42,744 | 39,389 | 3,355 |
| Computer software | 32,492 | 17,777 | 14,715 |
| Website development costs | 68,454 | 47,665 | 20,789 |
| | <u>\$ 185,084</u> | <u>\$ 136,754</u> | <u>\$ 48,330</u> |

| | 2017 | | |
|---------------------------|-------------------|-----------------------------|------------------|
| | Cost | Accumulated Amortization | Net |
| Furniture and fixtures | \$ 40,168 | \$ 29,708 | \$ 10,460 |
| Computer equipment | 41,311 | 37,788 | 3,523 |
| Computer software | 26,812 | 11,074 | 15,738 |
| Website development costs | 67,590 | 36,965 | 30,625 |
| | <u>\$ 175,881</u> | <u>\$ 115,535</u> | <u>\$ 60,346</u> |

The University of Western Ontario Faculty Association
Notes to the Financial Statements
October 31, 2018

4. Marketable securities

The grievance and collective bargaining fund held the following investment portfolios at year end:

| | 2018 | 2017 |
|---|-----------|-----------|
| BMO Nesbitt Burns - GICs of multiple institutions | 3,058,859 | 1,595,624 |
| Libro GICs | 504,768 | 498,280 |
| Total short term investments | 3,563,627 | 2,093,904 |
| BMO Nesbitt Burns - GICs of multiple institutions | 1,443,000 | 2,794,947 |
| Total short and long term investments | 5,006,627 | 4,888,851 |

Short-term marketable securities represent amounts with maturity dates due within a year of the year-end date. Interest rates on the short-term GICs range from 1.25% to 2.45% with maturity dates between November 27, 2018 and January 23, 2019. Long-term marketable securities represent amounts with maturity dates beyond one year of the year-end date. Interest rates on the long-term GICs range from 2.20% to 2.75% with maturity dates between November 27, 2019 and February 12, 2021.

5. Employee future benefits

The Association has a defined contribution pension plan for the administrative staff. During the year the Association's contributions to the pension plan were \$29,801 (2017 - \$27,760). The fair value of plan assets for the year was \$Nil (2017 - Nil).

The accrued benefit liability relating to the post retirement benefits is \$223,700 (2017 - \$201,300). This liability has been recorded in the financial statements.

The most recent actuarial valuation was completed as of April 30, 2018.

| | 2018 (12 months) | 2017 (6 months) |
|-------------------------------|---------------------|--------------------|
| Current service costs | \$ 14,400 | \$ - |
| Interest costs | 8,000 | - |
| Net benefit plan expense/loss | \$ 22,400 | \$ - |

The significant actuarial assumptions adopted in measuring the Association's accrued benefit obligation expense are as follows:

| | 2018 (12 months) | 2017 (6 months) |
|---------------------------------|---------------------|--------------------|
| Discount rate - post-retirement | 3.7% | 3.7% |
| Discount rate - post-employment | 3.4% | 2.7% |
| Medical trend rate | 6.75% | 6.0% |
| Dental trend rate | 2.75% | 2.75% |

The University of Western Ontario Faculty Association
Notes to the Financial Statements
October 31, 2018

6. Grievances and collective bargaining fund

This amount is internally restricted by the Membership of the Association 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.

7. Financial instruments

Unless otherwise noted, it is management's opinion that the Association is not exposed to significant risks arising from financial instruments. There have been no changes in the Association's risk exposures from the prior year.

(a) Credit risk

The financial instruments that potentially subject the Association to a significant concentration of credit risk consist primarily of cash. The Association mitigates its exposure to credit loss by placing its cash with major financial institutions.

(b) Market risk

The Association is exposed to market rate risk through possible future changes in market rates for current marketable securities. The Association does not use financial instruments to reduce its risk exposure.

(c) Liquidity risk

Liquidity risk is the risk that the Association will not be able to meet its obligations as they become due. The Association manages this risk by establishing budgets and funding plans and by levying sufficient membership dues to fund its expenses. Cash is held in an interest bearing account which provides a rate of return as well as liquidity.

8. Interfund transfers

During the period, \$67,320 was transferred from the Operating Fund to the Grievances & Collective Bargaining Fund through six transfers of \$6,720 each and six transfers of \$4,500 each. No amount was transferred from the Grievances & Collective Bargaining Fund to the Operating fund. These transfers were approved by the Board of Directors.

2019-20 UWOFA ELECTIONS

Slate of Nominees

| | |
|-----------------------|----------------------------|
| Vice-President | Beth MacDougall-Shackleton |
| Secretary | Vicki Olds |

Designated Faculty Seats (two year terms: July 1, 2019 to June 30, 2021)

| | |
|-----------------------------|-------------------|
| Arts & Humanities | Erica Lawson |
| Information & Media Studies | John Reed |
| Health Sciences | Harry Prapavessis |
| Science | Felix Lee |
| Social Science | Johanna Weststar |

Designated Faculty Seat (one year term: July 1, 2019 to June 30, 2020)

| | |
|-------|-------------|
| Music | Ed Goehring |
|-------|-------------|

Designated Membership Seat (two year term: July 1, 2019 to June 30, 2021)

| | |
|------------------------------------|---------------|
| Librarians & Archivists Membership | Roxanne Isard |
|------------------------------------|---------------|

Designated Membership Seat (one year term: July 1, 2019 to June 30, 2020)

| | |
|-------------------------|----------------|
| Limited-Term Membership | Jamie Johnston |
|-------------------------|----------------|

At-large Seats (two year terms: July 1, 2019 to June 30, 2021, one seat must be filled by a Part-Time Member)

| | |
|------------------|----------------------------|
| Part-Time Member | Natalie Pietrzak-Renaud |
| Full-Time Member | Kim Verwaayen Ben Rubin |

At-large Seat (one year term: July 1, 2019 to June 30, 2020)

| | |
|------------------|--------------|
| Full-Time Member | Marc Joannis |
|------------------|--------------|

| | |
|---|-------------|
| Speaker for UWOFA (one year term) | Kim Clark |
| Speaker for UWOFA-LA (one year term) | Peggy Ellis |
| Secretary for UWOFA-LA (one year term) | Liz Hill |

For Information: Continuing Officers and Directors in 2019-20

| | |
|-----------------------|-------------------|
| President | John Ciriello |
| Past President | Dan Belliveau |
| Treasurer | Michelle Loveland |

Designated Faculty Seats

| | |
|-------------------------------|------------------|
| Education | Gus Riveros |
| Engineering | Paul Charpentier |
| Ivey Business School | John Wilson |
| Law | Jason Neyers |
| Schulich Medicine & Dentistry | Les Kalman |

Designated Membership Seats

| | |
|----------------------|-------------|
| Part-Time Membership | Luke Arnott |
|----------------------|-------------|

At-Large Seats

| | |
|-------------------------------|----------------|
| Librarian or Archivist Member | Brian McMillan |
|-------------------------------|----------------|

By-law No. 5
The University of Western Ontario Faculty Association
Faculty (UWOFA-F) Representatives Council

1. UWOFA shall have a Faculty (UWOFA-F) Representatives Council with the terms of reference as set out in the Appendix.
2. The Past President shall be a member of the council and its chair.
3. The various UWOFA-F Units, as defined in the Collective Agreement, shall have a Member ~~identified as their representative who shall be~~ who is the Representative for the Unit.
4. All ~~UWOFA-F directors of the Association and all~~ Representatives shall be members of the council.
5. UWOFA's Professional Officer and Communications Officer shall be ~~ex-officio and non-voting~~ members of the council.
6. The representation process, including the term of service, is to be decided by the Unit (which may include selection by mutual consent or acceptance of a volunteer). It is preferable, though not required, that the Representative not be a director of UWOFA. If a Unit does not identify a Representative in a timely manner, the ~~Past President~~ chair of the council shall endeavour to identify a Representative for the Unit.

The Allan Heinicke Memorial Service Award

2019 Recipient – Daniel Belliveau

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 Associate Professor Dan Belliveau of the Faculty of Health Sciences.

As his several nominators stress, Dan is worthy of recognition for each of the specified criteria for this award. Of particular note is the contribution he has made as a member and as chair of UWOFA's Pension and Benefits Committee. His technical, policy and financial analysis has been invaluable, covering pension and retirement structures, health and dental benefit issues, and provisions for contract faculty members. He has facilitated a close cooperation with UWOFA's Salary Committee, and this connection has improved the analysis and development of proposals in areas where salary and benefits issues need to be coordinated, such as in the development of phased retirement provisions.

Not only did Dan's work inform UWOFA's negotiations: he was himself heavily involved in handling pension and benefits issues at the negotiating table in 2010 and 2014, serving on both of these Negotiating Committees and as Deputy Chief Negotiator for the latter. He has negotiated for increases to the Professional Expense Reimbursement fund, the introduction of the Wellness Spending Account, and the creation of flex credits. These have been of considerable benefit to UWOFA's members. His analysis was also used to negotiate an increase in pension contributions for members after their twentieth year of service, a significant gain.

On a personal level, Dan's nominators praise his exceptional attention to detail, calm demeanor, and ability to remain rational during emotionally charged exchanges. He is a worthy recipient of the Allan Heinicke Memorial Service Award.

Presentation of the 2018-19 recipients of the CAUT Dedicated Service Award

In the fall of 2018 the Executive Committee voted unanimously to nominate the following members for the reason set out:

Alison Hearn

Alison Hearn has been serving UWOFA in various capacities since 2010. She served as a member of the Communications Committee from 2010 to 2012. In 2011 she began serving as a member of the UWOFA Board of Directors representing the Faculty of Information and Media Studies. In 2013 Alison began serving her three-year Presidential term, serving as Vice-President, President and Past President. Six months into her Vice-President term Alison moved into the role of President. She handled this early transition to President with skill and confidence. While serving as President Alison was instrumental with bringing the issue of President Chakma's double payment to light. More recently she served as the Communications Committee chair during the almost faculty strike.

Kristin Hoffmann

Kristin Hoffmann is a librarian who has been serving UWOFA in various capacities since 2007. Kristin served as the librarian and archivist member of the UWOFA Board of Directors 2007 to 2009. She served as the Speaker for the librarians and archivists membership from 2009 to 2013. In 2014 she became the first librarian to serve as Vice-President, President and Past President. In 2017 she was selected by the UWOFA Board of Directors to be the first librarian to serve on the Faculty Negotiating Committee. In 2018 she began serving as the Deputy Chief Negotiator on the Librarians and Archivists Negotiating Committee.

James Compton

James Compton has been serving UWOFA in various capacities since 2004. He served as a member of the UWOFA Board from 2004 to 2007. In 2009 James began his three year Presidential term, serving as Vice-President, President and Past President. During his presidency year in 2010, negotiations were mired by radical employer proposals that led UWOFA to the brink of a strike. He has also served as an ongoing member of UWOFA's Communications Committee.

John Costello

John Costella is a librarian who has been serving UWOFA in various capacities since 2015. In 2015 John served on the Librarian and Archivist Negotiating Committee. When negotiations completed he was appointed as the Librarian and Archivists member of the UWOFA/UWO Joint Committee. He served as a member of the Board of Directors from 2016 to 2018. More recently John began serving as a member of the Librarians and Archivists Collective Bargaining Committee in preparation for the 2019 negotiations.

Annual Committee Reports

Collective Bargaining Committee (Librarians and Archivists)

Chair: Kristin Hoffmann (Deputy Chief Negotiator)

Members: Samuel Cassady (negotiating team), Cindy Cossar-Jones (UWOFA Professional Officer, negotiating team), John Costella, Marni Harrington (negotiating team), Denise Horoky, Brian McMillan, Sam Trosow (negotiating team), Courtney Waugh, Johanna Weststar (Chief Negotiator), Cheryl Woods

Meetings this academic year (to date): September 24, 2018; October 16, 2018; November 15, 2018; December 11, 2018; January 15, 2019; February 7, 2019; March 8, 2019; March 12, 2019

The Collective Bargaining Committee (CBC) acts to support the Negotiating Committee in collective bargaining; it is struck for that purpose and not a Standing Committee of UWOFA. The CBC is comprised of all members of the Negotiating Committee plus additional members. The CBC has been very active to date and we anticipate increasing activity as bargaining approaches. To date the CBC has engaged in the following activities:

- Reviewed and revised the bargaining surveys from the 2015 bargaining round and the 2018 faculty bargaining round
- Held bargaining focus groups with Members of the librarians and archivists bargaining unit
- Administered a detailed survey to librarians and archivists in January, 2019
- Created a preliminary list of bargaining goals, informed by feedback from the focus groups and survey, which are currently under review. A final list will be approved by the Board and sent to the members of the librarians and archivists bargaining unit for ratification in late March.

Following the ratification of the bargaining goals by the faculty bargaining unit, the CBC will continue to support the Negotiating Committee in the preparation of proposal language, on-going liaison with UWOFA Standing Committees, research and advice.

Committee for Contract Faculty

Chair: Ben Rubin

Members: Luke Arnott, Lauren Barr, Ann Bigelow, Maria Ferraro, Amy Horton, Peter Krats, Leigh M. MacDonald, Christina Maco, Nigmendra Narain, David Reid, Yuri Sangalli, Bobbi Thompson, Alex Timoshenko

Meetings this academic year: October 5, January 21

Highlights of this year's activities:

1. Organized a tabling event on October 15 at which we handed out "Fairness for CF" buttons and cards from OCUFA and displayed the interactive "Minimum Wage Quiz" on Kahoot.
2. Initiated a "take an administrator to lunch" program for CF members to invite an administrator in their unit to lunch at UWOFA's expense.
3. Organizing competition of the UWOFA contract faculty research and professional development fund.

Communications Committee

Chair: Alison Hearn

Members: Vanessa Brown, John Reed

(with help in 2018 from Paul Benedetti, James Compton and Amanda Grzyb)

The Communications Committee (CC) is a standing committee of UWOFA. It works closely with UWOFA's Communications Officer and reports directly to the President, Executive and Board. Some of the regular work of the CC includes producing *Faculty Times* and *Bargaining Bulletins* (BBs), overseeing any changes to website content and our social media presence, writing press releases, preparing the president for press interviews and composing the President's emails to members (if asked), designing and implementing community awareness campaigns (such as UWOFA Works), and dealing with all messaging and communication issues (to members and the broader community) as they arise.

During a negotiating year, the CC works to support and enhance the overall bargaining goals of UWOFA. Through the development of a clear messaging strategy, the CC works to mobilize members and community support to UWOFA's cause. The CC also works very closely with the Strike Action Committee (SAC), attending and reporting at all its meetings, in order to support their work in any way required.

Because of negotiations, this past year was extremely busy for the CC. Here is a partial list of our work:

- In the fall of 2018, when it became clear that bargaining was not going as planned, the CC developed a messaging strategy, and produced Bulletins to keep the membership updated.
- Prior to the strike vote, we produced the standard "Vote Yes" posters, and designed and produced our two "Surplus" black and red posters with the numbers front and centre. One focused on fulltime pay, the other on contract faculty job security
- Once conciliation and then a strike deadline was announced, we:
 - Edited and produced an updated version of "Every Budget is a Choice" – an analysis of Western's books – written by Ann Bigelow. This two-page flyer was then circulated to members in hard copy and pdf form, and a link to a longer 5 page version of the report provided.
 - Designed and produced a series of black and red buttons, with a range of slogans: "Profs before Profits", "Students before Surplus", "Reinvest in Research", "Reinvest in Education".
 - Launched a "Support Faculty Bargaining" letter on our website. This email widget allowed supporters to send a message to UWOFA and to Western's senior admin and Chair of the Board of Governors. The total number of emails sent was 1,870: 1,187 from students, 251 from faculty members, 127 from alumni, and 307 who identified themselves as a Western faculty supporter.
 - Redesigned the UWOFA website so there were "Support Faculty Bargaining" and "Strike Information" portals on the home page to make it easy for members, students and community members to get information.
 - Met with student groups to pass along our messages and answer their concerns.
 - Produced BBs explaining conciliation.
 - Produced Strike FAQs for both members and students.
 - Circulated flyer images, links to the email widget, BBs and Strike FAQs on our social media pages.
 - Amplified and circulated articles and editorials from the press that supported our arguments as they emerged.
 - Designed and circulated PowerPoint slides with information about what a strike might mean for members to use with students.
 - Wrote explainers for members about picket duty and transportation issues and any other member info as required by SAC.

- Wrote press releases when necessary, and responded to press queries.
- Prepared the president to deal with these press requests and helped compose his emails to members throughout the bargaining process.
- On the night before the strike deadline, designed and implemented a series of light 'projections' of UWOFA's message on to Western buildings, and then circulated pictures of these projections on social media.

The CC is currently gearing up to support the Librarians and Archivists as they head to the table this spring.

Dependents' Tuition Scholarship Plan Committee

Chair: Vaughan Radcliffe

Members: Michael Boffa, Barry Hawn, Jim Karagiannis, John Wilson

The Dependents' Tuition Scholarship (DTSP) Committee provides oversight to the DTSP program and where needed reviews cases for program eligibility, liaising with university staff who administer the plan. The Committee appreciates the continued diligence of members of the Registrar's Office in this regard. The UWOFA Board has provided guidance on certain program policies in relation to financial management. In general the Board has encouraged continuance of a conservative approach. It is our intent that any increases in scholarship levels be sustainable such that scholarship recipients are able to count on the value of the award throughout the period in which they meet conditions of eligibility. The Board has delegated its authority in program appeals to the DTSP Committee and the committee's decisions are final.

The accounts presented feature calendar year numbers for 2018. This is the first year that the DTSP Committee has reported calendar year numbers to this meeting so as to allow the presentation of statements on a full twelve months results in time for the UWOFA General Meeting and hence presentation of a full year long operating cycle, thus providing better information for plan members. The prior reporting date of March had historically been driven by the date of the UWOFA General Meeting and meant that only nine months' data was reported. We will use additional financial information in the form of financial year May-April accounts for plan financial management and specifically decision making by the UWOFA Board concerning scholarship levels. The total scholarships awarded represent some 243 scholarship awards during calendar year 2018, indicating a high level of use of the program.

Though the current numbers presently show a surplus this could change due to seasonality in scholarship awards, timing and other factors. Note also that we continue to benefit from last year's windfall \$465,117 amount relating to underpayment by Western in relation to clinicians. When credited to the fund this increased the fund balance considerably. The committee will review plan finances in the summer once more complete financial information is available and make a recommendation to the UWOFA Board regarding scholarship levels for the coming year. Due to our preference that a scholarship level once declared should not be cut, we must be wholly confident that increases are sustainable when declaring them.

Extension of the deadline for receipt of awards to June 30 has markedly lowered appeals and other inquiries. One source of appeals concerns failure of a student to maintain the required GPA. In such cases confidentiality rules prevent staff from disclosing academic results. After reviewing other elements of plan eligibility colleagues wondering about a failure to receive an award may wish to make close inquiries with their dependent student as to recent academic progress.

Colleagues are reminded that DTSP Scholarships can be applied for as soon as the forms are available at the start of the fall term, using last year's academic grades (university or high school) as support. Many wait until the end of the academic year, when they could have made good use of funds when first available.

Income Statement - For the 2018 calendar year

| | | |
|--------------------------------------|----|---------------------|
| Balance Forward | \$ | 1,680,931.02 |
| Revenue | | |
| Scholarship Fees | \$ | 1,486,679.00 |
| Interest Income | | 8,023.84 |
| | \$ | 1,494,702.84 |
| Expenses | | |
| Scholarships | \$ | (1,194,130.00) |
| Operating 12 month surplus/(deficit) | \$ | 300,572.84 |
| Closing Balance | \$ | 1,981,503.86 |

Equity Committee

Co-Chairs: Beth Lee and Treena Orchard

Members: Shantanu Basu, Philip Doyle, David Heap, Denise Horoky, Deborah Meert-Williston, Stephen Pitel, Kim Verwaayen

Meeting this academic year: November 22, 2018

Highlights of this year's activities:

- We are preparing to nominate a member for The OCUFA Status of Women and Equity Award of Distinction.
- We have been working with the UWOFA Communication Committee to initiate "Equity Profiles" on the UWOFA website. This aims to highlight any UWOFA members who undertake equity-related work worthy of profiling.
- We are engaged in discussion of the following issues which are carry-overs from last year.
 1. Pronoun changes in the Collective Agreement (i.e., replacing the singular gender-specific items with more inclusive pronouns): We will help UWOFA if there are any specific tasks we could help with.
 2. Equity representation on key committees (e.g., Appointments, APE, and P& T): The four priority communities identified by the Equity initiatives on campus are women, Indigenous, visible minorities, differently abled people.
 3. Potential survey about equity-related experiences: gendered discrimination, racialized stigma.

Faculty Representatives Council

Chair: Stephen Pitel

This committee did not meet in the first half of 2018 and it has not met this academic year. However, it was active in assisting UWOFA with strike preparation. Typically the Chair and the Communications Officer have prepared information notices which are provided on a monthly basis to representatives for use in their units, for example to provide content for an update report at a unit meeting. After September 2018 these notices were replaced by the more general Bargaining Bulletins that went out to all members. The notices to representatives resumed in February 2019. The Chair made an effort during the strike preparations to identify a representative for each unit and as a result some units had representatives for the first time. During the strike preparations e-mails were sent to representatives,

often on short notice, requesting volunteers to attend rallies or distribute leaflets. While the overall response level was not good, some representatives were quite supportive of these activities. The Policy and Governance Committee is looking into possible changes to this committee's composition.

Grievance Committee

Chair and Grievance Officer: Kathleen Fraser

Committee Members: Cody Barteet, Albert Katz, Steven Laviolette, Lynne McKechnie, John Sadler, Warren Steele, Marisa Tippet

Ex-Officio Members: Dan Belliveau, John Ciriello, Stephen Pitel, Jeff Tennant

Professional Officer: Cindy Cossar-Jones

Member Services Officer: Lina Rodriguez

We have had a very busy year, with an increased number of Members contacting us for assistance. The first point of contact for most of our Members is usually Cindy Cossar-Jones, UWOFAs Professional Officer, or Lina Rodriguez, UWOFAs Member Services Officer. I want to thank them for their expert, skillful handling of these important initial contact moments as well as their following up with Members beyond the initial contact. Their support of the Committee and our Members is excellent, indispensable, and much appreciated.

I would also like to thank our Case Officers for their diligent work with and thoughtful support of our Members, shepherding our Members through some difficult, challenging moments, including the Investigation processes and other aspects of their professional lives. This year we have noted increases in the cases involving Academic Fraud and Misconduct – more than double the number of cases; Complainants and Respondents in these cases experience considerable stress. The Committee has also experienced increases in its workload in 2018-19 because of the increased number of Discrimination and Harassment complaints from 2017-18, more than double the number from 2016-17. The Case Officers stay in contact with Members in these situations, often beyond the conclusion of the case. I also want to thank the *ex-officio* members of the Committee for their guidance and support.

Librarians and Archivists Stewards Committee

Chair and Chief Steward: Roxanne Isard

Stewards and their related constituencies: Denise Horoky (Teaching and Learning), Christina Zoricic (Content Management, Discovery and Access), John Sadler (User Experience and Student Engagement), Cindy Cossar-Jones (UWOFAs Professional Officer), John Costella (UWOFAs-LA Joint Committee Representative), Lina Rodriguez (UWOFAs Member Services Officer), Kristin Hoffman (FIMS and Research and Scholarly Communications) and Anne Quirk (Archives and Special Collections)

In accordance with UWOFAs By-law 4, the committee meets monthly to provide a discussion forum for issues arising from and centering on the UWOFAs-LA Collective Agreement and questions raised by UWOFAs-LA Members. During this reporting period (July 1, 2018-present) the committee met once monthly.

Member questions mostly related to various aspects of Western Libraries' Organizational Renewal.

Stewards hosted a session in December 2018 to address member questions about Service opportunities. Under ORI (Western Libraries' Organizational Renewal Initiative), some Service opportunities have vanished while other, new ones, have emerged. The panel discussion and Q&A was titled *Exploring Service Opportunities under the Collective Agreement: A Primer for Librarians and Archivists*.

The LASC has written an article on Western Libraries Re-Organization that will be in the Spring edition of the Faculty Times.

An interactive session is currently being planned for all Librarians and Archivists centering around an article titled '[Less is not More – Rejecting Resilience Narratives for Library Workers](#)', by Meredith Farkas. Members will have the opportunity to engage in conversation about our diminishing numbers and will be given some strategies for dealing with Employer demands to take on increasing responsibilities. This session is being planned for late April/early May 2019 in advance of negotiations.

Pension and Benefits Committee

Chair: Barry Hawn

Members: Dan Belliveau, Ann Bigelow, Roger Khayat, Christina Maco, Des McKeon, Vicki Olds, Robert Pilling Johanna Weststar

Meetings this academic year (to date): December 13, 2018

The P&B Committee is supporting the work of the UWOFA-LA Collective Bargaining Committee as required in the development of bargaining goals.

This year the P&BC has its focus to member education in both the areas of our benefits and pension plan (along with investing and retirement planning as well).

Some examples of the deliverables we are considering are a short video series explaining how members can get the most from their benefits, how to properly co-ordinate benefits within a family unit, how best to maximize flex credits, etc. In the area of pensions and retirements we are researching how best to educate members on tax tips that apply to retirement (e.g. OAS clawback), how to incorporate a TFSA to add flexibility and value over and above the pension plan, prudent withdrawal strategies in retirement to ensure a member's pension lasts for life, understanding the importance and risk of asset allocation within the pension plan leading up to, and through, retirement, etc.

Many of these topics are quite involved and will take some time for us to determine the best way to pass this information on in a way that is both understandable for all members and delivered in a prudent and responsible fashion given the importance of these types of decisions, especially in the area of pensions and retirement. We are also carefully considering how best to assist members without exposing ourselves to any risks. Our focus will be to provide education and information, not to direct or encourage members to any particular set of decisions.

We are excited to have a member centered educational focus for the foreseeable future and look forward to being able to deliver this information to the members.

Policy and Governance Committee

Chair: John Ciriello

Membership: Cindy Cossar-Jones, Jane Laforge, Vicki Olds, Stephen Pitel, Sam Trosow

The Policy and Governance Committee continues its review of the UWOFA Bylaws initiated during 2017 by Stephen Pitel and Dan Belliveau. Additionally the committee has undertaken the review of the Strike Manual and the potential establishment of an UWOFA Indigenous Committee.

Strike and Ratification Vote Policy:

A number of changes have been suggested awaiting Board approval with regards to location and procedure for voting allowing it to be easy and accessible to members. Also the committee is recommending changes to the procedure involving electronic voting.

Bylaw # 5. Representatives Council:

In UWOFA-F's attempt to improve representation of its members and in the dissemination of information important to all members, it has been suggested that the Board approve a motion that would have each unit elect a member to the Representative Council that is preferably, though not required, not a director of UWOFA.

Proposed Changes to Strike Manual:

The committee has undertaken a review of the Strike Manual in conciliation with the Strike Action Committee and the UWOFA Communications Committee. A up-dated manual will be made available for future Strike Actions Committee prior to the UWOFA-LA negotiations this coming year.

Establishment of an UWOFA Indigenous Caucus:

On the basis of our mutual recognition of the importance of improving UWOFA's understanding of issues facing our indigenous colleagues, the Policy and Governance Committee is examining the possibility of establishing an ad hoc UWOFA Indigenous Caucus, with the view of forming a UWOFA standing committee under our governance structures in the future. This would allow the opportunity for our Indigenous colleagues to participate actively in establishing the terms and mandate of a UWOFA committee.

Salary Committee

Chair: Jim Davies

Members: Ann Bigelow, John Ciriello, Kristin Hoffmann, Beth MacDougall-Shackleton, Vicki Olds, Terry Sicular

The Salary Committee's main activities this year were research, responding to member inquiries, and supporting the faculty negotiating team in its collective bargaining, which finished successfully in the fall. Some members have also been helping in preparation for the upcoming librarian & archivist negotiations.

The Committee looks at faculty salary data at Western and its comparators, settlements elsewhere, and other developments. Faculty salary data for all Canadian universities was provided up to 2011 by Statistics Canada through its UCASS survey. The survey was terminated by the Harper government at that point, but the employer-side organization OCAV then stepped in to collect the data. Last year, Statistics Canada was able to revive UCASS, and we now have the national results for 2016-17. Comparative data for librarian & archivist salaries is less plentiful but is provided both by the American Association of Research Libraries (AARL) and the Canadian Association of Research Libraries (CARL).

In its support of faculty bargaining, in the early summer the Committee assisted in the finalization of salary goals, and then consulted as requested with the negotiating team and collective bargaining committee, with regard to both full-time and part-time issues.

Reports from UWOFA Appointees to Western Committees, Committees mandated under the Collective Agreements and external Committees:

Award for Excellence Selection Committee (University Staff)

UWOFA Representative: John Ciriello

The Western Award of Excellence, launched in 2005, is the highest level of campus-wide recognition for exceptional performance at Western University for staff. Normally 80-100 nominations are received by Human Resources from faculty, staff, students and alumni for a staff member or a team of staff members that have made an outstanding contribution to not only the campus community, but also London community over a number of years. The selection committee is composed of members from several employee groups on campus: an UWOFA representative (John Ciriello), a PMA/CUPE staff representative, a Western Alumni, a representative from USC/SOGS, a representative from Human Resources, and normally a past recipient. The committee is mandated with the responsibility for acknowledging excellence in the workplace by Western University staff members.

The Awards committee normally meets 2-3 times during the summer (although these dates have varied in the past). Each committee member reviews and ranks the nominations received university wide for the award. After the review process, the committee meets to discuss and finalize a list of up to 7 individuals or university staff groups for the Western Award of Excellence presented in the autumn of each year. In addition, all nominees are recognized for their contribution to making Western University a better workplace.

The 2018 recipients were formally recognized at the Western Award of Excellence Ceremony on October 29 in the Great Hall. The 2018 recipients selected by the Awards Committee included:

- Linda Brock - *Faculty of Social Science*
- Cara Bourdeau - *Human Resources*
- Sarah Dawson - *Alumni Relations & Development*
- Kristen Edwards - *Civil and Environmental Engineering*
- Jane Sexsmith - *Faculty of Science*
- Susan Simpson - *Neuroscience*
- Slobodanka Sotinac - *Facilities Management*

Employee Assistance Plan Committee

UWOFA Representative: David Heap

For more than three decades, UWOFA members and other UWO employees have benefitted from counselling and other helpful services provided by a local non-profit organization, the Thames Valley Family Services Employee Assistance Program. As described in a Faculty Times article <https://www.uwofa.ca/article/mental-health-services-available-through-employee-assistance-program>, this is a practical and useful benefit which is underused by UWOFA members.

This year, for the first time, our employer has required this community service to respond to a "Request for Proposal" and in effect justify the service contract provided, in competition with private for-profit organizations from outside London. We are concerned by the real danger that for-profit service providers could move significant resources outside of our community and undermine this valuable service. In addition, by moving some services to electronic platforms where counselling is provided by online "chat" and other health-related decisions are monitored and collected by mobile "apps", there is a real risk that our personal data may become aggregated as part of the "surveillance economy".

At the time of reporting it is not yet clear which service provider will win the contract to provide EAP services at UWO, but as your current and former representatives, we are concerned that this "bidding" process may undermine a valuable (though underused) benefit for our Members and other UWO employees.

David Heap and Matt Stahl (previous UWOFA Representative)

Joint Committee

UWOFA Chair: Jeff Tennant

UWOFA Representatives: Dan Belliveau, John Ciriello, Cindy Cossar-Jones, John Costella, Kathleen Fraser

Joint Committee representatives of UWOFA's two Bargaining Units meet on a monthly basis with the Employer's representatives to discuss arising and ongoing matters related to the implementation of our Collective Agreements, seeking solutions to issues and problems that arise. In addition, Joint Committee monitors various processes and ongoing dossiers, such as receipt of reports required under the Information article.

In the 2018-19 academic year, Joint Committee met on the following dates (there were no meetings earlier in the fall term due to ongoing UWOFA-F collective bargaining): December 14, 2018, January 14, 2019, February 11, 2019, and March 4, 2019. Another meeting is scheduled for April 22, 2019.

Issues addressed in 2018-19 Joint Committee meetings include:

- UWOFA and the Administration discussed aspects of finalizing the language of the 2018-2022 UWOFA-F Collective Agreement, including Continuing Teaching Scholar appointments, editing, revising for gender-neutral language and for terminology used to refer to designated equity-seeking groups.
- UWOFA received updates from the Administration on the Western Libraries Organizational Renewal Initiative.
- UWOFA and the Administration discussed implementation of the UWOFA-LA Career Trajectory Fund.
- A proposed Letter of Understanding on Library Directors and Department Heads was discussed.
- UWOFA and the Administration discussed and agreed upon aspects of the implementation of recently negotiated changes to the use of Student Questionnaires on Courses and Teaching in Annual Performance Evaluation and Standing Appointment processes.
- UWOFA and the Administration agreed on a letter of understanding creating a working group on Indigenous Faculty Issues.
- UWOFA expressed concern about delays in the investigation of allegations of Academic Fraud and Misconduct against Members.
- UWOFA noted for the record that the Administration did not give the Association adequate advance notice of the implementation of a change to how income tax slips are issued to Members.

The UWOFA Chair would like to thank the following colleagues for their work on UWOFA's behalf on Joint Committee: Dan Belliveau, John Ciriello, Cindy Cossar-Jones, John Costella, Kathleen Fraser.

Joint Employment Equity Committee

UWOFA Representatives: Debbie Meert-Williston, Wendy Pearson

The Committee did not meet.

Joint Occupational Health and Safety Committee

UWOFA Representatives: John Ciriello and Khadry Galil

The Joint Occupational Health & Safety Committee (JOHSC) provides a forum whereby representatives of all bargaining units and the Employer identify workplace health & safety issues and potential hazards, and make recommendations to eliminate such hazards. The JOHSC functions within the requirements of the Occupational Health and Safety Act (OHSA) of Ontario and the applicable Regulations, Guidelines and Standards set out by the Act.

The Employee groups that are represented on the JOHSC include: UWOFA, UWOSA, CUPE 2361, PMA, OPSEU, CUPE 2692, PSAC 610, IUOE, and SAGE. The main roles of UWOFA representatives on the JOHSC (John Ciriello and Khadry Galil) are to participate and present UWOFA concerns at the monthly meetings of the JOHSC and to bring to the committee any concerns that may exist regarding various health and safety issues specific to faculty and librarians/archivists within the university community. The Committee also discusses any occurrences within the University and how they have been resolved by the Employer or university unit in which they occurred. Examples of such occurrences include accidents/injuries, work-place refusal trends, workplace inspections and safety trends, critical injuries, safety recommendations submitted to the JOHSC, etc. The JOHSC also invites the Director of Campus Police to outline any safety issues or security issues that may exist on campus.

The Employee group representatives, including those from UWOFA are also required to participate in annual inspection of university facilities throughout the campus, to ensure a safe and productive workplace environment for all members of the University community, including UWOFA members. In 2018-2019 each representative from the different employee groups has or will participate in 4-5 inspections throughout the university. Also, a UWOFA representative (JC) has provided assistance to other units regarding chemical/laboratory safety issues. Most committee members are WSIB certified.

Smoke Free Campus:

Among the important issues discussed by the JOHSC in 2018-2019 was the implementation of a new policy regarding making Western University a smoke free campus. John Ciriello (UWOFA) was involved as a member of the Advisory Committee on the Future of Smoking at Western and contributed to the development of a new policy for smoking at Western (MAPP 1.16-Smoking, vaping and Tobacco Use). Following consultation with different employee groups on campus including UWOFA and a campus wide survey to all University community members, it was decided that a cleaner, healthier environment for those who live, work and visit Western should be created. As of:

- January 1, 2018 - Western implemented a new policy that indicated that no-one can smoke within 10 m of an entrance/window of a University building. Smoking in any marked Clear Air Corridor was also prohibited.
- July 1, 2018 - a transition to a smoke free campus began with smoking allowed only at 6 designated areas on campus. Since that period, support was and continues to be made available to all University community members wishing to transition to non-smoking. Other than some identified exemptions, the policy will encompass all forms of smoking (including cannabis), vaping and tobacco and nicotine related product use on campus.
- July 1, 2019 - All designated areas will be removed and Western will become a smoke-free campus!

Violators of the new policy (MAPP 1.16-Smoking, Vaping and Tobacco Use) will be informed by the Dean, Budget Head, Manager and/or Supervisor that they are in violation, given a copy of the policy, and informed that such behaviour must cease. Continued violation of the policy will lead to disciplinary action as outlined in the policies applicable to the various University groups or as provided for within applicable provincial legislation and/or municipal by-laws.

It should be noted that any policy change introduced has and will continue to recognize and provide exemptions for traditional cultural or spiritual practices by Indigenous members of the Western community.

Cannabis Use on Campus:

A new MAPP draft policy regarding the use of Cannabis, Alcohol and Substance Use was brought to the JOHSC.

The draft policy addresses:

1. Fitness for Work
2. Medication and Accommodation
3. Support for Employees with Substance Abuse Disorders

UWOFA, with the help of Stephen Pitel, has identified a number of concerns. One major concern is related to "Employees must notify their supervisor immediately with respect to an issue with their own fitness for work. This same obligation extends if the employee believes that a co-worker has erratic behaviour or if they suspect that a co-worker is not fit to work. Failure to report a suspected substance use disorder prior to a breach of this Policy occurs may result in discipline up to and including termination of employment."

It is expected that a new draft of the policy will be brought back to the committee this spring for review. Any UWOFA member comments or concerns should be brought to the attention of the UWOFA members of JOHSC.

Pets on Campus:

A new MAPP regarding bringing pets on campus is being draft by the JOHSC due to complaints received by JOHSC from several employee groups. This new MAPP will not impact UWOFA members as the Use of Pets and Therapy animals on Campus is governed under the Collective Agreement. However, the new policy will impact any guests of UWOFA members that may bring animals on campus.

Other Concerns:

Additionally, discussions were held in the committee regarding workplace inspections, general safety trends, safety recommendations submitted to the JOHSC for implementation, the usual complaint of golf carts especially during the summer on the UWO grounds, cell phone usage while driving on campus, employee support available, and Western's general safety policies. One safety concern that has recently emerged is the poor conditions on campus with regards to snow removal since the university changed contractors last year. Although improvements have been made in some areas of campus, not all areas have improved. This is especially true regarding sidewalk maintenance during the recent ice storms. Faculty should be aware that it is the University's responsibility to maintain safe walking conditions on campus, but are not responsible to sidewalks adjacent to the campus along Western, Phillip Aziz and Sarnia Roads where a number of falls and injuries have been recently reported. In general, due primarily to weather conditions, there have been a number of fall, sprains and serious injuries during the last couple months.

London District Labour Council

Observer: David Heap

Because UWOFA has not chosen to affiliate formally with organized labour (which would mean joining the Ontario Federation of Labour and the Canadian Labour Congress), our Union does not have Delegate status at the London and District Labour Council (LDLC, see <http://www.ldlc.on.ca/>). Instead we have Observer status, and I regularly attend as an observer, on behalf of UWOFA. Many LDLC activities naturally revolve around supporting union struggles in our city and region: some of us participated in solidarity pickets when the Fanshawe College faculty were on strike last year for fair treatment, academic freedom and collegial governance, and last fall, two members of the Fanshawe

College Faculty Union (OPSEU 110) helped our Strike Action Committee train picket captains. But many other Council activities involve wider community priorities, such as labour support for United Way fundraising. The LDLC also engages actively in causes such as the fight to achieve higher minimum wages and improved workplace rules for low-paid workers who do not benefit from a union (www.15andfairness.org), and organizing in solidarity with other local groups to counter hateful xenophobic messages which threaten some of the most vulnerable members of our community. The LDLC organizes an annual Labour Day picnic every September and a Day of Mourning for workers injured and killed on the job, in late April.

I have been honoured to act as the UWOFA Observer at the London and District Labour Council.

OCUFA Board of Directors

UWOFA Director: John Ciriello

The OCUFA Board of Directors has met twice since March 2018. Many other OCUFA subcommittees meet on a more regular schedule during the year. The OCUFA Board of Directors continues to focus on issues ranging from university governance and accountability, Student Questionnaires on Courses and Teaching (SQCT), and University Pensions to the future of provincial funding for Universities in light of the election of the new Conservative government. OCUFA continues to have three major priorities for the upcoming year: fairness for contract faculty, faculty complement and renewal, and strengthening alliances. The priorities were developed to align with issues considered likely to gain some traction with both the public and political parties. To promote these priorities, OCUFA set up Advocacy Day's prior to the Ontario June 2018 Election and one just prior to the fall mini-budget introduced in the legislature October 2019. During the October Advocacy Day a reception was held that featured remarks from David Piccini, the Parliamentary Assistant to the Minister of Training, Colleges and Universities, Chris Glover, the NDP critic for colleges and universities, and Mike Schreiner, the Leader of the Green Party. UWOFA representatives also met with several of MPP's from the London region, including representatives from the Ministry of Training, Colleges and Universities and the Minister of Infrastructure.

As expected, with the election of the government and the elimination of Bill 148, there are now concerted attacks by the government on workers' rights, university autonomy and public services including university and college education, and the introduction of needless cuts to student financial assistance. OCUFA continues to demand that the government consult with stakeholders prior to introducing legislation that directly impacts post-secondary education.

One of OCUFA's long term goals is to advocate for good jobs. Precarious work, including that of contract faculty, has been described by the Changing Workplaces Review as "an urgent and serious threat to the well-being, not only of a significant number of workers in Ontario, but also to their families and Ontario society." Fairness in compensation for contract faculty will create more good jobs on our campuses and ensure that students have access to the quality learning experience they deserve.

For more than a decade, hiring full-time faculty at Ontario's universities has not kept pace with student enrolment that has grown seven times faster than full-time faculty hiring, leading to larger classes and less one-on-one student-faculty engagement. One of OCUFA's goals is to increase the size of the full-time tenure stream faculty complement and reduce the universities reliance on contract faculty. This has become urgent as the current government launches its attacks post-secondary education by reducing university budgets through the newly introduced student tuition reductions. It is expected that will reduce hiring of more full-time, tenure stream faculty members at universities across Ontario and provide less opportunities for contract faculty members to move into full-time permanent positions.

As a result of the current challenging political climate in Ontario, it is becoming more important to strengthen relationships within the university and college sector and in the broader labour movement.

Discussions were held emphasizing the importance of building local capacity. This can be achieved by having faculty associations bring together contract faculty, sessional members who are directly impacted by precarious work, and all other university employee groups to build solidarity. Collectively a greater push back can be made against government cuts and attacks on public services, including post-secondary education.

Discussions were also held regarding OCUFA's work with the objective of promoting greater equity. As a step in the process of committing to equity, the OCUFA Executive had an equity workshop during their summer planning meeting led by Rebecca Godderis, Chair of OCUFA's Status of Women and Equity Committee.

OCUFA's working group on Student Questionnaires on Courses and Teaching (SQCTs) released its full report and executive summary. The report written by UWOFA's Jeff Tenant and several colleagues recommended that SQCTs be used only for formative, not summative purposes. A copy of the full report is available on the [OCUFA website](#).

OCUFA recognizes that pensions and benefits have been a key issue for faculty associations in bargaining for decades. OCUFA continues to pursue initiatives that support good pension plans and benefits that respond to the interests and concerns of faculty associations. It is worth noting that the fiscal update delivered in the fall by Finance Minister Vic Fedali specifically mentioned the government's commitment to the new UPP. However, during a recent teleconference call which involved UWOFA with the Ministry of Training, Colleges and Universities, we have learned that the Minister has concerns regarding tenured faculty staying on past retirement age collecting both wages and pensions. Although this appears to not impact Western faculty as we neither have a Direct Benefit Pension plan, nor are we part of the new UPP, it may be a prelude to an attack on post-secondary DB plans in the future.

Finally, discussions were held during the Board meetings about OCUFA's longstanding and growing concerns regarding administrative structures and changes to administrative compensation at Ontario's universities, and more importantly about the erosion of collegial governance. An excellent example is at Western where we continue to have had no input to administrative compensation.

OCUFA Committee for Contract Faculty and Faculty Complement

UWOFA Representatives: Karen Priestman and Ben Rubin

Committee composition: The CFFC is composed of 24 representatives from 14 Ontario University and College faculty associations. It is chaired by Kimberly Ellis-Hale (WLUFA) and organized and supported by Andrea Calver and Brynne Sinclair-Waters (OCUFA).

In person meetings: The CFFC meets once yearly (early spring) in Toronto to plan activities and priorities for the coming year. Ben Rubin attended the planning meeting in April 2018 and plans to attend this year.

Conference calls: The CFFC meets by conference call almost once per month. Notes or minutes from the calls are circulated to members who could not participate.

Highlights of this year's CFFC activities:

1. Encouraged member associations to participate in a \$15 and Fairness Info-Picket on Oct 15. UWOFA's Committee for Contract Faculty (CCF) organized and staffed such an event
2. Distributed post cards, t shirts, and other materials in support of fair working conditions for contract faculty to be used during Fair Employment Week. UWOFA did not organize a fair employment week event this year (contract negotiations took priority). The materials were used by CCF for the \$15 and Fairness event.

3. Organized a social media day of action in support of contract faculty (Feb 11). UWOFA participated with tweets.

Parking Appeals and Advisory Committee

UWOFA Representative: Nigmendra Narain

The Parking Appeals Committee handles written appeals of parking infractions and fine, as well as provide information and input on changes to parking rules, infrastructure, etc. The six *voting* members of the Committee are nominated from the following university representative groups from across Campus, and each one nominates one member to sit on the Committee: Professional and Managerial Association; CUPE Local 2361(Physical Plant) or CUPE Local 2692 (Food Services) – rotating selection of member; Society of Graduate Students; University Students' Council (which has 2 voting members); UWO Faculty Association (UWOFA); and, UWO Staff Association (UWOSA). Three *non-voting* members of the Parking Services sit on and assist the Committee with its deliberations: Cindy Forget (Parking Appeals Coordinator), Warren Hayden (Parking Enforcement), and Mark Emmerich, who succeeded Mark Van Den Bossche (Parking Manager). The Committee continues to face representation issues with the lack of an undergraduate representative or graduate representative consistently engaged and attending.

One year into our new, upgraded, user-friendlier, and efficient parking system, there have been significant improvements but also a handful of recurring issues. Some serious issues have included gates not lifting due to non-recognition of passes, shut down of pass-check system entirely, or mis-calibration failing to realize entry was made so exit should be granted. In these cases, either attendants solved the matter or else the gates were left open. In terms of upgrades, the newest upgrade to the system is the *license-plate-recognizer* which allows parking to scan license plates to validate parking status; this ensures even if passes are difficult to see or not present, Parking Enforcement can check if a vehicle is properly parked, etc. As well, one can now *use one's Faculty/Staff card* to tap-and-enter if one has forgotten one's pass, etc. This has been useful, for example, in situations where individuals may need to use a second vehicle but don't have their pass. Of *particular note*, members should know that lots with Ticket Machines, like Social Science, do allow patrons to take a ticket and park for 20 minutes in Visitor-designated spots to run in-and-out, or else wait in your parked car, without having to pay – of course, stay longer than 20 minutes, then you will get charged on the way out.

A number of challenges have been redressed, and the Appeals Committee provided leeway in the initial issues, but the Parking Office often foresaw the issues and settle the more common and less problematic matters themselves. Still, overall, there remain consistent and recurrent problems remain the same (see previous reports), and Members and others flagrantly disregard directions from parking staff – who usually are the ones who flag parking infractions and call parking ticketing staff – and also will disregard fire zone, loading zone, laneway, disable parking, and other signed and designated areas – which come with *hefty fines* and are often in keeping with municipal and provincial legislation and by-laws. Thus, most appeals to vacate tickets are denied, few are reduced, but most tickets are upheld. The Committee often considers mitigating circumstances and reducing the ticketed infraction-type or amount, but as pictures accompany all infractions, it is generally unlikely the infraction was entirely not warranted. If you are making an appeal, ensure you have pictures and other evidence; if you do an in-person appeal, bring your evidence and focus your case on the infraction, unless you have some seriously mitigating factors.

Consequently, the cautions and advice to Members remembers the same year-after-year:

1. Renew your permit on-time and without delay
2. Pictures are taken by Parking Enforcement *almost always*, so step out and check your vehicle's location, pass visibility, parking between lines, avoid blocking through lanes, etc.
3. Cameras are installed at all entry and exit gates, so they record all actions going in and out of the lots, so do not try to tail-gate in, use others' passes, etc.

4. Don't touch, damage or brake the gate arms or other equipment *ever* – this is one of the largest, most costly tickets you will receive, and repairs to damage or broken equipment are very expensive and inconvenient *for all of us*
5. Snow days:
 - a. Do *not* assume *automatic* suspension of parking rules; this must be approved and is *rarely* done, so always assume parking rules will be enforced.
 - b. Clear the snow around and under your car to ensure you are parked in a designated parking spot, that is, you have found the parking lines under the snow
 - c. If in doubt, if possible, confirm with an Attendant that you are okay to park *specifically* there in *that spot*, email Parking Services to let them know what happened and who you spoke to at the Lot
 - d. Take pictures of where you parked, where the poles or signs are located, and the other cars in relation to where you parked; these can provide a context for you parking appeal to lessen or dismiss it based on the evidence (especially time of start-parking)
 - e. Never park on landscaping (grass, sidewalk), emergency routes or cargo routes, or throughway areas
 - f. Most appeals for snow-related parking infractions are similar in infraction, so avoid making the same errors by considering the points above
6. Parking permits:
 - a. Don't alter permits for *any reason*
 - b. Ensure all information is correctly identified on the permit and in the appropriate locations
 - c. Place *only* on the driver's side of your vehicle
 - d. Don't put obscuring objects, etc., on top/in front of the permit
 - e. Take reasonable efforts to remove snow, ice, etc., to make permits visible
 - f. Ensure *special permits* for guests, delivery, limited temporary, construction, etc., parking are the *correct type* of permit, and *do not* transgress the terms of the special permit, e.g. using for faculty parking
 - g. If you are unsure about a permit, check with the Parking Service office *only*; other faculty, administrators, etc., are often unaware of the permit particularities and designations
 - h. Do not share your permit – register your vehicles on your profile page – and note passes used by multiple drivers and cars are immediately suspended and the pass-holder is flagged for non-renewal
 - i. Permit usage is electronically logged at every entry and exit
7. Parking staff at booths and gates:
 - a. Don't be in rush: get clear instructions and verifications from the staff when you are unsure of where to park
 - b. Don't be abusive to the staff – this is also covered by workplace relations rules
 - c. Don't be dismissive of instructions given by the staff
 - d. If the staff give you a time-limited temporary reprieve to park or stop in a designated area, park/stop only there and *don't overstay* the courtesy
 - e. Entry *does not mean approval in some cases*: if you try to move against the parking equipment or harass/abuse the staff, they *may* open the gate to move you along and avoid damage to equipment (which is *very expensive*), and then you will likely be *immediately* ticketed, your car may be towed, and/or Campus Police will be called
8. Read the signs fully and properly, and *follow* the instructions
9. If you are given options at the Parking Service counter to settle infractions matters, seriously consider their offer as you are unlikely to do better unless you provide a compelling appeal submission with evidence

President's Advisory Committee on the Safety of Women on Campus

UWOFA Representative: Randi Fisher

The committee met to discuss the relative merits of 16 proposals for funding. These proposals and the monies allocated are as follows:

| | |
|---|----------|
| • R.A.D. Aggressor Suit | \$1,900 |
| • Roof Top Camera for new FIMS and Nursing Building | \$0 |
| • Violence Prevention Program | \$2,700 |
| • Various Equity and Human Rights Training Initiative | \$10,000 |
| • Consent and Sexual Violence Awareness Campaign at King's University College | \$550 |
| • LGBTQ2 & Trans-Positivity Training at King's University College | \$1,050 |
| • Orientation Hacks | \$7,000 |
| • Behind Closed Doors (Training) | \$7085 |
| • "Can I Kiss You" Presentations | \$10,235 |
| • safeTALK | \$4,000 |
| • Shuttle Service for Volunteers & First Year Students After Orientation | \$4,800 |
| • One Love Rally | \$5,000 |
| • General Programming: Sexual Violence Prevention Education Programing | \$20,000 |
| • Gender Norms and Sexual Violence Ed. For students travelling abroad | \$5,000 |
| • Allies on Campus-Sexual Violence Prevention with Male Athletes | \$8,000 |
| • Overhead | \$4,200 |

The following are guiding principles to consider when developing proposals for funding from the Women's Safety Committee:

Guiding Principles

Students are the main focus for campus safety and should be included in the process of making campuses safer, including how funds can best be allocated.

Universities and colleges, as direct providers of postsecondary education programs and services, are responsible for providing a secure, safe learning and work environment. The ministry provides this grant to assist institutions in educating and informing students about sexual violence prevention and campus safety.

Purpose

The grant should be used to support the government's commitments in Its Never Okay: An Action Plan to Stop Sexual Violence and Harassment and/or findings from safety audits.

The ministry has revised the criteria for the 2016-17 Women's Campus Safety Grant. Eligible expenses must be related to initiatives in two areas, Awareness/Education and Services/Supports.

Eligible Expenses

Funds allocated under the WCSG may be used for the following expenditures related to sexual violence prevention as well as general campus safety to benefit students:

- Awareness/education, examples include:
 - Campus safety websites and resource centres including the production of flyers, videos and digital products for online distribution
 - Supplies and promotional materials for specific campus awareness campaigns and social media campaigns on safety issues such as combating sexual violence and building consent awareness
 - Hosting or co-hosting awareness programs, safety and/or sexual violence conferences, courses and speaker honoraria
- Student services/supports, examples include:
 - Campus "Walk Safe" programs

- Sexual Assault prevention training, including self defence workshops, peer support worker training and violence prevention training
- Computer software, including safety mobile apps
- Training for student volunteers, including welcome week safety training
- Equipment related to making campuses safer, examples include lighting, phone systems and security cameras

Non-eligible Expenses

The WCSG cannot be used to cover expenses related to:

- Research projects/safety audits
- Travel/hospitality
- Employee salaries and benefits
- Consultant fees

Provost's Ad Hoc Committee on Freedom of Expression

UWOFA had four appointees to this committee (Alison Hearn, Trena Orchard, Stephen Pitel and Sam Trosow). Another member (Michael Lynk) was appointed by President Chakma. This was a strong level of UWOFA involvement.

The work of this committee took place primarily in October 2018. The committee called for submissions from the Western community and held focus-group meetings in advance of preparing a draft of the policy. The draft was provided to the Western community and there was a further call for submissions and two Town Hall public meetings, allowing considerable opportunity for comments. Based on the responses some changes were made to the policy to produce a final draft. That version was approved without changes by both the Senate and the Board of Governors in November 2018. The committee also drafted procedures to operate in connection with the policy.

The UWOFA members of the committee were highly satisfied with the process it followed and also generally satisfied with the substance of the policy and procedures it created. While there were points of strong disagreement, even among the UWOFA members, a high level of general consensus emerged in support of the final form of the policy and procedures.

Scholars at Risk Committee

Representative from the UWOFA Executive Committee: Stephen Pitel

UWOFA has a member of its Executive Committee (Stephen Pitel) and two other members (Joanna Quinn and Jeff Tennant) on this committee, giving it a significant role. In part this flows from the financial support UWOFA has provided to Scholars at Risk.

In 2018-19 Western was able to host a Scholar at Risk, Professor Shuchi Karim from Bangladesh, in the Department of Women's Studies and Feminist Research (Faculty of Arts and Humanities). She started in January 2019 and will be at Western until the end of the calendar year.

On March 11, 2019, Western is hosting a lecture by Lloyd Axworthy, the Chair of the Scholars at Risk Ambassadors Council. Mr. Axworthy is a former federal Liberal politician who was Minister of Foreign Affairs in the Chretien government. A reception will follow.

Western is looking into increasing its level of engagement with the Scholars at Risk Network – Canada Section. Joanna Quinn will be our representative.

Steering Committee of Living Well @ Western

UWOFA Representative: Aleksandra Zecevic

The Living Well @ Western was established by the Provost with intention to provide holistic wellness programs for faculty, staff, graduate students and post-doctoral fellows. The steering committee has met in October 2018 to introduce new members, provide update on programs and discuss visions and ideas for moving forward. Mr. Adam Craig, coordinator of the program, provided an overview indicating that engagement of faculty in Living Well programs is lower than engagement of staff members. The Living Well is currently improving Health & Wellness communication strategy for faculty and graduate students, improving the website, and establishing an employee wellness champion network. The program continues to offer lunch-hour activity classes such as KickFIT, Yoga II, Zumba and Full Body Bootcamp, which doubled attendance since last year. New this year is a Meditation Tour available to all Faculties willing to book a room/space and promote the activity among target audiences. Faculties of Medicine and Education hosted the tour in November and January. Living Well @ Western activities are designed to promote health and prevent disease and dysfunction. Additional information can be accessed here: https://uwo.ca/health/living_well/index.html

Infographics below provides an overview of Living Well @ Western activities in 2018.



Video Monitoring Committee

UWOFA Representative: Ben Rubin

About the Video Monitoring Committee:

The video monitoring committee is charged with oversight of the policy and procedures regarding the installation, maintenance, use, and removal of security video cameras on campus.

The Committee composition

Chair: Christine Greco, Crime Prevention through Environmental Design, (CPTED) Coordinator

UWOFA representative: Ben Rubin

Other members: Jean-Claude Aubin (Inspector - Operations Leader, Campus Police), David Ghantous (Director, Infrastructure Services, WTS), Tara Oudekerk (Associate University Secretary), Dan Redmond (Director, Campus Community Police Service), James Taron (UWOSA representative)

This year's activities

The committee met once this year (January 28). We reviewed the use of security cameras on Campus. The committee plans to revise Western's Video Monitoring Policy in the coming year. Procedures for that policy were revised last year.