



UWOFA Meeting of Members Agenda

Wednesday, November 16, 2022
10:30 a.m. to 12:30 p.m.
Via Zoom

To connect to the meeting: <https://westernuniversity.zoom.us/j/95878141287>

Meeting ID: **958 7814 1287**

Passcode: **590542**

OR Dial: 1-647-558-0588

Press pound (#) when prompted for the participant ID

AGENDA

1. Approval of the Agenda
2. Approval of Minutes of the Annual Meeting of Members April 5, 2022 – **EXHIBIT I**
3. Business Arising
4. President's Report: *H. Perinpanayagam*
5. Treasurer's Report: *C. Maco*
Presentation of UWOFA's budget for the new fiscal year, November 1, 2022 to October 31, 2023 – **EXHIBIT II.**
7. Update on Faculty Negotiations: *J. Tennant & J. Weststar*
8. Update on Preparations for Librarian and Archivist Negotiations: *J. Weststar & K. Hoffmann*
9. Discussion: UWOFA's continued involvement in the Scholars at Risk program: *N. Narain*
10. New Business
11. Adjournment

Minutes
UWOFA Annual Meeting of Members
Tuesday, April 5, 2022

Speaker: Kelly Olson

President: Nigmendra Narain

The meeting was held remotely by conference call starting at 11:30 a.m. Attendance was recorded (and quorum established) based on Members participating in Zoom video conference and e-mailing the Administrative Assistant to indicate their attendance. The Speaker explained the unique circumstances necessitating meeting by conference call rather than in person.

N.Narain read the Land Acknowledgement statement.

1. Approval of the Agenda:
MOVED: D. Heap/J. Reed

The Speaker requested that the agenda be amended by adding the CAUT Defence Fund Trustee Report before item 9 (Discussion: Donation in excess of \$2,500 in support of strike action for Association of Professors, Professors and Librarians of Université Sainte-Anne).

The motion carried unanimously as amended.

2. OCUFA Report: *Susan Wurtele* (OCUFA President) and *Jenny Ahn* (OCUFA Executive Director)

Susan Wurtele and Jenny Ahn presented on behalf of Ontario Confederation of University Faculty Associations (OCUFA) a report on OCUFA's provincial challenges and efforts.

3. CAUT Report: *Brenda Austin-Smith* (CAUT President)

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

4. Approval of Minutes of the Meeting of Members of November 23, 2021:
MOVED: K. Korycki/J. Reed

That the minutes from the November 23, 2021 Meeting of Members be approved.

The motion carried unanimously.

5. Business Arising:

There was no business arising from the March 30, 2021 meeting.

6. President's Report: *N. Narain*

UWOFA Advocacy: UWOFA provided input on Western's Vaccine Mandate, Gender-Based and Sexual Violence policy, Disconnecting from Work Policy and Procedure, changes to MAPP 7.0 – Academic Integrity in Research Activities, and Western's Strategic Plan.

Western's Leadership: The Office of Faculty Relations is actively looking for a Director of Faculty Relations and has sought UWOFA's input. Connie Zrini is serving as UWOFA's primary contact person in Faculty Relations. Florentine Strzelczyk is the new Provost and Vice-President (Academic) effective May 1, 2022.

Donations: UWOFA has made the following donations:

- United Way Elgin Middlesex Indigenous Backpack program - \$1000

- University of Manitoba FA strike support - \$2500
- Concordia University of Edmonton FA strike support - \$1000
- Acadia University FA strike support - \$2500
- University of Ontario Institute of Technology FA (UOITFA) strike support - \$2500
- University of Lethbridge FA strike support - \$2500
- Association of Professors and Librarians of Université Sainte-Anne (APPBUSA) strike support - \$2500

Bargaining: The faculty bargaining unit negotiating goals vote is open and will close on April 6, 2022. N. Narain encouraged members to participate in the online vote.

Thank you: N. Narain thanked everyone who has contributed to the work of UWOFA, including UWOFA staff, Board of Directors, Faculty Representations, Librarians and Archivists Stewards, members on Committees and the UWOFA membership.

7. Audited Financial Statements: *B. Hawn*

MOVED: B. Hawn/L. Cayen

That the membership approve the audited financial statements for the fiscal year ended October 31, 2021.

UWOFA's financial position remains strong.

The motion carried unanimously.

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

MOVED: B. Hawn/L. Cayen

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

The motion carried unanimously.

9. CAUT Defence Fund Report: *D. Heap*

D. Heap provided a report on the CAUT Defence Fund Trustees. UWOFA's three Defence Fund Trustees have been busy at the picket lines. There has been an unprecedented number of faculty association strikes this year. The support of the CAUT Defence Fund Trustees results in better settlements for all faculty associations.

10. Discussion: Donation in excess of \$2,500 in support of strike action for Association of Professors, Professors and Librarians of Université Sainte-Anne: *N. Narain*

Note: Donations in excess of \$2,500, whether comprised of only one donation or a series of donations within a one-year period, to support a single organization or individual must be approved by the Members by electronic ballot.

The membership discussed a donation of \$12,500, bringing UWOFA's total donation to \$15,000. UWOFA's treasurer informed the membership that UWOFA is financially able to make such a donation. The membership will vote by electronic ballot.

1% Nominations of Directors and Speakers – EXHIBIT III: *B. MacDougall-Shackleton and H. Perinpanayagam*

- i. Rachel Heydon for Vice-President
- ii. Christina Maco for Treasurer (two year term: July 1, 2022 to June 30, 2024)
- iii. The following nominees for Designated Faculty Seats (two year terms: July 1, 2022 to June 30, 2024):
Education Melody Viczko

| | |
|---|---------------------|
| Engineering | Abouzar Sadrekarimi |
| Ivey | John Wilson |
| Law | Jason Neyers |
| Music | Jonathan De Souza |
| Schulich School of Medicine & Dentistry | Selma Saadaldin |

- iv. The following nominees for Designated Membership Seats (two year term: July 1, 2022 to June 30, 2024):

| | |
|-------------------------|----------------|
| Limited Term Membership | Jamie Johnston |
| Part-Time Membership | Luke Arnott |

- v. The following nominees for At-large Seats (two year terms: July 1, 2022 to June 30, 2024):

| | |
|-------------------------------|-----------------|
| Librarian or Archivist Member | Courtney Waugh |
| Full-time Member | John Paul Minda |

There being no other nominations, the Speaker declared nominations closed and declared the nominees acclaimed.

Due to being nominated as UWOFA Speaker, Kelly Olson stepped out of the role of Chair. Beth MacDougall-Shackleton assumed the role of Chair.

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

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

Kelly Olson stepped back into the role of Chair.

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

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

- ix. Sean McLaughlin for UWOFA-LA Secretary (one year term)

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

For information only:

Continuing Officers and Directors in 2022-23:

| | |
|----------------|----------------------|
| President | Hiran Perinpanayagam |
| Past President | Nigmendra Narain |
| Secretary | Kristin Hoffmann |

Designated Faculty Seats:

| | |
|-------------------|-------------------|
| Arts & Humanities | Laura Cayen |
| FIMS | John Reed |
| Health Sciences | Harry Prapavessis |
| Science | Greg Kelly |
| Social Science | Tony Weis |

Designated Membership Seats:
Librarians & Archivists

Shawn Hendrikx

At-Large Seats:
Full-time Members
Full-time Members
Part-time Members

Gus Riveros
Ben Rubin
Nina Zitani

1& Update on Preparations for Negotiations: J. Weststar

J. Weststar presented the bargaining timeline. The Collective Bargaining Committee has been collecting information since fall 2021 to draft the negotiating goals. The negotiating goals were presented at the Faculty Bargaining unit meeting on April 1, 2022. J. Weststar explained the phases of bargaining. The notice to bargain will be sent to the employer April 7, 2022.

The Librarians and Archivists Collective Agreement expires June 30, 2023. J. Weststar has been appointed by the Board of Directors as Chief Negotiator and K. Hoffmann as the Deputy Chief Negotiator.

The Speaker announced that the meeting was coming close to the scheduled end time.

MOVED: T. Granadillo/H. Perinpanayagam

That the meeting be extended to 2:00 p.m.

The motion carried unanimously.

1' Presentation of the CAUT Dedicated Service Award: N. Narain

Recipients for 2022 are Amanda Grzyb, Warren Steele, Marisa Tippett and Johanna Weststar – biographies in EXHIBIT IV.

The Executive Committee voted unanimously to nominate Amanda Grzyb, Warren Steele, Marisa Tippett and Johanna Weststar for the CAUT Dedicated Service Award. N. Narain congratulated the recipients.

1(. Annual Committee and Representative Reports

Questions are welcome on any of the annual reports presented in EXHIBIT V.

There were no questions. N. Narain asked members with feedback on the Employee and Family Assistance Plan to contact UWOFAs representative, M. Viczko.

1). New Business:

There was no new business.

1*. Adjournment:

MOVED: T. Tucker/H. Perinpanayagam

That the meeting adjourn. In the absence of any objection, motion carried (1:35p.m.)

UWOFA Proposed Budget for the fiscal year November 1, 2022 to October 31, 2023

Revenue

| | |
|---|---------------------|
| Membership Dues | 2,092,305 |
| Supplementary Out-of-Country Medical Insurance | 48,274 |
| Interest Revenue Operating Funds | 3,000 |
| Interest Revenue Collective Bargaining & Grievance Fund | 135,354 |
| Total Revenue | \$ 2,278,933 |

Set Asides

| | |
|--|-------------------|
| UWOFA Scholarship | 56,000 |
| Supplementary Out-of-Country Medical Insurance | 48,274 |
| Transfer to Collective Bargaining & Grievance Fund | - |
| Transfer to Post Employment Benefit Fund | - |
| Interest Revenue on Collective Bargaining & Grievance Fund | 135,354 |
| Total Set Asides | \$ 239,628 |

Dues Expense

| | |
|-------------------|-------------------|
| CAUT | 273,080 |
| OCUFA | 268,008 |
| CAUT Defence Fund | 93,456 |
| Total Dues | \$ 634,544 |

Net Revenue

\$ 1,404,760

Operating Expenses

Payroll and Release Time Expense

| | |
|---|-------------------|
| Wages and Salaries | 528,210 |
| Employee Benefits | 145,300 |
| UWO Administration Service Fee | 1,000 |
| Release Time - Regular | 106,681 |
| Release Time - Negotiating | 109,160 |
| Honoraria | 1,000 |
| Total Payroll and Release Time Expense | \$ 891,352 |

General and Administrative Expenses

| | |
|-----------------------------------|---------|
| Audit | 12,000 |
| Legal and Arbitration | 325,000 |
| Printing and Postage | 2,000 |
| Meetings | 14,000 |
| Insurance | 5,300 |
| Bank Charges | 250 |
| Office Supplies | 8,000 |
| Office Equipment | 8,000 |
| Appreciation Fund | 4,000 |
| Cloud Storage - Western | 420 |
| Parking | 3,394 |
| Computer Software Maintenance Fee | 5,000 |
| Website Hosting | 4,200 |
| Website Design and Maintenance | 5,000 |
| Repair and Maintenance | 500 |
| Telephone | 3,000 |
| Travel | 10,000 |
| Advertising | 500 |
| Promotional Material | 2,000 |

| | |
|--|---------------------|
| Rental and Cleaning | 15,000 |
| External Solidarity and Donations | 10,000 |
| CCF Fund for Research and Professional Development | 10,000 |
| Grad Club Membership | 21,500 |
| Donation to Scholars at Risk program | 10,000 |
| Staff Development | 1,500 |
| Total General and Administrative Expenses | \$ 480,564 |
| Total Operating Expenses | \$ 1,371,916 |
| Surplus | \$ 32,845 |