



UWOFA Annual Meeting of Members Agenda

Tuesday, March 28, 2023

10:00 a.m. to 12:00 p.m.

Via Zoom

To connect to the meeting:

Use the link: <https://westernuniversity.zoom.us/j/94613125786>

OR

Dial: 1-647-558-0588

Meeting ID: **946 1312 5786**

Passcode: **987927**

Call to order and land acknowledgement statement.

1. Approval of the Agenda
2. Approval of Minutes of the Meeting of Members of November 16, 2022 – **EXHIBIT I**
3. Business Arising
4. President's Report: *R. Heydon*
5. Audited Financial Statements: *C. Maco*
Motion: That the membership approve the audited financial statements for the fiscal year ended October 31, 2022 as presented in **EXHIBIT II**.
6. Appointment of the Public Accountant: *C. Maco*
Motion: That the membership approve appointing MNP LLP (London) as the Public Accountant.
7. Revisions to UWOFA Bylaws: *R. Heydon*
Motion: That Bylaw 7 (Negotiations) be amended as presented in **EXHIBIT III**.
8. Nominations of Directors and Speakers – **EXHIBIT IV**: *N. Narain and R. Heydon*
9. Update on Preparations for Negotiations: *J. Weststar*
10. Presentation of the CAUT Dedicated Service Award: *R. Heydon*
Recipients for 2023 are Beth MacDougall-Shackleton, Brian McMillan, Courtney Waugh, and Nina Zitani – biographies in **EXHIBIT V**.
11. Annual Committee and Representative Reports
Questions are welcome on any of the annual reports presented in **EXHIBIT VI**.
12. New Business
13. Adjournment

Minutes
UWOFA Meeting of Members
November 16, 2022

Speaker: Kelly Olson

President: Hiran Perinpanayagam

The meeting was held remotely by conference call and was called to order at 10:00 a.m. Attendance was recorded (and quorum established) based on Members participating in Zoom video conference and emailing the Administrative Assistant to indicate their attendance. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

N. Narain read the Land Acknowledgement statement.

1. **Approval of the Agenda:**

MOVED: D. Heap/B. Rubin
That the agenda be adopted.

The motion carried unanimously.

2. **Approval of Minutes of the Meeting of Members of April 5, 2022:**

MOVED: K. Hoffmann/T. Granadillo
That the minutes from the April 5, 2022 Meeting of Members be approved.

The motion carried unanimously.

3. **Business Arising:**

There was no business arising from the April 5, 2022 meeting.

4. **President's Report:** *H. Perinpanayagam*

COVID Health and Safety: Western consulted UWOFA prior to postponing the deadline for submitting proof of vaccination for a booster dose from October 2022 to January 2023. UWOFA advocated for broader masking requirements in the meantime as well as going forward.

Western presidential review: UWOFA provided feedback supporting Alan Shepard's renewal as president and spoke to the need for the president to be empowered to make significant financial reinvestment in the academic mission.

Anti-racism training modules: UWOFA reviewed these modules and requested that, if this training were made mandatory, Deans and VPs be required to complete it.

Senate Proposal for Declared Absence without Documentation (DAWD): Western proposed a replacement of the Self-Reported Absences (SRAs) with the DAWD process. UWOFA reminded Senate that administering these is a significant concern for faculty workloads.

Tentative 2022-26 Collective Agreement for Faculty: UWOFA thanked J. Tennant (Chief Negotiator) and J. Weststar (Deputy Chief Negotiator) for their efforts at the negotiations table. The contributions of those serving on the various committees and in the administration were also applauded.

5. **Treasurer's Report:** *C. Maco*

C. Maco reviewed UWOFA's budget for the November 1, 2022 to October 31, 2023 fiscal year. She highlighted the following:

- Revenue from membership dues is more than the previous year, which is due to an increase in the number of members and an increase in their wages.
- Amounts required to pay Members if UWOFA goes on strike is currently kept in cash deposits and will be reallocated to GICs if it is not needed.
- Amounts allocated to Release Time have increased because of the recent faculty negotiations and upcoming librarian and archivist negotiations.

6. Update on Faculty Negotiations: *J. Tennant & J. Weststar*

J. Tennant thanked the Board and Members for their support throughout negotiations and recommended ratification of the tentative agreement. The agreement will be made available to Members and explained to Members at two bargaining unit meetings: one in-person and one online.

7. Update on Preparations for Librarians and Archivists Negotiations: *K. Hoffmann and J. Weststar*

The current collective agreement for the Librarians and Archivists expires on June 30, 2023. Negotiation preparations are underway.

8. Discussion: UWOFA's continued involvement in the Scholars at Risk program:

N. Narain

In 2019, UWOFA committed \$10,000 each year for three years to Western Scholars at Risk Program. The Board of Directors supports renewing the donation and the importance of the program. The contribution UWOFA makes goes directly to funding the salaries of the Scholars at Risk who come to Western University. In accordance with UWOFA's Donations and Gifts Policy, this donation must be approved by the membership through an online vote.

9. New Business: There was no new business.

10. Adjournment:

MOVED: L. Cayen/J. Neyers

That the meeting adjourn. In the absence of any objection, motion carried (11:05 a.m.).

The motion carried unanimously.

**The University of Western Ontario
Faculty Association
Financial Statements**
Year ended October 31, 2022

Draft - For Management Only

The University of Western Ontario Faculty Association
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For the year ended October 31, 2022

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Independent Auditor's Report

To the Members of The University of Western Ontario Faculty Association:

Report on the Audit of the Financial Statements **Opinion**

We have audited the financial statements of The University of Western Ontario Faculty Association (the "Association"), which comprise the statement of financial position as at October 31, 2022, and the statement of operations, changes in net assets, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at October 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Corporation in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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.

In preparing the financial statements, management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Corporation's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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.

London, Ontario
Date of Completion

Chartered Professional Accountants
Licensed Public Accountants

The University of Western Ontario Faculty Association
Statement of Financial Position

As at October 31, 2022

	Operating Fund	Grievances & Collective Bargaining Fund	Reserve Fund	Total 2022	Total 2021
Assets					
Current					
Cash	\$ 938,525	\$ 4,120,511	\$ 301,458	\$ 5,360,494	\$ 1,863,763
Internally restricted funds (Note 3)	101,317	-	-	101,317	100,555
GIC investments (Note 5)	-	1,533,141	-	1,533,141	3,566,279
Interest receivable	-	23,661	-	23,661	76,000
Prepaid expenses	84,545	-	-	84,545	21,057
	1,124,387	5,677,313	301,458	7,103,158	5,627,654
Long term assets					
GIC investments (Note 5)	-	-	-	-	1,336,000
Capital assets (Note 4)	37,318	-	-	37,318	52,735
	\$ 1,161,705	\$ 5,677,313	\$ 301,458	\$ 7,140,476	\$ 7,016,389
Liabilities					
Current					
Accounts payable and accrued liabilities	\$ 155,612	\$ -	\$ -	\$ 155,612	\$ 218,796
Long-term liabilities					
Post retirement benefit obligation (Note 6)	-	-	245,600	245,600	290,400
	155,612	-	245,600	401,212	509,196
Fund balances					
Operating Fund	1,006,093	-	-	1,006,093	893,662
Grievances & Collective Bargaining Fund	-	5,677,313	-	5,677,313	5,613,531
Reserve Fund	-	-	55,858	55,858	-
	1,006,093	5,677,313	55,858	6,739,264	6,507,193
	\$ 1,161,705	\$ 5,677,313	\$ 301,458	\$ 7,140,476	\$ 7,016,389

Approved on behalf of the Board

Director

Director

The accompanying notes are an integral part of these financial statements

The University of Western Ontario Faculty Association

Statement of Operations

For the year ended October 31, 2022

	Operating Fund	Grievances & Collective Bargaining Fund	Reserve Fund	Total 2022	Total 2021
Revenue					
Membership dues	\$ 2,067,109	\$ -	\$ -	\$ 2,067,109	\$ 1,987,258
Dues for Canadian and Ontario Associations	(627,285)	-	-	(627,285)	(594,714)
Net membership dues	1,439,824	-	-	1,439,824	1,392,544
Interest income	7,772	63,781	458	72,011	99,286
Post retirement benefit gain (Note 6)	-	-	44,800	44,800	-
Total Revenue	1,447,596	63,781	45,258	1,556,635	1,491,830
Expenses					
Employee wages	749,308	-	-	749,308	497,760
Professional fees	190,473	-	-	190,473	288,524
Release time	129,268	25,562	-	154,830	21,421
Scholarships paid	45,000	-	-	45,000	45,000
Administration and general	42,982	-	-	42,982	34,405
Donations	27,900	-	-	27,900	8,022
Negotiations and strike preparations	-	27,311	-	27,311	-
Amortization	21,169	-	-	21,169	13,682
Grad club membership dues	20,760	-	-	20,760	20,155
Travel	19,506	-	-	19,506	-
Occupancy costs	14,525	-	-	14,525	13,946
SAR Program Donation	10,000	-	-	10,000	10,000
Research and professional fund	800	-	-	800	4,888
COVID relief fund	-	-	-	-	51,658
Post retirement benefit expense (Note 6)	-	-	-	-	3,800
Total Expenses	1,271,691	52,873	-	1,324,564	1,013,261
Excess of revenue over expenses for the year	\$ 175,905	\$ 10,908	\$ 45,258	\$ 232,071	\$ 478,569

The accompanying notes are an integral part of these financial statements

The University of Western Ontario Faculty Association
Statement of Changes in Net Assets

Year ended October 31, 2022

	<i>Operating Fund</i>	<i>Grievances & Collective Bargaining Fund</i>	<i>Reserve Fund</i>	<i>2022</i>	<i>2021</i>
Fund Balances, beginning of year	\$ 893,662	\$ 5,613,531	\$ -	\$ 6,507,193	\$ 6,028,624
Excess of revenues over expenses	175,905	10,908	45,258	232,071	478,569
Interfund transfers (Note 7)	(63,474)	52,874	10,600	-	-
Fund Balances, end of year	\$ 1,006,093	\$ 5,677,313	\$ 55,858	\$ 6,739,264	\$ 6,507,193

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The accompanying notes are an integral part of these financial statements

The University of Western Ontario Faculty Association

Statement of Cash Flows

For the year ended October 31, 2022

	2022	2021
Cash provided by the following activities		
Operating		
Excess of revenues over expenses for the year	\$ 232,071	\$ 478,569
Adjustments for		
Amortization	21,169	13,682
	253,240	492,251
Changes in working capital accounts		
Prepaid expenses	(63,488)	(3,100)
Interest receivable	52,339	37,230
Accounts payable and accrued liabilities	(63,183)	33,616
Post retirement benefit obligation	(44,800)	3,800
	134,108	563,797
Investing		
Purchase of capital assets	(5,753)	(48,436)
Change in GIC investments	3,369,138	322,076
	3,363,385	273,640
Increase in cash resources	3,497,493	837,437
Cash resources, beginning of year	1,964,318	1,126,881
Cash resources, end of year	\$ 5,461,811	\$ 1,964,318
Cash resources are comprised of:		
Cash - operating fund	\$ 938,525	\$ 1,228,511
Cash - internally restricted funds	101,317	100,555
Cash - grievances and collective bargaining fund	4,120,511	635,252
Cash - reserve fund	301,458	-
	\$ 5,461,811	\$ 1,964,318

The accompanying notes are an integral part of these financial statements

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2022

1. Purpose of the organization

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

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Fund accounting

The Association has the following funds:

(i) Operating Fund - Unrestricted

The operating fund accounts for the day to day operating activities of the Association.

(ii) Grievance & Collective Bargaining Fund - Internally Restricted

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.

(iii) Reserve Fund – Internally Restricted

The reserve fund accounts for funding for specific purposes such as the post-retirement benefits for employees of the Association, as approved by the Board of Directors.

Capital assets

Capital assets are recorded at cost. The company provides for amortization using the following methods at rates designed to amortize the cost of the capital assets over their 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.

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.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires directors and management to make estimates and assumptions that affect the amounts reported in the financial statements and 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 which they become known. The accounts specifically affected by estimates in these financial statements are the useful life of capital assets and employee future benefits. Actual results may vary from these estimates.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2022

2. Significant accounting policies (continued from previous page)

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.

Cash and cash equivalents

Included in cash is savings account investments earning interest at 1% - 4.45%, as well as the Associations credit union share.

Financial instruments

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, internally restricted funds, GIC investments and interest receivable.

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

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:

- a. the present value of the cash flows expected to be generated by the asset or group of assets;
- b. the amount that could be realized by selling the assets or group of assets;
- c. 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 confirms that a reversal is necessary, the reversal is recognized in the statement of operations up to the amount of the previously recognized impairment.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2022

3. Internally restricted funds

The Association has set aside \$101,317 (2021 - \$100,555) as an internally restricted fund. These funds are in a cash savings account and were set aside to assist Members. No criteria has been set and no decision has been made as to how the funds will be dispersed.

4. Capital assets

	Cost	Accumulated amortization	2022	2021
Furniture and fixtures	50,765	42,394	8,371	9,256
Computer equipment	55,040	49,725	5,315	3,328
Computer software	28,148	27,926	223	668
Website development costs	70,127	46,717	23,410	39,483
	204,081	166,762	37,318	52,735

The amortization for 2022 was \$21,169 (2021 - \$13,682).

5. GIC investments

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

	2022	2021
BMO Nesbitt Burns - GICs of multiple institutions	1,336,000	3,043,455
Libro GICs	197,141	522,824
Total short term investments	1,533,141	3,566,279
BMO Nesbitt Burns - GICs of multiple institutions	-	1,336,000
Total short and long term investments	1,533,141	4,902,279

Short-term GIC investments represent amounts with maturity dates due within a year of the year-end date. Interest rates on the short-term GICs range from 1.15% to 2.35% with maturity dates between December 12, 2022 and December 15, 2022. Long-term GIC investments represent amounts with maturity dates beyond one year of the year-end date.

6. 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 \$41,961 (2021 - \$34,456). The fair value of plan assets for the year was \$Nil (2021 - \$Nil).

The accrued benefit liability relating to the post-retirement benefits is \$245,600 (2021 - \$290,400). This liability has been recorded in the financial statements.

The most recent actuarial valuation was completed as of April 30, 2022.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2022

6. Employee future benefits (continued from previous page)

	2022	2021
Current service costs	8,000	8,500
Interest costs	10,100	9,400
Actuarial gain	(62,900)	(14,100)
Net benefit plan expense/loss	(44,800)	3,800

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

	2022	2021
Discount rate - post-retirement	4.60%	3.40%
Medical trend rate	5.12%	5.12%
Dental trend rate	2.75%	2.75%

7. Interfund transfers

During the period, \$52,874 was transferred from the Operating Fund to the Grievances & Collective Bargaining Fund. No amount was transferred from the Grievances & Collective Bargaining Fund to the Operating fund (2021 - \$Nil). \$10,600 was transferred from the operating fund to the reserve fund. No amount was transferred from the reserve fund to the operating fund (2021 - \$Nil).

8. Financial instruments

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

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.

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.

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.

9. Commitments

During the year the Association made an expendable pledged to the University of Western Ontario (Western) in the amount of \$162,000 to be paid in three instalments in fiscal 2022 through 2024 of \$54,000. The Association may terminate funding for the scholarships, provided they inform Western prior to June 1 for the upcoming academic year. The donation will be administered as a scholarship provided by Western based on the award criteria stipulated within the agreement.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2022

10. Comparative figures

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year earnings.

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By-law No. 7
The University of Western Ontario Faculty Association
Negotiations

1. As provided in this by-law, the Board shall, for each collective bargaining process, appoint a Chief Negotiator, a Deputy Chief Negotiator, a Negotiating Committee and a Collective Bargaining Committee. References to these positions and committees are to them as they pertain to a specific collective bargaining process.
2. At least 15 months before a collective agreement is to expire, the Board shall appoint a Chief Negotiator and a Deputy Chief Negotiator.
3. If the position of Chief Negotiator or Deputy Chief Negotiator becomes vacant, the Board shall, in consultation with the Negotiating Committee, appoint a replacement.
4. The Chief Negotiator shall lead the Negotiating Committee in preparing for and in the conduct of negotiations. The Deputy Chief Negotiator shall assume these responsibilities when the Chief Negotiator is unable to fulfil them.
5. The Chief Negotiator, the Deputy Chief Negotiator and either the President or a member of the Executive Committee designated by the President are *ex officio* members of the Negotiating Committee. The Chief Negotiator shall chair the committee. The Negotiating Committee is responsible for the direct negotiations with the Employer.
6. Within 30 days of being appointed, the Chief Negotiator and the Deputy Chief Negotiator, jointly, shall propose to the Board at least 4 Members as nominees for additional members of the Negotiating Committee. For collective bargaining for UWOF A-F, the nominees shall include at least one Part-Time Member and at least one Member with a Limited-Term appointment.
7. The Board shall appoint at least 4 Members as additional members to the Negotiating Committee, considering but not bound by the nominees provided. For collective bargaining for UWOF A-F, the members shall include at least one Part-Time Member and at least one Member with a Limited Term appointment.
8. The Board, in consultation with the Chief Negotiator, may remove, replace or appoint Members to the Negotiating Committee at any stage in the collective bargaining process.
9. The Negotiating Committee shall take its instructions from the Board and is accountable to the Board. Its mandate comes from the Board acting on behalf of the Association.
10. All members of the Negotiating Committee shall be members of the Collective Bargaining Committee. The Collective Bargaining Committee is responsible for identifying the goals to be pursued in negotiations and drafting language which would implement those goals.
11. At least 13 months before a collective agreement is to expire, the Board shall appoint 5 additional Members to the Collective Bargaining Committee, selected with a view to achieving

broad representation of constituencies within the Bargaining Unit. For UWOF A-F, at least one of these appointees shall be a Part-Time member. The Board may consult the Faculty Representatives Council, the Librarians and Archivists Stewards Committee and UWOF A Committee chairs to identify suitable appointees.

12. The Board shall appoint a chair of the Collective Bargaining Committee from among the members of the committee.

13. The Board may remove, replace or appoint Members to the Collective Bargaining Committee at any stage in the collective bargaining process.

14. The Collective Bargaining Committee may consult with Members or other people who have a special interest in, or experience with, the subject matter and issues under discussion.

15. The Chief Negotiator shall keep the President informed of all aspects of negotiations and shall report to the Executive Committee, the Board and the membership on the progress of negotiations.

16. While appendix A of Bylaw 2 states that “[t]he President shall represent and speak for UWOF A in its dealings with the university”, the Chief Negotiator is UWOF A’s spokesperson for communication with the university on matters under negotiation in collective bargaining. The President shall consult the Chief Negotiator before communicating with university administration about matters under negotiation. No other person shall represent UWOF A in communication with the university administration about matters under negotiation without the consent of the Chief Negotiator and the President.

2023-24 UWOFA ELECTIONS

Slate of Nominees

Vice-President	Johanna Weststar
Past President	Nigmendra Narain
Secretary	Kristin Hoffmann

Designated Faculty Seats (two-year terms: July 1, 2023 to June 30, 2025)

Arts & Humanities	Laura Cayen
Information & Media Studies	John Reed
Health Science	Treena Orchard
Science	Greg Kelly
Social Science	Tony Weis

Designated Membership Seat (two year term: July 1, 2023 to June 30, 2025)

Librarians & Archivists	Shawn Hendriks
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At-large Seats (two year terms: July 1, 2023 to June 30, 2025, one seat must be filled by a Part-time Member)

Part-time Member	Nina Zitani
Full-time Member	Christy Sich
Full-time Member	Zheng Zhang

Speaker for UWOFA (one year term)	Kelly Olson
Speaker for UWOFA-LA (one year term)	Erin Johnston
Secretary for UWOFA-LA (one year term)	Alie Visser

For Information: Continuing Officers and Directors in 2023-24

President
Treasurer

Rachel Heydon
Christina Maco

Designated Faculty Seats

Education
Engineering
Ivey Business School
Law
Music
Schulich Medicine & Dentistry

Melody Viczko
Abouzar Sadrekarimi
John Wilson
Jason Neyers
Jonathan De Souza
Selma Saadaldin

Designated Membership Seats

Limited Term
Part-time

Jamie Johnston
Luke Arnott

At-Large Seats

Librarians & Archivists
Full-time Members

Courtney Waugh
John Paul Minda

Presentation of the 2022-23 recipients of the CAUT Dedicated Service Award

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

Beth MacDougall-Shackleton

Dedicated service to UWOFA by serving on the Board of Directors (2016-22), Executive Committee (2016-22), Negotiating Committee (2017-18), Collective Bargaining Committee (2017-18), Salary Committee (2018-22), Small Group Joint Committee (negotiating COVID matters) (2020-22), Executive representative on Scholars at Risk Committee (2019-22), Chair of the Faculty Representatives Council (2020-21), Navitas Task Force (2020), and the Joint (CUPE 2361.2 and UWOFA) Working Group on Role Evaluation (2020-22), as well as serving as the Vice President (2019-20), President (2020-21), and Past President (2021-22).

Brian McMillan

Dedicated service to UWOFA by serving on the Board of Directors (2018-22), Executive Committee (2018-22), and Joint Committee (2020-23), and for serving on the Librarians and Archivists Collective Bargaining Committee (2018-19, 2022-23), and Negotiating Committee (2019, 2023).

Courtney Waugh

Dedicated service to UWOFA by serving on the UWOFA-LA Collective Bargaining Committee (2009-11, 2015-19, 2019-23), UWOFA-LA Strike Action Committee (2019), Chief Steward for the Librarian & Archivists Stewards Committee (2015-16, 2022-23), Executive Committee (2015-16), and Board of Directors (2015-16, 2022-2023).

Nina Zitani

Dedicated service to UWOFA by serving on the Board of Directors (2020-23), Negotiating Committee (2022-23), Collective Bargaining Committee (2017-18, 2021-22), Ad Hoc Bargaining Mobilization and Communications Committee (2021-22), and the Committee for Contract Faculty (2020-21).

Annual Committee Reports

Committee for Contract Faculty

Co-chairs: Duane Jacques and Nigmendra Narain

Members: Lauren Barr, Laura Cayen, Jason Dyck, Peter Krats, Leigh MacDonald, Jason Sandhar, Carla Duarte Da Silva, Alex Timoshenko, Nina Zitani

No report was provided.

Communications Committee

Chair: Tiara Sukhan

Members: Maram Hijazi (Communications Officer) and Zak Bronson (part-time)

The Communications Committee has had a busy year supporting the CBC and the Faculty Negotiating Team in securing a new Faculty Collective Agreement. Our team has worked hard to ensure that UWOFAs messaging to members and the broader community remains calm, clear, and competent.

During the past year, the Committee engaged in the following work:

- Attending regular meetings with the SAC to develop and implement a strategic plan for comms and mobilization throughout the bargaining period
- Maintaining the UWOFAs website to ensure that information is up to date and relevant to current member concerns. We worked especially hard during negotiations to ensure that the website could be a “go-to” hub for updates and FAQs for the entire campus community in the event of a strike
- Continuing to advise leadership and support members in advocating for campus safety measures that aim to reduce the spread of Covid 19 and protect our most vulnerable members
- Supporting the CBC and Negotiating Team in providing regular bargaining updates, advocating for transparency regarding what we were asking for and the Employer’s response
- Continuing to help craft all emails sent by UWOFAs around a range of issues
- Fielding all media requests and preparing designated speakers for UWOFAs responses
- Preparing notes for Faculty Representatives to share with colleagues (advocacy updates from UWOFAs)
- Engaging in early stages of comms and mobilization planning for the upcoming Librarian & Archivist round of bargaining

Dependents’ Tuition Scholarship Plan Committee

Chair: Vaughan Radcliffe

Members: Miranda Green-Barteet, Barry Hawn, 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 UWOFAs 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 2022. The DTSP committee continues to report 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 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 calendar year accounts show an operating surplus for 2022 of \$298,590. We will examine this further. It is possible that a surplus figure of this magnitude could hold up when we receive May-April accounts. It is also possible that late applications may whittle this surplus figure down as additional scholarships are awarded. In 2022 we awarded 284 scholarships. While we are managing plan finances carefully, if circumstances warrant, we may increase the value of the scholarship.

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. Accordingly, we maintain a fund balance of approximately \$2m to cushion us against deficits.

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 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.



Faculty and Librarian Dependents' Tuition Scholarship Plan
Income Statement
For the 2022 calendar year, with comparative information for 2021

	2022	2021
	\$	\$
Balance Forward	2,004,919.96	2,096,237.96
Revenue		
Scholarship Fees	1,750,218.00	1,589,082.00
Interest Income	12,327.49	-
	<u>1,762,545.49</u>	<u>1,589,082.00</u>
Expenses		
Scholarships	(1,463,955.00)	(1,680,400.00)
Operating 12 month surplus/(deficit)	<u>298,590.49</u>	<u>(91,318.00)</u>
Closing Balance	<u><u>2,303,510.45</u></u>	<u><u>2,004,919.96</u></u>

Equity Committee

Co-Chairs: Jana Seijts and Denise Horoky

Members: Madeline Bassnett, Pamela Block, Simon Bonner, Caroline Dick, Jennifer Ingrey, Lindsay Nagamatsu, Treena Orchard, Scott Schaffer

2022 Jana Seijts was elected as Vice-Chair of the Ontario Confederation of University Faculty Associations' (OCUFA) Status of Women and Equity Committee (SWEC) in June of 2022 and became interim chair in January 2023. Our committee can draw on the experiences and lessons learned of other associations around the province as we all move to become more equitable campuses.

Equity Committee Meetings were held on Monday October 24, 2022, and Thursday March 16, 2023-

October, 24 Discussion items:

- negotiations and potential UWOFAs strike and EDI implications for members.
- reviewed the common agreement verbiage on searches in relation to EDI issues.
- to address concerns of the deaf job applicant regarding access
- improving support for faculty who want to create accessible classrooms.
- improving access for disabled faculty.

March 16 Discussions items:

- SWEC Chair's Report
- Status of Women and Equity Award of Distinction information and possible nominations from UWOFAs members.
- Strengthening Member Associations Recruitment and Engagement in EDI

Faculty Representatives Council

Chair: Nigmendra Narain

The Faculty Representatives Council is chaired by the Past-President. With the welcome presence of the Mobilization Chair and their Action Network, the Council and the Network have worked collaboratively. This year, 36 department/unit representatives were engaged in disseminating important UWOFAs information; reaching out faculty colleagues for input for Negotiations; encouraging participation in UWOFAs events; and, perhaps most importantly, providing feedback from members about issues, problems, and concerns for UWOFAs to address. The FRC and the Action Network collaboration, while new this year, will continue to play an important role to encourage organized action in support of UWOFAs's actions and sharing the work of connecting with members.

Grievance Committee

Chair and Grievance Officer: Steven Laviolette

Members: Neil Banerjee, Cody Barteet, Anestis Dounavis, Beth Lee, Evelyn McKechnie, Walter Rushlow, Hristo Sendov, Warren Steele, Marisa Tippet, Lianna Zanette

Member Services Officer: Lina Rodriguez

Professional Officer: Cindy Cossar-Jones

Ex-Officio: Rachel Heydon, Nigmendra Narain, Jeff Tennant, Johanna Weststar

We have had an exceptionally active year at the Grievance Committee. We have dealt with many challenging cases involving concerns of our members regarding the employer and have been able to make excellent progress in defending the rights of our members both under the collective agreement and Ontario labour law. In particular, we have seen an alarming increase in the employer's initiation of investigations against our members based on frivolous, unsubstantiated allegations and violations of proper investigatory procedures and standards of fairness. We have filed a variety of grievances

concerning violations of proper investigative process and procedural fairness, protecting the free speech rights of our faculty and ensuring fair pay for parental leaves. The Grievance Committee will continue to safeguard our members against violations of the collective agreement and ensure that their rights are protected under Ontario labour laws and regulations. I would like to thank our outstanding committee of Case Officers for their dedicated work for our members. I would also like to thank our Professional Officer, Cindy Cossar-Jones and our Member Services Officer, Lina Rodriguez, for their ongoing dedication and service to our members and to the UWOFA Grievance Committee.

Librarians and Archivists Stewards Committee

Chair and Chief Steward: Shawn Hendriks

Stewards and their related constituencies: Denise Horoky (Teaching and Learning), Shawn Hendriks (Content Management, Discovery and Access), Matthew Barry (User Experience and Student Engagement), Leslie Thomas (Archives and Special Collections), Courtney Waugh (Research and Scholarly Communications / Non-Western Libraries)

Other members: Cindy Cossar-Jones (UWOFA Professional Officer), Lina Rodriguez (UWOFA Member Services Officer), Brian McMillan (UWOFA-LA Joint Committee Representative), Maram Hijazi (UWOFA Communications Officer)

In accordance with UWOFA By-law 4, the committee meets monthly to provide a discussion forum for issues arising from and centering on the UWOFA-LA Collective Agreement and questions raised by UWOFA-LA Members. During this reporting period (July 1, 2022-present) the committee met once monthly.

Highlights of this year's activities:

1. Annual Report & Review Criteria

Based on questions and concerns arising from UWOFA-LA Members, LASC agreed that there is sufficient desire to revise the criteria used to inform ARR evaluation and PAI scores (Performance Assessment Indicators). Joint Committee notified the Employer and the work of the ARR Committee to improve the criteria is underway.

2. Workshop for Promotion & Continuing Appointment

The Chief Steward and two UWOFA-LA colleagues met several times with Western Libraries Senior Leadership and Dirk Volschenk from Faculty Relations to arrange a workshop for Members seeking promotion or continuing appointment. The workshop is on hiatus due to scheduling difficulties and competing priorities as we make changes to the ARR Criteria and enter a new round of bargaining. However, a timeline document was created and shared with the Membership.

3. Roles & Responsibilities for UWOFA-LA Senate Observer and Joint Committee Representative

Roles for Senate Observer and JC Representative were clarified and documented on the LASC webpage

Pension and Benefits Committee

Chair: Jorge Cruz Lopez

Members: George Gadanidis, Barry Hawn, Natalia Melo

The committee will be meeting in the near future.

Policy and Governance Committee

Chair (from July 1, 2022 until February 28, 2023): Rachel Heydon

Members: Cindy Cossar-Jones, Elliott Gnidec, David McCord, Conan Masterson, Katina Pollock, Melody Viczko

We have been working on revising: Negotiations Policy and Bylaw 7; Bylaw 3; Grievance Policy; Strike and Ratification Votes Policy; Land Acknowledgement Statement; Release Time and Payment in Lieu Policy; Bylaw 2.

Salary Committee

Chair: Hristo Sendov

Members: Kristin Hoffmann, Matthew Lebo, Selma Saadaldin, Abouzar Sadrekarimi

At the end of Summer in 2022 the Salary Committee conducted an in-depth study of the university's finances and compared the Western's faculty salaries to those in the comparable universities in Southern Ontario.

The report that was prepared was used to inform the negotiations for the new Faculty Collective Agreement.

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

Accessibility Plan Initiatives

UWOFA Representative: Kyle Gervais

No report was provided.

Award for Excellence Selection Committee (University Staff)

UWOFA Representative: Nigmendra Narain

The Western Award of Excellence, launched in 2005, is the highest level of campus-wide recognition for exceptional performance at Western University for staff. Since inception, 110+ Western University staff members have received this award. Normally around 100 nominations are received by the Office of Human Resources from faculty, staff, students and alumni for a staff member or a team of staff members who have individually and collectively made an outstanding contribution not only to the campus community, but also London community (and beyond) over a number of years. The selection committee is composed of members from several employee groups on campus: an UWOFA representative, a PMA/CUPE staff representative, a Western Alumni, a representative from USC/SOGS, a representative from Human Resources, and normally a past recipient. UWOFA representative for past year was Nigmendra Narain. The committee is mandated with the responsibility for acknowledging excellence in the workplace by Western University staff members.

The Awards committee met once via Zoom. Each committee member reviewed and ranked the nominations received, and then the Committee discusses and decides the award winners. In addition, all nominees are recognized for their contribution to making Western University a better workplace. The 2022 recipients were formally recognized at the Western Award of Excellence Ceremony in February 2023 via an in-person award ceremony and posted online.

The 2022 recipients of The Western Award of Excellence:

- Carrie Schnurr – Hospitality Services
- Darren Pitre – Western Research
- Dominique Perreault – Western Technology Services
- Jann Paquette-Warren – Research Development & Services
- Jennifer Devlin – Anatomy & Cell Biology and Medical Biophysics
- John-Derek Clarke – Ivey – Masters Program, Admissions
- Lise Laporte - Western International
- Indigenous Student Centre Team: Amanda Bragg, Arbor Morris, Ashley Kewayosh Samuel, Donna Noah, Joel Persaud, Kelly Nicholas, Kylie Bressette, Marisa Geris and Paul Porte

Employee (and family) Assistance Plan Committee

UWOFA Representative: Melody Viczko

No report was provided.

Joint Committee

UWOFA Co-chair: Jeff Tennant

UWOFA appointees to Joint Committee: Cindy Cossar-Jones, Rachel Heydon, Steven Laviolette
Brian McMillan, Johanna Weststar

Meetings of Joint Committee to address matters in the Faculty Collective Agreement did not resume in September 2022 as the agreement had expired and negotiations for a new agreement were in progress. However, despite UWOFA's request that Joint Committee reconvene to deal with matters in

the Librarians & Archivists Collective Agreement, the Office of Faculty Relations did not initiate scheduling of meetings, and matters arising in the LA CA were addressed through email communication. It was noted that we need to insist in the future that Joint Committee continue to meet for LA matters when the faculty BU is in negotiations. Joint Committee met on March 7 and March 27, 2023, and three further meetings are scheduled in the current academic year (with some additional meetings possibly to be added) to address a rather long list of agenda items.

Joint Employment Equity Committee

UWOFA Representatives: Denise Horoky (UWOFA-LA) and Erica Lawson (UWOFA-F)

No report was provided.

Joint Occupational Health and Safety Committee

UWOFA Representatives: Felix Lee and Peter Chidiac

The Joint Occupational Health & Safety Committee (JOHSC) provides a forum whereby representatives of all Employee groups and the Employer can identify workplace health & safety hazards and make recommendations to reduce or eliminate such hazards. The JOHSC functions within the requirements of the Occupational Health and Safety Act (OHSA) and the applicable Regulations, Guidelines and Standards.

The main roles of UWOFA representatives (Peter Chidiac and Felix Lee) on the JOHSC are to participate and represent UWOFA in the monthly meetings of the JOHSC. The Committee meets monthly to review any safety-related issues within the University. These include accident/injury reports, work refusals, critical injuries, and workplace violence and harassment. The committee examines how incidents have been resolved by the Employer or by the university unit in which they occurred. The UWOFA representatives on the JOHSC also raise any concerns that may exist regarding various health and safety issues that directly affect faculty and librarians/archivists within the university community.

The JOHSC also invites the Director of Campus Police or a representative to outline any safety issues or security issues that may exist on campus.

A UWOFA representative participates in yearly safety inspections of specified university facilities to ensure a safe and productive working environment for all members of the University community, including UWOFA members. Although inspections in 2020 or 2021 were stopped or reduced due to COVID-19, inspections resumed in 2022 and have since returned to a normal inspection schedule.

Until later in the year, COVID-19 was the main discussion point most meetings. Topics included return-to-campus activities, vaccination & positivity rates, masking requirements, and testing.

Other topics that were discussed included accident/incident trends, slips and falls in the winter, gender-based sexual violence, Ministry of Labour field visits, mobile equipment hazards (e.g. golf carts), Health & Safety Excellent Program, workplace violence and harassment, electrical safety, and asbestos hazards.

London District Labour Council

UWOFA Representative: David Heap

No report was provided.

OCUFA Board of Directors

UWOFA Representatives: Hiran Perinpanayagam, succeeded by Rachel Heydon
Report by Nigmendra Narain

OCUFA “is the voice of 17,000 university faculty and academic librarians across Ontario” and represents 30 faculty associations across Ontario (<https://ocufa.on.ca/overview/>). OCUFA continued significant efforts in a number of areas to support and defend publicly-funded universities. A key issue remains the fallout from Laurentian University’s bankruptcy protection proceedings resulting from application of protection under the Companies’ Creditors Arrangement Act (CCAA); OCUFA has been working to get legislative changes to ensure no other university (or publicly-funded institution) can use such legislation. In addition to this, OCUFA’s Advocacy Day saw a UWOFA representative participate and press members of various parties to redress funding issues and other matters. Furthermore, OCUFA continues to provide significant collaborative support to Western in areas of communications, legal opinions, and collective bargaining. Importantly, OCUFA has provided UWOFA and other FAs with various ‘heads up’ about issues related to Bill 26 and Bill 124, and sought input from FAs as well as conduit back to the FAs important updates in the changing landscape. Finally, OCUFA’s biannual attendance at meetings provides important opportunities to share information, innovations, issues, and action strategies; this has helped UWOFA to understand the broader provincial context, while also providing important information about UWOFA’s successes and how others can benefit from UWOFA’s. Finally, in numerous ways, meetings, etc., UWOFA has been regularly asked to share or speak to best practices, strategies, etc., which can help other FAs, especially smaller ones, to engage members, work out protocols, design effective bargaining strategies and systems; this speaks to the high level of UWOFA’s work but also its important recognition in Ontario (and beyond).

OCUFA Committee for Contract Faculty and Faculty Complement

UWOFA Representatives: Duane Jacques and Nigmendra Narain

No report was provided.

OCUFA Status of Women and Equity Committee

UWOFA Representative: Jana Seijts

In light of the fact that this year there has been a focus on contract negotiations across the province, much of our discussions focused on issues of EDI in relation to the grievance, governance and negotiation process and the strengths and weaknesses of various approaches. Additionally, three key issues were highlighted in discussions at the SWEC meetings in the fall and winter.

1. OCUFAs Awards of Distinction and Gala

SWEC Chair outlined the changes OCUFA made to all its awards processes and ceremonies in the past year. She noted the upcoming first annual *Awards of Distinction Gala* and indicated that the awards nominations and applications for this academic year would open soon. Concerns were raised by some members as to the need for such awards and whether the money on a gala could be best used elsewhere. A discussion about member concerns around the award criteria and purpose ensued. Members wanted to recognize and celebrate equity work while at the same time they were concerned about recognizing those who “do equity” work alone, how awards can work to reinforce the status quo or implicit inequities. Committee members noted a desire to pause the award to be able to reflect on it, especially in light of theories around meritocracy. Members offered some suggestions that might be worth exploring including offering full associations an equity award, tying funds or reporting measures to it, and to dedicate a significant portion of meeting time in order to properly discuss this issue. For the 2023 nomination process, SWEC will go ahead with the nominations of Status of Women and Equity Award of Distinction; however, more discussion at the committee level will take place in the coming months as to possible changes to the nomination process in terms of the application itself and the sharing of key insights and lessons learned by the nominees. It is hoped that

these changes might help build the strength in EDI issues, solutions, and best practices across associations in the province.

2. Discussion of Bill 26 and its implications

Members of the committee spent considerable time discussing Bill 26 and its implication for faculty members across the province. Last October, the Ministry of Colleges and Universities introduced Bill 26: *Strengthening Post-secondary Institutions and Students Act, 2022*. This act received royal assent on December 5, 2022. The Bill offers a new, albeit vague, definition of sexual misconduct and prescribes disciplinary measures that override faculty collective agreements, while undermining arbitral authority. The act also requires all institutions to have employee sexual violence policies (either stand-alone or as part of their existing policies) in place by July 1, 2023. There are no provisions for education, prevention or money allocated to investigation or survivor-centered responses to sexual violence on campus. Additionally, the bill is narrowly focused on faculty and staff as perpetrators of violence and ignores the reality of student-to-student violence and misconduct. We were introduced to OCUFA's most recent brief on the bill by OCUFAs President Sue Wurtele and staff members, including a preliminary legal analysis. This Bill is worthwhile for equity officers to keep on their radar and to possibly work with Grievance officers and Chief Negotiators in their organization to have an intersectional analysis of the impact of the bill. More details can be found on the OCUFA website.

3. Possible Renaming of The Status of Women and Equity Committee

A discussion about the committee's name took place at the last meeting and members expressed concerns about the disconnect between the work of the committee and the name. They noted the direct connections between language and subordination. In particular, there was a conversation about highlighting specific 'categories' of equity deserving people rather than using an intersectional framework. It was noted that by naming women first in the title, one is left with the impression that we are adding on and there is a hierarchy of oppression of sorts. Additionally, the prioritization of women (and by extension, certain feminisms) ignores the historically anti-Black and racist experiences in feminism.

There was a desire to encapsulate the intersectional complexities and to push back against neoliberal terminology with the name. A motion was passed to this effect.

The committee will continue this discussion at the spring 2023 meeting and will report at the subsequent OCUFA Executive and Board meeting.

Parking Appeals and Advisory Committee

UWOFA Representative: Nigmendra Narain

Members: 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. The Committee continues to face representation issues with intermittent undergraduate representatives or graduate representative presence.

Meetings: Bi-monthly

As more of the Western community returned to on-campus duties, etc., and parking had undertaken significant changes while COVID permitted ameliorations with empty lots and free-parking, Parking Appeals was busy. More signage has been put into many lots to ensure clearer, direct, and obvious information so that drivers know where to park. However, the vast majority who get tickets don't read

the signage or follow instructions provided by the Attendants. As well, when Attendants permit entry for brief drop off or turn around and exit, drivers should follow these directions.

Consequently, the cautions and advice to Members remains 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 break 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
6. 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)
7. Never park on landscaping (grass, sidewalk), emergency routes or cargo routes, or throughway areas
8. Most appeals for snow-related parking infractions are similar in infraction, so avoid making the same errors by considering the points above
9. 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
10. 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
11. Read the signs fully and properly, and *follow* the instructions

12. 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 (photos, documentation, etc.)

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

UWOFA Representative: Melanie Randall

No report was provided.

Scholars at Risk Committee

Representatives from the UWOFA Executive Committee: Rachel Heydon

Faculty Members: Jeff Tennant, Jane Toswell

UWOFA continues to participate actively in the work of the Scholars at Risk (SAR) network. A strong majority of Members voted to renew for a third time the Association's three-year commitment to support the work of the Western SAR Committee through a \$10,000 contribution that supports the hosting of scholars whose freedom to work in their home country is under threat. Currently the program is hosting two scholars from Afghanistan: Nasar Shayan in the Department of Epidemiology and Biostatistics and Mirwais Fazli in the Faculties of Information & Media Studies and Law. To date, Western has hosted nine scholars.

Steering Committee of Living Well @ Western

UWOFA Representative: Trish Tucker

The committee did not meet.

Video Monitoring Committee

UWOFA Representative: Ben Rubin

No report was provided.