



## UWOFA Meeting of Members Agenda

Thursday, November 14, 2024  
2:30 p.m. to 4:30 p.m.  
Via Zoom

To connect to the meeting: <https://westernuniversity.zoom.us/j/97371501136>

Meeting ID: 973 7150 1136  
Passcode: 790001

**OR Dial: 1-647-558-0588**  
Press pound (#) when prompted for the participant ID

### AGENDA

1. Approval of the Agenda
2. OCUFA Report: *Nigmendra Narain* (OCUFA President)
3. Approval of Minutes of the Annual Meeting of Members May 1, 2024 – **EXHIBIT I**
4. Business Arising
5. President's Report: *J. Weststar*
6. UWOFA Taskforce on MAPP Consultations: *J. Weststar* – **EXHIBIT II**
7. Treasurer's Report: *C. Maco*  
Presentation of UWOFA's budget for the new fiscal year, November 1, 2024 to October 31, 2025 – **EXHIBIT III**.
8. Committee Reports
  - a) Grievance Committee: *S. Laviolette*
  - b) Librarians & Archivists Stewards Committee: *E. Marshall*
  - c) Faculty Stewards Council: *R. Heydon*
  - d) Communications, Mobilizing, and Organizing Committee: *D. Heap, J. Seijts*
9. New Business
10. Adjournment

Minutes  
UWOFA Annual Meeting of Members Agenda  
Wednesday, May 1, 2024

Speaker *pro tem*: Jane Toswell

President: Rachel Heydon

The meeting was held remotely by conference call and was called to order at 2:30 p.m. Attendance was recorded (and quorum established) based on Members participating in Zoom video conference. The Speaker reminded attendees that only members of the Faculty Association were permitted to vote on motions.

D. Heap gave a land acknowledgement statement.

1. **Approval of the Agenda**

**MOVED:** K. Korycki/L. Graham  
That the agenda be adopted.

**The motion carried unanimously.**

2. **CAUT Report: *Robin Whitaker (CAUT Vice-President)***

Robin Whitaker presented on behalf of the Canadian Association of University Teachers (CAUT) a report on CAUT's national challenges and efforts.

R. Whitaker left the meeting.

3. **Order of the Day (3:30 p.m.) OCUFA Report: *Nigmendra Narain (OCUFA President)* and *Jenny Ahn (OCUFA Executive Director)***

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

J. Ahn left the meeting.

4. **Approval of Minutes of the Meeting of Members of December 4, 2023, February 16 2024, and February 20, 2024 – EXHIBITS I, II, III**

**MOVED:** T. Granadillo/C. Maco

That the minutes from the December 4, 2023, February 16 2024, and February 20, 2024 be approved.

The Speaker asked that Exhibit III be amended by adding the number of votes to each motion.

**The motion carried as amended: 40 votes in favour, 4 abstentions.**

5. **Business Arising**

There was no business arising from the December 4, 2023, February 16 2024, or February 20, 2024 meetings.

6. **President's Report: *R. Heydon***

**UWOFA highlights:** R. Heydon presented a summary of the year by highlighting the faculty negotiations, librarian and archivist negotiations, the Bill 124 reopener, UWOFA grievances, UWOFA Member Expert Health Advisory Panel, and advocacy on federal policies related to sensitive technology.

**Brescia/Western Integration:** Today UWOFA welcomes new members from Brescia University College.

**PSAC Solidarity:** R. Heydon highlighted UWOFA's solidarity efforts during the PSAC strike.

**Donations:** UWOFA made the following donations:

- United Way's Best First Day backpack drive: \$100
- London and District Labour Council: \$500
- USC Food Support Services: \$500
- MSVU Faculty Association (Mount Saint Vincent University Faculty Association): \$2500
- CUPE 3903 (York University Contract Faculty, GA, TA and PT Librarians and Archivists union): \$1500
- PSAC Local 610 (Western University Teaching Assistants' and Postdoctoral Associations' union): \$500
- AMPL (The Association of McGill Professors of Law): \$1500
- 36 Student Scholarships

**UWOFA changes:** R. Heydon summarized the changes to strengthen UWOFA's practices, policies, training, structures, and communication.

**Looking ahead:** R. Heydon summarized UWOFA's strategic initiatives to enhance member education through regular events. Additional efforts focus on creating manuals for committees, succession planning, building capacity for bargaining, and organizing a board retreat.

**7. Audited Financial Statements:** *C. Maco*

**MOVED:** C. Maco/L. Cayen

That the membership approve the audited financial statements for the fiscal year ended October 31, 2023 as presented in **EXHIBIT IV**.

UWOFA's financial position remains strong.

**The motion carried unanimously.**

**8. Appointment of the Public Accountant:** *C. Maco*

**MOVED:** C. Maco/L. Cayen

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

**The motion carried unanimously.**

**9. Revisions to UWOFA Bylaws:** *J. Weststar*

**MOVED:** J. Weststar/K. Verwaayen

That the membership confirm the revised By-law No. 1 (General) as presented in **EXHIBIT V**, which was adopted by the board of directors on April 18, 2024.

**The motion carried unanimously.**

**MOVED:** J. Weststar/K. Verwaayen

That the membership confirm the revised By-law No. 3 (Committees) as presented in **EXHIBIT VI**, which was adopted by the board of directors on April 18, 2024.

**MOVED:** D. Heap/ P. Minda

That by-law 3.1 be amended by replacing clause (3) c) with the following:

The Board shall appoint a Member as Communications Chair and a Member as Mobilization and Organizing Chair, each for a term of up to three years. The Communications Chair and the Mobilization and Organizing Chair can be reappointed but neither can serve more than six consecutive years. The Communications Chair and the Mobilization and Organizing Chair will together Co-Chair the Communications, Mobilization and Organizing (CMO) Committee in accordance with the Terms of Reference.

**The motion to amend carried: 32 votes in favour, 7 opposed, and 8 abstentions.**

**The motion carried: with 34 votes in favour, 3 opposed, and 8 abstentions.**

**MOVED:** J. Weststar/N. Narain

That the membership confirm the revised By-law No. 5 (Faculty Representatives Council) as presented in **EXHIBIT VII**, which was adopted by the board of directors on April 18, 2024.

**The motion carried unanimously.**

**10. Nominations of Directors and Speakers – EXHIBIT VIII: N. Narain and J. Weststar**

- i. Shawn Hendrikx for Vice-President

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

- ii. Christina Maco for Treasurer

Seeing no other nominations, the Speaker declared nominations closed and declared Christina Maco acclaimed as Treasurer.

- iii. The following nominees for Designated Faculty Seats (two-year terms: July 1, 2024 to June 30, 2026, except as noted)

Education	Jennifer Ingrey
Engineering	Michael Naish
FIMS (one-year term to June 30, 2025)	Melissa Adler
Health Sciences (one-year term to June 30, 2025)	Shauna Burke
Ivey	Jana Seijts
Law	Gillian Demeyere
Music	Jonathan De Souza
Medicine and Dentistry	Gildo Santos
Sciences (one-year term to June 30, 2025)	TBA
Social Sciences (one-year term to June 30, 2025)	Tania Granadillo

Seeing no other nominations, the Speaker declared nominations closed and declared the nominees acclaimed to the Designated Faculty Seats.

- iv. The following nominees for Designated Membership Seat (two year terms: July 1, 2024 to June 30, 2026, except as noted)

Librarian or Archivist Member (one year-term to June 30, 2025)	Elizabeth Marshall
Limited-Term Membership	Bobbi Thompson
Part-Time Membership	Lucia Cedeira Serantes

Seeing no other nominations, the Speaker declared nominations closed and declared the nominees acclaimed to the Designated Membership Seats.:

- v. The following nominees for At-Large Seats (two year terms: July 1, 2024 to June 30, 2026, except as noted)

Full-Time Member	John Paul Minda
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Full-Time Member (one year-term to June 30, 2025) Alexander Timoshenko  
Librarian or Archivist Member Courtney Waugh  
Part-Time Member (one year-term to June 30, 2025) Kelly-Ann MacApline

Seeing no other nominations, the Speaker declared nominations closed and declared the nominees acclaimed to the At-Large Seats:

vi. Phil King for UWOFA Speaker (one year term)

Seeing no other nominations, the Speaker declared nominations closed and declared Phil King acclaimed as UWOFA Speaker.

vii. Erin Bourgard as UWOFA-LA Speaker (one year term)

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

viii. Alie Visser as UWOFA-LA Secretary (one year term)

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

For Information: Continuing Officers and Directors in 2024-25

Officers

President	Johanna Weststar
Past President	Rachel Heydon
Secretary	Kristin Hoffmann

Designated Faculty Seats

Arts & Humanities	Laura Cayen
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At-large Seats

Full-Time Member	Zheng Zhang
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**MOVED:** J. Tennant/N. Narain

That the annual membership meeting be extended by 10 minutes.

**The motion carried unanimously.**

**11. Presentation of the Allan Heinicke Memorial Service Award:** *R. Heydon*

The recipient for 2024 is Kristin Hoffmann - biography in **EXHIBIT IX**.

R. Heydon congratulated Kristin Hoffmann on receiving the award.

**12. Presentation of the Tom Murphy Memorial Award for Outstanding Service to UWOFA:**

*R. Heydon*

The recipient for 2024 is Warren Steele - biography in **EXHIBIT X**.

R. Heydon congratulated Warren Steele on receiving the award.

**13. Presentation of the CAUT Dedicated Service Award:** *R. Heydon*

Recipients for 2024 are Laura Cayen, Denise Horoky, Steve Lupker, and Vaughan Radcliffe – biographies in **EXHIBIT XI**.

The Executive Committee voted unanimously to nominate Laura Cayen, Denise Horoky, Steve Lupker, and Vaughan Radcliffe for the CAUT Dedicated Service Award. R. Heydon congratulated the recipients.

**14. Annual Committee and Representative Reports**

Questions were welcomed on any of the annual reports presented in **EXHIBIT XII**. There were no questions.

**15. New Business**

**PSAC strike:** J. Weststar, Vice-President, shared that UWOFA received a copy of the PSAC return to work protocol that was negotiated between PSAC and the employer, highlighting that teaching assistants with remaining work are eligible to receive an extension from May 1, 2024 to May 30, 2024. A communication will be sent out by UWOFA, and UWOFA has asked R. Monti (Director of Faculty Relations) to produce one clear statement for all units.

**16. Adjournment**

**MOVED:** N. Narain/D. Fiander

That the meeting adjourn. In the absence of any objection, **motion carried** (4:45 p.m.).

### **UWOFA Position on Consultation Regarding the MAPP Freedom of Expression Landscape**

UWOFA asserts that the approach to consultation should be as open-ended dialogue beginning from the existing policy landscape. It should not be an approval or revisionary process for pre-drafted policies/procedures. The goal should be to collaboratively examine whether any new policies or procedures are necessary in the first instance, rather than anchoring discussions to documents improperly developed in the Summer without the required consultation from the campus community.

MAPP 1.54, which affirms freedom of expression, freedom of assembly and freedom of association adequately addresses the needs for policies around demonstrations and other campus expressions. There is no need to introduce new policies or procedures that may add restrictive layers without offering substantive benefit.

#### **Rationale:**

- [MAPP 1.54 - Freedom of Expression Policy](#) was created through robust community dialogue and a representative working group. It has been lauded by jurists. It already fulfills the essential functions any new policy would aim to cover, especially regarding academic and expressive freedoms
  - It explicitly supports the right of all University community members, including groups, to engage in peaceful assemblies and demonstrations making reasonable use of University facilities.
  - It already acknowledges limits to freedom of expression as established by law and in recognition of the rights of others (e.g., that prohibited by criminal law, which constitutes harassment or discrimination, and/or which violates protected confidentiality interests).
  - It also acknowledges the University's ability to intervene when the exercise of freedom of expression exceeds these limits or threatens physical safety or the freedom of expression of others, though it recommends narrow interpretation and application of the need to intervene.

**UWOFA Approved Budget for the fiscal year November 1, 2024 to October 31, 2025**

	<b>Approved Budget 2024-2025</b>
<b>Revenue</b>	
Membership Dues	\$ 2,369,851
Supplementary Out-of-Country Medical Insurance	50,927
Interest Revenue Operating Funds	13,405
Interest Revenue Collective Bargaining & Grievance Fund	229,612
<b>Total Revenue</b>	<b>\$ 2,663,796</b>
<b>Set Asides</b>	
UWOFA Scholarship	\$ 54,000
Supplementary Out-of-Country Medical Insurance	51,026
Interest Revenue on Collective Bargaining & Grievance Fund	229,612
<b>Total Set Asides</b>	<b>\$ 334,638</b>
<b>Dues Expense</b>	
CAUT	\$ 314,278
OCUFA	297,634
CAUT Defence Fund	142,128
<b>Total Dues</b>	<b>\$ 754,040</b>
<b>Net Revenue</b>	<b>\$ 1,575,118</b>
<b>Operating Expenses</b>	
<b>Payroll and Release Time Expense</b>	
Salaries and Wages	\$ 559,285
Employee Benefits	143,392
Release Time - Regular	55,316
Release Time - Negotiating	-
UWO Administration Service Fee	1,000
Honoraria	-
<b>Total Payroll and Release Time Expense</b>	<b>\$ 758,993</b>
<b>General and Administrative Expenses</b>	
Legal and Arbitration	\$ 600,000
Consulting	45,500
Grad Club Membership	24,000
Travel	24,000
Rental and Cleaning	18,000
Audit	16,000
Meetings	15,000
CF Fund for Research and Professional Development	20,000
External Solidarity and Donations	15,000
Donation to Scholars at Risk program	10,000
Computer and Office Equipment	8,500
Computer Software	7,800
Office Supplies	5,000
Insurance	8,500
Training	9,000
Advertising and Promotional Material	8,000
Website Design and Maintenance	-
Website Hosting	4,600
Telephone	3,500
Printing and Postage	2,500
Appreciation Fund	3,000
Parking	1,700
Repairs and Maintenance	500
Cloud Storage - Western	400
Bank Charges	270
<b>Total General and Administrative Expenses</b>	<b>\$ 850,770</b>
<b>Total Operating Expenses</b>	<b>\$ 1,609,763</b>
<b>Surplus (Deficit)</b>	<b>\$ (34,645)</b>