



UWOFA Annual Meeting of Members Agenda

Wednesday, April 1, 2026
12:00 p.m. to 2:00 p.m.
Via Zoom

To connect to the meeting: <https://westernuniversity.zoom.us/j/96961222218>

Meeting ID: 969 6122 2218

Passcode: 582981

OR Dial: 1-647-558-0588

Press pound (#) when prompted for the participant ID

AGENDA

1. Approval of the Agenda
2. CAUT Report: *Robin Whitaker* (CAUT President)
3. Approval of Minutes of the Meeting of Members November 26, 2025 – **EXHIBIT I**
4. Business Arising
5. President's Report: *S. Hendriks* – **EXHIBIT II**
6. Audited Financial Statements: *N. de Gannes* – **EXHIBIT III**
7. Appointment of the Public Accountant: *N. de Gannes*
Motion: That the membership approve appointing MNP LLP (London) as the Public Accountant.
8. Nominations of Directors and Speakers – **EXHIBIT IV**: *J. Weststar and K. Verwaayen*
9. Chairs of UWOFA Committees 2026-2027: *S. Hendriks* – **EXHIBIT V**
10. Revisions to UWOFA Bylaws : *K. Verwaayen*
Motion: That the membership confirm the revised By-law No. 4 (Librarians and Archivists Stewards Council) as presented in **EXHIBIT VI**, which was adopted by the Board of Directors on January 23, 2026.
Motion: That the membership confirm the revised By-law No. 5 (Faculty Stewards Council) as presented in **EXHIBIT VII**, which was adopted by the Board of Directors on January 23, 2026.
11. Presentation of the Allan Heinicke Memorial Service Award: *S. Hendriks*
The recipient for 2026 is Jeff Tennant - biography in **EXHIBIT VIII**

12. Presentation of the CAUT Dedicated Service Award: *J. Weststar*
Recipients for 2026 are Luke Arnott, Cody Barteet, Christina Maco, and Liana Zanette -
biographies in **EXHIBIT IX**.
13. Update on Preparations for Faculty Negotiations: *J. Tennant*
14. Annual Committee and Representative Reports
Questions are welcome on any of the annual reports presented in **EXHIBIT X**.
15. New Business
16. Adjournment

Minutes
UWOFA Meeting of Members Agenda
Wednesday, November 26, 2025

Speaker: Phil King

President: Shawn Hendrikx

The meeting was held remotely by conference call and was called to order at 9:33 a.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.

K. Solga provided a Land Acknowledgement statement.

1. Approval of the Agenda

MOVED: G. Santos/B. Rubin
That the agenda be adopted.

The motion carried unanimously.

2. OCUFA Report: *Rob Kristofferson and Jenny Ahn* (OCUFA President and Executive Director)

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

3. Approval of Minutes of the Meeting of Members March 28, 2025 – EXHIBIT I

MOVED: G. Santos/L. Cedeira Serantes
That the minutes from the March 28, 2025 Annual Meeting of Members be approved.

The motion carried with 24 votes in favour and 2 abstentions.

4. Business Arising. There was no business arising from the March 28, 2025 Annual Meeting of Members.

5. President's Report: *S. Hendrikx* – **EXHIBIT II**

S. Hendrikx presented the President's report in Exhibit II, adding that the Association is currently addressing two Duty of Fair Representation (DFR) complaints, including a recent complaint from a non-member. UWOFA office staff and leadership are working closely with legal counsel and will keep the membership informed as they develop. S. Hendrikx also reported that UWOFA funded 35 student scholarships and that bargaining with office staff who are members of CUPE 2361.2 will begin in the coming weeks.

6. Treasurer's Report: *N. de Gannes*

N. de Gannes reviewed UWOFA's budget for the new fiscal year, November 1, 2025 to October 31, 2026 presented in **EXHIBIT III**. She highlighted the following:

- Revenue from membership dues is expected to remain fairly consistent with last year.
- Interest Revenue is lower due to interest rates dropping.
- Salaries and Wages have increased this year due to the two new staff positions. The Consulting Financial Support was removed from the budget as this is work now done by the Finance and Officer Manager.
- Strike preparation and Negotiation costs are new line items added to prepare for 2026 Faculty Negotiations.

- Training and meeting costs have been reorganized to more accurately reflect their specific purposes.

7. Revisions to UWOFA By-laws: K. Verwaayen

MOVED: B. Rubin/K. Thompson

That the membership confirm the revised By-law No. 2 (Responsibilities of Officers) as presented in **EXHIBIT IV**, which was adopted by the board of directors on April 10, 2025.

The motion carried unanimously.

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

Hendrikx

In 2022, UWOFA committed \$10,000 per year for three years to Western's Scholars at Risk program. At its May 22, 2025 meeting, the Board of Directors approved a contribution of \$12,000 per year for three years to support Scholars at Risk candidates at Western University. UWOFA's contribution directly funds the salaries of Scholars at Risk who come to Western. In accordance with UWOFA's Donations and Gifts Policy, this donation must be approved by the membership through an online vote.

9. Update on Preparations for Faculty Negotiations: J. Tennant & E. Nouvet

UWOFA is preparing for Faculty negotiations, ramping up member engagement and developing a bargaining mandate. The Collective Bargaining Committee (CBC) and the Board of Directors attended a bargaining retreat to discuss negotiation strategies and processes. Members on the Collective Bargaining Committee have participated in additional bargaining training to further build capacity. J. Tennant outlined the bargaining mandate development timeline and key dates, highlighting that a 3X3 bargaining survey was released in the fall, followed by a larger bargaining survey to assist with developing bargaining goals. In addition to the surveys, J. Tennant provided an update on the Pension campaign. Over the current year, UWOFA has facilitated pension information sessions and continues to communicate information to the membership. Another bargaining survey about pension will be launched early in 2026.

10. New Business. There was no new business.

11. Adjournment

MOVED: L. Cederia Serantes/K. Thompson

That the meeting adjourn. In the absence of any objection, motion carried (11:23 a.m.)

Dear Colleagues,

Our union has continued to have a busy year, and standing together we are ready to face this year's challenges. Bargaining for a new faculty collective agreement is just around the corner, and negotiations for librarians and archivists will begin next year. Given the Ontario government's recent post-secondary funding announcements, Western must prioritize re-investing in faculty, librarians, and archivists and reversing the cost-cutting measures affecting quality teaching and research. We will be sharing a report titled *Every Budget is a Choice* in early April to hold the Employer accountable for its financial decisions. Thank you to the University Finance and Salary Committee and the Communications, Mobilization, and Organizing Committee for their work on this forthcoming report.

Your union leadership is active in many spaces both on campus and beyond. We continue to engage with local politicians, meeting with Liberal MP Peter Fragiskatos and Conservative MP Kurt Holman alongside our colleagues in the Huron and King's faculty associations. In solidarity with students, we are pushing the federal government to maintain the Canada Student Grant slated to decrease from \$4200 to \$3000 this Fall. This change will add further financial burdens to the most vulnerable students already affected by OSAP cuts.

You might wonder if these OSAP changes are necessary because the sector needs more money and someone needs to fund it. However, we remain the lowest funded sector per student in Canada due to successive government failure to invest in higher education. Alternatives exist that do not place the burden on individual students and their families, such as restoring corporate tax rates or raising taxes on the most wealthy. These alternatives shift the responsibility of educating our youth and building a highly-skilled labour market to a collective burden for our collective benefit. Instead, Ford has placed the burden on the most vulnerable and least able to pay. We need the additional investment, but we need to champion the right solutions. At the recent OSAP town hall hosted by NDP MPPs Peggy Sattler, Terence Kernaghan, and Teresa Armstrong, students expressed their concerns and frustrations with OSAP changes, and many wondered if they can afford to continue pursuing their studies. I encourage everyone to reach out to your MPP and join events such as the high school student walkout in Victoria Park held earlier this month to support students across the province.

Throughout the year we have also expressed our solidarity with other faculty associations seeking improved working conditions at their institutions. On your behalf, the UWOFA Board sent \$3000 in support of the Laurentian University Faculty Association and our flying picketer John Reed joined the picket line in the middle of winter. We also donated \$400 to the London Abused Women's Centre as part of our regular attendance at the International Women's Day Breakfast. If you are interested in attending the breakfast next year, please connect with Yasmeen Hakooz, our Operations Officer.

We continue to work towards resolving two Duty of Fair Representation (DFR) claims. The first claim is on hold before the Labour Relations Board. This is because there is a simultaneous application to the Human Rights Tribunal and the same case should not be tried by different bodies. A mediation meeting is scheduled in May for the second DFR claim. Under the law, as Members of this union it is your right to be represented fairly and in a non-arbitrary fashion. It is

also your right to seek remedy if you feel that this duty has not been met. Our union has a robust appeals process to address concerns, but sometimes a resolution is not achieved and a DFR complaint is filed with the labour board. We have a very strong Member Services and Grievance team made up of dedicated staff and UWOFA members who take their duty to you very seriously.

Over the past months we carried out our Pension Education and Engagement Campaign. Thank you to Jeff Tennant, our Pensions and Benefits Committee, our Communications team, and all of you who took part. Together we gained valuable insight into your pension preferences. This in-depth campaign culminated in a pension survey that showed strong member support to improve the current Western capital accumulation plan rather than switch to the University Pension Plan. Your participation in this campaign was crucial to its success, and we all benefited from the expertise of colleagues within our union in these important deliberations.

Our Collective Bargaining Committee continues to prepare for bargaining based on the goals that faculty members voted to approve. Thank you to our Faculty Stewards and the Communications, Mobilizing, and Organizing Committee who organized a round of coffee chats across campus. Many of you participated and shared your perspectives on bargaining and provided valuable examples from your day to day work. Issues arising from Artificial Intelligence have emerged as a common concern intersecting with several aspects of our work. I want to recognize Chief Negotiator Jeff Tennant, Deputy Chief Negotiator Elysée Nouvet, Research Officer Leslie Boisvert, and the entire Collective Bargaining Committee for the immense work accomplished thus far.

We are in a strong position to bargain with the Employer and defend our collective interests, but we need every one of you to be part of this effort. We need to show our Employer that we are united behind our negotiations team. Connect with your Steward and read the UWOFA Weekly email newsletter for invitations to mobilize together and build solidarity before and during bargaining. We need each one of you to display posters, wear buttons, and show up at rallies and leafleting events. Right now we need volunteers to serve on the Strike Action Committee. Please let Tiara Sukhan and Christy Sich know if you are interested. At the same time, librarians and archivists will be preparing for bargaining in 2027, led by Chief Negotiator Jennifer Robinson and me as Deputy Chief Negotiator. As part of these efforts, we've been invited to participate in CAUT's Deep Organizing Pilot Program to supercharge mobilization and bargaining capabilities in UWOFA-LA.

Challenges persist at Western and across the sector, but we have the opportunity this year to make progress if we are willing to take action. We are UWOFA ready. UWOFA strong.

In Solidarity,

Shawn Hendrikx
UWOFA President

**The University of Western Ontario
Faculty Association
Financial Statements**
Year ended October 31, 2025

The University of Western Ontario Faculty Association

Table of Contents

For the year ended October 31, 2025

	Page
Independent Auditor's Report	
Financial Statements	
Statement of Financial Position.....	1
Statement of Operations.....	2
Statement of Changes in Net Assets.....	3
Statement of Cash Flows.....	4
Notes to the Financial Statements	5 - 10

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, 2025, 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, 2025, 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

February 13, 2026

MNP LLP

Chartered Professional Accountants

Licensed Public Accountants

The University of Western Ontario Faculty Association
Statement of Financial Position

As at October 31, 2025

	<i>Operating Fund</i>	<i>Grievances & Collective Bargaining Fund</i>	<i>Reserve Fund</i>	<i>2025</i>	<i>2024</i>
Assets					
Current					
Cash	\$ 653,019	\$ 1,167,893	\$ 236,971	\$ 2,057,883	\$ 1,930,239
Internally restricted funds (Note 3)	107,511	-	-	107,511	106,311
GIC investments (Note 4)	-	1,500,000	-	1,500,000	1,708,405
Interest receivable	-	164,136	-	164,136	178,924
Prepaid expenses	37,602	-	-	37,602	22,511
	798,132	2,832,029	236,971	3,867,132	3,946,390
Long term assets					
GIC investments (Note 4)	-	3,419,459	-	3,419,459	3,219,459
Capital assets (Note 5)	17,966	-	-	17,966	17,073
	\$ 816,098	\$ 6,251,488	\$ 236,971	\$ 7,304,557	\$ 7,182,922
Liabilities					
Current					
Accounts payable and accrued liabilities	\$ 80,892	\$ -	\$ -	\$ 80,892	\$ 380,322
Long-term liabilities					
Post retirement benefit obligation (Note 6)	-	-	133,400	133,400	93,100
	80,892	-	133,400	214,292	473,422
Contingent liability (Note 10)					
Fund balances					
Operating Fund	735,206	-	-	735,206	299,171
Grievances & Collective Bargaining Fund	-	6,251,488	-	6,251,488	6,219,375
Reserve Fund	-	-	103,571	103,571	190,954
	735,206	6,251,488	103,571	7,090,265	6,709,500
	\$ 816,098	\$ 6,251,488	\$ 236,971	\$ 7,304,557	\$ 7,182,922

Approved on behalf of the Board

Director

Director

The accompanying notes are an integral part of these financial statements

For the year ended October 31, 2025

	Grievances & Collective				
	Operating Fund	Bargaining Fund	Reserve Fund	2025	2024
Revenue					
Membership dues	\$ 2,434,238	\$ -	\$ -	\$ 2,434,238	\$ 2,349,967
Dues for Canadian and Ontario Associations	(758,587)	-	-	(758,587)	(742,165)
Net membership dues	1,675,651	-	-	1,675,651	1,607,802
Interest income	7,957	242,383	3,153	253,493	298,402
Post retirement benefit gain (Note 6)	-	-	-	-	106,600
Total Revenue	1,683,608	242,383	3,153	1,929,144	2,012,804
Expenses					
Employee wages	691,478	-	-	691,478	675,108
Professional fees	514,957	-	-	514,957	1,154,023
Administration and general	93,731	-	-	93,731	86,379
Release time	58,454	-	-	58,454	211,165
Scholarships paid (Note 9)	54,000	-	-	54,000	54,000
Post retirement benefit expense (Note 6)	-	-	40,300	40,300	-
Grad club membership dues	24,033	-	-	24,033	22,374
Travel	16,172	-	-	16,172	17,800
Research and professional fund	15,733	-	-	15,733	7,267
Occupancy costs	14,418	-	-	14,418	14,355
SAR program donation	10,000	-	-	10,000	10,000
Amortization	8,009	-	-	8,009	14,942
Donations	7,094	-	-	7,094	9,879
Negotiations and strike preparations	-	-	-	-	13,864
Loss on disposal of capital assets	-	-	-	-	-
Total Expenses	1,508,079	-	40,300	1,548,379	2,291,156
Excess (deficiency) of revenue over expenses for the year	\$ 175,529	\$ 242,383	\$ (37,147)	\$ 380,765	\$ (278,352)

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, 2025

	<i>Operating Fund</i>	<i>Grievances & Collective Bargaining Fund</i>	<i>Reserve Fund</i>		<i>2025</i>	<i>2024</i>
Fund Balances, beginning of year	\$ 299,171	\$ 6,219,375	\$ 190,954	\$	6,709,500	\$ 6,987,852
Excess (deficiency) of revenues over expenses	175,529	242,383	(37,147)		380,765	(278,352)
Interfund transfers (Note 7)	260,506	(210,270)	(50,236)		-	-
Fund Balances, end of year	\$ 735,206	\$ 6,251,488	\$ 103,571	\$	7,090,265	\$ 6,709,500

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, 2025

	2025	2024
Cash provided by the following activities		
Operating		
Excess (deficiency) of revenues over expenses for the year	\$ 380,765	\$ (278,352)
Adjustments for		
Amortization	8,009	14,942
	388,774	(263,410)
Changes in working capital accounts		
Prepaid expenses	(15,091)	7,733
Interest receivable	14,788	166
Accounts payable and accrued liabilities	(299,432)	69,583
Post retirement benefit obligation	40,302	(106,600)
	129,341	(292,528)
Investing		
Purchase of capital assets	(8,902)	(9,882)
Change in GIC investments	8,405	(226,680)
	(497)	(236,562)
Increase (decrease) in cash resources	128,844	(529,090)
Cash resources, beginning of year	2,036,550	2,565,640
Cash resources, end of year	\$ 2,165,394	\$ 2,036,550
 Cash resources are comprised of:		
Cash - operating fund	\$ 653,019	\$ 533,598
Cash - internally restricted funds	107,511	106,311
Cash - grievances and collective bargaining fund	1,167,893	1,112,587
Cash - reserve fund	236,971	284,054
	2,165,394	\$ 2,036,550

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, 2025

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, 2025

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, as well as the Associations credit union shares.

Financial instruments

The Association recognizes its financial instruments when the Association becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Association may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Association has not made such an election during the year.

The Association subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Association's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in net income. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

Related party financial instruments

The Company initially measures the following financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at fair value:

- Investments in equity instruments quoted in an active market
- Debt instruments quoted in an active market
- Debt instruments when the inputs significant to the determination of its fair value are observable (directly or indirectly)
- Derivative contracts.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2025

2. Significant accounting policies (continued from previous page)

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the Association may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Association subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Financial instruments that were initially measured at cost and derivatives that are linked to, and must be settled by, delivery of unquoted equity instruments of another entity, are subsequently measured using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in excess of revenue over expenses.

Financial asset impairment

The Association assesses impairment of all its financial assets measured at cost or amortized cost. The Association groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Association determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

With the exception of related party debt instruments and related party equity instruments initially measured at cost, the Association reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the statement of financial position date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

For related party debt instruments initially measured at cost, the Association reduces the carrying amount of the asset (or group of assets), to the highest of: the undiscounted cash flows expected to be generated by holding the asset, or group of similar assets, excluding the interest and dividend payments of the instrument; the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets at the balance sheet date; and the amount expected to be realized by exercising any rights to collateral held against those assets.

For related party equity instruments initially measured at cost, the Association reduces the carrying amount of the asset (or group of assets), to the amount that could be realized by selling the assets at the statement of financial position date.

Any impairment, which is not considered temporary, is included in current year excess of revenue over expenses.

The Association reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in excess of revenue over expenses in the year the reversal occurs.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2025

3. Internally restricted funds

The Association has set aside \$107,511 (2024 - \$106,311) as an internally restricted fund. These funds are in a cash savings account and were set aside to assist Members. No criteria have been set and no decision has been made as to how the funds will be disbursed.

4. GIC investments

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

	2025	2024
BMO Nesbitt Burns - GICs of multiple institutions	1,500,000	1,500,000
Libro GICs	-	208,405
Total short term investments	1,500,000	1,708,405
BMO Nesbitt Burns - GICs of multiple institutions	3,419,459	3,219,459
Total short and long term investments	4,919,459	4,927,864

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 4.60% to 4.70% (2024 – 2.50% to 4.85%) with maturity dates on January 9, 2026. Long-term GIC investments represent amounts with maturity dates beyond one year of the year-end date. Interest rates on the long-term GICs range from 3.46% to 4.60% (2024 – 4.55% to 4.70%) with maturity dates between January 15, and January 18, 2027.

5. Capital assets

	Cost	Accumulated amortization	2025	2024
Furniture and fixtures	53,607	45,317	8,290	6,740
Computer equipment	49,097	40,738	8,359	7,697
Website development costs	74,081	72,764	1,317	2,636
	176,785	158,819	17,966	17,073

The amortization for 2025 was \$8,009 (2024 - \$14,942).

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 \$48,161 (2024 - \$49,648). The fair value of plan assets for the year was \$Nil (2024 - \$Nil).

The accrued benefit liability relating to the post-retirement benefits is \$133,400 (2024 - \$93,100). This liability has been recorded in the financial statements.

The most recent actuarial valuation was completed as at April 30, 2023. This valuation has been extrapolated to April 30, 2025.

The University of Western Ontario Faculty Association
Notes to the Financial Statements
For the year ended October 31, 2025

6. Employee future benefits (continued from previous page)

	2025	2024
Current service costs	4,500	5,000
Interest costs	5,100	9,600
Actuarial loss (gain)	30,700	(121,200)
Net benefit plan expense/loss (gain)	40,300	(106,600)

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

	2025	2024
Discount rate - post-retirement	5.20%	4.70%
Medical trend rate	5.54%	5.54%
Dental trend rate	5.00%	5.00%

7. Interfund transfers

During the period, the Board of Directors approved to transfer \$210,270 (2024 - \$Nil) from the Grievances & Collective Bargaining Fund to the Operating Fund and \$50,236 (2024 - \$Nil) from the Reserve fund to the Operating Fund. No amount was transferred from the operating fund to the Grievances & Collective Bargaining Fund to fund operating activities.

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

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 2025 through 2027 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. As of the year-ended October 31, 2025, one third of the full amount committed was paid.

The University of Western Ontario Faculty Association
Notes to the Financial Statements

For the year ended October 31, 2025

10. Contingent liability

The Association is party to legal action arising in the ordinary course of operations. While it is not feasible to predict the outcome of all actions at the end of the fiscal period, it is the opinion of management that the resolution of these matters will not have a material adverse effect on the operations of the Association.

2026-27 UWOFA ELECTIONS

Slate of Nominees

Officers

Vice-President

Nadine de Gannes

Treasurer

Zulfiqer Haider

Designated Faculty Seats (two-year terms: July 1, 2026 to June 30, 2028)

Education

Jennifer Ingrey

Engineering

Ken McIsaac

Ivey

Jana Seijts

Law

Gillian Demeyere

Music

Bobbi Thompson

Schulich School of Med. & Dent.

Gildo Santos

Designated Membership Seats (two year terms: July 1, 2026 to June 30, 2028)

Limited Term Member

Kate Korycki

Part-Time Member

Duane Jacques

At-Large Seats (two year terms: July 1, 2026 to June 30, 2028)

Full-Time Member

Tim Wilson

Librarian or Archivist Member

Meagan Stanley

Speaker for UWOFA (one year term)

Phil King

Speaker for UWOFA-LA (one year term)

Matt Barry

Secretary for UWOFA-LA (one year term)

Bobby Glushko

Senate Observers (one year term)

Limited-Term Membership

Jack Scott

Limited-Term Membership – alternate

Ruth Ann Strickland

Librarian or Archivist Member

Elizabeth Marshall

Librarian or Archivist Member – alternate

Courtney Waugh

For Information: Continuing Officers and Directors in 2026-27

Officers

President	Kim Verwaayen
Past President	Shawn Hendrikx
Secretary	Ben Rubin

Designated Faculty Seats

Arts & Humanities	Kim Solga
FIMS	Paulette Rothbauer
Health Sciences	Shauna Burke
Science	Brian Pagenkopf
Social Science	Tania Granadillo

Designated Membership Seats

Librarian or Archivist Member	Courtney Waugh
-------------------------------	----------------

At-large Seats

Full-Time Member	Alexander Timoshenko
Full-Time Member	Zheng Zhang
Part-Time Member	Kelly-Ann MacAlpine

Proposed Chairs of UWOFA Committees 2026-2027

Committee	Chair
Committee for Contract Faculty	Duane Jacques (Part-Time Member) (Co-Chair) Nigmendra Narain (Limited-Term Member) (Co-Chair)
Communications, Mobilization and Organizing (CMO) Committee	Jana Sejits (Communications Chair) David Heap (Mobilization and Organizing Chair)
Dependents' Tuition Scholarship Plan	Vaughan Radcliffe
Equity, Diversity, Inclusion, and Accessibility Committee	Maxwell Smith (Co-Chair) Lesley Gittens (Co-Chair) <i>replacing Jennifer Irwin during one year sabbatical</i>
Grievance Committee	Dianne Bryant (Grievance Officer) TBA (Associate Grievance Officer)
Pension & Benefits	Evan Sauve
Policy & Governance	Vice President Elect
University Finance and Salary	Gildo Santos

By-law No. 4 Librarians and Archivists Stewards Council
 The University of Western Ontario Faculty Association

Version	Effective Date	Supersedes
2.0	XX	By-law No. 4 Librarians and Archivists Stewards Committee
Policy Approver	Policy Owner	Policy Contact
Board of Directors UWOFA Membership	Policy & Governance Committee	UWOFA Vice-President
Last Reviewed	Next Review Date	Required Reviewers
December 2025	December 2027	Policy & Governance Committee FacultySG Chief Steward Librarians and ArchivistsASC Chief Steward

I. PURPOSE

This by-law establishes the Librarians & Archivists Stewards' Council (LASC) for the librarians and archivists bargaining unit.

II. DEFINITIONS

“Unit” shall mean a Department or School; in a Faculty without Departments or Schools, it shall refer to the Faculty as defined in the UWOFA F Collective Agreement.

“UWOFA-F” shall mean the Faculty Bargaining Unit of the University of Western Ontario Faculty Association.

III. TERMS OF REFERENCE

1. The Librarians and Archivists Stewards Council (LASC) is responsible for educating, supporting, and engaging Members and for sharing information.

~~23. Units shall have a Member who is the Steward for the Unit.~~

25. All Librarians and Archivists Stewards (Stewards) shall be members of the LASC.

36. The Mobilization Chair, if not otherwise an L&A Steward, shall be an *ex officio* member of the LASC.

47. UWOFA staff, as designated by the UWOFA President, shall attend meetings of the ~~be ex officio members of the~~ LASC and provide administrative and operational support.

~~5. The Librarians and ArchivistsASC Chief Steward (Chief Steward) shall chair the LASC.~~

6. The LASC shall meet at least once each Fall and Winter Academic Term to discuss matters and share information relevant to the Bargaining Unit. The Chief Steward may convene more frequent meetings, such as for training purposes or during periods of collective bargaining.

II. ELECTION PROCEDURES

7. Units shall have a Member who is the Steward for the Unit.

8. Stewards shall be elected by the Members of their Unit and serve a two-year renewable term. Terms begin on July 1. All Members of UWOFA-LA are eligible to serve as a Steward with the exception of Heads ~~and/or UWOFA Directors of the Board.~~

9. Elections for Stewards shall proceed be managed as follows:

- a. Steward elections shall be managed by UWOFA, with elections normally held in June.
- b. If a position is vacated four or more months before the end of the position's term, the procedure for interim appointments in By-law No. 1 clause 3.16 shall be followed, with references to the President being read as references to the Chief Steward.
- c. Elections shall involve a call for nominations and, if required, a ~~mail~~n-electronic ballot.
- d. Members with joint appointments under the Collective Agreement may vote in the Steward elections in each of their respective Units. ~~Members with cross-appointments under the Collective Agreement may vote in their home unit only.~~
- e. If a Unit does not elect a Steward, the Chief Steward shall endeavour, in consultation with Members of the Unit, to find a Steward for the Unit. ~~identify and nominate a Steward for the Unit through consultation with the Members of the Unit. The nominee is then elected or acclaimed.~~

109. The LASC ~~membership~~ shall elect the a Chief Steward from among the LASC membership ~~a Chief Steward and a Deputy Chief Steward~~ for a two-year term starting July 1~~st.~~ ~~The Chief Steward, or the Deputy Chief Steward as designated, shall chair the FSC.~~ The Chief Steward ~~and Deputy Chief Steward~~ may serve multiple terms.

11. Elections for the Chief Steward ~~and Deputy Chief Steward~~ shall proceed be managed as follows:

- ~~a.~~ ~~The Chief Steward and Deputy Chief Steward is elected by members of the LASC FSC.~~
- b.a. These elections shall be managed by UWOFA and normally held in June immediately following Steward elections.
- ~~c.b.~~ If Should a position is be vacated four or more months before the end of the position's term, the procedure for interim appointments in By-law No. 1 clause 3.16 shall be followed.
- ~~d.c.~~ Elections shall involve a call for nominations and, if required, a ~~mail~~n-electronic ballot.
- ~~e.d.~~ If the LASC FSC does not elect a Chief Steward ~~or Deputy Chief Steward~~, the Past President shall endeavour to identify a Chief Steward ~~or Deputy Chief Steward~~ through consultation with Stewards.

~~—22. The LASC shall meet monthly during the Fall and Winter Academic Term to discuss matters and share information relevant to the Bargaining Unit. The Chief Steward may convene more frequent meetings for training purposes or during periods of collective bargaining.~~

III.V. RELATED POLICIES, PROCEDURES, FORMS, GUIDELINES AND OTHER RESOURCES

- a. Librarians and Archivists Stewards Policy
- b. By-law No. 1

By-law No. 5 Faculty Stewards Council

The University of Western Ontario Faculty Association

Version	Effective Date	Supersedes
2.0	XX	By-law No. 5 Representatives Council
Policy Approver	Policy Owner	Policy Contact
Board of Directors UWOFA Membership	Policy & Governance Committee	UWOFA Vice-President
Last Reviewed	Next Review Date	Required Reviewers
December 2025	December 2027	Policy & Governance Committee FacultySC Chief Steward Librarians and Archivists Chief Steward

I. TERMS OF REFERENCE

1. The Faculty Stewards Council (FSC) is responsible for educating, supporting, and engaging Faculty Members and for sharing information.
2. All Faculty Stewards (Stewards) shall be members of the FSC.
3. The Mobilization Chair, ~~if not otherwise a Faculty Steward~~, shall be an *ex officio* member of the FSC.
4. UWOFA staff, as designated by the UWOFA President, shall attend meetings of the FSC and provide administrative and operational support.
5. The Faculty Chief Steward (Chief Steward) ~~or the Faculty Deputy Chief Steward (Deputy Chief Steward), as designated,~~ shall chair the FSC.
6. The FSC shall meet at least once each Fall and Winter Academic Term to discuss matters and share information relevant to the Bargaining Unit. The Chief Steward may convene more frequent meetings, such as for training purposes or during periods of collective bargaining.

II. ELECTION PROCEDURES

~~78. Each Unit shall have 1 Steward, except for FIMS, Ivey, and Nursing, which shall have 2, and Education which shall have 3.~~

~~87. Stewards shall be elected by the Members of their Unit and serve a two-year renewable term. Terms begin on July 1. All Members of the Unit are eligible to serve as a Steward with the exception of UWOFA Directors and Chairs or Heads of Departments or Schools, or UWOFA Directors.~~

~~8. Each Unit shall have 1 Steward, except for Education, FIMS, Ivey, and Nursing, which shall have two.~~

9. Elections for Stewards shall ~~proceed be managed~~ as follows:

- a. Steward elections shall be managed by UWOFA, with elections normally held in June.

- b. If a position is vacated four or more months before the end of the position's term, the procedure for interim appointments in By-law No. 1 clause 3.16 shall be followed, with references to the President being read as references to the Chief Steward.
- c. Elections shall involve a call for nominations and, if required, a mail ballot.
- d. Members with joint appointments under the Collective Agreement may vote in the Steward elections in each of their respective Units. Members with cross-appointments under the Collective Agreement may vote in their home Unit only.
- e. If a Unit does not elect a Steward, the Chief Steward shall endeavour, in consultation with Members of the Unit, to find a Steward [for the Unit](#).

10. The FSC shall elect the Chief Steward and Deputy Chief Steward from among the FSC membership, each for a two-year term starting July 1st. The Chief Steward and Deputy Chief Steward may serve multiple terms.

~~110.~~ Elections for the Chief Steward and Deputy Chief Steward shall [proceed be managed](#) as follows:

- a. ~~The Chief Steward and Deputy Chief Steward are elected by Faculty Stewards.~~
- b. These elections shall be managed by UWOFA and normally held in June immediately following Steward elections.
- c. ~~If Should~~ a position ~~is~~[be](#) vacated four or more months before the end of the position's term, the procedure for interim appointments in By-law No. 1 clause 3.16 shall be followed.
- d. Elections shall involve a call for nominations and, if required, a mail ballot.
- e. If Stewards do not elect a Chief Steward or Deputy Chief Steward, the Past President shall endeavour to identify a Chief Steward or Deputy Chief Steward through consultation with Stewards.

III. RELATED POLICIES, PROCEDURES, FORMS, GUIDELINES AND OTHER RESOURCES

a. Faculty Stewards Policy

B. By-law No. 1

The Allan Heinicke Memorial Service Award

The Allan Heinicke Memorial Service Award was established in honour of the late Allan Heinicke, former Chair and President of the University of Western Ontario Faculty Association and financial, technical and policy analyst for the Association. This award was created to honour and recognize outstanding service and achievement in financial, technical, or policy development and/or analysis supporting the aims of the Association.

The award this year is being presented to Jeff Tennant of the Faculty of Arts and Humanities.

2026 Recipient – Jeff Tennant

Jeff Tennant has been an outstanding member and leader within UWOFA since 1992, devoting decades of service that have profoundly shaped the Association. In essential roles including Speaker for our Meetings of Members, Chair of the Policy and Governance Committee, Co-Chair of Joint Committee, Vice-President, President, Past-President, and Chief Negotiator, Jeff has consistently brought vision, intellectual rigor, and unwavering commitment to every aspect of UWOFA's work. For over three decades, he has played a central role across the Association's core functions, contributing not only to leadership but also continuity through successive terms of governance and bargaining. Jeff's willingness to take on complex and demanding roles repeatedly reflects his exceptional level of dedication.

As Chief Negotiator in six rounds of bargaining in 2014, 2015, 2018, 2022, and 2026, Jeff led the union to achieve landmark gains for members, including greater job security for contract faculty, protections against misuse of student evaluations, enhanced compensation, and improved benefits. His leadership also contributed to the development of new appointment pathways and strengthened provisions within performance evaluation and reporting processes. Through careful analysis, meticulous preparation, extensive consultation, and strategic negotiation, grounded in a deep understanding of both member priorities and the broader sector, he has achieved tangible improvements in the collective agreement, consistently delivering outcomes that strengthen the Association and its membership.

Jeff's leadership in collective bargaining has had a lasting impact on UWOFA's policy framework and strengthened the Association's governance. As Chair of the Policy and Governance Committee, he led a comprehensive review and revision of the collective bargaining policies, clarifying roles and responsibilities, and advancing principled approaches to information sharing. In his repeated terms as Chief Negotiator, he implemented these policies into practice, establishing formal procedures between the Board, Executive, and Negotiation Team, securing accountability across bargaining cycles. Jeff also implemented internal practices of systematic documentation and structured sharing of proposals, notes, and rationale, ensuring transparency and informed oversight of the Board during negotiations. These contributions have strengthened governance, advanced faculty rights, and embedded processes that continue to guide effective, transparent, participatory, and well-informed collective bargaining at UWOFA.

This past year, Jeff led UWOFA's Pension Education and Engagement Campaign, where he worked closely with University Pension Plan representatives, OCUFA staff, UWOFA staff, and colleagues to educate members about their pension options. Jeff embraced the technical nature of this campaign and devoted himself to extensive research and consultation.

Beyond his work at Western University, Jeff has been a national and provincial leader in advancing faculty rights. He served as Vice-Chair and Chair of the OCUFA Collective

Bargaining Committee from 2015 to 2020 and as a member of the CAUT Collective Bargaining and Organizing Committee from 2023 to the present, contributing to CAUT initiatives, including leading the development of the Policy Statement on Generative Artificial Intelligence adopted in 2025. Jeff's expertise, mentorship, and dedication have shaped countless colleagues and future leaders, strengthening not only UWOFAs' capacity for generations to come, but also contributing meaningfully to the advancement of rights and protections for academic staff across the sector in Canada.

2025-2026 Recipients of the CAUT Dedicated Service Award

The Executive Committee voted unanimously to nominate the following UWOFAs as recipients of the CAUT Dedicated Service Award.

Luke Arnott

Luke Arnott is a part-time faculty member who has demonstrated an unwavering commitment to UWOFA by serving in various capacities since 2016. He served on the Committee for Contract Faculty from 2016 to 2018, contributing to initiatives that support and advocate for contract faculty members. From 2018 to 2024, Luke served on the Board of Directors and the Executive Committee for three full-terms, providing thoughtful guidance and helping shape the association's strategic priorities. In addition to his governance contributions, Luke has been an active member of the academic community, receiving the Contract Faculty Research and Professional Development Fund award in 2018 and again in 2024. His sustained commitment over the past decade reflects a strong dedication to advancing the work of UWOFA and championing the interests of its members.

Cody Barteet

Cody Barteet has demonstrated longstanding commitment to UWOFA through his service in several key roles supporting faculty members. From 2016 to 2024, he served as a Case Officer on the Grievance Committee, contributing his time and expertise advising members through the grievance process and ensuring members' rights under the Collective Agreement. He also served on the Faculty Representatives Council from 2018 to 2023 and has been a member of the Faculty Stewards Council from 2023 to present, advocating for faculty members and helping maintain strong communication between the association and the broader faculty community.

Christina Maco

Christina Maco has played an essential role in ensuring sound fiscal management and strong governance within UWOFA. She served as Treasurer and on the Board of Directors and Executive Committee from 2022 to 2025, providing careful stewardship of the association's finances and supporting informed decision-making at the leadership level. Christina also chaired the Strike Action Committee Financial Sub-Committee from 2022 to 2024, providing financial oversight during two rounds of negotiations. Christina contributed to UWOFA's work through her service on several committees, including the Committee for Contract Faculty from 2018 to 2022, the Pension and Benefits Committee from 2018 to 2022, and the Salary Committee from 2019 to 2021. Through these roles, Christina has made significant contributions to the long-term stability and effectiveness of the association.

Liana Zanette

Liana Zanette has demonstrated exceptional and sustained dedication to UWOFA, serving the association in a wide range of roles since 2004. She was a member of the Board of Directors from 2004 to 2007, served as Chair of the Status of Women & Equity Committee from 2005 to 2006, and represented UWOFA on the Employment Equity Committee from 2006 to 2007. She also contributed to the Nominating Committee from 2011 to 2012 and, more recently, as a member of the Collective Bargaining Committee beginning in 2025. Liana's longstanding commitment is especially evident through her extensive service as a Case Officer on the

Grievance Committee spanning from 2009 to the present, where she has provided guidance to and advocacy on behalf of faculty members through the grievance process and supported members in protecting their rights under the Collective Agreement. Her dedication over 22 years reflects a deep and enduring commitment to support UWOFA and its members.

Annual Committee Reports

Communications, Mobilization and Organizing (CMOC) Committee

Co-Chairs: David Heap (Mobilization and Organizing Chair) and Jana Seijts (Communications Chair)

Members: Ben Kajaste

Communications and Engagement Officer: Bethany Taylor

Overview

The central objectives of the Communications and Member Outreach Committee this year were twofold. First, the committee supported the Collective Bargaining Committee in communicating the pension discussions surrounding the defined benefit and defined contribution models. Second, the committee focused on building a structured communications document that would guide how UWOFA communicates with and mobilizes members as the bargaining cycle unfolds.

Both priorities were strategic. Pension structure represents one of the most consequential long-term issues facing members. Decisions about pension models affect retirement security, financial risk, and the stability of the pension system over decades. At the same time, bargaining communication without a clear structure introduces risk. When communication becomes irregular or unclear, misunderstandings can spread quickly and trust can weaken. The committee's mandate was therefore to strengthen clarity, protect trust, reinforce mandate legitimacy, and build communications infrastructure that can function effectively under the pressures of bargaining.

Accomplishments

Pension Engagement, Member Surveys, and Faculty Conversations

Throughout the fall and into February, the committee worked closely with the Collective Bargaining Committee to support communication and member engagement on the pension question. This work took place in close coordination with the Collective Bargaining Committee and with the collaboration of UWOFA's Communications and Engagement Officer Bethany Taylor. Pension structure is one of the most consequential issues in this round of bargaining and requires clear explanation and a well-documented member mandate.

As part of this work, the UWOFA conducted several member surveys focused on pension preferences and bargaining priorities. These surveys asked members which pension model they supported and how they believed the bargaining committee should approach pension discussions with the employer. The purpose of these surveys was to ensure that the bargaining position reflected clearly expresses member views rather than assumptions about member priorities.

The survey results played an important role in helping UWOFA establish its negotiations mandate. They provided the Collective Bargaining Committee with measurable evidence of member preferences and allowed the committee to assess the level of support for securing a defined benefit pension structure. This evidence helps demonstrate that the bargaining committee's direction reflects documented member priorities.

The surveys also support UWOFA's position as bargaining begins. Internally, the bargaining committee can move forward with greater clarity and legitimacy because its direction is grounded in member feedback. Externally, UWOFA can demonstrate that its pension position reflects organized and documented member alignment. This strengthens the credibility of UWOFA's position in discussions with the employer.

Working closely with Bethany Taylor, the committee also coordinated faculty level information sessions dedicated to pension discussions. These sessions allowed members to hear directly from union leadership and the bargaining committee about the issues under consideration and the reasoning behind the union's approach.

Beginning in late February, the committee organized coffee chats across faculties to create smaller and more informal opportunities for conversation. These gatherings introduced union leadership and bargaining leadership directly to faculty members and created space for open discussion about negotiation priorities and member concerns.

These in-person engagements were intentional. Pension literacy and bargaining preparation cannot rely solely on written updates or email communication. Members benefit from opportunities to ask questions, raise concerns, and engage directly with leadership. The coffee chats lowered barriers to participation and encouraged dialogue in a more informal setting. These conversations also allowed leadership to listen carefully to the issues members were raising.

Early responses to these sessions have been positive. Members have been able to raise questions and share concerns, which helps surface themes that may require additional clarification in future communications. Leadership visibility through these conversations may contribute to stronger familiarity and trust over time and helps members connect the bargaining process with the people responsible for representing them.

Development of a Codified Bargaining Communications Playbook

The second central objective this year involved creating a working document that would guide communication and mobilization once bargaining begins. This effort resulted in the development of a comprehensive and codified bargaining communications playbook.

The playbook establishes a structured weekly and monthly communications cadence so that members receive regular updates during bargaining weeks, even when there is little visible movement at the table. It includes a minimum viable update standard designed to prevent silence from creating uncertainty or anxiety among members. The document also defines governance roles and decision-making responsibilities among leadership, the Collective Bargaining Committee, and the Communications and Member Outreach Committee.

In addition, the playbook clarifies approval processes, outlines tone guidance across different phases of bargaining, and establishes escalation protocols and timelines for correcting misinformation. It explains how information moves from the bargaining table to the membership and reinforces the importance of maintaining a single source of truth in UWOFAs communications. The document also addresses steward alignment, audience sensitivity, and leadership transition continuity.

This work is important because institutional memory often develops informally and unevenly. Without codification, communication practices can drift between bargaining cycles and become vulnerable to changes in leadership or differences in style. By formalizing communications cadence, governance, and tone discipline, the committee has worked to reduce risk and increase predictability during bargaining.

The benefits of this work are both immediate and long term. As the current bargaining cycle begins, communications have already become more consistent and less reactive. Looking forward, future committees will not need to rebuild systems under pressure. The Playbook serves both as a governance tool for current communications and as a record of practices that proved effective.

Archiving Materials for Future Negotiations

In addition to developing the communications playbook, the committee organized and preserved an archive of materials produced during this cycle. The archive includes pension communication frameworks, survey instruments, information session outlines, coffee chat materials, escalation templates, and phased messaging plans.

Maintaining this archive strengthens institutional continuity. Pension debates and bargaining priorities unfold over many years and often across multiple bargaining cycles. Future committees will benefit from understanding how arguments were framed, what questions members raised, how bargaining mandates were measured, and how leadership engagement was structured. Preserving these materials reduces the risk of inconsistency and supports strategic continuity across bargaining cycles.

Biggest Success

The committee's most significant achievement this year was integrating pension communication and bargaining communications infrastructure into a coherent and member focused system. Members were not left to interpret pension discussions through rumor or fragmented information. Instead, they received structured explanations of the defined benefit and defined contribution models, clear articulation of UWOFAs reasoning, opportunities to express preferences through surveys, and direct access to leadership through information sessions and coffee chats.

At the same time, UWOFAs now enters bargaining with a codified communications system that supports predictable updates, clear governance, and disciplined mobilization planning. This infrastructure strengthens the bargaining committee's mandate and improves internal stability. Pension debates often test institutional trust. Handling these discussions through transparent communication while building durable communications systems positions UWOFAs more strongly for present and future negotiations.

Next Steps

Looking ahead, pension literacy will require continued reinforcement as negotiations evolve. The committee will monitor recurring questions and areas of uncertainty and adjust communications to address those issues clearly.

The bargaining communications playbook will remain a living document. As bargaining proceeds, the committee will refine the framework based on lessons learned during this cycle so that future committees inherit a clear and updated governance structure.

Faculty engagement will also continue through targeted information sessions, particularly as negotiations intensify or new developments arise. Sustaining leadership visibility and maintaining open channels of communication will remain central priorities. Members are always welcome to participate in the ongoing work of the Communications and Member Outreach Committee and in mobilization efforts as bargaining progresses: please feel free to contact any of us if you are interested in getting actively involved. Broader member involvement strengthens communication across faculties and supports collective engagement during important moments in the bargaining process.

Overall, the work completed this year strengthened member understanding, reinforced mandate legitimacy, reduced the risk of misinformation, and built communications infrastructure that will support UWOFAs in this bargaining cycle and in those that follow.

This report is submitted jointly by Jana Seijts and David Heap, the Co-Chairs of the Communications and Mobilization Committee. Christy Sich acted as Mobilization Chair from July 1 through December 31, 2026.

Dependents' Tuition Scholarship Plan Committee

Chair: Vaughan Radcliffe

Members: Miranda Green-Barteet, Stacey Hann, Barry Hawn, John Wilson

The Dependents' Tuition Scholarship (DTSP) Committee oversees 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 UWOFB Board has provided guidance on specific program policies in relation to financial management. In general, the Board has encouraged the continuance of a conservative approach. We intend that any increases in scholarship levels be sustainable such that scholarship recipients can count on the value of the award throughout the period in which they meet the eligibility conditions. 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 the year. The DTSP committee continues to report calendar year numbers to this meeting to allow the presentation of statements on a full twelve months' results in time for the UWOFB 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 UWOFB General Meeting, which 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 UWOFB Board concerning scholarship levels.

The calendar year accounts show an operating deficit of \$217,565. The increase in operating deficit was driven by a rise in scholarships of \$53,165 and a decrease in interest income of \$43,111. The plan has ample funds to pay out these scholarships, having an accumulated fund balance at the close of 2025 of \$2,076,826. We can sustain a similar operating deficit for 4.94 years before reaching a fund balance of \$1,000,000. These numbers are subject to change in receipt of fiscal year accounts. Our greatest success has been prudent fiscal management allowing steady scholarship increases and consistent payments to scholarship recipients.

The committee will thoroughly review the plan's finances in the summer once more complete financial information is available. We will then make a recommendation to the UWOFB Board regarding scholarship levels for the coming year. We prefer that the scholarship level not be reduced once it is declared. Therefore, we must be fully confident that any increases are sustainable before declaring them. To this end, we maintain an appropriate fund balance to protect against deficits during leaner times, demonstrating our commitment to the long-term stability of the plan.

The extension of the deadline for receipt of awards to June 30 has markedly lowered appeals and other inquiries. One source of appeal concerns a student's failure 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 inquire with their dependent student about 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 2025 calendar year, with comparative information for 2024**

	<u>2025</u>	<u>2024</u>
	\$	\$
Balance Forward	2,294,392.75	2,447,136.07
Revenue		
Scholarship Fees	1,945,864.00	1,914,410.68
Interest Income	61,720.05	104,831.00
	<u>2,007,584.05</u>	<u>2,019,241.68</u>
Expenses		
Scholarships	(2,225,150.00)	(2,171,985.00)
Operating 12 month surplus/(deficit)	<u>(217,565.95)</u>	<u>(152,743.32)</u>
Closing Balance	<u><u>2,076,826.80</u></u>	<u><u>2,294,392.75</u></u>

Equity, Diversity, Inclusion, and Accessibility (EDIA) Committee

Co-Chairs: Jennifer Irwin and Maxwell Smith

Members: Kim Clark, Styliani (Stella) Conostas, Kim Shuey

Overview: Per the terms of reference, *The Equity, Diversity, Inclusion, and Accessibility (EDIA) Committee* is responsible for monitoring UWOFA's by-laws, policies and practices, and elements of the Collective Agreement, in relation to issues of concern about equity, including, but not limited to, those covered by the protected grounds of the Ontario Human Rights Code, namely: age; ancestry, colour, and race; citizenship; ethnic origin; place of origin; creed; (dis)ability; family status; marital status; gender identity and gender expression; record of offences (in employment only); sex (including pregnancy and breastfeeding); and sexual orientation. Within the parameters of UWOFA's activities, it shall help to foster a safe, healthy and inclusive workplace community, promote the advancement of diversity, inclusion, accessibility, equity, decolonization, Indigenization and non-discrimination, and promote open and transparent information sharing about EDIA issues.

Accomplishments: The UWOFA EDIA Committee meets approximately monthly, with the first meeting taking place in September 2025 and this report being compiled in early February of 2026. Ergo, our accomplishments to date reflect ~ 5 months of activities, during which time the committee has:

- Implemented the "Equity Spotlight" as a ~monthly feature in the UWOFA emailer to members to increase awareness of some of the equity-based issues being experienced by faculty members. At the time of writing this report, the equity spotlights have been:
 - Addressing Respiratory Illness (October 2, 2025)
 - Share Your Experience, Strengthen Our Equity Goals (November 13, 2025)
 - Invisible Doesn't Mean Unimportant - Countering Everyday Ableism (December 4, 2025)
 - Masking as an Equity Practice (January 8, 2026)
- Created connection and open line of communication with Dr. Opiyo Oloya, Associate Vice-President of Equity and Ms. Lesley Oliver, EDI Specialist, Diversity and Inclusion, Office of Equity, Diversity and Inclusion.
- Contributed to, reviewed, and endorsed UWOFA's Cross-Border Academic Concerns report.
- Developed and submitted a report to UWOFA leadership endorsing and calling for an expansion on recommendations from the Final Report of the Members with Disabilities Joint Working Group
- Supported negotiation activities via equity-related inquiries on the UWOFA survey for members.
- Supporting UWOFA negotiation activities via "Equity Audit" on high priority areas within the Collective Agreement.
- Representing UWOFA at CAUT Equity Committee events and OCUFA Equity and Social Justice Committee meetings (currently on hold until the latter committee embodies principles of equity and social justice in their meeting offerings).

Biggest Success:

Establishing and producing 4 equity spotlights in the weekly newsletter is our biggest accomplishment. That said, our committee has only been in existence since September and are in the process of the equity audit of the collective agreement, which we suspect will constitute our biggest accomplishment this year.

Next Steps:

As UWOFA is heading into a period of negotiation with the Employer, we anticipate the EDIA Committee will have a magnified focus on reviewing the Collective Agreement and identifying equity implications

pertaining to high priority areas for the negotiating team.

Faculty Stewards Council (FSC)

Chief Steward: Laurel Shire

Deputy Chief Steward: Ruth Ann Strickland

[Faculty Stewards Council](#)

As we have just started in these roles in October 2025, this report only covers activities from October 3, 2025 to February 17, 2026.

Overview: The Faculty Stewards Council (FSC) is responsible for educating, supporting, and engaging Faculty members of the UWOFA bargaining unit.

1. Accomplishments

A. FSC meetings

As outlined in the by-laws, we planned for one meeting of the Stewards Council each fall and winter term. This year, we offered the same meeting at two different times within a week to try and accommodate everyone's busy and conflicting schedules.

This seemed to work well in fall 2025. We held meetings on Zoom on Thursday 20 Nov. 2025 at 9:30am-10:30am, and Friday 21 Nov. at 11am-12pm and got fairly robust attendance at each meeting from different stewards. We were able to connect experienced stewards who have served for many years with newer stewards who wanted to know more about the role. We had good discussions about the upcoming bargaining year, pensions, AI policy and other matters. Concerns raised by stewards were communicated to UWOFA leadership via email after these meetings. When useful resources were returned (such as CAUT's AI recommendations) we sent those out to the FSC and shared them on the Slack channel.

We have winter Stewards Council meetings planned for Wednesday February 25 (2:30-3:30pm) – hybrid meeting, also in Talbot College 201 - and Mon 2 March 2026 at 1:30pm-2:30pm on Zoom (also advertised as Hybrid – have not seen the invite for this one yet).

We sent this out to all stewards on 22 January:

PLEASE mark your calendars for our next Stewards Meeting:

Weds. 25 February at 2:30pm OR Mon 2 March 2026 at 1:30pm-2:30pm - we are once again offering the same meeting twice, in hopes of getting as many of you as possible to attend, given all our many commitments. You need only attend ONE of these two meetings. Both will be hybrid, with an in-person option (and snacks!) or a Zoom option.

B. Communications and Education

We aim to send out an email message to all Stewards once each month on the 5th of the month. This email summarizes items that stewards may want to report at their unit meetings or send out to their unit members by email. At Johanna Westar's suggestion, Laurel created a Slack channel for the Faculty Stewards Council, and these messages are shared there as well.

A challenge here is that UWOFA is already sending weekly news emails to all members, and we do not wish to just repeat the same information over again. So we are always on the lookout for information or reminders that should flow *through* the stewards.

Ruth Ann suggested we include draft email messages that stewards could easily copy and paste into an email addressed to the members in their Unit – they can edit as needed. We did this in January 2026.

The Mobilization Chair asked for a survey of all FS to see if all are regularly reporting on UWOFA activities at unit meetings, and how easily they feel they can communicate with all members in their unit. This went out in January 2026, and 24 of 26 stewards responded.

On Feb. 13, the Mobilization Chair alerted all stewards of a training the following week, invited all to participate and indicated that UWOFA could cover the \$10 fee to participate.

Librarians and Archivists Stewards Committee (LASC)

Chair and Chief Steward: Courtney Waugh

Members: Six stewards represent the five functional units within Western Libraries, and one non-Western Libraries librarian in FIMS.

Archives and Special Collections: Zack MacDonald

Collections Management, Discovery and Access: Alie Visser

Research and Scholarly Communications / Non-Western Libraries: Kristi Thompson

Teaching and Learning: Katie Holmes (July- December 2025); Bobby Glushko (January 2026-)

User Experience and Student Engagement: Jennifer Robinson

Other Members: Mobilization (Christy Sich, July-Dec 2025; David Heap, Jan-June 2026)

UWOFA Member Services Officer: Tolga Karabulut

UWOFA Communications and Engagement Officer: Bethany Taylor

UWOFA Operations Officer: Yasmeen Hakooz

UWOFA Research and Data Officer: Leslie Boisvert

Overview:

Librarians and Archivist stewards are an integral part of UWOFA with two primary roles: to be a familiar face for Members to contact if they have questions about the Librarians and Archivists Collective Agreement, and to monitor the implementation of the UWOFA-LA Collective Agreement.

The Librarians & Archivists Stewards Committee meets monthly to discuss matters important to the bargaining unit, and is responsible for educating, supporting, and engaging Members and sharing information.

Accomplishments:

- Hosted two Lunch & Learn sessions. Session topics identified through Member engagement survey:
 - Leaves (Academic Activity Leave, Education Leave, Study Leave, Deferred Salary Leave)
 - Understanding the Grievance Process
- Job Descriptions – LASC monitored the implementation of job descriptions as per Letter of Understanding Distinguishing Librarians and Archivists
- Navitas – information gathered re: implications for library services and librarians/archivists.
- Triaged and directly responded to numerous Member questions and concerns.

- Facilitated communication between membership and Joint Committee, Senate, and the UWOFA Board of Directors.
- Onboarded new L/A Stewards (July 2025)
- Transition to Google for email, scheduling and meeting documentation (many thanks to Yasmeen!)

Next Steps:

- UWOFA-LA Town Hall – March 3, 2026
Member driven discussion intended to map the current state of the Membership, and consider challenges and issues related to filling leaderships roles (Heads & Directors).
- UWOFA negotiations – facilitate communication between bargaining units and provide mobilization support as capacity allows.
- Preparation for UWOFA-LA Negotiations

Policy and Governance Committee

Chair: Kim Verwaayen, UWOFA Vice President

Members: Jason Dyck, David Heap, Ben Kajaste, John Mitchell, Stephen Pitel, Jennifer Sutton, Melody Viczko

The **Policy and Governance Committee** is an internal UWOFA body tasked to develop, review, and revise UWOFA policies and by-laws. The 2025-26 members of P&G (Jason Dyck, David Heap, Ben Kajaste, John Mitchell, Stephen Pitel, Jennifer Sutton, Melody Viczko, Kim Verwaayen) have been busy with the following projects:

Awards, Scholarships and Grants Policy* (Status: Approved by Board.) Revision applies only to Appendix E: “Terms of Reference for UWOFA Contract Faculty Research and Professional Development Grant”; submission date changed to facilitate winter adjudication and timelier process.

Funds and Investments Policy* (Status: Approved by Board.) Revisions require that any withdrawal from the Grievances and Collective Bargaining Fund (GCBF) or Reserve Fund (RF) be approved by the Board, and that transfers from the Operating Fund to the GCBF or RF are approved by the Board.

Release Time and Payment in Lieu Policy* (Status: Approved by Board.) Revisions include provisions for the Faculty Chief Steward, Faculty Deputy Steward, and Indigenous Faculty Advisory Council Co-Chair roles.

Faculty Stewards Policy* (Status: Approved by Board.) Highlights: Revision aligns the policy with By-law No. 8 (elections are referenced in by-laws rather than policies), provides specific direction for number of Stewards in large faculties, and clarifies the relationship between the Chief Steward and the Board.

Librarians and Archivists Policy* (Status: Approved by Board.) Highlights: Revision aligns the policy with By-law No. 8 (elections are referenced in by-laws rather than policies and clarifies the relationship between the Chief Steward and the Board.

By-law No. 4 - Librarians and Archivists Stewards Council** (Status: Approved by Board; For Membership Approval in April). Highlights: Revisions include Terms of Reference and Election Procedures.

By-law No. 5 - Faculty Stewards Council** (Status: Approved by Board; For Membership Approval in April). Highlights: Revisions include Terms of Reference and Election Procedures

Many thanks to Yasmeen Hakooz for (among many other things) organizing us and to the P&G Committee for their hard work, thoughtful discussion, close attention and expert judgement. Our work continues with further review of UWOFA policies and by-laws in the coming months.

(*Note that changes to Policies require Board approval; **changes to By-laws require approval from both Board and Membership.)

University Finance and Salary Committee

Chair: Gildo Santos

Members: Yini Liu, Ben Kajaste, Aaron Schneider, Evan Sauvé

UWOFA Operations Officer: Yasmeen Hakooz

1. Overview: Mandate and Objectives

The University Finance & Salary Committee (UFS Committee) is a standing committee of the University of Western Ontario Faculty Association (UWOFA). Its mandate is to monitor and analyze Western University's financial position, evaluate the institution's budget and revenue trends, benchmark faculty compensation against peer institutions, and provide evidence-based support for UWOFA's collective bargaining priorities.

The committee's work is foundational to UWOFA's advocacy for fair faculty compensation. By bringing rigorous financial analysis to the table, the committee ensures that bargaining positions are grounded in verifiable institutional data rather than assumptions. The committee also supports the Communications Committee's public-facing work, providing the analytical backbone for publications such as the "Every Budget is a Choice" report.

The current committee term began in 2025–2026, with Gildo Santos serving as Chair in the first year of a three-year term. The full committee membership consists of: Yini Liu (Assistant Professor, DAN Department of Management and Organizational Studies), who took the lead in coordinating the statistical analysis work; Ben Kajaste (Assistant Professor, School of Kinesiology); Aaron Schneider (Assistant Professor, Department of English and Writing Studies); and Evan Sauvé (PhD Candidate in Economics). The committee's work was supported throughout by UWOFA's Operations Officer, Yasmeen Hakooz.

2. Accomplishments: Key Initiatives and Milestones

2.1 Mandate and Orientation Meeting with the UWOFA President

On August 25, 2025, the committee met with the President of UWOFA to receive its formal mandate for the year. This meeting established the committee's priorities: to conduct a thorough analysis of Western's budget and provide evidence-based support for the "Every Budget is a Choice" report being prepared by the Communications Committee. This early engagement with UWOFA leadership set a clear and purposeful direction for the committee's work throughout the term.

2.2 Access to the CAUT Member Portal and Salary Data

Through coordination with UWOFA's Operations Officer, all committee members were granted access to the CAUT Member Portal, including the Collective Agreement Database (CAD) and the Academic Staff Salary Data Table Viewer. A training session on accessing these tools was recorded and made available to all members to support independent analysis. This infrastructure enabled the committee to access benchmarking data essential to its work.

2.3 Attendance at Western's Budget Information Sessions

Committee members attended Western University's budget information sessions held on November 19 and November 27, 2025. These sessions provided important institutional context for the committee's analysis, including Western's own framing of its financial position and the challenges it faces within Ontario's higher education sector.

2.4 OCUFA Engagement — November 28 Meeting

The committee met with OCUFA representatives on November 28, 2025. OCUFA's attendance provided sector-wide perspective and allowed the committee to situate Western's financial position within broader provincial trends affecting university faculty. Resources under review by the committee were shared with OCUFA in advance of the meeting to support a productive dialogue.

2.5 Four Working Sessions to Develop the Budget Analysis

The committee held four dedicated working sessions focused specifically on reviewing, discussing, and developing the preliminary budget analysis. These sessions examined Western's audited financial statements, tuition revenue data, salary trends from the Ontario Sunshine List, CAUT mean full-time salary benchmarking data, and OCUFA comparative salary data. Together, these meetings built the analytical foundation for the committee's report.

2.6 Preliminary Budget Analysis and Written Report

The committee produced a detailed preliminary budget analysis ("Prelim_analysis_Budget_Dec15") encompassing six analytical components: a Budget vs. Actual comparison of revenues and expenses (2019–2025), a forward-looking scenario analysis (2025–2028), CAUT salary benchmarking data, average faculty salary data from the Ontario Sunshine List, total salary expenditure comparisons across peer institutions, and OCUFA average salary data by rank and gender for 2023.

The key findings of this analysis are summarized below:

- Western's student tuition revenues grew from approximately \$408.8 million (budgeted) in 2020 to \$491.5 million in 2024, with actual revenues consistently exceeding budget projections — reaching \$566.0 million in 2024.
- Total actual revenues grew from \$1.37 billion in 2020 to \$1.67 billion in 2025 (an increase of approximately 22%), significantly outpacing faculty salary growth.
- Western's investment portfolio grew from \$2.25 billion in 2020 to \$3.49 billion in 2025, with the endowment alone reaching \$1.43 billion — demonstrating substantial institutional financial capacity.
- Faculty salary growth, by contrast, has lagged behind both inflation and revenue growth. Real purchasing power has declined for Western faculty, despite increased workload, research, and service expectations.
- CAUT benchmarking data show that Western ranked last among its comparator peers (Toronto, McMaster, Queen's, York, Waterloo, Guelph) in mean full-time faculty salaries from 2016 to 2019, and behind most peers except Guelph from 2020 to 2023.
- Ontario Sunshine List data confirm this pattern: Western ranks behind all U15 comparator institutions in average faculty salary, trailing only Guelph — which is not a U15 institution.
- Western also ranked lowest among comparators in total salary growth percentage and in hiring growth percentage, indicating that its salary investment has not kept pace with the sector.
- The scenario analysis projects that under base-case assumptions (3% revenue growth, 5% salary and benefits growth), Western maintains a positive revenue-over-expenses position through 2028, demonstrating that meaningful salary improvements are financially feasible.

These findings were consolidated into a written report, "Financial Capacity, Faculty Compensation, and Bargaining Implications," which provides a clear, evidence-based narrative for UWOFA's use in collective bargaining and public communications.

3. Biggest Success: A Complete, Evidence-Based Financial Analysis

The most significant achievement of the committee this year was the successful completion of a comprehensive, evidence-based analysis of Western's budget and faculty compensation — delivered ahead of the year-end deadline to support the "Every Budget is a Choice" report.

This analysis is notable for several reasons. First, it draws on multiple independent data sources — Western's own audited financial statements, CAUT salary data, Ontario Sunshine List records, and

OCUFA benchmarking — and presents a coherent picture that is difficult to dispute on methodological grounds. Second, it directly connects Western's strong financial performance (growing revenues, large endowment, consistent budget surpluses) to the failure to adequately compensate faculty — making the case that insufficient salary growth is a budgetary choice, not a financial necessity. Third, the scenario analysis provides forward-looking evidence that salary improvements are sustainable even under conservative revenue projections.

The impact of this work extends beyond the current bargaining cycle. It equips UWOFA with the institutional knowledge and analytical tools needed to sustain an evidence-based approach to compensation advocacy over the long term. The committee has, in effect, established a model for how financial analysis can directly support bargaining priorities — one that can be built upon and updated in subsequent years.

4. Next Steps: Priorities, Ongoing Work, and Anticipated Challenges

4.1 Support the "Every Budget is a Choice" Report

The committee's immediate priority is to ensure that its analysis is effectively integrated into the "Every Budget is a Choice" report being finalized by the Communications Committee. This will involve ongoing liaison with the Communications Committee to answer questions, clarify data, and provide additional context as needed.

4.2 Update the Analysis with the 2025 Audited Financial Statements

Western released its audited financial statements for the year ended April 30, 2025, which are now available. These statements confirm that revenues reached \$1.667 billion (up 3.1% from 2024), while expenses rose to \$1.469 billion (up 5.1%). Salaries and benefits represented 62.2% of total expenses. The endowment grew to \$1.426 billion. The committee will incorporate this updated data into its ongoing analysis to maintain a current picture of Western's financial position.

4.3 Deepen Salary Benchmarking and Equity Analysis

The OCUFA data on average salaries by rank and gender highlight important equity dimensions that merit further exploration. The committee intends to examine salary gaps by rank, gender, and age cohort in greater depth, as this analysis can strengthen the case for targeted salary adjustments that address both competitiveness and equity concerns.

4.4 Anticipated Challenges

The committee anticipates several challenges in the coming year. The evolving Ontario higher education funding environment — including softening international student demand and largely static domestic operating grants — creates institutional pressures that Western administration is likely to cite in resisting salary improvements. The committee will need to continue distinguishing between genuine financial constraints and budget choices, using the evidence assembled this year as a baseline. Access to timely and granular data from the university will also remain a challenge, and the committee will continue to rely on publicly available sources including audited financial statements, the CAUT portal, and the Ontario Sunshine List.

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

Childcare Advisory Committee

UWOFA-F Representative: Kelly-Ann MacAlpine

UWOFA-LA Representative: Heather Campbell

As the representatives to the Childcare Advisory Committee the following is a summary of our activities:

Overview:

The Childcare Advisory Committee serves as a liaison between UWOFA and UWOFA-LA Members and the university administration, ensuring that adequate on-campus childcare spaces are available for faculty, librarians, and archivists. The committee specifically oversees the allocation of Faculty Priority (FP) spaces and advocates for improvements where necessary. It also provides advisory support on childcare-related issues, responds to member inquiries, and engages in relevant discussions around collective agreements and childcare policies.

Accomplishments:

The current 2025-2026 year was slow to start with the committee facilitating a late in the year discussion regarding the status of UWOFA and UWOFA-LA Members having or seeking childcare. However, a productive meeting with the Employer representative has taken place providing the committee a clear plan to ensure that the YMCA's Western Childcare Centre (WCC) maintains a robust priority list for UWOFA Members requiring childcare. To ensure that this priority is maintained there is now an additional cross-check to confirm eligibility. With many within the Western community seeking childcare, a system of crosschecks to ensure UWOFA and UWOFA-LA Members are clearly identified and given priority is essential.

Next Steps:

A follow-up end of the year meeting is being scheduled with the employer representative and a representative of the WCC to determine the extent of any unsatisfied demand for child care spaces for the children of Members and recommend options for improvement. The purpose of the meeting is to gain a clearer understanding of whether the current system is effective and sustainable. We have requested up-to-date information regarding the current wait-list, patterns of space availability, WCC policies, and historical patterns with past grievances.

Joint Committee

UWOFA Chair: Brian McMillan (January - June 2026), Melody Viczko (July - December 2025)

UWOFA Representatives: Dianne Bryant, Shawn Hendriks, Kim Verwaayen, Johanna Weststar

UWOFA Research and Data Officer: Leslie Boisvert

Joint Committee (JC) representatives of UWOFA's two Bargaining Units meet on a monthly basis with the Employer's representatives to discuss arising and ongoing matters related to the implementation of our Collective Agreements, seeking resolutions to issues and problems that arise. In addition, Joint Committee monitors various processes and ongoing dossiers, such as notice for amendments on new policies and or changes to practices where required under the Management Responsibilities article, receipt of reports required under the Information article, and advance notice of changes in existing practices with respect to computing and information technology where required by the Implications of Technology article.

In the 2025-26 academic year, JC met on the following dates: September 22, October 27, November 24, December 15, January 26, February 19. Meetings are scheduled for March 23, April 29, May 19, and June 15.

Update on LOUs

- *New LOU: Performance Evaluation (“PE”) Procedures for Members Returning from Academic Administrator Roles.*
- *New LOU Career Trajectory Fund for Former Brescia Faculty Members.*
- *New LOU: Changes to PE/BRR Processes in 2025-26 Due to Security Concerns for Travel to the US for Academics.*
- *New LOU Definition of Indigenous Scholar.*
- *New LOU On-Call Work: Library Directors and Heads.*

Key Issues:

- Career Trajectory Fund Committees (Faculty and Former Brescia Faculty Members)
- Disabilities Joint Working Group final report
- Functional Accommodation Forms
- Introduction of new AI resources
- Navitas / Western International College (Hiring of instructors)
- Non-Disclosure Agreements (NDAs) in Search Committees
- Official File – Electronic storage
- Processes and protocols for reporting Members’ security concerns
- Professional Expense Reimbursement (PER) Rollover between Collective Agreements
- Review of the processes in the LOU: Indigenous Faculty Members
- Role of Deans on Appointment Committees
- Security event at Weldon Library
- Supporting documentation requirements for reimbursement
- Training for PE Committees related to the LOU: Indigenous Faculty Members
- UWOFA-LA Leadership Roles and Appointments
- Working Group on Data Storage in Microsoft 365 and OWL Sakai / IT Futures Committee
- Workload Committee training

The UWOFA Chair would like to thank the following colleagues for their work on UWOFA’s behalf of Joint Committee: Leslie Boisvert, Lina Rodriguez, Tolga Karabulut, Shawn Hendrikx, Johanna Weststar, Kim Verwaayen, and Dianne Bryant. Many thanks, too, to the many Members who shared their insight and experience in consultation with the UWOFA Joint Committee caucus.

Joint Employment Equity Committee

UWOFA Representatives: Sabina Rakhimbekova and Katarzyna Korycki

The committee met in Fall 2025 to clarify its role and relationship to other EDI groups on campus. Its mandate, set by the Collective Agreement (CA), is narrower and compliance-focused, addressing employment-equity provisions related to hiring, promotion and tenure, workload, and performance evaluation. Broader EDI committees set institutional priorities; any concerns related to the CA are referred to this committee.

Over the past two years, the committee completed a full revision of the Employment Equity Guide (previously ~10 years old). The updated guide now supports four UWOFA committees: Appointments; Promotion, Tenure and Continuing Status (PTCS); Workload; and Performance Evaluation (PE). The guide may be updated as needed, and members can bring forward additional issues.

https://www.uwo.ca/facultyrelations/recruitment_retention/hiring_resources/index.html

The committee also reviewed its obligation to conduct regular statistical analyses of employment-equity data. While this was done annually until 2018/19, recent challenges with low response rates to the

institutional self-identification survey have limited reliable analysis. Work continues through the Career Trajectory Fund to identify and address salary anomalies across equity-deserving groups, alongside efforts to improve data quality so regular reporting can resume.

Joint Occupational Health & Safety Committee

UWOFA Representatives: Peter Chidiac and Felix Lee

The Joint Occupational Health & Safety Committee (JOHSC) serves as a collaborative forum for employee groups and the Employer to identify workplace hazards and recommend corrective actions. Operating under the Occupational Health and Safety Act (OHSA), the committee ensures campus safety aligns with all provincial regulations and standards.

UWOFA representatives (Peter Chidiac and Felix Lee) participate in monthly JOHSC meetings to represent the specific interests of faculty, librarians, and archivists and raise their concerns. During these sessions, the committee reviews accident reports, work refusals, safety hazards, and incidents of workplace violence or harassment to ensure they have been effectively resolved by the university or by a specific university unit. Furthermore, UWOFA representatives participate in annual inspections of specified university facilities, such as laboratories and common space, to maintain a safe, productive environment for all members of the university community.

Over the past year, neither the JOHSC nor the UWOFA representatives identified any exceptional or unusual concerns. Discussions were focussed on routine matters, including accident/incident trends, critical injuries, winter safety, seasonal respiratory illnesses, orientation week, smoke-free initiatives, and safety-training reports. One notable topic of discussion was in true Western character: managing the springtime territorial disputes between pedestrians/drivers and the cobra chickens that declare, via hissing and honking, and with zero regard for safety regulations, campus sidewalks, roads, rooftops, and the concrete beach at the UCC their sovereign territory.

Parking Appeals Committee

UWOFA Representative: Nigmendra Narain

Overview:

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

Mandate: Address appeals from customers of Western's parking facilities and operations, and provide direction to UWO Parking for clarity and amelioration to help remediate and prevent future issues, etc.

Accomplishments: The Committee does not have particular actions it undertakes, only making general suggestions and advice to assist both parkers and Western Parking with their activities and facilities efforts. Our meetings are now exclusively online as it was easier and more convenient for appellants to attend in-person meetings as they are not required to come on campus – which sometimes resulted in another parking infraction being levied on them because of limited parking in around the UWO Services Building.

Biggest Success: Again, we are not directly responsible or able to make any changes, only suggestions which others must determine for follow or enact through proper Western facilities and maintenance channels.

Next Steps: No major changes planned, but also not within this Committee's purview to do so in any case.

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

1. Renew your permit on-time and without delay
2. Pictures are taken by Parking Enforcement *almost always*, so step out and check your vehicle's location, pass visibility, parking between lines, avoid blocking through lanes, etc.
3. Cameras are installed at all entry and exit gates, so they record all actions going in and out of the lots, so do not try to tail-gate in, use others' passes, etc.
4. Don't touch, damage or 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
 - d. Take pictures of where you parked, where the poles or signs are located, and the other cars in relation to where you parked; these can provide a context for you parking appeal to lessen or dismiss it based on the evidence (especially time of start-parking)
 - e. Never park on landscaping (grass, sidewalk), emergency routes or cargo routes, or throughway areas
 - f. Most appeals for snow-related parking infractions are similar in infraction, so avoid making the same errors by considering the points above
6. Parking permits:
 - a. Don't alter permits for *any reason*
 - b. Ensure all information is correctly identified on the permit and in the appropriate locations
 - c. Place *only* on the driver's side of your vehicle
 - d. Don't put obscuring objects, etc., on top/in front of the permit
 - e. Take reasonable efforts to remove snow, ice, etc., to make permits visible
 - f. Ensure *special permits* for guests, delivery, limited temporary, construction, etc., parking are the *correct type* of permit, and *do not* transgress the terms of the special permit, e.g. using for faculty parking
 - g. If you are unsure about a permit, check with the Parking Service office *only*; other faculty, administrators, etc., are often unaware of the permit particularities and designations
 - h. Do not share your permit – register your vehicles on your profile page – and note passes used by multiple drivers and cars are immediately suspended and the pass-holder is flagged for non-renewal
 - i. Permit usage is electronically logged at every entry and exit
7. Parking staff at booths and gates:
 - a. Don't be in rush: get clear instructions and verifications from the staff when you are unsure of where to park
 - b. Don't be abusive to the staff – this is also covered by workplace relations rules
 - c. Don't be dismissive of instructions given by the staff
 - d. If the staff give you a time-limited temporary reprieve to park or stop in a designated area, park/stop only there and *don't overstay* the courtesy
 - e. Entry *does not mean approval in some cases*: if you try to move against the parking equipment or harass/abuse the staff, they *may* open the gate to move you along and

avoid damage to equipment (which is *very expensive*), and then you will likely be *immediately* ticketed, your car may be towed, and/or Campus Police will be called

8. Read the signs fully and properly, and *follow* the instructions
9. If you are given options at the Parking Service counter to settle infractions matters, seriously consider their offer as you are unlikely to do better unless you provide a compelling appeal submission with evidence

Western Award for Excellence Selection Committee

UWOFA Representative: Nigmendra Narain

Overview:

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, 100+ Western University staff members have received this award. Normally nearly 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.

Members: The selection committee is composed of members from several employee groups on campus: an UWOFA representative, a Professional Management Association (PMA)/Canadian Union of Public Employees (CUPE) staff representative, a Western Alumni, a representative from University Students' Council/Society of Graduate Students (USC/SOGS), a representative from Human Resources, and normally a past recipient. UWOFA representative for the up-coming year will be Nigmendra Narain. The committee is mandated with the responsibility for acknowledging excellence in the workplace by Western University staff members. Each committee member reviewed and ranked the nominations received, and then the Committee discusses and decides the award winner. In addition, all nominees are recognized for their contribution to making Western University a better workplace.

Meetings: One meeting per year in January

Mandate: Select winners: maximum 7 individuals and maximum 2 teams

Accomplishments: n/a

Biggest Success: n/a

Next Steps: No major changes planned.

Faculty are encouraged to nominate CUPE and UWOSA colleagues in particular, as the Committee receives very few from these two employee groups, sometimes only one or two, but often none from CUPE. Please make an effort to find out about your colleagues who work in CUPE-connected jobs and consider submitting a nomination.

Western Equity, Diversity and Inclusion Central Working Group

UWOFA Representative: Alanna Marson

The [EDI Central Working Group](#) continued its mandate of promoting equity, anti-racism, inclusion, and institutional accountability across Western's faculties, administrative units, and student organizations. Led jointly by the Associate Vice-President of Equity, Diversity and Inclusion and the Vice-Provost & Associate Vice-President Indigenous Initiatives, the group maintained cross-campus collaboration in support of the ongoing implementation of the [EDIDA Strategic Plan](#) (2024–2027).

A significant development from the Office of Indigenous Initiatives was the creation of the [Declaration of Indigenous Citizenship or Membership at Western](#). This policy applicable to students, staff, and faculty. Developed in partnership with local Indigenous communities, the policy reflects Western's commitment to Indigenous-led governance, policy development, and procedural integrity.

The committee also received updates on several new institutional training resources, including [Braiding Truth Into Action: A Guide Towards Indigenous Allyship at Western](#) and the [Guide to Indigenous Research](#). Both resources are intended to strengthen culturally informed practice across the university. An in-person meeting on December 10, 2025, focused on these and other training modules offered by both the EDI and OII offices. Members discussed opportunities to enhance uptake and effectiveness, sharing impressions and recommendations.

Additionally, I met with colleagues serving on other UWOFA-supported EDIDA committees. These connections offered valuable insight into how different groups within UWOFA contribute to equity and inclusion efforts across the university.

Women's Safety Committee

UWOFA Representative: Melanie Randall

Report on The President's Standing Committee on the Safety of Women on Campus - [Activity/ Spending. Report March 4, 2026](#)

Background

This committee is convened when an issue has surfaced or when there are decisions to be made on which projects will receive financial support from the committee. If there are no committee meetings it typically indicates that nothing has come up that requires Committee attention; the Women's Safety Committee is often the place people turn when their issues are not be resolved by other units on campus (Campus Police, Human Rights, etc.).

Grant Program

The Committee reviews and makes decisions on grants for university initiatives aimed to improve the safety of women on campus. The money is provided to Western from the Ministry of the Campus Safety Grant.

These funds must be used for initiatives that continue improving the safety on campus for all students and employees through support for programs dealing with safety, sexual harassment, and gender-based violence. This funding can continue current activities, off shoots of these, or new initiatives that ensure that safety issues continue to be addressed in the future.

In order to be eligible for funding, organizations/groups must meet the following criteria:

- Be a recognized organization/group from within Western's community (i.e., USC, SOGS or Faculty/Units who have direct interaction with our vulnerable population).
- Demonstrate knowledge, skills, and the ability to deliver the proposal on time and on budget
- Comply with the Ontario Human Rights Code and anti-harassment and antidiscrimination policies existing at Western

Activities

After a review of all of the proposed projects, the committee allocates funds for relevant activities aimed at enhancing safety and preventing violence. A variety of projects were funded in the 2025-2026 reporting year, from the \$145,7311 available.

The Women's Safety Committee met on October 30th, 2025, to discuss funding allocations to the various projects proposed for funding from the Ministry of the Campus Safety Grant funding. Members were provided with proposals, criteria for evaluation, and projects were then ranked based on aggregated reviewers' assessments.

A variety of projects were funded this cycle. These include projects addressing: Indigenous Cultural Safety Training, De-escalation training for staff and faculty to use in crisis situations, Taxi Chit Program during Orientation week and "Undressing Consent," to support graphic materials for a sexual violence prevention program. Student Experiences also received funding for a number of other projects, including initiatives aimed at, "Enhancing Security Measures for Women's Safety During Orientation Week," sexual violence prevention training, and providing survivor support.

[Women's Safety Committee Members](#) (as of Nov, 2025)